PART VIII

Governance

Building on digital transformation and remaining steadfast in the principles of FAIRNESS - TRANSPARENCY - RESPONSIBILITY - ACCOUNTABILITY, Coteccons continues to strengthen its corporate governance framework. The numerous awards and recognitions Coteccons has received from reputable organizations and programs, including Fortune Southeast Asia 500, Great Place to Work, VLCA, VNCG50 and CSA, demonstrate the strength of its governance capabilities as the company advances toward sustainable development.

Coteccons held the 2025 Annual General Meeting of Shareholders.

Transparent

CORPORATE GOVERNANCE FRAMEWORK

Grounded in fairness, transparency, responsibility, and accountability, Coteccons continues to build a corporate governance framework that supports high-quality and sustainable growth. The company is committed to effective risk management and to ensuring that all business decisions comply with applicable laws and business ethics while safeguarding stakeholder interests.

In addition to complying with applicable laws and regulations, Coteccons has drawn on the ASEAN Corporate Governance Scorecard (ACGS), the G20/OECD Principles of Corporate Governance, and the Vietnam Corporate Governance Code of Best Practices for Public Companies (VN CG Code), issued by the State Securities Commission of Vietnam (SSC) and the International Finance Corporation (IFC) (2026). The company also regularly reviews relevant standards and good practices issued by domestic and international organizations.

As a listed company and a pioneer in ESG practices, we are committed to the principles of FAIRNESS – TRANSPARENCY – RESPONSIBILITY – ACCOUNTABILITY. These principles help build and strengthen trust among project owners, investors and shareholders, partners, suppliers and subcontractors, and communities.

The company aims to lead the construction industry not only through business performance, but also by pioneering the integration of ESG into its standards and policies, sharing these practices, and encouraging businesses across the supply chain to adopt them. In doing so, Coteccons seeks to help raise governance standards across the industry and create sustainable value for Vietnam's economy and society.

CÔNG TY CỔ PHẦN XÂY DỰNG COTECCONS
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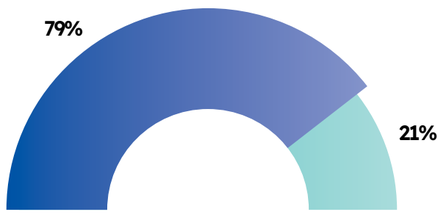


Percentage of Board of Management Members Aged 30–50

Percentage of Board of Management Members Over 50 Years Old

Percentage Of Board Of Management Members

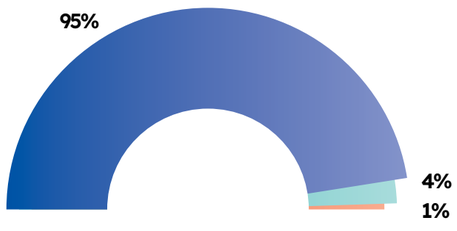
Gender & Age	Share
Percentage of Female Board of Management Members	11%
Percentage of Male Board of Management Members	89%
Percentage of Board of Management Members Under 30 Years Old	0%
Percentage of Board of Management Members Aged 30–50	79%
Percentage of Board of Management Members Over 50 Years Old	21%

Leadership structure

Percentage of Male Leadership and Management Personnel

Percentage of Female Leadership and Management Personnel

Gender & Age	Share
Percentage of Female Leadership and Management Personnel	5%
Percentage of Male Leadership and Management Personnel	95%
Percentage of Leadership and Management Personnel Under 30 Years Old	1%
Percentage of Leadership and Management Personnel Aged 30–50	95%
Percentage of Leadership and Management Personnel Over 50 Years Old	4%



Percentage of Leadership and Management Personnel Under 30 Years Old

Percentage of Leadership and Management Personnel Aged 30–50

Percentage of Leadership and Management Personnel Over 50 Years Old

1.

1. Coteccons held its annual s hareholder dialogue on September 20, 2025, at the APEC Convention Center project site in An Giang. During the livestream, which lasted more than three hours, Coteccons' leadership openly answered a wide range of questions from shareholders. They also shared the company's long-term strategy, risk management approach and future direction, while acknowledging the valuable contributions and continued support of shareholders and investors.

2. On June 15, 2026, Coteccons' leadership held a shareholder dialogue at its Hanoi office to provide updates on business performance, share the company's strategic direction for the period ahead, and listen to feedback and discuss matters of interest directly with shareholders and investors.

2.

"A LEADER'S ROLE ISN'T TO DO THINGS FOR PEOPLE. IT'S TO BRING OUT WHAT THEY'RE CAPABLE OF, SEE WHERE THEIR STRENGTHS LIE, AND SUPPORT THEM WHEN IT MATTERS. THEN YOU HAVE TO EMPOWER THEM TO STAND ON THEIR OWN AND TAKE RESPONSIBILITY."

Mr. VĂN VI THIỆN
Executive Director, BU2, Coteccons

"WE WERE DOING ESG BEFORE WE EVEN KNEW WHAT ESG WAS"

Behind the environmental, safety and governance standards applied at Coteccons construction sites are deeply human values: sincerity and responsibility.

A conversation with Mr. Văn Vi Thiện, Executive Director of Business Unit 02 (BU2) at Coteccons, shows that the "Own It" culture - and the character of Coteccons people - are not slogans hanging on a wall. They are shaped by how each person acts and takes responsibility for their work on site.

REACHING THE FINISH LINE STARTS WITH SMALL HABITS

ESG is becoming a common standard among many large companies. Yet in an industry like construction, bringing ESG from theory into day-to-day site practice is far from simple. How have you brought it to life at BU2?

Mr. Văn Vi Thiện: In fact, the essence of ESG has long been part of how we work at Coteccons. When the term was first introduced, it may have sounded unfamiliar to our engineers. But once we started working with it, everyone realized these were things we had already been doing every day.

I explain ESG to the team very simply: responsibility for the environment, for people and for how we manage our work begins with small actions.

The "E" can start with keeping the workplace clean, segregating waste, minimizing material waste and complying with environmental regulations. The "S" is about how we treat workers, keeping them safe and creating a working environment that respects people. And the "G" is reflected in transparency, discipline and accountability in management.

So, to me, ESG should not be just a set of criteria for reporting or a race for scores. More importantly, it should change our everyday behavior and habits.

At our construction sites, we hold "Green Day" every Friday afternoon or Saturday morning. The site management team joins consultants, the project owner and workers in cleaning up the site and collecting and segregating waste.

When a small action is repeated long enough, it becomes a habit. And when people start doing it on their own, ESG truly becomes part of everyday life on the project.

The LEGO factory follows a sustainable model and uses advanced technology to ensure efficient production and strict compliance with safety and environmental standards.

LEGO: SUCCESS COMES FROM SHARED RESPONSIBILITY

At the LEGO project, Coteccons made its mark in both schedule performance and quality. What was the key management factor behind the project's success?

When Coteccons won the LEGO project, some people doubted whether we could meet the demands of a project with such high standards.

But the final result showed that a Vietnamese team is fully capable of meeting stringent international standards. I believe that success came from a professional management system combined with the sense of responsibility shared by thousands of people.

The site brought together around 800 engineers and thousands of others, including workers, consultants, representatives of the project owner and partners. If every group focused only on its own work, the project could never achieve its shared goal. I remember that toward the end of the project, safety requirements became even more stringent while the mechanical, electrical, and plumbing (MEP) team was under tremendous schedule pressure. If we had simply said, "That's MEP's job," the overall schedule would certainly have been affected.

We met and decided to bring members of the construction team in to support the MEP team on safety. Ultimately, the shared goal was not for each team to finish its own part, but to complete the project.

That is exactly what "Own It" means.

Own It does not mean, "This is my job." It means that when you see a problem affecting the shared goal, you step in and help solve it. You do not avoid it, blame others or wait for someone else to handle it.

There were also times during construction when high-value additional work came up before commercial approval was finalized. In some cases, we chose to proceed to keep the project on schedule.

Those are decisions you have to weigh carefully from a risk management perspective. But we always ask ourselves: "What will happen to the project if we don't act now?" In the end, both sides worked through the issues together, with transparency and cooperation. To me, that is what sincerity means: doing our best to follow through on what we say, and when problems arise, working through them together instead of assigning blame.

TO THE NEXT GENERATION: DO BETTER THAN OUR GENERATION

One of the hallmarks of your management approach is developing engineers from managing a single area to managing the whole. What has been the hardest part of that transition?

I don't think teaching an engineer another technical skill is particularly difficult. The hardest part is getting enough "flight hours."

Like a pilot, an engineer needs enough time in real-world situations, facing different challenges and building experience before reaching a certain level of professional maturity.

A fresh graduate stepping onto a construction site is like a child learning to walk. The first Site Manager can shape that young engineer's way of thinking and working for years to come. Construction demands tremendous versatility: from costing and quantity take-offs to managing workers, working with subcontractors and consultants, controlling quality and schedules, and managing material wastage.

At Coteccons, keeping steel wastage low and surplus concrete to a minimum has become ingrained in us. It is part of the basic mindset of anyone managing a site.

But moving from managing one part of the work to managing the whole is no longer primarily about technical expertise. The real challenge is having the resolve to take responsibility and challenge yourself.

A leader's role isn't to do things for people. It's to bring out what they're capable of, see where their strengths lie, and support them when it matters. Then you have to empower them to stand on their own and take responsibility.

If you had to identify the values at the heart of Coteccons - those that help the company maintain its competitive edge and set itself apart - what would you emphasize?

No matter how advanced engineering or technology becomes, people ultimately remain the deciding factor. Corporate culture is also shaped by people.

At Coteccons, the two values I have always valued most are sincerity and responsibility.

Sincerity means doing what you say and treating colleagues with decency and kindness. That sincerity within the company also provides the foundation for how we work with our partners and customers.

And responsibility means seeing a task through once you take it on. If a project is at a critical stage, we always try to complete the work and hand it over properly before considering any personal changes.

We saw that sense of responsibility in action recently across the Phu Quoc project cluster. When the project owner was under schedule pressure and facing a labor shortage, Coteccons quickly developed a plan, reinforced the workforce and arranged overtime to meet the schedule requirements.

The project owner told us that whenever they met with Coteccons, they could see the pace on site picking up rapidly. To me, that is what it means to turn commitments into action.

What message would you like to share with the younger generation of engineers - the people who will carry ESG forward and embody the Coteccons spirit and "OWN IT" culture?

Young people today are extremely smart and quick to adapt. The world is changing every day with AI, Big Data, automation and new technologies in construction.

My message to the next generation is very simple: do better than our generation did.

I do not want you to become copies of the generation before you. Find your own way. Think creatively. Be bold enough to create new ways of working.

But there is one thing I hope you will hold on to: the values that have shaped Coteccons people - sincerity, kindness, keeping your word, and taking responsibility through to the end for the team's shared outcome.

Technology can change how we work. AI can help us move faster, and new management approaches can make us more efficient. But trust is still built by people.

So hold on to those values, and have the courage to create your own way forward. Then you will not simply carry Coteccons forward - you can take it further than our generation did.

Thank you.

"OWN IT" at APEC Phu Quoc

TAKING OWNERSHIP, BUILDING WITH AMBITION

While some projects are defined by their design, investment scale, or construction speed, Coteccons' APEC Convention Center project in An Giang stands out for something else: the shared spirit uniting thousands of people. This spirit is known as "OWN IT" - taking ownership of their work and responsibilities and, above all, helping to build a sustainable ecosystem.

THE "OWN IT" SPIRIT ON A REMOTE ISLAND CONSTRUCTION SITE

Building a project on an island means everything - from materials and equipment to the workforce - has to come in from the mainland, and unpredictable weather can upend plans at any moment. Here, the "OWN IT" spirit has become a cultural value, helping the Coteccons team stay on schedule, maintain safety, and deliver on sustainability commitments.

Mr. Vũ Hoàng Pháp, Project Director, explains that unlike mainland projects, island construction requires weeks or even months of advance planning for everything - from steel and concrete to equipment and personnel. Even a prolonged spell of rough weather at sea can disrupt the entire schedule. Under these conditions, simply doing your assigned job isn't enough. Everyone must anticipate potential issues and prepare solutions before problems actually arise.

He notes that the APEC Convention Center is a project of national significance, requiring the entire team to fully embrace the "OWN IT" spirit: Maintaining strict safety protocols, taking ownership of their tasks, staying on schedule, and meeting the highest quality standards. All of this is driven by national pride and a responsibility to uphold Vietnam's international image.

Mr. VŨ HOÀNG PHÁP
Project Director, APEC Convention Center Project, Coteccons

"We aren't just coordinating thousands of workers and partners to deliver the project on time," Mr. Pháp said. "We are also responsible for raising the bar for safety and sustainability across the island's entire construction ecosystem."

Achieving this, Mr. Pháp explains, requires the Project Management Team to combine technical expertise with strong management and on-site coordination. The biggest challenge is ensuring everyone understands their role in the shared goal. To make that happen, the team brings the "OWN IT" spirit to life through clear delegation and empowerment.

Each construction team is assigned specific responsibilities and the autonomy to handle issues within their scope. Managers assign tasks, monitor progress, offer support, and trust their teams to perform at their best.

This approach isn't about applying top-down control or added pressure. Instead, the management team prioritizes dialogue, listening, and flexibility rather than imposing decisions.

AS AN INDUSTRY LEADER, COTECCONS BRINGS INTERNATIONAL STANDARDS OF QUALITY TO EVERY PROJECT, WITH A COMMITMENT TO EFFICIENT PROJECT DELIVERY AND PUTTING PROJECTS INTO OPERATION AS PLANNED.

Photo caption: Mr. Vũ Hoàng Pháp (far left) with engineers taking part in the Happy Coffee Truck activity, part of Coteccons Day 2025 at the APEC Convention Center project in An Giang.

"This mindset is crucial in construction, where every decision can directly affect safety, quality, and timelines," Mr. Pháp added. "An 'OWN IT' culture-built on respect, ownership, and accountability-becomes the glue that unites thousands of people into one aligned team."

"OWN IT" GOES BEYOND RESPONSIBILITY: IT'S ALSO ABOUT PEOPLE

Because the majority of the workforce relocates from the mainland for extended periods, caring for their well-being and living conditions is a vital part of the project's sustainability strategy.

This focus on people remains central as the company promotes the "OWN IT" spirit, acknowledging the day-and-night efforts of the workers making this landmark project a reality. While schedule, safety, and quality are paramount, Coteccons is equally committed to providing the best possible working conditions, guided by a simple belief: "Coteccons leaves a place greener and better than we found it."

According to Mr. Pháp, thousands of workers away from home receive free, fully equipped accommodation near the site. Regular support - including transportation, coffee truck visits, and the distribution of daily necessities - helps ease their burden. This care strengthens team bonds and gives workers the peace of mind to bring their families to Phu Quoc.

Beyond the site, the project is known for local community initiatives, such as supporting children and people in difficult circumstances, and partnering with Border Guard units for beach cleanups. For Coteccons, true success is also measured by the positive impact left on the local community.

> "Every square meter of concrete poured and every tree planted across Phu Quoc's major sites reflects more than the hard work of over 3,000 people. It also reflects our pride in contributing to the country's development, in our profession, and in being part of Coteccons, which we regard as our second home."
>
> Mr. **Vũ Hoàng Pháp**
> Project Director, APEC Convention Center Project, Coteccons

Mr. Vũ Hoàng Pháp (far left) with engineers taking part in the Happy Coffee Truck activity, part of Coteccons Day 2025 at the APEC Convention Center project in An Giang.

On January 28, 2026, Mr. Phạm Minh Chính (former Prime Minister of Vietnam) visited the sites, inspected progress and encouraged teams working day and night on projects serving APEC 2027.

Photo source: Government News.

Young engineers far from home, workers braving the elements, and coordination teams working around the clock are together building an iconic APEC venue. Yet, the legacy Coteccons hopes to leave extends beyond a world-class facility. It is also about the kind of Vietnam the project represents: one that is increasingly connected to the world, while valuing green development, natural beauty, and a lasting respect for the environment. Coteccons aims not just to build projects, but to help shape a meaningful ecosystem.

Mr. Pháp proudly shared: "Every square meter of concrete poured and every tree planted across Phu Quoc's major sites reflects more than the hard work of over 3,000 people. It also reflects our pride in contributing to the country's development, in our profession, and in being part of Coteccons."

That sense of ownership and pride is the true essence of the "OWN IT" spirit at APEC Phu Quoc. It goes beyond taking ownership and staying on schedule; it's about professional integrity, recognition for one's efforts, and pride in contributing to both the company and Vietnam. This spirit has become a key competitive advantage, cementing Coteccons' position as a pioneer in sustainable development.

COTECCONS IS PROUD TO TAKE PART IN MAJOR NATIONAL INFRASTRUCTURE PROJECTS SUCH AS THE APEC CONVENTION CENTER. THIS IS MORE THAN AN OPPORTUNITY FOR COLLABORATION. IT IS A WAY FOR COTECCONS PEOPLE TO CONTRIBUTE TO NATIONAL DEVELOPMENT, HELP RAISE INDUSTRY STANDARDS, AND WORK TOGETHER TO BUILD A SUSTAINABLE ECOSYSTEM.

More than rules or governance requirements on paper, the OWN IT spirit serves as a guiding principle that translates transparency, discipline and responsibility into everyday ways of working across Coteccons. It underpins a strong governance system that supports high-quality growth and helps Coteccons maintain its position as an industry leader.

OWN IT

CHANGING BEHAVIOR, CREATING SUSTAINABLE VALUE

OWN IT guides how Coteccons people work by addressing five recurring questions in day-to-day work: How do we take ownership of our work? How do we make decisions? How do we collaborate? How do we engage in dialogue? How do we measure results?

If policies and regulations are the "hardware" of governance, OWN IT is the "software"-the cultural values that shape how Coteccons people make decisions and act every day.

Communicated consistently across offices and construction sites, OWN IT translates governance principles from written requirements into everyday ways of working, helping make **FAIRNESS** – **TRANSPARENCY** – **RESPONSIBILITY** – **ACCOUNTABILITY** a natural and consistent part of day-to-day work.

OWN
Own the business and catch opportunities to think differently, take risks and dare to try the new.

WIN
Persuade and drive longterm growth, aligned strategies that speed up the action to win in the market place.

NO POLITICAL
No jerks or negative comments on personal manners. It it time for straight talk to adjust the behaviors. No corrosive, no meanspirit, no ego and respect people..

IMPACT
Impact the longterm result, deliver on commitments with speed, decisiveness and integrity.

TRUST
Trust in one another, empower people with together spirit, trust to get constructive debate to ensure each other's success.

OWN IT goes beyond messaging. It is embedded across the company through training, internal evaluation and recognition mechanisms, and also serves as a reference point for recruitment and team development. This consistent application helps foster a culture of integrity, transparency and responsibility-the foundation for Coteccons to maintain its position as an industry leader in Vietnam's construction industry.

Through the OWN IT spirit, Coteccons has turned governance and ESG standards into a living culture across its offices and construction sites. At the same time, the company continues to strengthen its internal capabilities, prepare to seize new opportunities and remain steadfast in its journey to create sustainable value for shareholders, partners and communities.

Transparency standards &

A CULTURE OF RESPONSIBLE GOVERNANCE

Coteccons is committed to conducting business with honesty and integrity wherever it operates. The company builds its reputation on FAIRNESS - TRANSPARENCY - RESPONSIBILITY - ACCOUNTABILITY through a system of policies applied consistently across offices and construction sites and extended to partners, suppliers and subcontractors, supported by anonymous reporting mechanisms and a commitment to non-retaliation.

Policy name	Policy code and issuance date	Applicable parties
Business Conduct Policy	BOD-PO.01 Rev.01 – Decision No. 0488/2023/QĐ-TGĐ, dated March 2, 2023	**All employees, consultants, contractors, apprentices, outsourced personnel, interns, agents, sponsors, third parties, and subsidiaries**
Code of Conduct for Employees	BOD-PO.02 – Issued October 18, 2024	**All Coteccons Group personnel**
Code of Conduct for Business Partners, including: Anti-Corruption and Anti-Bribery Policy (FCPA); Information Security Policy and Child Labor Prevention Policy	BOD-PO.01 Rev.02 – Issued October 18, 2024	**All subcontractors, suppliers, and third parties that provide goods or services to Coteccons, including their owners, officers, employees, and agents**
Equality And Anti-Discrimination Policy	BOD-PO.04 – Decision No. 1412/2023/QĐ-TGĐ, dated May 10, 2023	**All employees and job applicants**

The policies also establish clear, non-negotiable boundaries: the company does not tolerate unlawful or unethical conduct by managers, directors, employees or personnel at its branch offices, and does not compromise its principles for short-term advantage.

CUSTOMER PRIVACY

Coteccons treats information belonging to the company, project owners and partners as an asset requiring strict protection.

Under the Business Conduct Policy, protected information includes strategic business plans, operating results, drawings, technical specifications, contact lists, personnel records, merger and acquisition plans, new investment projects, construction costs, processes and methods.

Information is disclosed only on a need-to-know basis, in accordance with established procedures and under the direction of the relevant supervisor or Project Management Team. The Code of Conduct for Employees further requires the protection of employees' personal data. Such data may be collected, accessed, used or disclosed only for legitimate business purposes and in accordance with applicable laws.

Business partners are contractually bound by confidentiality obligations. They may not disclose information to any party without prior authorization from an authorized person and are required to protect confidential information belonging to Coteccons and relevant parties.

During the reporting period, Coteccons recorded no incidents involving breaches of customer privacy.

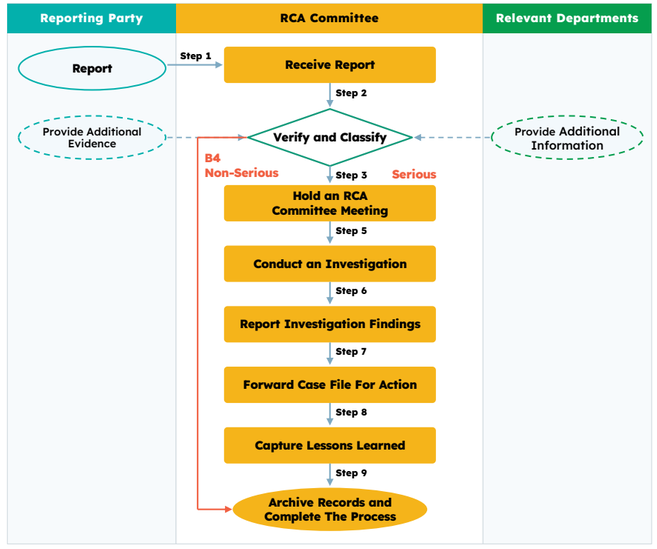
REPORTING MECHANISM & whistleblower protection

A governance system can operate effectively only when information about misconduct can be reported truthfully from the bottom up. Coteccons maintains a centralized reporting channel managed by Risk Management, Compliance and Internal Audit (RCA) and available to both employees and business partners

REPORTING CHANNELS

Channel	Contact Information
Email	baocaotuanthu@coteccons.vn
Hotline	028-35142277
QR Code	Printed directly in the Code of Conduct for Employees and the Code of Conduct for Business Partners, enabling reports to be submitted to RCA
Discrimination Complaint Channel	In writing: submit to the Human Capital Department; Email: hrdept@coteccons.vn or kkt-tt@coteccons.vn; Hotline: (+84) 28 3514-2255 or 3514-2266

RISK AND NON-COMPLIANCE REPORTING AND RESPONSE PROCESS



Step Descriptions

- STEP 1 The RCA Committee receives reports of risks or non-compliance through three channels: hotline, email and QR code.
- STEP 2 TWithin 48 hours, the RCA Committee verifies the reported information, classifies the case and, where necessary, requests additional evidence or information from the reporting party and relevant departments via email, Microsoft Teams or other appropriate channels. Serious cases proceed to Step 3, while non-serious cases proceed to Step 4.
- STEP 3 The RCA Committee holds a meeting to discuss and agree on the appropriate course of action.
- STEP 4 Close non-serious cases and forward the records for archiving.
- STEP 5 Conduct an investigation if necessary.
- STEP 6 Report investigation findings and corrective measures to the Board of Management for serious cases that affect the company's reputation, pose safety or security risks, or involve breaches of published commitments, rules or procedures.
- STEP 7 Forward the case file to the Human Capital Department and relevant parties for appropriate action in accordance with the company's internal rules and regulations.
- STEP 8 Capture lessons learned and share them across the company.
- STEP 9 Archive the records and complete the process.

3 PRINCIPLES FOR PROTECTING REPORTERS

1

Anonymity:
Reports may be submitted anonymously or confidentially, reducing personal risk for individuals who raise concerns about misconduct.

2

Protection Against Adverse Treatment:
Coteccons is committed to protecting anyone who reports in good faith from any form of adverse treatment arising from their report. The company also strictly prohibits any action that disadvantages, pressures or otherwise negatively affects reporters.

3

Timely Response:
Reporters will be contacted within 24 hours to confirm receipt of their report and be informed of how it will be handled. A defined response timeline helps ensure the transparency and effectiveness of the reporting and whistleblowing mechanism.

Alongside these internal channels, Coteccons continues to review and redesign its reporting mechanism with a specialized external provider, with the aim of engaging an independent operator, establishing a clear screening process and completing a comprehensive policy for protecting reporters.

Team-building activities help strengthen unity and foster closer bonds among Coteccons' leadership.

ESG

IN PRACTICE PIONEERING A SUSTAINABLE ECOSYSTEM

At Coteccons, ESG goes beyond strategic direction and reporting metrics; it has become a guiding principle embedded throughout the organization. ESG is implemented consistently across the company, from the Board of Directors' commitment to concrete action across hundreds of construction sites and throughout the supply chain.

To establish a consistent and responsible approach to ESG implementation, Coteccons has developed and issued a comprehensive company-wide ESG Policy (BOD-PO.06), effective March 8, 2023, covering the three ESG pillars: Environmental, Social and Governance.

As a leading construction company, Coteccons is committed to creating economic value while fulfilling its responsibilities to the environment, workers and communities. This commitment is more than a slogan; it is reflected in specific goals, indicators and monitoring mechanisms.

1. ENVIRONMENTAL POLICY (E)

Coteccons considers compliance with environmental regulations and efficient resource use fundamental to its construction operations. The company proactively manages environmental impacts at construction sites, optimizes material use, limits waste generation and makes effective use of surplus materials, while progressively improving energy and resource efficiency to reduce environmental impacts throughout the construction process.

Pillar	Commitment
Energy and emissions	Use energy-efficient lighting, HVAC, and insulation systems; Measure and disclose emissions data in each reporting period.
Green materials	Prioritize biodegradable and reusable materials, locally sourced materials and green materials incorporating new technologies, together with optimized design to reduce the carbon footprint throughout a building's life cycle.
Technology and data	Apply Building Information Modeling (BIM), automation, and data analytics to optimize resource-use efficiency at construction sites.
Waste and resources	Apply the 3R principle, manage water sustainably and minimize construction waste.
Biodiversity	Implement tree-planting programs and protect natural ecosystems.
Sustainable transportation	Use low-emission vehicles and green transportation solutions for office and construction-site operations.

2. SOCIAL POLICY (S)

Coteccons is committed to maintaining a professional and transparent work environment and continually strengthening compliance with ethical labor standards. The Social Policy applies consistently to all employees and engineers and extends to construction workers employed by subcontractors.

Pillar	Commitments
Fair working Conditions	Ensure fair remuneration for employees and engineers; Provide access to benefits such as healthcare and retirement plans; Protect workers from all forms of harassment or discrimination.
Transparency of employee benefits	Provide all employees with full information on their rights and responsibilities within the company; transparently disclose compensation policies, reward systems and other employee benefits.
Building a safe and healthy work environment	Health is the top priority. Establish a work environment free from hazards and risks; provide all necessary Personal Protective Equipment (PPE); Conduct regular training and education programs to minimize accidents and injuries at construction sites, applicable to Coteccons employees and contractor personnel, including general site workers.
Responsibility for workers employed by subcontractors	Encourage subcontractors to adopt social protection policies for workers, including seasonal workers.

Selected Key Governance Policies And Principles Implemented By Coteccons

- Equality and Anti-discrimination policy
- Anti-sexual harassment policy
- Code of conduct for employees
- Code of conduct for business partners:
  - Anti-Corruption and Anti-Bribery Policy (FCPA)
  - Information Security Policy
  - Child Labor Prevention Policy

3. GOVERNANCE POLICY (G)

Coteccons recognizes governance as the foundation for ensuring that ESG commitments are implemented consistently, responsibly and in a measurable manner throughout the company. The company emphasizes leadership, establishes a clear ESG governance structure, sets ESG targets and indicators, strengthens its policy and procedural framework, extends ESG practices throughout the value chain, and reinforces transparency, integrity and risk management. In this way, ESG is integrated into business strategy, operations and culture rather than treated as a standalone activity.

Pillar	Commitment
Leaders' Commitment	BOD demonstrates a clear and active commitment to ESG compliance and is prepared to allocate the necessary resources. ESG is integrated into company strategy, operations and culture from the top down. The ESG Committee, alongside the Audit and Risk Committee includes senior leaders' representatives, while an ESG Implementation Team comprising mid-level managers from key departments is responsible for ESG implementation. The governance structure is reviewed and adjusted as needed to ensure its effectiveness and continued relevance.
ESG Targets and Measurement	Pursue the 17 Sustainable Development Goals (SDGs) and goals suited to the characteristics of the construction industry; consult with stakeholders to identify appropriate ESG indicators and KPIs as a basis for monitoring, evaluation and performance improvement.
ESG Policies and Procedures	The ESG Implementation Team is responsible for developing and introducing policies and procedures to guide ESG activities and ensure compliance with relevant national and international regulations and standards, particularly those applicable to the construction industry. It also supports the communication of these policies and training on environmental management, business ethics, ethical conduct and corporate governance.
ESG Ecosystem and Value Chain	Extend the ESG ecosystem to all stakeholders, including investors, partners, customers, regulators, rating agencies, advocacy groups and communities; Hold regular consultations and meetings and report on ESG performance; In particular, seek direct collaboration with partners and subcontractors to advance core business objectives and ESG outcomes in parallel.
Transparency and Integrity	Conduct regular, mandatory training on business ethics and integrity; Establish transparent monitoring and reporting systems for stakeholders in accordance with international standards; conduct periodic internal and external audits; Disclose ESG risks and opportunities; and maintain clear accountability at the highest leadership level.
ESG Risk Management	Identify environmental, social and governance risks, including financial risks and risks involving competent authorities, regulatory requirements and implementation; assess their likelihood and potential impacts; develop and implement corresponding risk-mitigation strategies; and continuously monitor and review the effectiveness of these measures.

Mr. VŨ HOÀNG NAM - Head of Risk Management, Compliance and Internal Audit (RCA), Coteccons

RCA

A STEADFAST GOVERNANCE SAFEGUARD FOR THE BUSINESS

To keep operations agile while maintaining the highest level of ESG compliance, the Risk Management, Compliance and Internal Audit (RCA) function serves as a robust shield that protects the business and drives value creation.

As early as 2015 - 2016, Coteccons laid the foundation for its safety and environmental criteria, which have been continually updated in line with prevailing legal requirements and leading global practices in waste and emissions control.

Building on this standards framework, RCA has established compliance control mechanisms through reporting systems, periodic checklists (quarterly/semi-annually) and ad hoc site inspections. The ultimate objective is to uphold safety as a top priority and work toward zero serious incidents.

According to Vũ Hoàng Nam, Head of Risk Management, Compliance and Internal Audit (RCA) at Coteccons, the company has long maintained industry-leading standards in occupational safety and environmental control, together with a strong governance foundation. Consequently, putting Environmental, Social and Governance (ESG) into practice comes naturally as part of its core culture, rather than as something imposed.

However, Governance (G) remains a critical area requiring ongoing reinforcement and refinement, as well as disciplined execution every day. "RCA's principle is not to add unnecessary procedural layers, but to embed ESG requirements in the right processes, assign accountability to the right parties and track the right data," Mr. Nam said.

Specifically, occupational safety indicators are integrated directly into the Health, Safety and Environment (HSE) system; supplier selection criteria incorporate human rights, business ethics and environmental requirements; and governance indicators feed directly into the internal control system. Coteccons is accelerating digitalization, using management dashboards and key risk indicators to track data continuously in real time.

> **"Effective risk management is not about avoiding every risk, but about identifying risks early, understanding them clearly and managing them in a controlled manner."**
>
> Mr. **Vũ Hoàng Nam**
> Head of Risk Management, Compliance and Internal Audit (RCA), Coteccons

This approach ensures that ESG indicators do not remain merely on paper but are grounded in actual on-site results, from accident rates and safety training rates to the volume of waste segregated and subcontractor compliance levels.

At Coteccons, the Social dimension of ESG is expanded to place greater emphasis on Safety. This reflects not only the demanding nature of construction, but also Coteccons' human-hearted culture, which regards people as the company's most valuable asset and places them at the heart of all business activities. In addition, RCA places particular emphasis on the Code of Conduct.

FOUR DIRECTIONS FOR STRENGTHENING RCA'S CORE CAPABILITIES

- Keep abreast of new international standards on ESG, risk management and sustainability auditing.
- Strengthen data-analytics capabilities and the use of digital technology to monitor ESG risks in real time.
- Promote knowledge-sharing with international partners, experts and organizations.
- Develop an integrated audit model spanning finance, operations and ESG.

There has been no addressed serious violations involving ethics or harassment, a testament to a transparent and cohesive working environment.

To prevent ESG from becoming a collection of isolated initiatives, Coteccons has also established cross-functional coordination mechanisms. Project-level managers review and balance how ESG is integrated into day-to-day work, with matters then submitted to the Board of Management and periodically reviewed by RCA.

According to Mr. Nam, as ESG regulations around the world change rapidly, RCA has shifted from detection-focused auditing to predictive auditing. The dedicated team tracks trends and reviews system readiness to help the company respond proactively before new regulations take effect.

Although investment in ESG entails significant costs, Mr. Nam says Coteccons sees it as a strategic investment to differentiate itself and pursue sustainable development.

By integrating digital transformation across its operations, Coteccons strengthens Risk Management, Compliance and Internal Audit (RCA). ESG is embedded in the control process, from early risk identification and response to monitoring, remediation, and continuous improvement.

Risk management,

COMPLIANCE & INTERNAL AUDIT (RCA)

The RCA team is responsible for risk management, compliance and internal audit at Coteccons.

Coteccons identifies Risk, Compliance Management and Internal Audit (RCA) as a core component of the Governance pillar within the company's ESG framework.

The RCA system operates under the direction of the Board of Directors (BOD), through the Audit and Risk Committee, to identify, assess, and control material risks at both the company and project levels, thereby protecting growth achievements and maintaining the company's capacity for sustainable development.

For Coteccons, enterprise risk management is not a defensive function; it is a strategic advantage that enables the company to pursue opportunities selectively by identifying risks early and removing barriers before they lead to incidents.

RISK MANAGEMENT MECHANISM

Coteccons has established its risk management system around four components: risk appetite approved by the BOD, a responsibility structure based on the Three Lines Model, a closed-loop risk analysis process, and a risk culture throughout the organization. The entire system is formalized in the company's Regulations on the Risk Management System and applied consistently across Coteccons and its member companies.

RISK APPETITE

Risk appetite is the boundary that defines the level of risk the company is willing to accept in pursuing its strategic objectives. Through the Risk Management Committee, the BOD establishes and approves the risk appetite and then communicates it across the organization to ensure that all employees operate within the approved boundaries.

For projects with demanding schedule requirements, the company identifies six non-negotiable principles that fall outside its risk appetite: Occupational safety, construction quality, legal compliance, working conditions, environmental obligations, and the project team's ability to maintain control.

OBJECTIVES AND VALUE OF THE RISK MANAGEMENT SYSTEM

RCA activities are guided by core values directly linked to protecting growth achievements and promoting the company's sustainable development:

4 RISK TREATMENT STRATEGIES

1. **Avoidance**: Risks can be completely eliminated by refraining from the activities that generate them or changing the implementation approach.
2. **Mitigation**: Risks cannot be eliminated, but controls can reduce their likelihood or impact.
3. **Transfer**: Risks can be transferred in part to third parties through insurance, contractual terms, or risk-sharing mechanisms with partners.
4. **Acceptance**: Risks are unavoidable, and the cost of controls exceeds the benefits they provide. In such cases, the company prepares response plans rather than preventive measures.

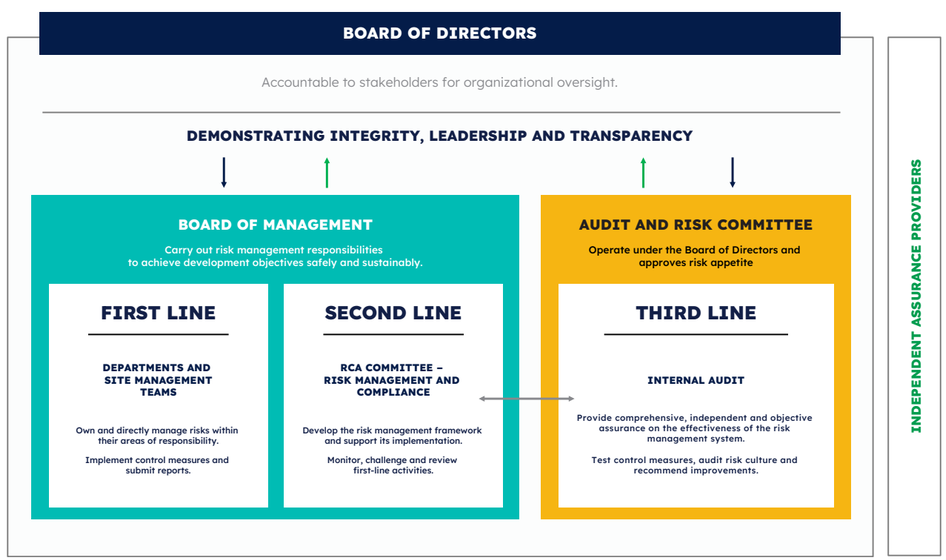
Objective	Value Created
Consistent, Measurable Control Mechanisms	RCA policies and procedures are standardized so that all operations are conducted within a control framework consistent with the approved risk appetite.
Quality Of Decision-Making And Planning	Provides data and analysis that enable management to prioritize; improves resource allocation efficiency; limits errors arising from processes, systems, and people; and enhances compliance and the reliability of the internal control system.
Resource Allocation Efficiency	Risk identification and assessment help the company use resources efficiently, reduce losses, and improve operational performance.
Stakeholder Trust	Proactive control measures protect the value of tangible and intangible assets, reinforce the confidence of customers, shareholders, partners, and employees in the company's risk-control capabilities, and strengthen the company's market image and brand.

RISK MANAGEMENT

Structure based on the three lines model

Coteccons organizes its risk management function under the Three Lines Model, in line with international practice. The model clearly distinguishes three roles: First line - Owning and directly managing risk; Second line - Developing the framework and providing oversight independently of operations; Third line - Providing independent assurance to the BOD.

THE THREE LINES MODEL



FOR COTECCONS, RISK MANAGEMENT IS A PROACTIVE CAPABILITY, NOT A DEFENSIVE FUNCTION.

Coteccons' RCA policy establishes 4 core requirements, clearly defining responsibilities for each management line:

REQUIREMENTS FOR

The RCA

FUNCTION

- **Direction from the BOD**:
  Through The Audit and Risk Committee, the BOD sets the direction, risk appetite, strategy, and organizational structure for the RCA function, ensuring that the system supports the company's operations as effectively as possible.

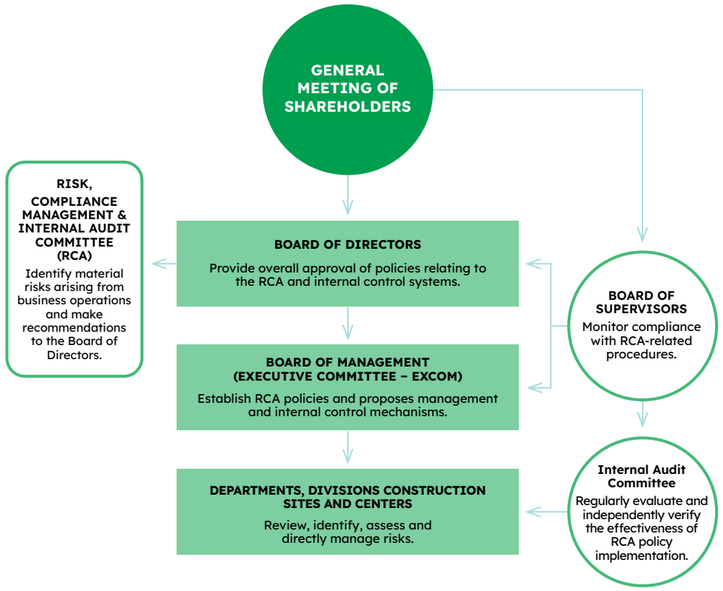
- **Industry-specific approach**:
  Risks are identified based on the characteristics of the construction industry and assessed using two criteria: frequency and impact. On that basis, the company establishes corresponding controls to reduce negative impacts.

- **System-wide accountability**:
  All levels of management and all departments are responsible for understanding, implementing, and overseeing RCA within their areas of responsibility; integrating RCA into day-to-day operations; and fostering a culture of risk awareness through internal communication.

- **Independent assessment**:
  Internal Audit independently assesses the effectiveness of RCA implementation in accordance with the audit programs and plans approved by the BOD and the Board of Supervisors. Assessment results provide the basis for improving the control system and enhancing company-wide risk management capabilities.

RISK IDENTIFICATION RESULTS DURING THE REPORTING PERIOD

Based on the above process, RCA categorizes material risks at two levels: project level and company level. Each risk group is assessed against two criteria-frequency and impact-and linked to specific controls and responsible units, while also being regularly reviewed and reported to The Audit and Risk Committee.



RCA Organizational Chart

THE RCA SYSTEM NOT ONLY PLAYS A PREVENTIVE ROLE BUT ALSO ENHANCES THE COMPANY'S RESILIENCE TO INTERNAL AND MARKET SHOCKS, PARTICULARLY AS IT IMPLEMENTS ITS DIVERSIFICATION STRATEGY. IT IS A KEY GOVERNANCE TOOL THAT ENSURES THE COMPANY ACHIEVES ITS ANNOUNCED GROWTH OBJECTIVES AND SUSTAINABLE DEVELOPMENT COMMITMENTS.

PROJECT RISK MANAGEMENT

At the project level, RCA activities focus on identifying and controlling risks that arise throughout the construction life cycle to ensure schedule, quality, safety, and financial efficiency. The material risk groups identified during the reporting period include:

Risk Group	Risk Identification Details	Control Measures
External Factors	Project owners, supervision consultants, suppliers, subcontractors, and the construction workforce. Market volatility, weather conditions, and legal changes.	The company assesses the capabilities and reputation of stakeholders before engaging them.
Internal Factors	Organizational structure, personnel capabilities, and training. Project finance. Design and construction management. Security and occupational safety. Materials and equipment management. Document management, recordkeeping, and ISO compliance.	Standardize procedures and apply project management technology. Invest in occupational safety and employee training. Control costs and schedules through transparent, regular reporting mechanisms.

COMPANY-LEVEL RISK MANAGEMENT

Seven material risk groups were identified during the reporting period:

Risk Group	Risk Identification Details	Control Measures
Strategic	Market volatility and brand risks, particularly as markets expand, business areas diversify, and competition intensifies.	Enhance market intelligence and analysis capabilities. Pursue strategic partnerships and M&A to expand market share.
Operational	Occupational safety and security, bidding activities, human capital management, and transactions with stakeholders.	Raise occupational safety standards, apply safe construction technologies, and strengthen training and personnel management controls.
Human Capital	The company may face issues related to workforce management and utilization, shortages of highly skilled personnel, talent retention, and workforce-related risks.	Build clear human capital policies, focusing on employee training and skills development, and create a safe, positive work environment to attract and retain talent.
Financial	Fluctuations in material and labor costs, payment schedules from project owners, and risks in capital management and utilization.	Closely manage contracts and payment terms. Implement measures to optimize cash flow.
Compliance	Changes in laws and regulations, both domestically and internationally, unfavorable contract terms, and the risk of disputes.	Keep up to date with and comply with legal requirements. Strengthen the legal function and refine standard operating procedures (SOPs).
Information Technology	With rapid advances in information technology, Coteccons may face challenges in making appropriate investments in technology and human capital, achieving integration across its information systems, and optimizing the use of data to support its business operations. In addition, the company may face cybersecurity and information security risks that could lead to data leakage due to cyberattacks or security vulnerabilities.	Identify the technologies that deliver the greatest value and prioritize investment in those areas, ensuring that every investment is appropriate and directly supports business objectives. Establish security systems to protect customer information and company data from cyberattacks. Conduct periodic reviews of IT systems and develop and implement robust information security policies. Apply measures such as data encryption, access management, and appropriate user-access permissions. In addition, employee training in cybersecurity and technology-risk awareness is important for mitigating risks arising from human factors.
ESG	Physical risks (extreme weather, storms, and flooding that disrupt schedules and affect site safety); transition risks (GHG inventory and adoption of national and international practices); and reputational risks.	Keep abreast of new international standards on ESG, risk management and sustainability auditing. Integrate ESG risks into the overarching risk management system. Enhance data analytics capabilities and apply digital technologies to monitor ESG risks.

Green AND SUSTAINABLE THROUGH A DIGITAL TRANSFORMATION STRATEGY

As globalization deepens and sustainability standards receive growing attention, companies seeking to compete on the global market must accelerate digital transformation and establish green supply chains.

According to Mr. Đoàn Hải Nam, Coteccons IT Director, having a green supply chain is effectively part of the rules of international business and a prerequisite for entering the global stage. Coteccons BOD has identified this as a core strategy for the years ahead, weaving ESG criteria consistently throughout the organization. Digitalization is also being implemented to ensure information consistency and timely data retrieval.

Mr. ĐOÀN HẢI NAM
Coteccons IT Director

PROACTIVELY TAKING OWNERSHIP OF INTERNATIONAL-STANDARD TECHNOLOGY SOLUTIONS

In early 2026, advancing its Go Global strategy and commitment to professional management, Coteccons developed its own CTD-Core platform. This move allows the company to take full ownership of its integrated technology solutions while building an in-house core technology team.

One core requirement is to standardize master data and BIM (Building Information Modeling) data to international standards. BIM is used across the design, construction and operation phases of a project, with the standardized data then stored centrally in a CDE (Common Data Environment), a shared data environment that supports better project management.

"Developing the core CDE system to global standards from the outset is a decisive factor in enabling Coteccons to meet the requirements to participate in green supply chains and systematically prepare green profiles for projects in a practical, implementation-ready manner," Mr. Nam shared.

Discussing the system integration roadmap, Mr. Nam emphasized that CTD-Core plays a key role in helping the company build a Data-Driven Decision Culture. This culture standardizes employees' reporting processes by having them use a shared data platform managed by the company to present information and propose solutions.

To put this into practice, the company is developing a modular system integration roadmap to create a Single Source of Truth. Existing data from member companies is retained and remains unaffected. CTD-Core then creates a clean copy of the data on the shared platform and trains employees to use this data source for reporting and decision-making. Within the broader strategy, the CTD-Core platform is a technology enabler that builds momentum, helping Coteccons strengthen its management and prepare for expansion into international markets.

DIGITALIZATION: SETTING NEW AI STANDARDS FOR THE CONSTRUCTION INDUSTRY

Along its journey of digital transformation, global expansion, accelerated growth and sustainable development, Coteccons is increasingly integrating digital transformation and AI into its sustainability strategy, Mr. Nam said.

One way this is being put into practice is through the company's development of Control Towers. Like air traffic control towers at airports, which oversee flight operations from an elevated vantage point, these Control Towers grant Coteccons leadership high-level visibility and granular control over operations.

These Control Towers are divided into three levels: the first serves the company's executive management, providing strategic visibility; the second serves business-unit directors, enabling them to manage operations more closely based on operational realities; and the third goes down to the individual level, enabling employees to manage their own work effectively. As a result, the company can operate transparently and grow in line with its sustainability strategy.

In the past, the construction industry was often considered to lack transparency across its supply chain, including supplies, materials, contractors and suppliers. To address this challenge, Coteccons is digitalizing its entire end-to-end supply-chain platform, from procurement to payment (Procure-to-Pay or Source-to-Pay). This comprehensive supply-chain platform is one of the most important initiatives for enhancing transparency and improving operational management efficiency for all stakeholders, from Coteccons and project owners to subcontractors and suppliers.

> **"Having a green supply chain is essentially part of the rules of international business and a mandatory prerequisite for companies seeking to compete on the global stage. Those that fail to meet this requirement are excluded from the outset; only after this necessary condition has been met do technical capability and pricing come into consideration."**
>
> Mr. **Đoàn Hải Nam**
> Coteccons IT Director

The greatest challenge Coteccons faces in digital transformation stems from its position as a pioneer. While most companies can learn from models that have already proved successful, Coteccons, as an industry leader in Vietnam, has no established model ahead of it to benchmark against or follow. Without a reference model to benchmark against, Coteccons must conduct its own research and set new, higher standards.

Mr. Nam said Coteccons has chosen to make focused investments in research and development (R&D) rather than relying solely on general-purpose AI. This direction is strongly driven by the Chairman of the Board of Directors, with a focus on developing data models and AI tailored to the construction industry. Accordingly, Coteccons remains ready to collaborate with and learn from leading countries in technology and construction, such as the United States, India and China.

By building on advanced open-source models from these markets, Coteccons continues to customize and develop specialized technology applications that effectively support the company's operations in Vietnam and internationally.

From an ESG perspective, digital transformation enables more seamless governance and allows employees to work differently, faster and more effectively, with greater control over their work. When information systems are tailored to specific work requirements, departments can connect easily and share information securely. Management also has sufficient real-world data to make better, more consistent decisions. In this way, ESG and digital transformation are integrated into one system, ensuring transparent and clearly defined operations.

Beyond Coteccons' internal teams, clients and partners can also clearly understand the rules and requirements that apply in practice, helping establish reliable standards and deliver on commitments to world-class, high-quality and sustainable projects. This is no longer the responsibility of the IT team alone; it has become part of the culture and way of working of Coteccons people. Regardless of their position or role, Coteccons employees equipped with the necessary knowledge and technology and driven by the aspiration to contribute will be pioneers who help the organization reach new milestones.

Digitalizing Operations:

A FOUNDATION FOR TRANSPARENT GOVERNANCE & QUALITY GROWTH

Coteccons is actively advancing its digital transformation, not only to operate more efficiently but also to develop a smarter operating model that supports its goals of becoming an industry leader, achieving quality growth, and remaining committed to sustainable development.

Coteccons employees install and try out the Workday app.

As Vietnam enters a new era of development, Coteccons has recognized both the challenges and opportunities that accompany the nation's aspirations. The company views digital transformation as an important development strategy for improving governance effectiveness and enhancing operational transparency. Digital transformation is not seen as a stand-alone technology program, but as a foundation for transforming its governance model, standardizing processes, improving decision-making quality, and creating sustainable value for customers, employees, investors, and other stakeholders.

AI Copilot training for Coteccons employees: From Productivity to Breakthroughs.

DIGITALIZING OPERATIONS AND PROMOTING TRANSPARENT GOVERNANCE.
Coteccons is gradually moving its management, approval, and record-retention activities onto internal management and collaboration platforms, with digital signatures integrated into approval workflows. This shortens processing times, improves information traceability, and significantly reduces the need to print documents, a commonly overlooked source of emissions and resource consumption in office operations.

DATA AS A STRATEGIC ASSET.
The company views data as a strategic asset in this transformation. Developing centralized data platforms standardizes information from construction sites to corporate offices, improves data consistency, and provides a critical foundation for ensuring that every governance decision is based on verifiable information.

COMBINING INTERNAL CAPABILITIES AND EXTERNAL PARTNERSHIPS.
To execute this strategy, Coteccons draws on the capabilities of its in-house IT team and collaborates with experienced market partners. Bringing the CTD-Core platform into Coteccons' ecosystem has enabled the company to develop and take ownership of integrated digital solutions across its operations, rather than relying on external providers - a key factor in ensuring system continuity and data security. It also lays the foundation for building Coteccons' core technology team over the long term.

DIGITAL TRANSFORMATION IN HUMAN CAPITAL MANAGEMENT.
Implementing the Workday platform is a notable milestone in human capital management. Coteccons formally partnered with Workday in March 2026 and went live with the platform in August 2026. The platform enables the company to:

- **Advance HC transformation by** shifting people management from manual processes to a modern cloud platform.
- **Enhance the employee experience by** creating a seamless digital workplace that supports data-driven interaction and decision-making by employees and managers.
- **Improve operational efficiency by** reducing overlap across HC processes - from recruitment and payroll to talent management - through automation and standardization.

STRENGTHENING EMPLOYEES' DIGITAL CAPABILITIES:
Alongside platform standardization, the company provides training on applying artificial intelligence in the workplace, enabling employees to use digital tools effectively, in a controlled manner, and for their intended purposes. This improves their ability to adapt to rapid technological advances while reducing manual tasks so they can focus more on value-creating activities.

INFORMATION SECURITY AS A MANDATORY:
Along with the expanding use of technology, Coteccons requires all employees and stakeholders to comply with information-security requirements, including rules on access authorization, data management, and conduct in digital environments. This is a critical component of IT risk management, ensuring that the digitalization process is implemented in a controlled manner.

DIGITALIZING CONSTRUCTION SITE OPERATIONS:
Digital transformation at Coteccons is not limited to office functions; it extends directly to design and construction management. The OpusK (Metropole 1.14) project is a pioneering example of the integrated deployment of digital platforms and has delivered clearly measurable results:

- **Centralized data management through a common data environment (CDE)**:
  All drawings, Building Information Modeling (BIM) models, schedules, and construction documents are stored, access-controlled, and updated in real time within a single digital environment. This platform enables the company to track the number of clashes, monitor their resolution status, and classify them in detail by design firm or subcontractor.

- **3D and 4D BIM models**:
  Simulate multiple scenarios and validate options before physical construction begins, helping select the most effective and safest solutions for the site.

- **Design and construction efficiency**:
  The use of CDE helped identify and resolve 425 design clashes, saving more than VND 20 billion across the entire basement scope without any additional cost to the project owner

- **Material optimization**:
  The semi top-down construction method saved 400 metric tons of steel, thereby reducing associated material-related emissions.

CONTRIBUTIONS TO THE SUSTAINABILITY PILLARS:
Digital transformation at Coteccons drives improved governance effectiveness, operational transparency, resource optimization, and the development of digital capabilities, thereby directly supporting the company's sustainable development goals:

Pillar	Digital Transformation Contributions	Intended Value
Environment	Digitalizing records, approvals, and collaboration; Optimizing design and materials.	Reduced reliance on paper documents; Efficient resource use and lower material-related emissions.
Social	Enhanced employee experience; training in digital capabilities and the controlled use of AI.	Improved employee adaptability and productivity, with more opportunities to develop their capabilities.
Governance	Centralized data, information traceability, access authorization, and security.	Greater transparency, data consistency, and risk-control capabilities.

These results lay the foundation for a deeper phase of digitalization at Coteccons, in which data becomes the basis for every operational decision - from controlling site progress and quality to planning resources at the company level.

In the next phase, Coteccons will continue upgrading its systems, gradually connecting data across governance and site operations and expanding the use of data and artificial intelligence to improve productivity, quality, control, and transparency throughout the construction industry's value chain.

The signing ceremony for Coteccons' partnership with Workday to implement a digital human capital management platform.

At Coteccons, ESG is not merely a reporting exercise. It means taking real action with the aim of contributing to society, so that sustainability becomes part of the company's governance and Coteccons' cultural identity.

GOVERNMENT–ACADEMIA–BUSINESS COLLABORATION

Good governance

ENABLES ESG TO SCALE ACROSS THE COMMUNITY

RESPONSIBLE COLLABORATION

In terms of Governance, a key area of Coteccons' ESG implementation, Assoc. Prof. Dr. Lê Anh Tuấn – Dean, Faculty of Civil Engineering, Ho Chi Minh City University of Technology – observes that Coteccons' approach to ESG is becoming increasingly clear and well defined.

Dr. Tuấn said that, through the unfired brick project implemented by Coteccons and HCMUT under the"Ba nhà" (Government–Academia–Business) collaboration model, he has seen both sides devote due attention and investment to the partnership. He added that the relationship goes back many years, with Coteccons' BOD and HCMUT having worked together on various initiatives. Dr. Tuấn highly values Coteccons' openness to collaboration with HCMUT, the alma mater of generations of outstanding engineers who have played an important role in Coteccons' journey toward sustainable development.

"Through this collaboration, we can clearly see that the BOD has invested in it, given it serious attention and approached it with a strong sense of responsibility. It has become part of a structured management framework, with processes designed from the top down," Dr. Tuấn commented.

Assoc. Prof. Dr. Lê Anh Tuấn, Dean of the Faculty of Civil Engineering at Ho Chi Minh City University of Technology, presents at a midterm review workshop for a research project on improving the quality of unfired bricks.

"Coteccons is a general contractor and a major company in Vietnam's construction industry, so its proactive, governance-led ESG implementation will create an ESG ecosystem that extends to other businesses throughout the supply chain, thereby positively influencing the business community and society."

Assoc. Prof. Dr.
Lê Anh Tuấn
Dean, Faculty of Civil Engineering,
HCM City University of
Technology

From his observations of how unfired bricks are used on Coteccons projects, including the University of Health Sciences - Vietnam National University Ho Chi Minh City, Global City and The OpusK (Metropole 1.14), Dr. Tuấn noted that Coteccons employees clearly understand both what and why they are doing. This led him to conclude that Coteccons has a well-structured approach to ESG training, rollout and execution. The two sides also agree on clear responsibilities for transparency and accountability, and work together to measure and evaluate progress carefully and rigorously.

In light of Resolution No. 136/NQ-CP on Sustainable Development and Resolution No. 57-NQ/TW on breakthroughs in science and technology development, innovation and national digital transformation, Dr. Tuấn believes that businesses at the forefront of sustainability, science and technology will be the ones that succeed and lead their markets. Given Coteccons' role as a general contractor and a major company in Vietnam's construction industry, he believes its proactive, governance-led ESG implementation can create an ESG ecosystem that extends to other businesses across the supply chain, with positive effects on the broader business community and society.

> "When Coteccons and HCMUT demonstrate the benefits of using unfired bricks, doing so also helps the company build trust and encourage end users to choose green materials."
>
> Assoc. Prof. Dr.
> **Huỳnh Thanh Công**
> Deputy Head, Science and Technology Department, Vietnam National University HCM City (VNU-HCM)

CONTRIBUTING TO SOCIETY STARTS WITH SMALL CHANGES

From an environmental and social perspective, many HCMUT faculty members see the unfired brick project as doing more than improving materials and reducing emissions. They believe it can also shape end-user perceptions and help drive a broader shift in the construction materials and real estate markets toward safer, more sustainable material choices.

Assoc. Prof. Dr. Huỳnh Thanh Công said that when Coteccons and HCMUT demonstrate the benefits of unfired bricks, such as faster construction, lower fuel use and emissions, and reduced pressure on agricultural land, doing so also helps the company build trust and influence how end users choose materials. He believes this collaboration can make a meaningful contribution to the construction industry and should continue to be strengthened and expanded.

Looking at the human dimension, Dr. Tuấn emphasized that Government–Academia–Business collaboration, through specific projects, will create an enabling environment for students to learn and for Vietnam's skilled workers to confidently acquire new knowledge and skills and continue to innovate. This brings theory and practice together, allowing each to reinforce the other and helping develop a workforce with deep expertise and strong practical skills - a key priority for sustainable development.

1. Vietnam National University Ho Chi Minh City (VNU-HCM) and Coteccons Construction Joint Stock Company collaborate on a science and technology research project.

2. Coteccons and VNU-HCM hold a midterm review workshop on "Research On Solutions To Improve The Quality Of Unfired Brick Walls" under their Government–Academia–Business collaboration program.

3. Coteccons and VNU-HCM sign a Memorandum of Understanding (MOU) to implement Resolution No. 57-NQ/TW under the theme "From Vision To Implementation: The Government–Academia–Business Collaboration Model."

Sustainable development is a long and sometimes difficult journey. But when other businesses see an industry leader like Coteccons putting ESG into practice, adopting new standards and going beyond compliance to set a higher bar for itself, they can be encouraged to follow its lead. This, in turn, can help replicate this governance model more widely, creating benefits for communities and society.

"Seeing Coteccons successfully build the LEGO factory in Binh Duong to the sustainability standards required by its Danish partner, I believe other businesses will realize that to work successfully with international partners, they must fully meet international standards for emissions and sustainability. More than that, they can take pride in knowing they are capable of meeting the highest standards," Dr. Tuấn commented.

This Government–Academia–Business collaboration also shows how Coteccons' partners see the company: steadfast in its commitment to putting ESG into practice. Day by day, Coteccons people continue to bring fresh energy and new dimensions to its ESG practices.

1.

2.

Collaboration

FOR SHARED GROWTH

Coteccons regards collaboration, information sharing, and transparency in its relationships with government regulatory authorities, departments and agencies, institutes, educational institutions, and professional organizations as a way to promote sustainable values throughout the community.

In this spirit, the company proactively participates in industry-level and local programs and initiatives on occupational safety, workforce development, and innovation. The following notable activities undertaken during the year demonstrate Coteccons' role as a trusted partner that helps promote sustainable values across the construction industry and throughout the community.

Specifically, in response to Plan No. 11562/KH-BNV, dated December 4, 2025, issued by the Ministry of Home Affairs to implement the Action Month on Occupational Safety and Health (OSH) 2026, Coteccons partnered with the Ho Chi Minh City People's Committee and the Ho Chi Minh City Department of Home Affairs to organize the launch ceremony for the Action Month on Occupational Safety and Health (OSH) 2026 in Binh Duong. Coteccons featured an interactive booth and exhibition on occupational safety, while also sharing its experience in applying technologies such as Building Information Modeling (BIM), which helps visualize projects and control safety risks before construction; Formtech, which provides advanced scaffolding solutions to enhance safety for work at height; and FaceID, a facial recognition system that supports access control in high-risk areas.

The 2026 Action Month on OSH is one way Coteccons contributes to **the city's sustainable development** by sharing standards and practical experience.

Coteccons also continues this work through weekly sessions at its construction sites nationwide, reflecting its consistent view that occupational safety is not merely a compliance requirement, but a foundation for keeping projects on schedule, maintaining quality, and creating a sustainable, human-centered work environment.

1. Leaders from the Ho Chi Minh City People's Committee and Department of Home Affairs pose for a photo at the launch of the 2026 Action Month on Occupational Safety and Health (OSH), themed "Modernizing OSH Management and Improving Its Effectiveness in the Digital Era".

2. Delegates visit Coteccons' occupational safety exhibition booth at the launch ceremony for the 2026 Action Month on Occupational Safety and Health.

1.

Bringing expertise together

FOR A GREENER FUTURE

THE "BA NHÀ" PROJECT (GOVERNMENT – ACADEMIA – BUSINESS COLLABORATION MODEL)

To give concrete expression to the spirit of Resolution No. 57-NQ/TW of the Politburo on breakthroughs in science and technology development, innovation, and national digital transformation, Coteccons formally signed a comprehensive Memorandum of Understanding (MOU) with Vietnam National University Ho Chi Minh City (VNU-HCM) on May 24, 2025. Coteccons refers to this project by the familiar name "Ba Nhà" (Government – Academia – Business).

Its scope of cooperation ranges from training a highly qualified workforce, developing social housing models, and improving the welfare of construction workers to applying new technologies such as AI and promoting sustainable development in the construction industry.

Together with VNU-HCM, Coteccons is committed to developing systemic, scalable solutions that create long-term value, with a particular focus on delivering solutions and generating impact in the construction industry. Under the partnership, Coteccons is helping to fund research on three key topics: Unfired bricks, worker policies, and social housing policies.

These studies are conducted by experienced researchers from Ho Chi Minh City University of Technology and the University of Economics and Law, with the aim of developing practical solutions that benefit the community.

By proactively advancing Government – Academia – Business collaboration, Coteccons is broadening its approach to sustainable development - investing in human capital as well as researching and applying practical solutions in technology, materials and management. The Government – Academia – Business model focuses on practical, scalable solutions that create long-term value.

MEMBERSHIP IN ORGANIZATIONS FOR SUSTAINABLE DEVELOPMENT IN THE CONSTRUCTION INDUSTRY

In addition to direct collaboration with regulatory agencies, Coteccons participates in and maintains memberships in professional organizations and associations focused on green construction and sustainable development in Vietnam and the region. Notable examples include the Viet Nam Federation of Civil Engineering Association (VFCEA), the Viet Nam Association of Construction Contractors (VACC), the Vietnam Green Building Council (VGBC), and the HCMC Green Business Association (HGBA), among others.

These organizations give the company early access to international standards, reporting frameworks, and best practices, while enabling it to contribute a contractor's perspective to policy development and the future direction of the industry.

Through forums, workshops, and cooperation programs initiated by these organizations, Coteccons shares practical experience and expertise in green materials, energy-efficient buildings, occupational safety, and sustainability governance. At the same time, it learns from advanced models and gradually applies them to its construction operations and supply chain.

2.

1. In the presence of national leaders, Coteccons and VNU-HCM sign an MOU under the Government–Academia–Business collaboration program to implement Resolution No. 57-NQ/TW, themed "From Vision To Implementation".

2 Collaborating with professional organizations helps Coteccons strengthen transparency and share sustainable values more widely with the community.

2026 marked a proud period of transformation for Coteccons, with the company continuing to receive recognition through prestigious awards and rankings in Vietnam and internationally. These recognitions reflect the company's sustained efforts to strengthen governance standards, build a human-centered workplace, and put ESG principles into meaningful practice.

Key awards - Recognitions

Coteccons' awards and recognitions span three pillars: People, Planet and Profit. They are the result of sustained effort and reflect the strength and standing of a leading construction contractor in Vietnam.

- **People**: Coteccons became Vietnam's first general contractor to be Great Place To Work® Certified™ and received four distinctions at the HR Asia Awards 2026.
- **Planet**: Coteccons maintained its position among the Top 20 companies in the Vietnam Sustainability Index (VNSI), with an ESG score of 76%, while also being recognized for the fourth consecutive year at the Top 50 Corporate Sustainability Awards (Top 50 CSA).
- **Profit**: Coteccons continued to strengthen its regional standing in governance and financial capability, ranking 285th in the Fortune Southeast Asia 500, up 19 places, and retaining the No. 1 position among Vietnam's Top 10 Most Reputable Construction Contractors for the fourth consecutive year.

The recognitions Coteccons received in 2026 not only demonstrate the company's internal strength, but also provide momentum for it to keep doing better than yesterday and reach new heights.

COTECCONS IS ALSO THE FIRST GENERAL CONTRACTOR IN VIETNAM TO BE GREAT PLACE TO WORK® CERTIFIED™

GREAT PLACE TO WORK®

Great Place To Work® Certified NOV 2025–NOV 2026 VN ™

Coteccons has been certified as a Great Place To Work® by Great Place To Work®, the global authority on workplace culture. The certification is based on the Trust Index™ Survey, which focuses on five dimensions: credibility, respect, fairness, pride and camaraderie.

More than 1,500 Coteccons employees participated in the survey, with 88% saying that Coteccons is a great place to work, well above the global company benchmark of 59%. This recognition reflects Coteccons' cultural transformation toward a workplace where people are empowered, inspired and supported in reaching their full potential.

The company's recognition through leading awards in human capital management further demonstrates Coteccons' consistent efforts to build a Happy Workplace rooted in its Human-Hearted Company culture.

Beyond creating a positive workplace, Coteccons continues to listen, understand and advance Diversity, Equity and Inclusion (DEI), working toward an environment where every employee can develop to their full potential and contribute at their best.

HR ASIA AWARDS 2026

THIS MARKS THE SECOND CONSECUTIVE YEAR THAT COTECCONS (CTD) HAS BEEN RECOGNIZED AT THE HR ASIA AWARDS. COTECCONS SCORED ABOVE MARKET BENCHMARKS ACROSS ALL THREE DIMENSIONS OF ORGANIZATIONAL CULTURE, INDIVIDUAL EXPERIENCE AND TEAM SPIRIT, REFLECTING STRONG ENGAGEMENT AND CONFIDENCE AMONG EMPLOYEES IN THEIR WORKPLACE.

The recognition acknowledges the company's efforts to build a Human-Hearted Company and its shift from growth in scale toward quality growth in human capital, capabilities and operational efficiency. In 2026, Coteccons was recognized by HR Asia across all four categories: Best Companies to Work for in Asia 2026; HR Asia Tech Empowerment Awards; HR Asia People Transformation Awards; and HR Asia Sustainable Workplace Awards. The HR Asia Awards are among Asia's recognized human capital management awards, assessing companies through the T.E.A.M. (Total Engagement Assessment Model), which combines an independent survey with direct assessment by an international panel of judges.

Coteccons was recognized in four categories at the HR Asia Awards 2026.

TOP 50 CORPORATE SUSTAINABILITY AWARDS 2026 – TOP50 CSA 2026

MAINTAINING THE POSITION IN THE SUSTAINABILITY RANKING FOR FOUR CONSECUTIVE YEARS

On June 11, 2026, Coteccons was once again recognized by Nhip Cau Dau Tu Magazine at the Top 50 Corporate Sustainability Awards (Top 50 CSA 2026), marking the fourth consecutive year the company has received this recognition.

In 2026, Coteccons was recognized in two categories: S – Human Capital Strategy For Sustainable Development and G – Excellence In Corporate Governance. The results were assessed against ESG criteria by an Evaluation Council comprising domestic and international experts and leaders.

Maintaining this recognition over four consecutive years, together with recognition for its people and governance practices, shows that Coteccons is steadily turning ESG from a strategic direction into an operational capability, contributing to a more transparent, human-centered and sustainable construction industry.

Ms. Đinh Thị Hồng Thắm, Corporate Affairs Director, accepts the "Business for the Community" award on behalf of Coteccons.

BUSINESS FOR THE COMMUNITY – PROMOTING HUMAN VALUES

At Saigon Times CSR 2025, Coteccons was honored by Saigon Times as a "Business for the Community." The recognition acknowledges Coteccons' efforts to integrate its business activities with social responsibility and sustainable development. Through initiatives such as providing scholarships for workers' children, assisting pediatric patients, supporting workers during Tet, and contributing to protection forest restoration, Coteccons continues to bring its vision of "Building a Better World" to life, extending the value it creates from construction projects to communities.

Coteccons is proud to have been recognized as a "Business for the Community" at the Saigon Times CSR 2025 program, organized by Saigon Times Group.

INNOVATION RECOGNITION FROM NHAN DAN NEWSPAPER 2026

On May 22, 2026, at the Closing Ceremony of the 5th Nhan Dan Newspaper Innovation Day - 2026, Coteccons received an Encouragement Award for the initiative "Innovation in the 'Xây Tết' (Building Tet) and 'Chuyến tàu Hạnh phúc' (Happiness Train) programs." Coteccons was also honored as an "Outstanding Companion Partner" for its positive contributions to community programs.
The recognition further affirms Coteccons' efforts to combine innovation with social responsibility, supporting workers, promoting human values and making positive contributions to the community.

Coteccons was recognized by Nhan Dan Newspaper as an "Outstanding Companion Partner" in 2026.

THE RECOGNITIONS RECEIVED IN 2026 FURTHER REAFFIRM COTECCONS' HUMAN-CENTERED DIRECTION – FROM BUILDING AN ENGAGED WORKPLACE, EMPOWERING AND DEVELOPING TALENT TO PROMOTING INNOVATION AND RESPONSIBILITY TOWARD THE COMMUNITY. THROUGH THESE EFFORTS, COTECCONS IS STEADILY BRINGING ITS HUMAN-HEARTED COMPANY VISION TO LIFE AND CREATING SUSTAINABLE VALUE FOR EMPLOYEES, COMMUNITIES AND SOCIETY.

Coteccons maintains its position among the Top 20 companies in the Vietnam Sustainability Index (VNSI) 2025.

TOP 20 COMPANIES IN THE VIETNAM SUSTAINABILITY INDEX – VNSI

COTECCONS ACHIEVED AN OVERALL ESG SCORE OF 76%, WITH COMPONENT SCORES ABOVE BOTH INDUSTRY AND VN100 AVERAGES. (ACCORDING TO HoSE)

On July 21, 2025, Coteccons was once again included among the Top 20 companies in the Vietnam Sustainability Index (VNSI) announced by the Ho Chi Minh Stock Exchange (HoSE).

According to HoSE, Coteccons achieved an overall ESG score of 76%, with component scores above both industry and VN100 averages. Notably, its Environmental (E) score reached 82%, up from 68% in 2024, reflecting positive progress in applying green construction standards, optimizing resources and reducing emissions. The Social (S) score reached 73%, compared with the industry average of 60%. Meanwhile, the Governance (G) score reached 71%, up from 66% in 2024 and above the industry average of 57%.

These results show that ESG is being implemented across all three Environmental, Social and Governance dimensions at Coteccons, creating a foundation for long-term growth and sustainable value for shareholders, investors and the community.

TOP 100 SUSTAINABLE ENTERPRISES IN VIETNAM – CSI100

On December 5, 2025, Coteccons was recognized among the Top 100 Sustainable Enterprises in Vietnam (CSI100).
The CSI 2025 program was organized by the Vietnam Chamber of Commerce and Industry (VCCI), with the Vietnam Business Council for Sustainable Development (VBCSD) serving as its core implementing body, in coordination with the Central Policy and Strategy Commission, the Ministry of Agriculture and Environment, the Ministry of Home Affairs, the Vietnam General Confederation of Labour and the Ministry of Finance.
As Vietnam's market enters a new phase of development in which public companies face higher expectations for governance quality, disclosure transparency and comprehensive sustainability practices, Coteccons' recognition in CSI100 further indicates that the company is moving in the right direction – consistently pursuing modern, transparent and sustainable governance standards that respond to the increasingly high expectations of Vietnam's stock market amid deeper international integration.

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
VCCI
vbcsd
CHỨNG NHẬN
This is to certify that
CÔNG TY CỔ PHẦN XÂY DỰNG COTECCONS
Là Doanh nghiệp bền vững năm 2025
As a Sustainable Business in 2025
KT. CHỦ TỊCH
PHÓ CHỦ TỊCH
Nguyễn Quang Vinh

Coteccons was recognized among the Top 100 Sustainable Enterprises in Vietnam (CSI100) 2025.

TOP 17 PIONEERING ENTERPRISES FOR SUSTAINABLE DEVELOPMENT IN VIETNAM'S CONSTRUCTION INDUSTRY 2026

On July 16, 2026, within the framework of the Vietnam Sustainable Construction Forum 2026 (VSCF 2026), Coteccons was recognized among the Top 17 Pioneering Enterprises for Sustainable Development in Vietnam's Construction Industry, in the construction contractor category.
The VSCF 2026 award recognizes Coteccons' efforts in green transformation, innovation and strengthening governance capabilities, creating value for both the company and Vietnam's construction industry as a whole.

Coteccons was recognized among the "Top 17 Pioneering Enterprises for Sustainable Development in Vietnam's Construction Industry."

COTECCONS' CONTINUED RECOGNITION ACROSS THE PLANET CATEGORY SHOWS THAT ESG HAS BECOME PART OF THE COMPANY'S DEVELOPMENT STRATEGY AND IS GRADUALLY BEING INTEGRATED INTO OPERATIONS, RATHER THAN REMAINING A SERIES OF STANDALONE COMMITMENTS. THIS PROVIDES THE FOUNDATION AND DIRECTION FOR COTECCONS TO CONTINUE IMPLEMENTING ESG IN A CONSISTENT AND COMPREHENSIVE MANNER, WITH THE AIM OF CREATING SUSTAINABLE VALUE WHILE BUILDING STRONG TRUST AMONG STAKEHOLDERS, INCLUDING CLIENTS, SHAREHOLDERS AND COMMUNITIES.

FORTUNE SOUTHEAST ASIA 500

In June 2026, Fortune ranked Coteccons 285th in the Fortune Southeast Asia 500, up 19 places from the previous year and a total of 91 places since the company first entered the ranking in 2024.

The Fortune Southeast Asia 500 is Fortune's annual ranking of the 500 highest-revenue companies across seven Southeast Asian countries. The data is collected and verified by independent organizations such as LSEG, Bloomberg and S&P Global Market Intelligence.

Coteccons' continued rise in the ranking reflects its expanding scale, stronger competitiveness and growing position in the value chain. The recognition also demonstrates that Vietnamese construction companies such as Coteccons can compete on equal footing with regional peers, while providing further motivation for Coteccons to pursue its ambition of expanding globally.

BBB+ CREDIT RATING – "STABLE" OUTLOOK

FiinRatings, a strategic partner of S&P Global, has maintained Coteccons' credit rating at BBB+ with a "Stable" outlook, the highest rating within Group 4 of its rating scale. Coteccons has maintained this rating since September 2024.

Notably, Coteccons' liquidity position was assessed as "Good," with forecast Supply/Uses of Liquidity ratios of 1.73x in 2026 and 1.61x in 2027. These results reflect the company's ability to meet short-term financial obligations as its operating scale continues to expand.

The BBB+ credit rating with a "Stable" outlook, together with its "Good" liquidity assessment, demonstrates Coteccons' increasingly solid governance capability, operational efficiency and financial foundation, positioning the company for long-term growth.

TOP 10 COMPANIES WITH BEST CORPORATE GOVERNANCE – VLCA 2025

On December 3, 2025, Coteccons was recognized for the first time among the Top 10 Companies with Best Corporate Governance – Mid-Cap Group, organized by the Ho Chi Minh Stock Exchange (HoSE). The award marks an important step forward in Coteccons' journey to enhance transparency, governance quality and information disclosure standards. It also reflects the company's rapid progress in improving operational efficiency, supporting growth and creating profits and long-term value for shareholders.

Ms. Vũ Thị Chân Phương, Chairwoman of the State Securities Commission of Vietnam, presents the certificate to Coteccons' representative, Deputy CEO Mr. Võ Hoàng Lâm.

PROFIT500, TOP 500 MOST PROFITABLE PRIVATE COMPANIES & TOP 10 MOST PROFITABLE CONSTRUCTION COMPANIES

In October 2025, Coteccons was named by Vietnam Report and VietnamNet among the Top 500 Most Profitable Companies in Vietnam (PROFIT500), climbing 53 places in the ranking. Coteccons also rose 36 places in the Top 500 Most Profitable Private Companies and continued to rank among the Top 10 most profitable construction companies in Vietnam.
The company's rise across these profitability rankings reflects the effectiveness of its restructuring and improvements in operational capability, enabling Coteccons to strengthen cost control, improve efficiency and strengthen profit margins, thereby creating a foundation for its next phase of growth.

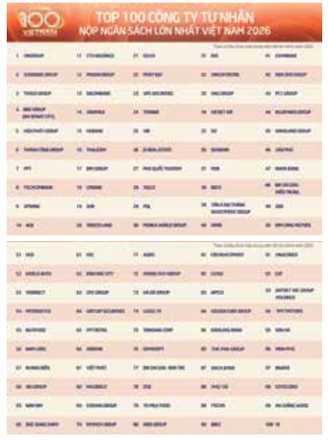
IR AWARDS 2025 – REINFORCING THE QUALITY OF INVESTOR RELATIONS AND INFORMATION TRANSPARENCY

On October 2, 2025, Coteccons was recognized at the IR Awards 2025 by Vietstock, the Vietnam Association of Financial Executives (VAFE) and FiLi Magazine in the Mid-Cap category, receiving both "Individual Investors' Best Choice" and "Financial Institutions' Best Assessment." Coteccons also met the Information Disclosure Standards for the fifth consecutive year.
These recognitions reflect Coteccons' efforts to improve the quality of investor relations, enhance information transparency and strengthen dialogue with shareholders, thereby reinforcing its governance foundation and stakeholder trust.

For the fifth consecutive year, Coteccons met the Information Disclosure Standards, demonstrating its commitment to transparency, responsibility and open dialogue with shareholders.

TOP 100 LARGEST PRIVATE-SECTOR TAXPAYERS IN VIETNAM – PRIVATE 100

On August 24, 2026, Coteccons was recognized among the Top 100 Largest Private-Sector Taxpayers in Vietnam (PRIVATE 100) 2026, ranking 98th out of 100, with nearly VND395 billion in taxes actually paid to the State budget in 2025. This recognition reflects the company's tangible contribution to the country's public finances. Coteccons will continue to support Vietnam's sustainable development.



IN 2026, PRESTIGIOUS RECOGNITIONS FROM HR ASIA AWARD, GREAT PLACE TO WORK®, FORTUNE SOUTHEAST ASIA 500, BBB+ AND MANY OTHER AWARDS REAFFIRMED COTECCONS' FOUNDATION OF TRANSPARENT GOVERNANCE, STRONG FINANCIAL CAPABILITY, A HUMAN-CENTERED WORKPLACE AND ITS COMMITMENT TO CONTRIBUTING TO AND SUPPORTING THE COMMUNITY. COTECCONS VALUES EVERY RECOGNITION IT RECEIVES AND WILL USE EACH ONE AS MOTIVATION TO DO BETTER THAN YESTERDAY, EVERY DAY, AS THE COMPANY MOVES CONFIDENTLY INTO ITS NEXT PHASE OF QUALITY GROWTH.

PART IX

Appendix

ENVIRONMENTAL METRICS

Indicator	Unit	2026
Energy		
Electricity Consumed From EVN	kWh	23,080,266.96
Total Renewable Energy Consumed	kWh	122,826
Total Electricity Saved	kWh	75,658
Waste		
Percentage Of Hazardous Waste Treated In Compliance With Regulations	%	100
Percentage Of Construction Sites With Waste Segregation Systems	%	100
Total Steel Sold Through Liquidation	Tonnes	1,871,879
Proceeds From The Liquidation Of Surplus Materials (Iron, Steel, Foam Sheets)	VND	12,735,606,850
Green Materials		
Percentage Of Green Steel Used	%	87
Percentage Of Green Concrete Used	%	28.3
Percentage of Green Label Cement	%	42.4
Percentage Of Unfired compared to Fired Bricks (By Volume)	%	31.4
Number Of Projects Applying Green Building Standards (LEED, Green Mark, LOTUS)	Projects	51
Number Of Green Suppliers	Suppliers	64
Biodiversity		
Cumulative Number Of Trees Planted Through The Reforestation Program	Trees	33,063
Number Of Hatinh Langurs Conserved	Individuals	245

GREENHOUSE GAS EMISSIONS METRICS

Indicator	Unit	2026
Greenhouse Gases		
Scope 1 – Direct Emissions	tCO_2e	9,245.69
Scope 2 – Indirect Emissions	tCO_2e	16,579.48
Emissions Reductions		
Emissions Avoided Through The Use Of Green Materials	tCO_2e	334,.845.43
- Of Which: Through The Use Of Unfired Bricks	tCO_2e	12,428.78
- Of Which: Through The Use Of Green Concrete	tCO_2e	52,298.50
- Of Which: Through the Use of Green Cement	tCO_2e	18,074.30
- Of Which: Through the Use of Green Steel	tCO_2e	252,043.85
Emissions Avoided Through Travel By Electric Vehicles	tCO_2e	4,93
Emissions Avoided Through Uniforms Made Of Pineapple Fiber/ Coffee Ground	tCO_2e	16,55
Greenhouse Gas Inventory Activities		
Number Of Construction Sites Reporting Through Coteccons' GHG Inventory System	Sites	55
Number Of Personnel Trained In GHG Inventory Preparation	People	More Than 350

KEY ESG METRICS

Indicator	Unit	2026
Economic		
Net Revenue	VND Billion	34,340
Profit Before Tax	VND Billion	1,020
Profit After Tax	VND Billion	788
Total Assets	VND Billion	38,751
Equity	VND Billion	9,652
Contributions To The State Budget	VND Billion	434.18
Total Number Of Partners (Subcontractors/Suppliers)	Partners	29,738
Number Of Subcontractors/Suppliers Periodically Assessed (Including ESG Criteria)	Entities	2,055
Social – Human Resources		
Total Number Of Employees	People	4,080
Percentage Of Female Employees	%	10.5
Percentage Of Male Employees	%	89.5
Percentage Of Employees Under 30	%	38.9
Percentage Of Employees Aged 30–50	%	54.8
Percentage Of Employees Over 50	%	6.3
Percentage Of Employees From Northern Vietnam	%	33.9
Percentage Of Employees From Central Vietnam	%	16.4
Percentage Of Employees From Southern Vietnam	%	49.7
Percentage Of Foreign Employees	%	0.2
Percentage Of Newly Hired Employees Who Are Female	%	11.4
Percentage Of Newly Hired Employees Who Are Male	%	88.6
Percentage Of Newly Hired Employees Under 30	%	67.1
Percentage Of Newly Hired Employees Aged 30–50	%	31.1

Indicator	Unit	2026
Social – Human Resources		
Percentage Of Newly Hired Employees Over 50	%	1.8
Average Employee Salary	VND/person	33,119,033
Total Social Welfare Budget	VND	176,137,405,188
Percentage Of Employees Receiving Periodic Performance Evaluations	%	100
Knowledge Training		
Total Employee Training Hours	Hours	89,561
Average Training Hours Per Employee	Hours/person	25.6
Percentage Of Employees Trained	%	100
Percentage Of Employees Trained	Trainees	4,242
Number Of Courses On The Training Website	Courses	178
Occupational Health & Safety		
Safe Working Hours	Hours	68,110,908
Average Number Of Workers (Including Unicons)	People	32,245
Total Safety Training Hours (Including Workers)	Hours	73,517
Percentage Of Workers Receiving Occupational Safety Training	%	100
Number Of Serious Or Fatal Occupational Accidents	Cases	0
LTIFR *(Lost Time Injury Frequency Rate)*	-	Coteccons: 0.44 Unicons: 0.36
Corporate Social Community		
Total Spending On Social Programs	VND	13,300,629,156
Xây Tết (Building Tet, a Lunar New Year community program)	Gift Packages	Nearly 40,000
Nhà Mình (“Our Home”) Program	Projects	20
Total Scholarships Awarded	Scholarships	615

GRI CONTENT INDEX

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 2: General Disclosures (2021)				
2-1	Organizational Details	✓	General Information	41, 47
2-2	Entities Included In The Organization's Sustainability Reporting	✓	Reporting Scope, Contact Information	08, 09
2-3	Reporting Period, Frequency And Contact Point	✓	Reporting Scope, Contact Information	08, 09
2-4	Restatements Of Information	✓	Environmental Metrics, Greenhouse Gas Emissions Metrics, Key ESG Metrics	105
2-5	External Assurance – The Report Is Independently Assured	✓	The ESG Report is internally assured and audited by Coteccons.	31
2-6	Activities, Value Chain And Other Business Relationships	✓	Key Business Areas	45, 47, 49, 51
2-7	Employees	✓	Human Capital	193, 195, 197, 213
2-8	Workers Who Are Not Employees	×	Workers who are not Coteccons employees fall under the responsibility of subcontractors. Therefore, Coteccons does not have relevant information for this disclosure.	95
2-9	Governance Structure And Composition	✓	Company Organizational Chart, Annual Report	47
2-10	Nomination And Selection Of The Highest Governance Body	×	Coteccons disclosed in its 2026 Annual Report an assessment of the balance and diversity of the Board of Directors	Annual Report - 298
2-11	Chair Of The Highest Governance Body	×	Coteccons announced this in the 2026 Annual Report – Board of Directors	Annual Report - 286
2-12	Role Of The Highest Governance Body In Overseeing The Management Of Impacts	×	Coteccons announced this in the 2026 Annual Report - The supervisory role of the Board of Directors.	Annual Report - 304
2-13	Delegation Of Responsibility For Managing Impacts	✓	ESG Subcommittee	59

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 2: General Disclosures (2021)				
2-14	Role Of The Highest Governance Body In Sustainability Reporting	✓	ESG Subcommittee	59
2-15	Conflicts Of Interest	✓	Business Ethics & Compliance, OWN IT	313, 315, 323, 325, 327, 329
2-16	Communication Of Critical Concerns	✓	Materiality Matrix, Opportunities & Risks, Stakeholder Engagement	73, 75, 77, 79, 83, 85
2-17	Collective Knowledge Of The Highest Governance Body	✓	2026–2030 Strategic Direction: Embedding ESG Into Coteccons' Operating DNA	23, 65
2-18	Evaluation Of The Performance Of The Highest Governance Body	×	This information is disclosed in Coteccons' 2026 Annual Report under "Board Of Directors Activities And Implementation Of Resolutions."	Annual Report - 300
2-19	Remuneration Policies	✓	Transparent Compensation And Digital Transformation In Human Capital Management	199
2-20	Process To Determine Remuneration	✓		
2-21	Annual Total Compensation Ratio	✓		
2-22	Statement On Sustainable Development Strategy	✓	Organizational Management Structure Based On The Three Lines Model	55, 57
2-23	Policy Commitments	✓		
2-24	Embedding Policy Commitments	✓		
2-25	Processes To Remediate Negative Impacts	✓	Stakeholder Engagement	327, 329
2-26	Stakeholder Consultation	✓	Stakeholder Engagement	83
2-27	Compliance With Laws And Regulations	✓	Coteccons identifies compliance with laws and regulations as a material topic. Legal compliance is embedded throughout all company activities	73, 147
2-28	Membership Associations	✓	Strong Partnerships	337, 339, 341, 343
2-29	Approach To Stakeholder Engagement	✓	Stakeholder Engagement	83
2-30	Collective Bargaining Agreements	✓	Harmonious Labor Relations	193, 195, 197

GRI CONTENT INDEX

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 3: Material Topics (2021)				
3-1	Process To Determine Material Topics	✓	Identifying Material Topics	83
3-2	List Of Material Topics	✓	Identifying Material Topics	83
3-3	Management Of Material Topics	✓	Identifying Material Topics	83
GRI 201: Economic Performance (2016)				
201-1	Direct Economic Value Generated And Distributed	✓	Economic Performance	89
201-2	Financial Implications And Other Risks And Opportunities Due To Climate Change	✓	Risks And Opportunities Related To Material Topics	75, 77, 79
201-3	Defined Benefit Plan Obligations	✓	Welfare And Remuneration Policies	199
201-4	Financial Assistance Received From Government	N/A	Coteccons does not receive financial assistance from the Government in any form	
GRI 202: Market Presence (2016)				
202-1	Ratios Of Standard Entry Level Wage By Gender Compared To Local Minimum Wage	✓	Transparent Compensation And Digital Transformation In Human Capital Management	199
202-2	Proportion Of Senior Management Hired From The Local Community	×	Given the nature of the construction industry and Coteccons' nationwide project footprint, this information has not yet been disclosed.	
GRI 203: Indirect Economic Impacts (2016)				
203-1	Infrastructure Investments And Services Supported	✓	Indirect Economic Impacts	93, 95
203-2	Significant Indirect Economic Impacts	✓	Indirect Economic Impacts	93, 95

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 204: Procurement Practices (2016)				
204-1	Proportion Of Spending On Local Suppliers	✓	Centralized Procurement Strategy	141
GRI 205: Anti-Corruption (2016)				
205-1	Operations Assessed For Risks Related To Corruption	✓	System Risk Management	323, 325, 327, 329
205-2	Communication And Training About Anti-Corruption Policies And Procedures	✓	Ethics And Integrity	315, 321
205-3	Confirmed Incidents Of Corruption And Actions Taken	N/A	Coteccons recorded no incidents of corruption in 2026	323
GRI 206: Anti-Competitive Behavior (2016)				
206-1	Legal Actions For Anti-Competitive Behavior, Anti-Trust And Monopoly Practices	N/A	Coteccons recorded no violations involving anti-competitive behavior, anti-trust or monopoly practices.	
GRI 207: Tax (2019)				
207-1	Approach To Tax	✓	Tax And Social Welfare	93, 95
207-2	Tax Governance, Control And Risk Management	✓	Tax And Social Welfare	93, 95
207-3	Stakeholder Engagement And Management Of Concerns Related To Tax	✓	Tax And Social Welfare	93, 95
207-4	Country-By-Country Reporting	✓	Tax And Social Welfare	93, 95
GRI 301: Materials (2016)				
301-1	Materials Used By Weight Or Volume	✓	Some construction materials are purchased and recorded by weight and volume.	321
301-2	Recycled Input Materials Used	✓	Sustainable Construction Sites	135
301-3	Reclaimed Products And Their Packaging Materials	✓	Sustainable Construction Sites	107 - 135

GRI CONTENT INDEX

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 302: Energy (2016)				
302-1	Energy Consumption Within The Organization	✓	Energy Consumption	103
302-2	Energy Consumption Outside Of The Organization	×	Energy consumption outside the organization is not within Coteccons' management scope	
302-3	Energy Intensity	×	Coteccons will report energy intensity in subsequent years	
302-4	Reduction Of Energy Consumption	✓	Financial Benefits From Sustainable Construction Sites	135
302-5	Reductions In Energy Requirements Of Products And Services	✓	Energy Efficiency, Digital Transformation	135
GRI 303: Water And Effluents (2018)				
303-1	Interactions With Water As A Shared Resource	✓	Wastewater Management	
303-2	Management Of Water Discharge-Related Impacts	✓	Wastewater Management	147, 149
303-3	Water Withdrawal	✓	Wastewater Management	147
303-4	Water Discharge	✓	Wastewater Management	147
303-5	Water Consumption	✓	Wastewater Management	147
GRI 304: Biodiversity (2016)				
304-1	Operational Sites Owned, Leased, Managed In, Or Adjacent To, Protected Areas And Areas Of High Biodiversity Value Outside Protected Areas	N/A	Coteccons has no operations in or near protected areas or areas of high biodiversity value outside protected areas	
304-2	Significant Impacts Of Activities, Products And Services On Biodiversity	✓	Reforestation	157 - 165
304-3	Habitats Protected Or Restored	✓	Reforestation, Hatinh Langur Conservation	157 - 165

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 304: Biodiversity (2016)				
304-4	IUCN Red List Species And National Conservation List Species With Habitats In Areas Affected By Operations	N/A	Coteccons recorded no IUCN Red List species or nationally protected species with habitats in areas affected by company activities	
GRI 305: Emissions (2016)				
305-1	Direct (Scope 1) GHG Emissions	✓	Greenhouse Gas Inventory In Accordance With The GHG Protocol And ISO 14064-1:2018	105
305-2	Energy Indirect (Scope 2) GHG Emissions	✓	Greenhouse Gas Inventory In Accordance With The GHG Protocol And ISO 14064-1:2018	105
305-3	Other Indirect (Scope 3) GHG Emissions	×	Coteccons is currently focused on standardizing Scope 3 greenhouse gas emissions calculations and will disclose them once the process is complete.	
305-4	GHG Emissions Intensity	×	Coteccons is standardizing its Scope 3 greenhouse gas inventory and progressing toward calculating emissions intensity based on the characteristics of the construction industry	
305-5	Reduction Of GHG Emissions	✓	Avoided Emissions From Green Materials, Advancing Green Practices In Operations	105, 141, 145
305-6	Emissions Of Ozone-Depleting Substances (ODS)	×	Coteccons is updating and completing its collection of ODS data	
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), And Other Significant Air Emissions	N/A	Under applicable regulations, Coteccons is not required to conduct periodic air-emissions monitoring	

GRI CONTENT INDEX

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 306: Waste (2020)				
306-1	Waste Generation And Significant Waste-Related Impacts	✓	Waste Management	153, 155
306-2	Management Of Significant Waste-Related Impacts	✓	Waste Management	153, 155
306-3	Waste Generated	✓	Waste Management	155
306-4	Waste Diverted From Disposal	✓	Waste Management	131, 133
306-5	Waste Directed To Disposal	✓	Waste Management	155
GRI 308: Supplier Environmental Assessment (2016)				
308-1	New Suppliers That Were Screened Using Environmental Criteria	✓	Supplier Assessment Using The ESG Scorecard	141
308-2	Negative Environmental Impacts In The Supply Chain And Actions Taken	✓	Supplier Assessment Using The ESG Scorecard	195
GRI 401: Employment (2016)				
401-1	New Employee Hires And Employee Turnover	✓	Human Capital	
401-2	Benefits Provided To Full-Time Employees That Are Not Provided To Temporary Or Part-Time Employees	×	Employee Benefits And Career Advancement Opportunities	197
401-3	Parental Leave	✓	Employee Parental Leave Policy	211
GRI 402: Labor/Management Relations (2016)				
402-1	Minimum Notice Periods Regarding Operational Changes	✓	Harmonious Labor Relations	

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 403: Occupational Health And Safety (2018)				
403-1	Occupational Health And Safety Management System	✓	Digital Transformation In HSE Management: From Reporting To Risk Management	179
403-2	Hazard Identification, Risk Assessment And Incident Investigation	✓	Developing Leadership And Technical Expertise In Risk Management	175
403-3	Occupational Health Services	✓	Advancing Occupational Health And Safety To International Standards	175
403-4	Worker Participation, Consultation And Communication On Occupational Health And Safety	✓	Advancing Occupational Health And Safety To International Standards, Thank You To Those Who Build	169 - 175
403-5	Worker Training On Occupational Health And Safety	✓	Advancing Occupational Health And Safety To International Standards	169 - 175
403-6	Promotion Of Worker Health	✓	Advancing Occupational Health And Safety To International Standards	169 - 175
403-7	Prevention And Mitigation Of Occupational Health And Safety Impacts Directly Linked By Business Relationships	✓	Advancing Occupational Health And Safety To International Standards	169 - 175
403-8	Workers Covered By An Occupational Health And Safety Management System	✓	SAFE 9: A Common Safety Language Across The Company, Advancing Occupational Health And Safety To International Standards	177
403-9	Work-Related Injuries	✓	ESG Material Topics	173
403-10	Work-Related Ill Health	✓	Advancing Occupational Health And Safety To International Standards	169 - 175
GRI 404: Training And Education (2016)				
404-1	Average Hours Of Training Per Year Per Employee	✓	Developing Workforce Capabilities	205
404-2	Programs For Upgrading Employee Skills And Transition Assistance Programs	✓	Developing Workforce Capabilities	205, 207, 209
404-3	Percentage Of Employees Receiving Regular Performance And Career Development Reviews	✓	Transparent Compensation And Digital Transformation In Human Capital Management	197, 199

GRI CONTENT INDEX

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 405: Diversity And Equal Opportunity (2016)				
405-1	Diversity Of Governance Bodies And Employees	✓	Human Resources, Annual Report	193, 195, 213, 303
405-2	Ratio Of Basic Salary And 'Remuneration Of Women To Men	×	Not Yet Available In The 2026 ESG Report	
GRI 406: Non-Discrimination (2016)				
406-1	Incidents Of Discrimination And Corrective Actions Taken	×	Coteccons recorded no incidents of discrimination in 2026	
GRI 407: Freedom Of Association And Collective Bargaining (2016)				
407-1	Operations And Suppliers In Which The Right To Freedom Of Association And Collective Bargaining May Be At Risk	✓	Harmonious Labor Relations	143, 223
GRI 408: Child Labor (2016)				
408-1	Operations And Suppliers At Significant Risk For Incidents Of Child Labor	✓	"Code Of Conduct For Business Partners" Policy	315
GRI 409: Forced Or Compulsory Labor (2016)				
409-1	Operations And Suppliers At Significant Risk For Incidents Of Forced Or Compulsory Labor	✓	"Code Of Conduct For Business Partners" Policy	315
GRI 410: Security Practices (2016)				
410-1	Security Personnel Trained In Human Rights Policies Or Procedures	N/A	Coteccons' Security Department oversees outsourced security services. Therefore, security personnel at construction sites are managed by subcontractors and fall outside Coteccons' management scope	

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 411: Rights Of Indigenous Peoples (2016)				
411-1	Incidents Of Violations Involving Rights Of Indigenous Peoples	N/A	Coteccons recorded no violations of the rights of indigenous peoples	
GRI 413: Local Communities (2016)				
413-1	Operations With Local Community Engagement, Impact Assessments And Development Programs	✓	Sustainable Community Development	93, 163, 165, 281, 283
413-2	Operations With Significant Actual And Potential Negative Impacts On Local Communities	N/A	Coteccons complies with Vietnamese law and recorded no operations that caused negative impacts on local communities	
GRI 414: Supplier Social Assessment (2016)				
414-1	New Suppliers That Were Screened Using Social Criteria	✓	Supplier Assessment Using The ESG Scorecard	141, 143
414-2	Negative Social Impacts In The Supply Chain And Actions Taken	✓	Supplier Assessment Using The ESG Scorecard	141, 143
GRI 415: Public Policy (2016)				
415-1	Political Contributions	N/A	Coteccons strictly complies with the law and does not make political contributions, engage in lobbying, or take direct action on public policy.	
GRI 416: Customer Health And Safety (2016)				
416-1	Assessment Of The Health And Safety Impacts Of Product And Service Categories	✓	Advancing Occupational Health And Safety To International Standards	169 . 179
416-2	Incidents Of Non-Compliance Concerning The Health And Safety Impacts Of Products And Services	N/A	Coteccons recorded no incidents of non-compliance concerning the health and safety impacts of its products and services.	

GRI CONTENT INDEX

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 417: Marketing And Labeling (2016)				
417-1	Requirements For Product And Service Information And Labeling	✓	Coteccons Overview	41, 43, 45, 49, 51
417-2	Incidents Of Non-Compliance Concerning Product And Service Information And Labeling	N/A	Coteccons recorded no incidents of non-compliance concerning labeling and marketing communications.	
417-3	Incidents Of Non-Compliance Concerning Marketing Communications	N/A	Coteccons recorded no incidents of non-compliance concerning labeling and marketing communications.	
GRI 418: Customer Privacy (2016)				
418-1	Substantiated Complaints Concerning Breaches Of Customer Privacy And Losses Of Customer Data	✓	Customer Privacy	329

COMPANY AND ESG SUBCOMMITTEE CONTACT INFORMATION

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Toàn cảnh giải chạy GreenUP Marathon 2025 tại TP.HCM.

At Coteccons, we are committed to fostering a culture of diversity, equity and inclusion (DEI), where everyone is respected and encouraged to grow in an open environment, with their voices heard and differences valued. Under one roof, each individual's unique identity is an essential part of a greater whole, contributing to our collective strength and fueling our passion, spirit of service and culture of sharing. This provides a strong foundation for Coteccons people to move forward together, strengthen their bonds and join forces to break new ground.

A lively musical performance featuring an impressive gender-bending act by office staff at the Coteccons 2026 Year-End Party (Ho Chi Minh City).

As the United Nations has stated:
"The future of humanity and of our planet lies in our hands."

Coteccons shares this belief. **FUTURE INSIDE YOU – TƯƠNG LAI BẮT ĐẦU TỪ CHÍNH BẠN** is more than a message. It reflects our belief that happiness begins with the choices we make and the actions we take today.

Just as Chuyến tàu Hạnh phúc carries smiles and good wishes along its North–South journey, every green choice, every act of kindness and every step forward by people at Coteccons lays another brick along our path of growth and sustains our belief in the future.

Ảnh: Trần Ngọc Tiến, Xí nghiệp Đầu máy Sài Gòn

BUILDING FUTURES
COTECCONS

"My child got the Xây Nền Ước Mơ scholarship, while my 'scholarship' is getting to see my child grow up and do well in school."

Mr. LÊ HỮU HÙNG (left)
Construction worker at the Global City Project, Ho Chi Minh City

Nhan Dan Newspaper, the Training and Communications Center of the Ho Chi Minh City Press and Radio-Television Agency, Coteccons and Saigon Times Foundation (STF), together with other organizations, jointly awarded 615 scholarships under the 2026 Xây Nền Ước Mơ ("Building Foundations For Dreams") program. The scholarships were presented to children of workers at 84 Coteccons construction sites and five companies in the urban sanitation and drainage sectors in Ho Chi Minh City, Hanoi and Da Nang.