

CHAPTER II.
CORPORATE OVERVIEW
GENERAL INFORMATION
& ENTERPRISE PROFILE



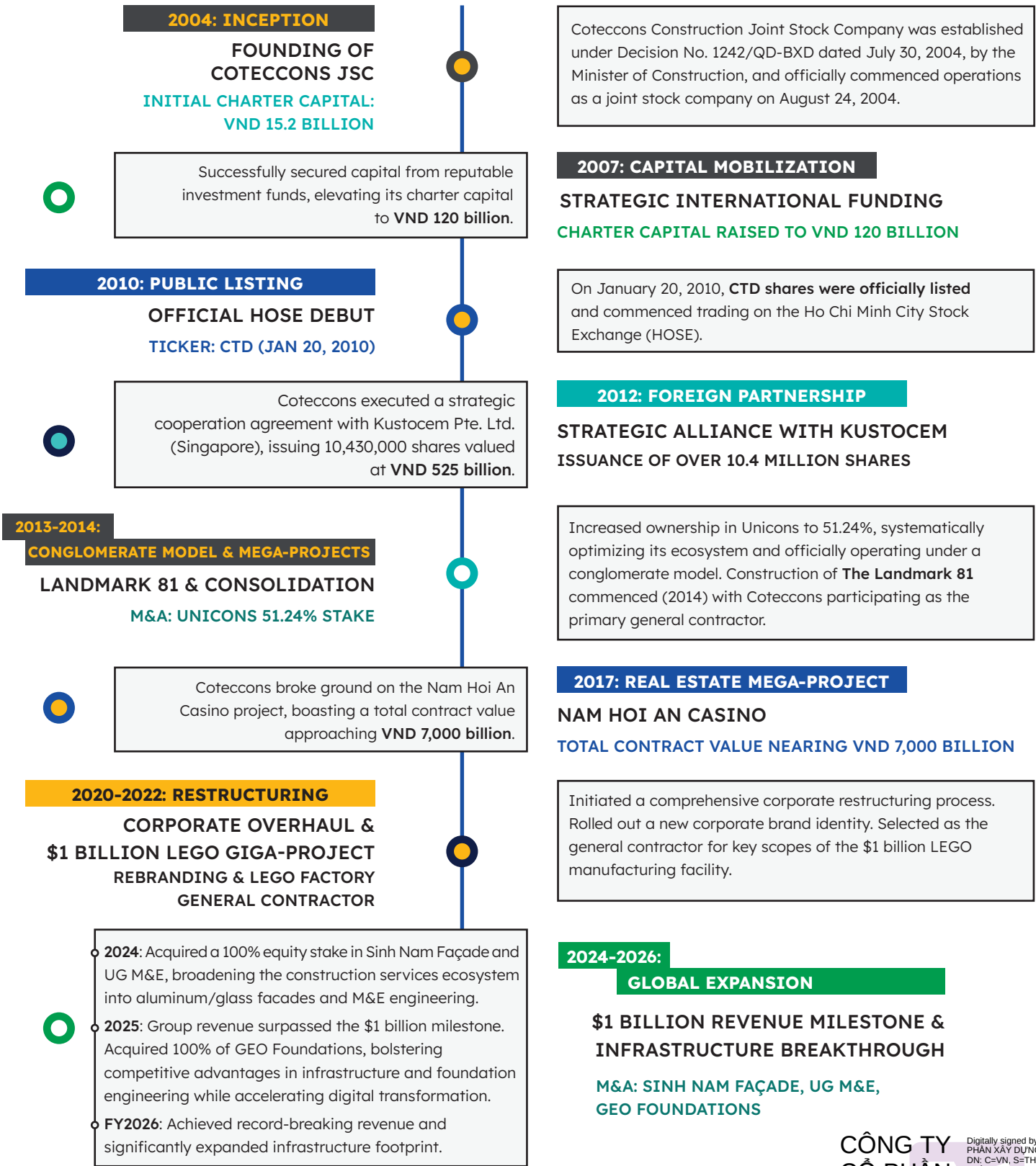


CORPORATE OVERVIEW

EQUITY CAPITAL	CHARTER CAPITAL	REVENUE MILESTONE	OPERATIONAL FOOTPRINT
VND 9.65 Trillion	VND 1.14 Trillion	USD 1 Billion	15 Countries
VND 9,651,883,682,236	VND 1,140,264,670,000	Recorded as of 2025	Domestic & International

CONTENT	CORPORATE INFORMATION
Vietnamese Name	Công ty Cổ phần Xây dựng Coteccons
English Name	Coteccons Construction Joint Stock Company
Abbreviation	COTECCONS
Enterprise Registration Certificate	0303443233, initially issued by the Ho Chi Minh City Department of Planning and Investment (currently HCMC Department of Finance) on August 24, 2004.
Charter Capital	VND 1,140,264,670,000
Equity Capital	VND 9,652,381,832,998
Headquarters	Coteccons Building, 236/6 Dien Bien Phu Street, Gia Dinh Ward, Ho Chi Minh City
Telephone	+84.28.3514 2255 - +84.28.3514 2266
Fax	+84.28.3514 2227
Website	www.coteccons.vn
Ticker Symbol	CTD

Corporate History & Strategic Development (2004-2026)

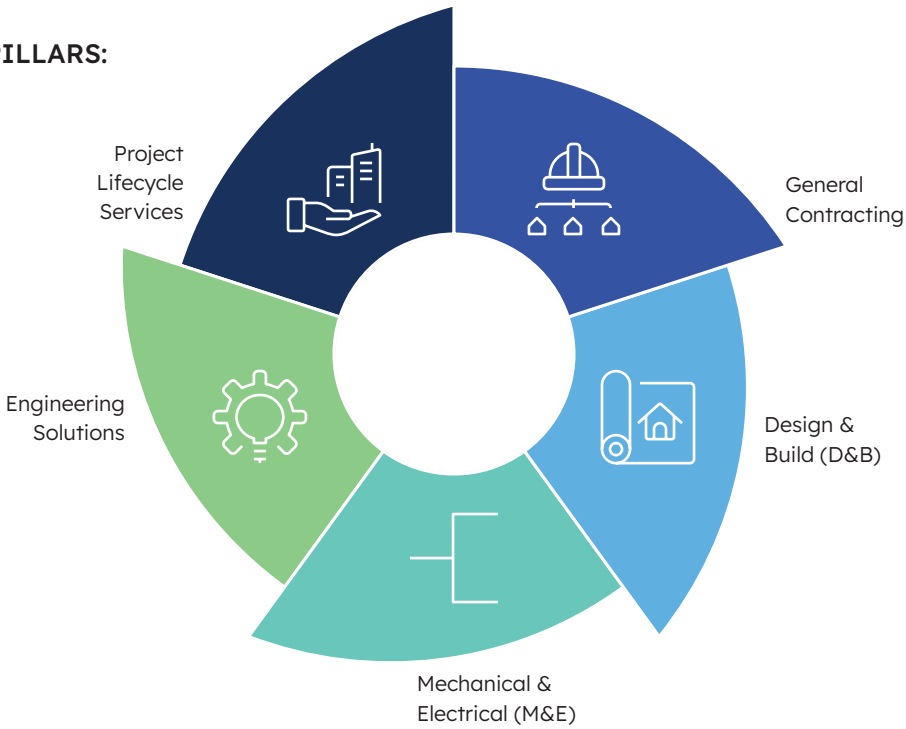


BUSINESS MODEL & VALUE CHAIN

BUSINESS MODEL OVERVIEW

- Coteccons is Vietnam's premier construction enterprise, operating primarily across general contracting, design and build (D&B), mechanical and electrical (M&E) engineering, specialized engineering solutions, and comprehensive project lifecycle services.
- The business model is anchored in integrated general contracting capabilities, enabling the Company to partner with clients from conceptualization and value engineering through to execution, stringent quality-safety-schedule control, handover, and warranty phases.

CORE SERVICE PILLARS:



1 MARKET SEGMENTS & TARGET DEMOGRAPHICS

Project Segments:

Civil, commercial, hospitality & resorts, industrial, infrastructure, and highly complex technical developments.

Client Base:

Domestic real estate developers, multinational corporations, FDI enterprises, industrial park developers, and partners with rigorous demands for technical expertise, safety, environmental compliance, and project management.

Project Selection Strategy:

Prioritizing developments that align with core competencies, risk management standards, and long-term sustainable growth trajectories.

OPERATIONAL FOOTPRINT

Coteccons has solidified its position as a leading construction firm in Vietnam and the broader region, delivering hundreds of large-scale, high-quality projects and establishing a robust presence across domestic and international markets.

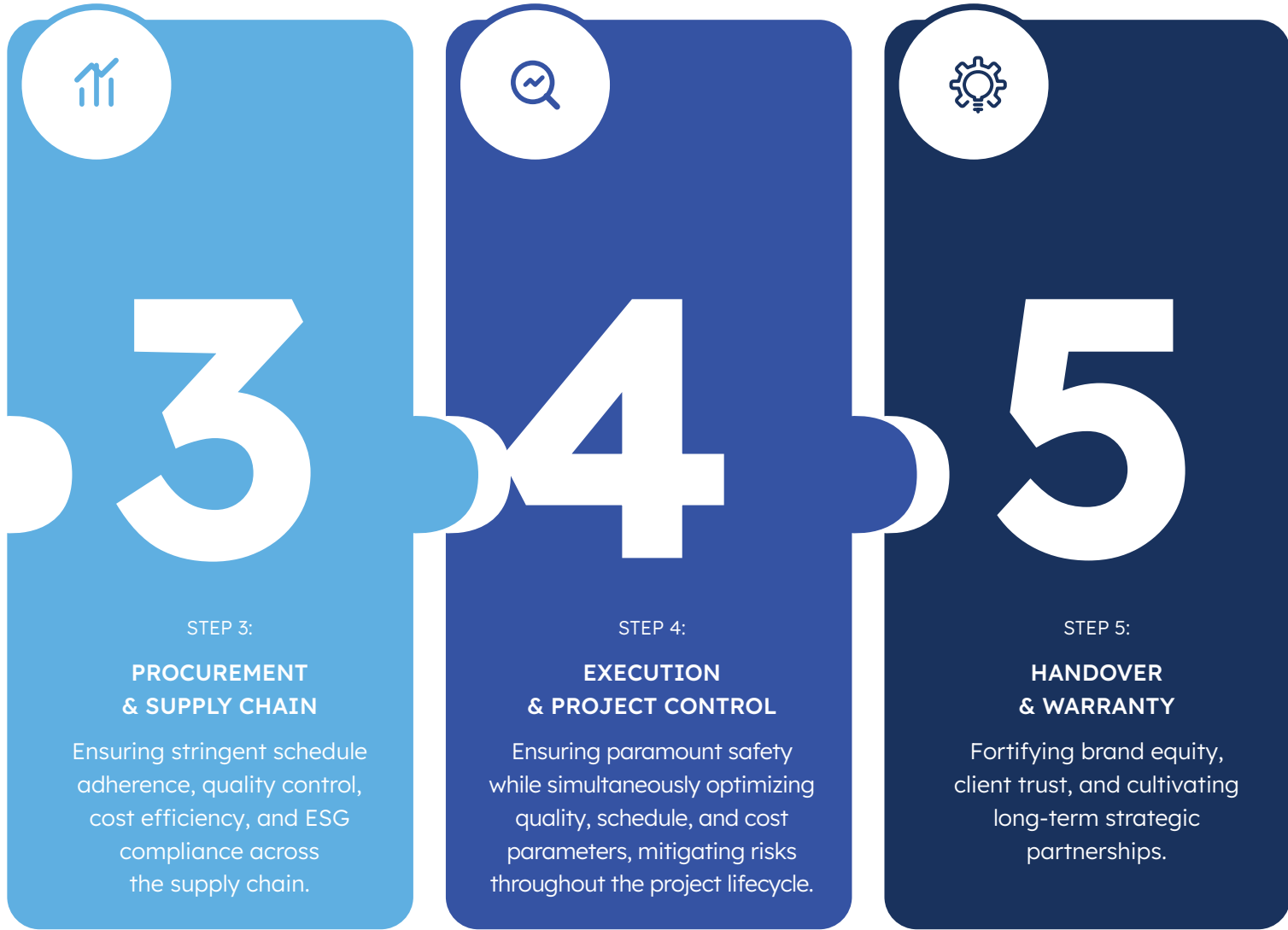


Northern Region	Central Region	Southern Region	International	
- Hanoi - Lao Cai - Bac Ninh - Quang Ninh - Hai Phong - Hung Yen - Ninh Binh	- Nghe An - Ha Tinh - Thua Thien Hue - Da Nang - Quang Ngai - Dak Lak - Khanh Hoa - Thanh Hoa	- Dong Nai - Tay Ninh - Ho Chi Minh City - Can Tho - An Giang	- Laos - Cambodia - Myanmar - India - Taiwan (China) - Kazakhstan - Georgia	- USA - Singapore - China - Israel - Saudi Arabia

VALUE CHAIN SCHEMATIC



Coteccons’ business model reflects a strategic pivot from scale-driven expansion to quality-centric growth. Engineering prowess, project management acumen, stringent safety standards, supply chain governance, sustainable development, and long-term value creation are the core catalysts reinforcing the Company’s industry-leading position, while strictly complying with domestic disclosure regulations and Global Reporting Initiative (GRI) frameworks.

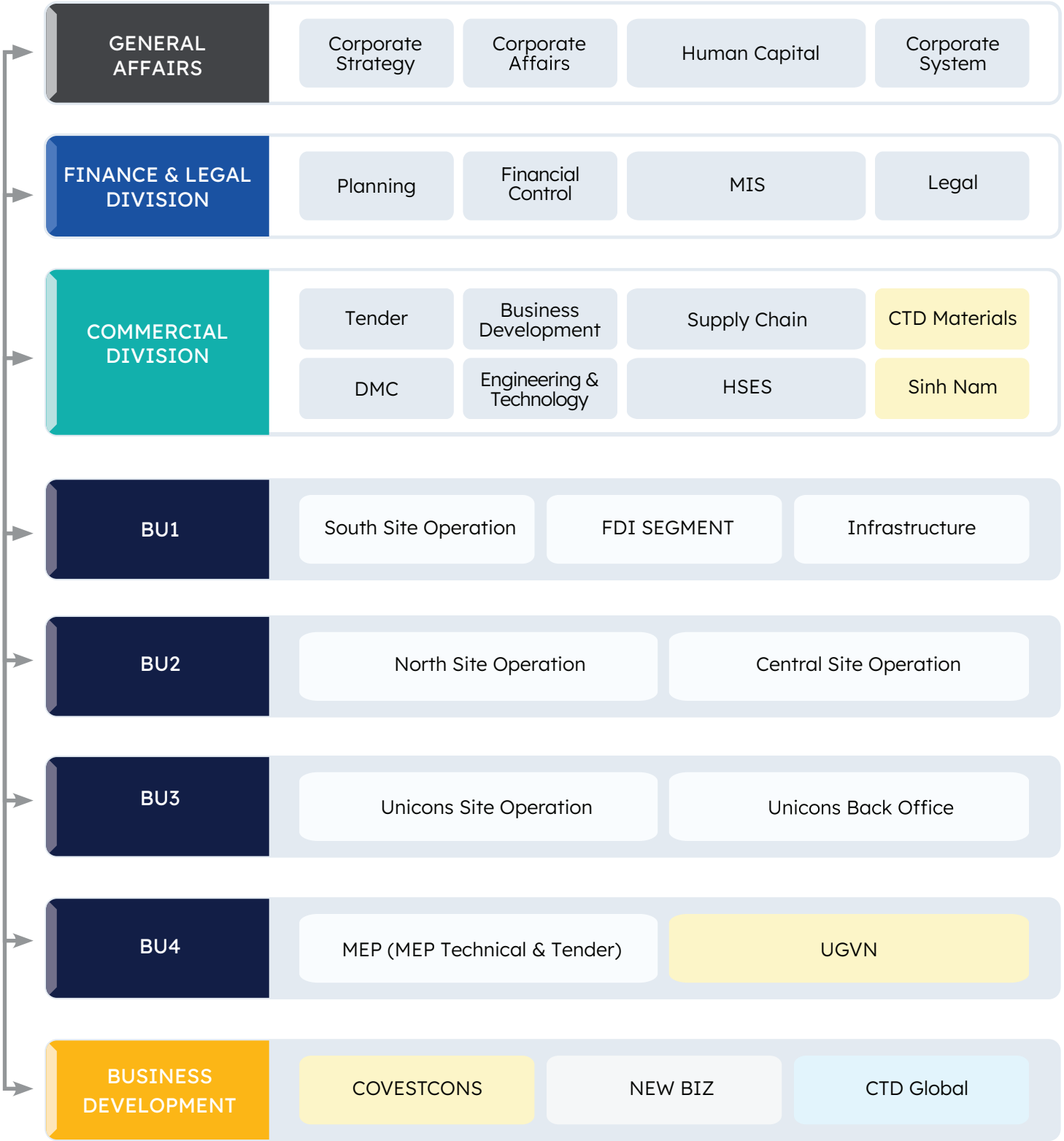
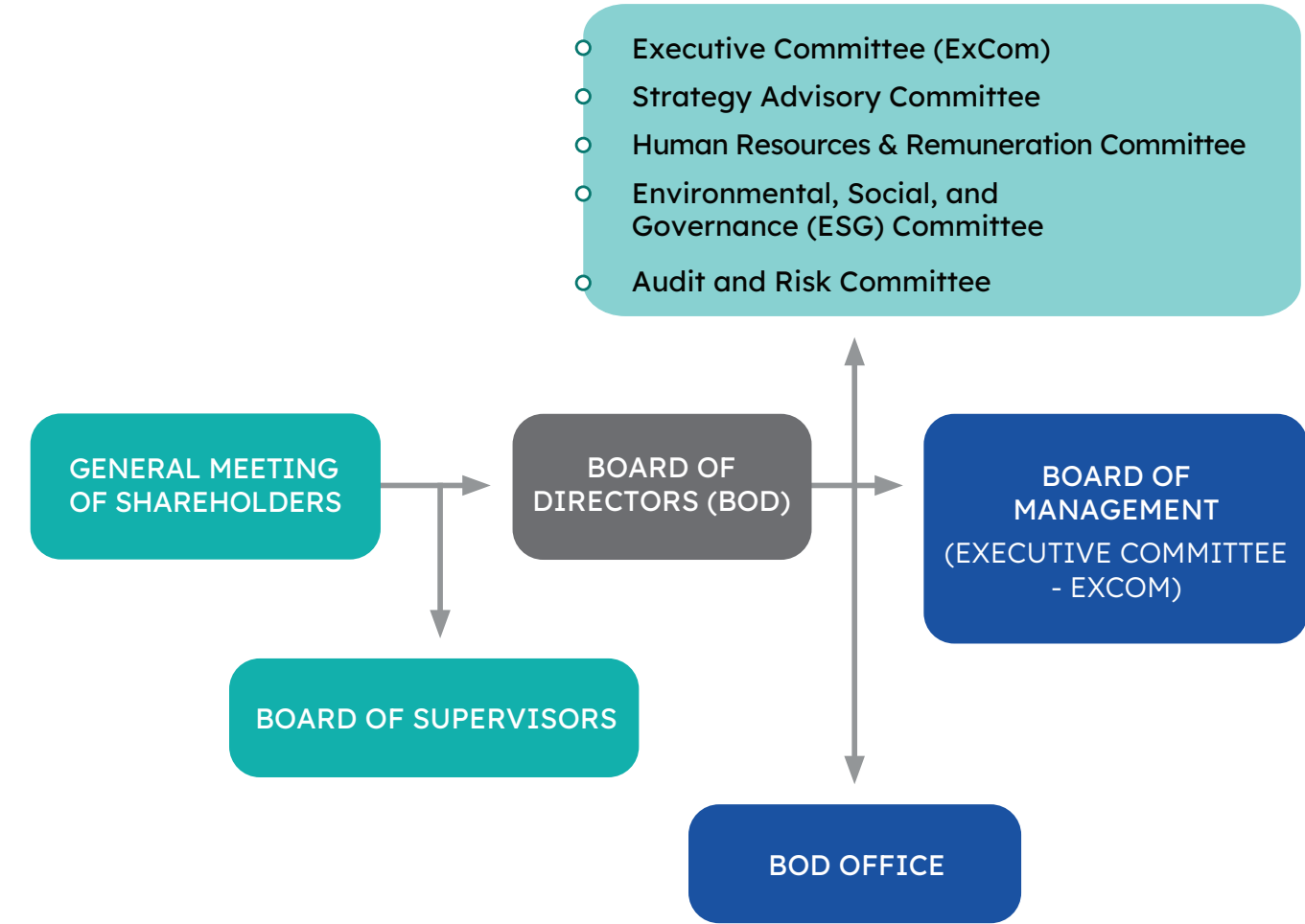


OUTCOMES VALUE CREATION FOR STAKEHOLDERS

- **Clients:** High-quality, safe, on-schedule, and cost-optimized deliverables.
- **Shareholders & Investors:** A foundation for sustainable growth via a selective project portfolio, operational efficiency, and stringent risk management.
- **Employees:** A professional and safe workplace offering robust career advancement and capacity-building opportunities.
- **Suppliers & Subcontractors:** Collaborative partnerships rooted in standardized metrics, transparency, and mutual growth.
- **Community & Environment:** Contributions through infrastructure, job creation, strict safety practices, corporate social responsibility (CSR), and active environmental impact reduction initiatives.

CORPORATE GOVERNANCE MODEL & ORGANIZATIONAL STRUCTURE

Driven by operational imperatives and specific corporate characteristics, Cotecons has adopted a joint-stock corporate governance model incorporating a Board of Supervisors, in strict accordance with the 2020 Law on Enterprises. In executing this governance framework, the Company ensures rigorous compliance with statutory enterprise regulations, prevailing governmental decrees on corporate governance, and aligned international best practices.



SUBSIDIARIES ▶

UNICONS INVESTMENT CONSTRUCTION LLC Principal business activities Construction and equipment installation services. Enterprise Registration No. 0304472276 Head Office/Contact Address 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC Charter Capital (VND Billion/As Noted) 94.5 Coteccons Ownership (%) 100%	COVESTCONS LLC Principal business activities Real estate trading, proprietary or leased land use rights. Enterprise Registration No. 0314326002 Head Office/Contact Address 12th Floor, Coteccons Building, 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC Charter Capital (VND Billion/As Noted) 1,872 Coteccons Ownership (%) 100%	SINH NAM FACADE LLC Principal business activities Design, construction, and installation of aluminum, glass, and metal products. Enterprise Registration No. 3700349560 Head Office/Contact Address 16 Huu Nghi Blvd, Vietnam-Singapore Industrial Park, Binh Hoa Ward, Binh Duong Charter Capital (VND Billion/As Noted) 100 Coteccons Ownership (%) 100%	COTECCONS CONSTRUCTION KZ LTD. Principal business activities Construction services. Enterprise Registration No. 250540900749 Head Office/Contact Address 55/17 Mangilik El Ave., C3.2., Z05T3D8, Astana, Republic of Kazakhstan Charter Capital (USD) 1,000,000 Coteccons Ownership (%) 100%	COTECCONS CONSTRUCTION (CAMBODIA) CO. LTD. Principal business activities Construction works. Enterprise Registration No. 1000502664 Head Office/Contact Address House/Building No. H548, Street No. 371, Ta Lei, Dangkao, Dangkao, Phnom Penh, Kingdom of Cambodia Charter Capital (USD) 1,500,000 Coteccons Ownership (%) 100%	COTECCONS INDIA CONSTRUCTION PRIVATE LIMITED Principal business activities Construction works. Enterprise Registration No. U41001TN2024FTC175881 Head Office/Contact Address OlympiaCyberspace,1st,3rd, office,No21/22,alandur rd, Guindy Industrial Estate, Chennai City Corporation, Chennai 600032, Tamil Nadu, Republic of India Charter Capital (USD) 2,000,000 Coteccons Ownership (%) 100%
UG VIETNAM MECHANICAL AND ELECTRICAL LLC Principal business activities Civil and industrial construction; project management consulting; design and installation of M&E systems. Enterprise Registration No. 0305140668 Head Office/Contact Address 8th Floor, Coteccons Building, 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC Charter Capital (VND Billion/As Noted) 6.4 Coteccons Ownership (%) 100%	COTECCONS CONSTRUCTION, INC. Principal business activities General contracting and construction management. Enterprise Registration No. 2523854 Head Office/Contact Address 8 The Green Ste D Street, City of Dover, Country of Kent, USA Charter Capital (USD) 15,000,000 Coteccons Ownership (%) 100%	COTECCONS CONSTRUCTION LLC Principal business activities Residential construction of all types. Enterprise Registration No. 1009197613 Head Office/Contact Address Ground Floor, Levels 1 & 2, Building S4, Roshn Business Front, Airport Road, Riyadh, Kingdom of Saudi Arabia Charter Capital (USD) 5,000,000 Coteccons Ownership (%) 100%	COTECCONS CONSTRUCTION SINGAPORE PTE. LTD. Principal business activities Holding company operations and general contracting. Enterprise Registration No. 202544767Z Head Office/Contact Address 36 Robinson Road, #13-01, City House, Singapore 068877 Charter Capital (USD) 10,000,000 Coteccons Ownership (%) 100%	GEO FOUNDATIONS VIETNAM LLC Principal business activities Civil engineering construction services. Enterprise Registration No. 0304742518 Head Office/Contact Address 7th Floor, Coteccons Building, 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC Charter Capital (VND Billion/As Noted) 404.3 Coteccons Ownership (%) 100%	SINH NAM METAL (MYANMAR) LLC Principal business activities Design, construction, and installation of aluminum, glass, and metal products. Enterprise Registration No. 119456215 Head Office/Contact Address Upper Pansodan Road, Room 301, MI Building, Kandawgyi Yeikmon Housing, Mingalar Taung Nyunt, Yangon, Myanmar Charter Capital (USD) 346,700 Coteccons Ownership (%) 100%

SUBSIDIARIES ►

CTD FUTURE IMPACT JSC Principal business activities Renting and leasing of other machinery, equipment and tangible goods without operators Details Rental and leasing of solar water-heating machinery and equipment, and energy-saving machinery and equipment. Enterprise Registration No. 0316921381 Head Office/Contact Address 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC Charter Capital (VND Billion/As Noted) 110.05 Coteccons Ownership (%) 99.54%	SOLARESCO-1 LLC Principal business activities Renting and leasing of other machinery, equipment and tangible goods without operators Details Rental and leasing of solar water-heating machinery and equipment, and energy-saving machinery and equipment. Enterprise Registration No. 0316438470 Head Office/Contact Address 47 Le Van Thinh, Quarter 5, Binh Trung Ward, HCMC Charter Capital (VND Billion/As Noted) 110 Coteccons Ownership (%) 99.54%	CTD MATERIALS LLC Principal business activities Wholesale of construction materials and other installation supplies. Details Wholesale of bamboo, reed bamboo, logs and processed wood; cement; building bricks, roof tiles, stone, sand and gravel; construction glass; paints and varnishes; wall and floor tiles and sanitary ware; hardware; and other construction materials and installation supplies. Enterprise Registration No. 0317515248 Head Office/Contact Address Lầu 9, 236/6 Điện Biên Phủ, P. Gia Định, TP.HCM Charter Capital (VND Billion/As Noted) 51 Coteccons Ownership (%) 100%	"COTECCONS KZ" LLP Principal business activities Construction services. Enterprise Registration No. 071140010779 Head Office/Contact Address 151 Mynbaeva Street, Office 140, Bostandyk District, 050000 Almaty, Republic of Kazakhstan Charter Capital (KZT) 250,000,000 Coteccons Ownership (%) 100%	COTECCONS GEORGIA CONSTRUCTION LLC Principal business activities Construction services. Enterprise Registration No. 404805957 Head Office/Contact Address Georgia, Tbilisi, Mtatsminda district, Rustaveli Avenue, N37 Coteccons Ownership (%) 100%
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ASSOCIATES ►

COTECCONS NEST LLC Principal business activities Real estate trading, proprietary or leased land use rights. Enterprise Registration No. 0317508201 Head Office/Contact Address 9th Floor, Coteccons Building, 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC Charter Capital (VND Billion/As Noted) 781.5 Coteccons Ownership (%) 100%	SAN CHOI MOI LLC Principal business activities Real estate business involving owned or leased properties and land-use rights. Details Other real estate activities (leasing space within buildings). Enterprise Registration No. 0317587852 Head Office/Contact Address 9th Floor, 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC Charter Capital (VND Billion/As Noted) 30 Coteccons Ownership (%) 100%	VN SOLUTIONS LLC Principal business activities Software production and computer programming. Details Software development; computer programming. Enterprise Registration No. 0318134397 Head Office/Contact Address 2nd Floor, Saigon Paragon Building, 3 Nguyen Luong Bang, Tan My Ward, HCMC Charter Capital (VND Billion/As Noted) 10 Coteccons Ownership (%) 100%	FCC INFRASTRUCTURE INVESTMENT JSC Principal business activities Civil and industrial construction. Enterprise Registration No. 0106605407 Head Office/Contact Address 2nd Floor, CEO Tower, Pham Hung Street, Tu Liem District, Hanoi Charter Capital (VND Billion/As Noted) 376.8 Coteccons Ownership (%) 42.36%	QUANG TRONG TRADING JSC Principal business activities Real estate trading, project management. Details Real estate business. Enterprise Registration No. 3500740022 Head Office/Contact Address 427/9 Nguyen An Ninh, Tam Thang Ward, HCMC Charter Capital (VND Billion/As Noted) 100 Coteccons Ownership (%) 36%	HITECCONS INVESTMENT JSC Principal business activities Real estate trading and constructio. Enterprise Registration No. 0108007089 Head Office/Contact Address Hoa Lac Hi-Tech Park, Km 29, Thang Long Avenue, Hoa Lac Commune, Hanoi Charter Capital (VND Billion/As Noted) 300 Coteccons Ownership (%) 31%
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2021

SERVING TO LEAD

Charting a Sustainable Growth Trajectory and Cementing Leadership in Vietnam's Construction Sector for a New Era



FY2026 SIX STRATEGIC PRIORITIES

1

Driving sustainable growth anchored in the fortification of long-term strategic partnerships with key account portfolios and public sector partners.

2

Elevating human capital development and organizational agility as a core strategic pillar for long-term resilience.

3

Targeting international projects to expand global footprint, accelerating strategic diversification, and architecting a future-proof, robust revenue portfolio.

4

Optimizing cost structures and scaling top-line revenue with disciplined efficiency to structurally expand profit margins.

5

Enhancing operational efficiency through uncompromising Safety standards, Digitalization, and Project Execution Excellence.

6

Amplifying corporate brand equity to firmly cement the market-
LEADING IDENTITY
AS THE UNDISPUTED
INDUSTRY LEADER.



Mr. Tran Ngoc Hai - Deputy General Director, Commercial Division, presenting the Coteccons Business Results Report for 2025.

Substantive Growth and Safeguarding FINANCIAL SAFETY THRESHOLDS

In a market where size was once the sole metric of clout, Coteccons charted a tougher course: Forgoing the allure of superficial revenue growth in exchange for substantive value and sustainable growth.

REPLACING SCALE WITH REAL VALUE

The history of the global and Vietnamese construction sectors has witnessed numerous conglomerates collapsing not due to a lack of work, but because of cash flow depletion driven by the vortex

of "chasing revenue at all costs." Recognizing this illusionary growth trap, heading into FY2026, Coteccons' Board of Management, guided by a novel strategic mindset, executed a foundational overhaul: establishing a project screening framework with unprecedentedly rigorous criteria.

Saying "No" is not about forgoing opportunities, but rather the art of selectivity. The fortitude of an Industry Leader is measured by the courage to reject bids with razor-thin profit margins, latent bad debt risks, or those failing to meet sustainable

development standards. Within the "Core Fortress," every signed contract must pass through the "strict filter" of financial security, ensuring that operating cash flow (CFO) remains persistently positive and gross profit margins achieve substantive quarter-on-quarter improvements.

TRUST - FOUNDATION OF QUALITY GROWTH

Coteccons' sustainable competitive advantage is built not only on its construction capabilities, but also on long-term partnerships with Mega

CORPORATE OVERVIEW GENERAL INFORMATION & ENTERPRISE PROFILE

Clients, including leading multinational corporations and global technology and semiconductor companies.

For this segment, low pricing is never the decisive factor. They seek a strategic partner with the caliber to solve the most complex challenges regarding breakneck speed, green building standards and unyielding occupational safety. Under the synchronized operations of the Commercial Division, Coteccons has transformed peak engineering challenges into proprietary competitive advantages.

The most vivid evidence of client retention capacity is an admirably high Repeat Sales rate. In the modern business landscape, convincing a new client demands

massive resources, but securing repeat mega-project commitments from billion-dollar conglomerates serves as the definitive testament to irreplaceable service quality. This is profit margin protected by prestige - the hallmark of a true Industry Leader in the industrial and FDI construction market.

AUTONOMOUS POWER

When discussing the "Core Fortress," one cannot overlook a strategically decisive piece: Unicons - the formidable right arm and a powerful independent growth engine within the Coteccons ecosystem.

On the journey to purge overdue receivables, tighten financial discipline, and

optimize the cash conversion cycle, Unicons executed a spectacular transformation. Beyond sharing market share burdens in mid-range civil and industrial segments, Unicons demonstrated robust autonomous cash flow generation, directly contributing to the consolidated financial profile. The flawless synergy between the parent brand Coteccons and the agile momentum of Unicons has forged an unyielding pincers strategy, keeping the ecosystem resilient against macroeconomic fluctuations in material or credit markets.

Defending the core does not mean standing still. It is the art of anchoring unbreakable core values as a launchpad for further leaps.



Coteccons' Board of Management addressing critical shareholder inquiries at the 2025 Annual General Meeting of Shareholders.

DISCIPLINE. FROM GROWTH TO QUALITY GROWTH



We are moving beyond chasing top-line numbers to execute with precision and integrity, ensuring every milestone drives sustainable, long-term value.

FY2027 Strategic Priorities



01

ELEVATING CORPORATE GOVERNANCE & SYNERGISTIC ALIGNMENT VIA STANDARDIZED OPERATING PROCEDURES (SOPS)

Bolstering cross-functional and site-level synergies, standardizing operational protocols, and enhancing governance frameworks to accelerate execution velocity and enforce accountability. This is achieved through stringent financial discipline, optimizing the cash conversion cycle (CCC), mitigating overdue receivables, fortifying risk management, and maintaining operational rigor.



02

SAFEGUARDING HIGH-QUALITY GROWTH IN CORE CONSTRUCTION & CULTIVATING FUTURE GROWTH ENGINES

Propelling Coteccons beyond conventional construction boundaries by penetrating nascent markets, novel segments, and new business verticals. This entails defending the core construction franchise, diversifying into niche segments, aggressively driving international expansion, and developing vertically integrated streams and new ventures (B2C, B2G, and Financial Services).



03

HUMAN CAPITAL DEVELOPMENT

Architecting organizational capabilities, talent acquisition, corporate culture, and high-performance teams. Elevating overall productivity and institutional agility while deliberately cultivating the next generation of leadership successions.



04

BRAND EQUITY ENHANCEMENT

Forging a differentiated and deeply trusted industry brand via unequivocal, distinct brand positioning. Reinforcing CTD's market-leading identity through high-impact, visible corporate initiatives.



05

STRATEGIC ALLIANCE & PARTNERSHIP EXPANSION

Cultivating a robust, quality-driven partnership ecosystem by deepening ties with Strategic Clients and Joint Venture Partners. Upgrading Integrated Supply Chain capabilities and Workforce Strategies, while significantly enhancing engagement with investors and key stakeholders.

Forging a sustainable foundation for the future

- Translating sustainable development commitments into tangible value.
- Integrating ESG principles into every project and governance decision.

Amidst escalating industry demands for quality, safety, resource efficiency, and social responsibility, Coteccons identifies sustainable development not merely as a governance directive, but as a core pillar of its long-term growth strategy. As Vietnam's leading construction enterprise, Coteccons pursues the objective of creating sustainable value for shareholders, clients, employees, partners, communities, and the environment through a responsible business model and superior execution capabilities. This commitment is underpinned by the Coteccons Code of Conduct and Business Ethics, anchored in core principles of integrity, transparency, regulatory compliance, human respect, and environmental stewardship. This serves as the guiding compass for all governance decisions, operational activities, and stakeholder engagements across the entire value chain.

INTEGRATING ESG ACROSS ALL OPERATIONS

Coteccons adopts an integrated, rather than siloed, approach to ESG. Environmental, Social, and Governance (ESG) factors are seamlessly embedded throughout corporate governance processes, risk assessments, human capital development, supplier selection, and operational optimization.

On-site, ESG is materialized via occupational safety management programs, emission controls, energy and material efficiency initiatives, waste minimization, circular economy promotion, and responsible construction practices. This approach not only drives operational efficiency but also generates positive long-term environmental and social impacts.

ESG GOVERNANCE & OVERSIGHT MODEL

ESG implementation is directed and overseen by the Board of Directors via the ESG Committee. This mechanism ensures sustainable development objectives are integrated into the corporate strategy and cascaded from the corporate level down to functional departments and construction sites.

Concurrently, Coteccons maintains an ongoing dialogue mechanism with stakeholder groups to identify material issues, assess ESG risks and opportunities, and enhance adaptability to emerging requirements from the market, investors, and regulatory bodies.

FY2026 ESG MATERIALITY MATRIX



ECONOMIC

1. Economic Performance
2. Sustainable Brand Building

ENVIRONMENTAL

3. Environmental Compliance
4. GHG Emissions
5. Green Supply Chain
6. 3R Optimization for Circular Economy
7. Ecological Impacts

SOCIAL

8. Occupational Health & Safety
9. Happy Workplace
10. Capacity & Skill Building
11. Sustainable Community Development

GOVERNANCE

12. Ethics & Integrity
13. Alignment with Prime Minister's New Directives on Sustainable Development
14. Solid Partnerships
15. Digital Transformation Integration

ALIGNING WITH GLOBAL STANDARDS

To ensure consistency with international best practices, Coteccons benchmarks against reputable reporting and disclosure frameworks such as GRI and ISSB in formulating its sustainability strategy and governance. The Company also aligns its contributions with five United Nations Sustainable Development Goals (SDGs) directly relevant to its business operations and social impact:

For the 2025-2029 period, Coteccons is deploying a comprehensive ESG roadmap to establish specific targets, management metrics, and actionable initiatives. This roadmap serves as the foundation for elevating sustainable governance capabilities, strengthening resilience against market volatilities, and creating long-term stakeholder value.



8 DECENT WORK AND ECONOMIC GROWTH

HUMAN DEVELOPMENT

Sustainable economic growth, decent work, and safe working environments.



11 SUSTAINABLE CITIES AND COMMUNITIES

URBAN & COMMUNITIES

Constructing high-quality, sustainable, and safe community infrastructure.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

CIRCULAR ECONOMY

Efficient utilization of energy and materials, minimizing construction waste.



13 CLIMATE ACTION

CLIMATE ACTION

Managing GHG emissions, prioritizing green and energy-efficient construction solutions.



17 PARTNERSHIPS FOR THE GOALS

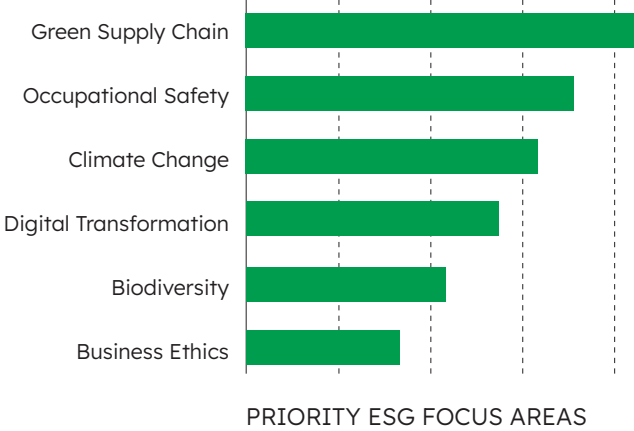
COLLABORATIVE GROWTH

Partnering closely with developers, subcontractors, and suppliers to drive the green transition.

ENHANCING MATERIALITY ASSESSMENT QUALITY

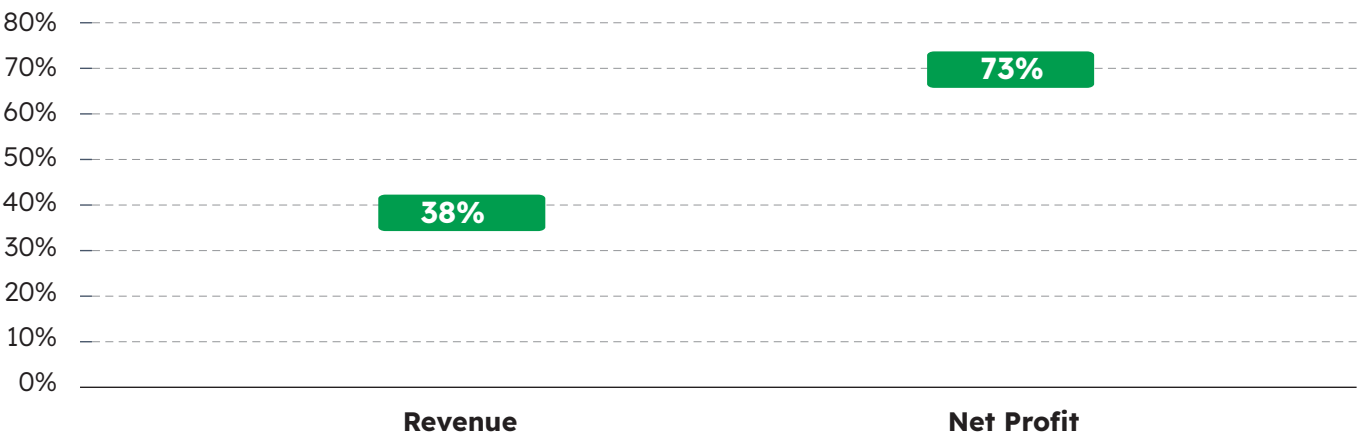
In FY2026, Coteccons continued to review and update its Materiality Matrix based on impact assessments and stakeholder interest levels. Results indicate an elevated prioritization across ESG topics compared to the previous year, reflecting the escalating expectations of the market, clients, investors, and society regarding the corporate role in sustainable development.

- Notably, two new topics were added to the materiality matrix:
- Ecological Impacts, reflecting commitments to bolster climate resilience and biodiversity conservation.
 - Digital Transformation Integration, aimed at catalyzing operational efficiency, enhancing governance capacity, and laying the groundwork for sustainable growth in the digital era.



The identification of material issues is approved by the Sustainability Committee under the direct supervision of the Board of Directors, and subsequently deployed into actionable programs across both functional departments and construction sites.

FY2026 ESG HIGHLIGHTS



Economic: Fortifying the Foundation for Sustainable Growth

Economic performance remains the foremost material topic as Coteccons recorded a revenue of VND 34,340 billion (up 38% YoY), profit after tax of VND 788 billion (up 73% YoY), and a robust backlog exceeding VND 70,000 billion. These results reinforce investor confidence and establish a solid baseline for a targeted compounded annual growth strategy of 20% - 30%.

Concurrently, the increasing integration of ESG criteria into bidding dossiers and contractor selection processes has elevated the strategic competitive advantage of a sustainable brand. Accolades such as the Fortune Southeast Asia 500, Great Place to Work, and Top 10 Reputable Contractors continually reaffirm Coteccons' leadership position in the construction sector.

Environmental: Pivoting Towards a Low-Emission Value Chain

The Green Supply Chain registered the sharpest increase in priority among environmental issues. During the year, Coteccons rolled out ESG assessments for hundreds of key suppliers, intensifying the use of recycled steel and low-emission concrete to mitigate environmental impacts across the project lifecycle.

The Company also expanded the scope of its Greenhouse Gas (GHG) inventory, achieving a 61.8% coverage rate across construction sites, with a target to reach 100% by FY2027. Furthermore, the standardization of environmental management protocols, enhanced control of wastewater and solid waste, and optimization of the 3R model are actively contributing to heightened resource efficiency and emission reductions.

Another notable development is the focus on ecological impacts, reflecting efforts to expand reforestation programs, biodiversity conservation, and sustainable livelihood creation for local communities, thereby extending the Company's positive footprint beyond conventional construction perimeters.

“COTECCONS IS BROADENING ITS EMISSIONS MEASUREMENT SCOPE TO CONSTRUCT A COMPREHENSIVE CARBON MANAGEMENT PLATFORM ACROSS ITS ENTIRE PROJECT PORTFOLIO.”



GHG INVENTORY COVERAGE CHART

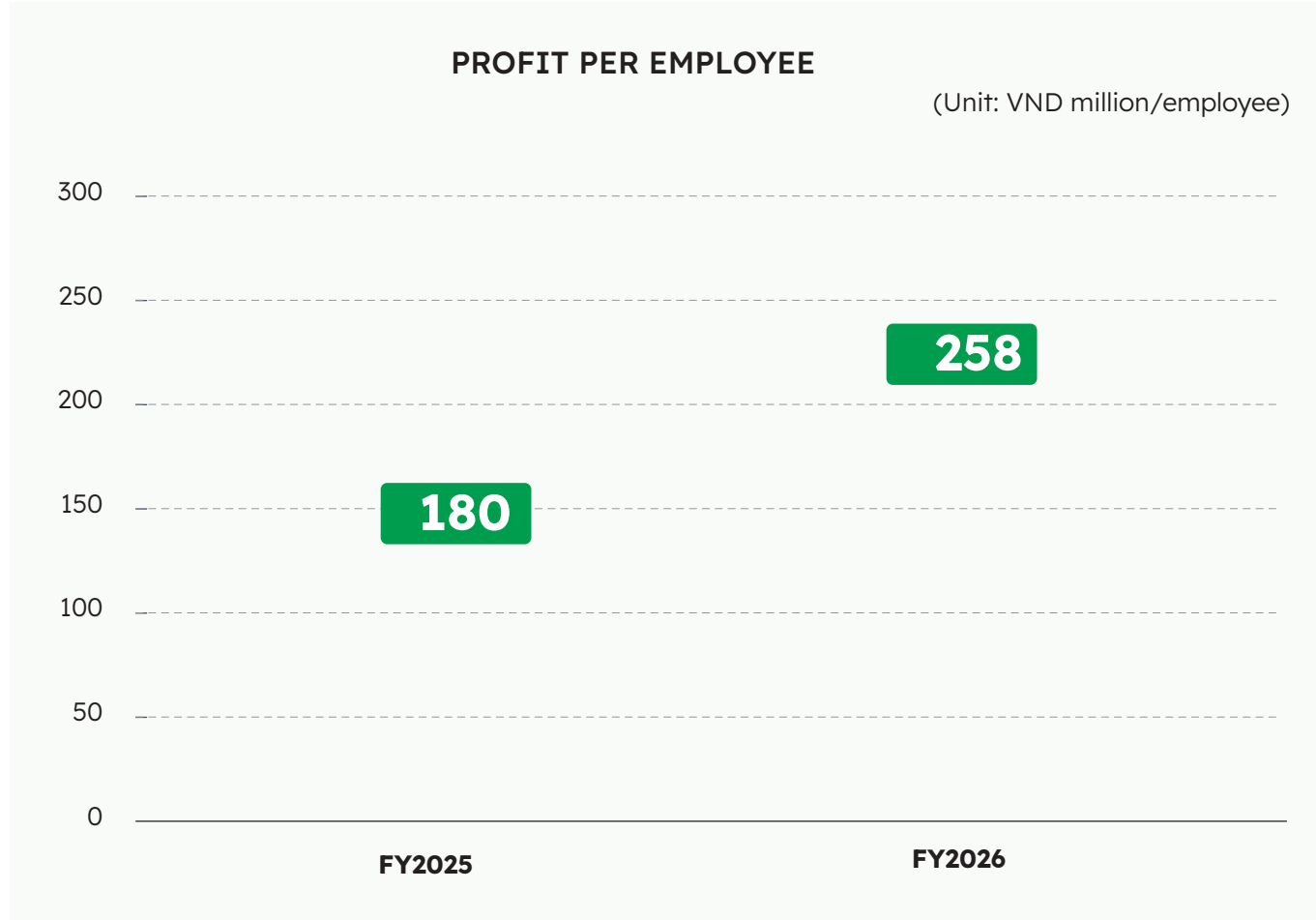
Social: A Human-Centric Approach

Occupational health and safety remains the highest priority issue across Coteccons' entire ESG matrix. With over 68 million safe working hours, 100% of workers receiving pre-deployment training, and the systematic rollout of the SAFE 9 program, the Company consistently upholds safety culture as a core value in all operations.

In tandem, robust workforce expansion coupled with human capital development strategies has significantly heightened the priority of

topics related to employee experience, a happy workplace, and capacity building. Digital learning, training programs, and succession planning have been accelerated to cultivate a high-caliber talent pool for the next growth phase.

Community development initiatives have also been scaled up in both scope and depth, with total social contributions reaching VND 13.3 billion through educational, welfare, and sustainable community development programs.



“ 100% PERSONNEL TRAINED IN SAFETY
| 68 MILLION SAFE WORKING HOURS |
SAFE 9 DEPLOYED SYSTEM-WIDE ”

Governance: Elevating Transparency and Adaptive Capacity

Topics concerning business ethics, integrity, and transparency recorded substantial increases in the materiality assessment, reflecting heightened imperatives from investors and financial institutions. The maintenance of foundational governance policies, independent whistleblowing mechanisms, and advanced governance practices serve to fortify stakeholder trust.

Additionally, Coteccons proactively aligns with new Government directives on sustainable development and digital transformation, while fostering multi-stakeholder collaboration models among enterprises, regulatory agencies, and educational institutions. The deployment of digitized governance platforms, BIM applications, and cutting-edge technological solutions are emerging as pivotal catalysts to enhance productivity, risk management, and long-term competitiveness.

Multi-Stakeholder Collaboration

Catalyzing partnerships among enterprises, regulators, and educational institutions.

Transparency & Integrity

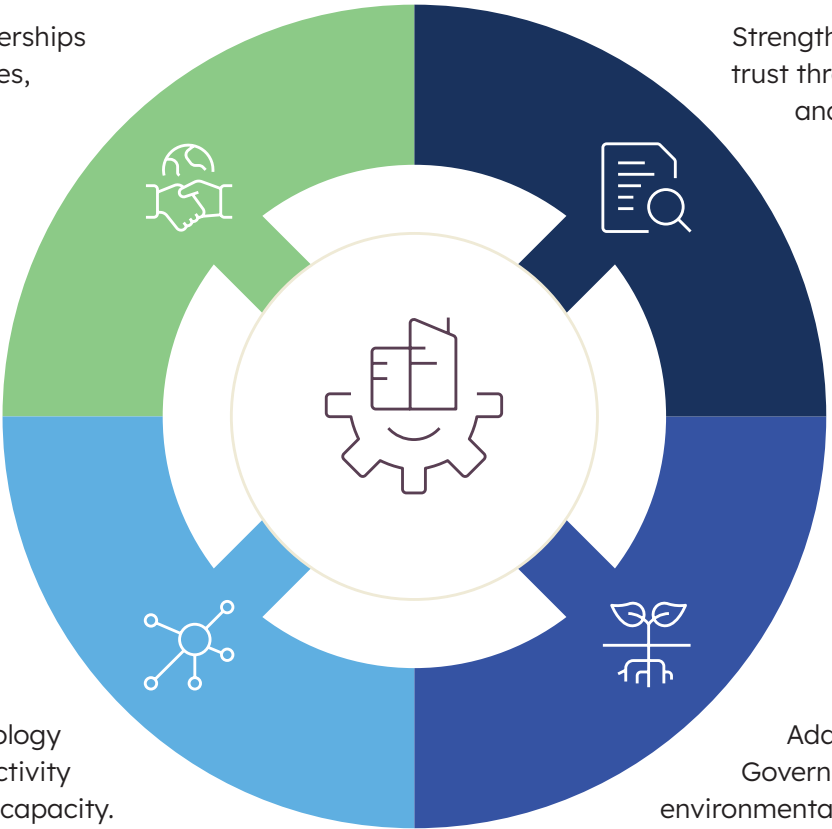
Strengthening stakeholder trust through lucid policies and ethical practices.

Digital Transformation

Deploying technology to elevate productivity and competitive capacity.

Sustainable Development

Adapting to emerging Government directives on environmental and social fronts.



FORGING SUSTAINABLE VALUE FOR THE FUTURE

The material issues identified in FY2026 reflect Coteccons' strategic priorities on its trajectory to becoming the region's leading sustainable construction enterprise. By embedding ESG into its business strategy, corporate

governance, and operational execution, Coteccons not only generates sustainable economic value but also actively contributes to the long-term advancement of communities, the environment, and the Vietnamese economy.

BUILDING ON A FINANCIAL FOUNDATION
RAISING THE BAR FOR

green
competitiveness

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

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

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

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

PART I:
OVERSIGHT
FINDINGS ON THE
BOARD OF
MANAGEMENT AND
OPERATIONAL
DISCIPLINE

1. COMMITMENT TO TURNING STRATEGY INTO MEASURABLE RESULTS

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

▶ Economic Growth Alongside Financial Discipline:

Consolidated net revenue reached VND 34,340 billion (up 38% year over year and 115% of plan), while profit after tax reached VND 788 billion (up 73% year over year and 113% of plan). These results provide internally generated resources for the company to reinvest in technology and support its workers.

▶ Protecting Shareholder Value:

The Board of Directors maintained continuous oversight of the implementation of resolutions of the General Meeting of Shareholders, transparent information disclosure, compliance with industry-specific laws, and rigorous governance of related-party transactions.

▶ Tangible Progress Across The Three ESG Pillars:

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

2. BALANCING REVENUE GROWTH WITH LONG-TERM RISK CONTROL

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

▶ Establishing Six Non-Negotiable Red Lines:

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

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

PART II:

PROGRESS AND EFFECTIVENESS OF KEY SUSTAINABILITY INITIATIVES

ESG PERFORMANCE
MONITORING FRAMEWORK
(Integrated into Coteccons' 2026
ESG Report and Annual Report)

► **Procurement Discipline Based On Total Life-Cycle Cost:**

The lowest bid does not mean the best choice. Bid evaluation must consider material durability, transparency about carbon origins, partner reliability, and the risk of supply chain disruption.

► **Assessing The Effectiveness Of ESG Capital Investment:**

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

1. THREE-DIMENSIONAL KPI MONITORING FRAMEWORK

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

► **Financial KPIs:**

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

► **Nonfinancial KPIs (Environmental And Social):**

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

► **Governance KPIs:**

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

SYSTEMIC PROGRESS ACROSS THE SUPPLY CHAIN AND COMMUNITIES

► **A Circular Supply Chain And Centralized Procurement:**

Moving from decentralized procurement to a companywide centralized model has delivered two benefits: stronger bargaining power to optimize input costs, and shorter transport distances and less inventory held across dispersed

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locations, reducing logistics emissions (Scope 3). Working with partners that process site scrap under controlled conditions helps turn site scrap into VND 12.735 billion in revenue, marking a shift in mindset away from “end-of-pipe waste treatment” and toward circular-economy principles applied from the construction-method planning stage.

► **Sustained Social Impact For The Construction Workforce:**

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

PART III:

CONCLUSIONS AND OVERSIGHT RECOMMENDATIONS FOR FY2027

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

► **Standardizing Processes And Ensuring Data Integrity:**

Eliminate manual estimates entirely; ensure that safety, emissions, and waste management from every construction site is recorded automatically in the company's digital system for reconciliation.

► **Roadmap For Independent Assurance:**

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

► **Linking Accountability To Compensation:**

Move forward with a mechanism that ties achievement of ESG targets to annual performance evaluations and variable compensation for executives and project directors.

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

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



2026–2030 DIRECTION:
INTEGRATING ESG INTO OUR OPERATING DNA

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

1/

Integrate ERM:

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

2/

Link Compensation To Performance:

Integrate sustainability KPIs into performance assessment and variable remuneration for senior executives.

3/

Establish A Green Finance Framework:

Build a standards-aligned green investment portfolio to position Coteccons to access green credit and international sustainability bond financing.

4/

Raise Transparency Standards:

Move toward integrated disclosures in line with international standards and maintain a leading position in the Vietnam Sustainability Index (VNSI).

5/

Foster A Culture Of Responsible Autonomy:

Bring “Future Inside You” to life. ESG truly becomes part of the company’s DNA only when every engineer on site makes responsible decisions independently, without requiring supervision from the Subcommittee.

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

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

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

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


ĐINH THỊ HỒNG THẨM