CHAPTER V.
BOARD OF DIRECTORS' EVALUATION & PROFILE

BOARD OF DIRECTORS

Nationality: **Kazakhstan**
Birth Year: **1981**
Qualification:
Master of Laws

MR. Bolat Duisenov

Chairman of the Board of Directors

EXPERIENCE AS A MEMBER OF THE BOD AT COTECCONS

Appointed BoD member since June 30, 2020; appointed Chairman on October 5, 2020. Re-elected by the AGM for the 2022–2027 term and re-appointed Chairman by the Board.

PROFESSIONAL BACKGROUND

Over 10 years with Coteccons as an investor and BoD member. As Chairman, committed to upholding elite corporate governance standards, corporate development efficiency, and shareholder value. Co-founder and former CEO of Kusto Vietnam, managing over $1 billion in investments. Serves on multiple private and public company boards.

Voting Share Ownership:
1,795,897 voting shares **1.57%**

KEY MANAGEMENT POSITIONS HELD

10/2020 - Present	Chairman of the Board of Directors	Coteccons Construction JSC
06/2020 - 10/2020	Member of the Board of Directors	Coteccons Construction JSC
2020 - Present	Chairman	Covestcons LLC
2021 - Present	Member of the Members' Council	Unicons Investment Construction Co., Ltd.
2012 - Present	Founding Member	PilotX
2008 - 2024	Chief Executive Officer	Kusto Vietnam
2014 - 2022	Member of the Board of Directors	FiinGroup JSC
2013 - 6/2023	Member of the Board of Directors	Gemadept Corporation
2005 - 2008	Chief Executive Officer	Tandem Group – Kazakhstan

CÔNG TY CỔ PHẦN XÂY DỰNG COTECCONS
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Nationality: **Kazakhstan**
Birth Year: **1971**
Qualification:
Master of Business Administration

MR. Talgat Turumbayev

Non-Executive Board Member

EXPERIENCE AS A MEMBER OF THE BOD AT COTECCONS

Joined Coteccons BoD on March 30, 2016, as major shareholder representative. Re-elected for the 2017–2022 and 2022–2027 terms.

PROFESSIONAL BACKGROUND

Master's degree in Finance and Accounting; member of the Association of Chartered Certified Accountants (ACCA UK) with nearly 30 years of experience in finance, accounting, and auditing.

Voting Share Ownership:
2,337,520 voting shares **2.05%**

KEY MANAGEMENT POSITIONS HELD

2016 - Present	Member of the Board of Directors	Coteccons Construction JSC
2011 - Present	Director	Kusto Real Estate Capital Private Ltd; Kustocem Pte. Ltd.
2010 - 2011	Managing Director	Kusto Management Ltd.
2008 - 2010	Managing Director	Eurasia FM Consulting Ltd.
2005 - 2008	Managing Director	BTA Bank
2002 - 2005	Managing Director	Eurasia FM Consulting Ltd.

MR. Herwig Guido H. Van Hove

Non-Executive Board Member

Nationality: **Belgium**
Birth Year: **1969**
Qualification:
Master of Business Administration, Master of Applied Economics

EXPERIENCE AS A MEMBER OF THE BOD AT COTECCONS

Joined Coteccons BoD on June 30, 2020. Re-elected for the 2022–2027 term.

PROFESSIONAL BACKGROUND

MBA from Insead (France) with over 32 years of investment finance experience across major financial institutions. Founding member and Director of The8th Pte. Ltd., and founding member and CEO of Vahoca Pte. Ltd. (Singapore).

Voting Share Ownership: 0%

KEY MANAGEMENT POSITIONS HELD

2020 - Present	Member of the Board of Directors	Coteccons Construction JSC
Present	Director	VAHOCA Photonics Pte Ltd; VAHOCA Type One; Thema Foundries BV
2019 - Present	Director	The8th Pte. Ltd.
2018 - Present	Founding Member and Director	Insead Alumni Venture Fund
2015 - Present	Founding Member and CEO	Vahoca Pte. Ltd.
2009 - 2014	Managing Partner and Executive Committee Head	Notz Stucki Group
1998 - 2009	Chief Operating Officer and BoD Member	Morgan Stanley Pension Fund

MR. Tan Chin Tiong

Independent Board Member

Nationality: **Singapore**
Birth Year: **1949**
Qualification:
Ph.D.

EXPERIENCE AS A MEMBER OF THE BOD AT COTECCONS

Served on the BoD for the 2017–2022 term as an Independent Member. Re-elected for the 2022–2027 term.

PROFESSIONAL BACKGROUND

Completed Ph.D. dissertation at the University of Pennsylvania (1977) with over 44 years of marketing teaching experience at prestigious Singaporean institutions including National University of Singapore and Singapore Management University.

Voting Share Ownership: 0%

KEY MANAGEMENT POSITIONS HELD

2017 - Present	Member of the Board of Directors	Coteccons Construction JSC
2013 - Present	Senior Advisor to the President and Professor of Marketing	Singapore Management University
2009 - 2013	President	Singapore Management University
2007 - 2009	Provost and Professor of Marketing	Singapore Management University

MR. Tong Van Nga
Independent Board Member

Nationality: **Vietnam**
Birth Year: **1947**
Qualification:
Chemical Industrial Engineer

EXPERIENCE AS A MEMBER OF THE BOD AT COTECCONS

Joined Coteccons BoD in April 2021 for the 2017–2022 term.
Re-elected for the 2022–2027 term.

PROFESSIONAL BACKGROUND

Chemical Engineering graduate from Bucharest Polytechnic Institute (Romania), former Deputy Minister of Construction with nearly 50 years of construction sector experience.

Voting Share Ownership: 0%

KEY MANAGEMENT POSITIONS HELD

2021 - Present	Member of the Board of Directors	Coteccons Construction JSC
2017- Present	Vice Chairman	Vietnam Federation of Civil Engineering Associations
2015 - Present	Chairman	Vietnam Association for Building Materials
2009 - 2014	Permanent Vice Chairman	Vietnam Real Estate Association
2006 - Present	Chairman	Vietnam - Romania Friendship Association
2005 - 2011	Chairman	Vietnam Concrete Association
1998 - 2007	Deputy Minister	Ministry of Construction

MR. Pham Quang Vu
Non-Executive Board Member

Nationality: **Vietnam**
Birth Year: **1959**
Qualification:
Bachelor of Economics

EXPERIENCE AS A MEMBER OF THE BOD AT COTECCONS

Joined Coteccons BoD on April 25, 2022, for the 2022–2027 in his capacity as a Non-Executive Member of the Board of Directors.

PROFESSIONAL BACKGROUND

Extensive executive leadership experience holding senior positions across governmental bodies, major organizations, and enterprises.

Voting Share Ownership: 0%

KEY MANAGEMENT POSITIONS HELD

2022 - Present	Member of the Board of Directors	Coteccons Construction JSC
2022 - Present	Director	Vu Son Tung LLC
2013 – 2020	Chairman of the Board of Directors	Vinacafe Bien Hoa JSC
2010 – 2013	Chief Executive Officer	Vinacafe Bien Hoa JSC
2004 – 2010	Board Member & Deputy CEO	Vinacafe Bien Hoa JSC

Nationality: **Vietnam**
Birth Year: **1978**
Qualification:
Civil Engineer

MR. Vo Hoang Lam

Executive Board Member
Deputy CEO
General Director of BU1

EXPERIENCE AS A MEMBER OF THE BOD AT COTECCONS

Appointed BOD member on April 25, 2022, for the 2022–2027 term; appointed Deputy CEO on October 17, 2024.

PROFESSIONAL BACKGROUND

23 years of construction industry experience, accompanying Coteccons across key milestones. Key leadership roles held include Site Commander, Project Director, Commercial Division Director, Deputy CEO, and CEO. Key mega-projects include MGM Grand Ho Tram, Viettel Headquarters, D'.Capitale, Meiko Plant, etc. He currently holds the following positions: Executive Member of the Board of Directors, Deputy General Director, ExCom Member, and General Director of BU1.

Voting Share Ownership:
240,353 voting shares **0.21%**

KEY MANAGEMENT POSITIONS HELD

2022 - Present	Member of the Board of Directors	Coteccons Construction JSC
10/2024 – Present	Deputy Chief Executive Officer	Coteccons Construction JSC
2022 – 10/2024	Chief Executive Officer	Coteccons Construction JSC
2021 - 2022	Deputy Chief Executive Officer	Coteccons Construction JSC
2020 - 12/2022	Chief Executive Officer	Unicons Investment Construction Co., Ltd.
2019 - 2020	Deputy Chief Executive Officer	Unicons Investment Construction Co., Ltd.
2017 - 2019	Project Director	Coteccons Construction JSC
2016 - 2017	Commercial Division Director	Coteccons Construction JSC

BOARD OF MANAGEMENT

Nationality: **Vietnam**
Birth Year: **1977**
Qualification:
Civil Engineer

MR. Tran Ngoc Hai

Deputy General Director, Commercial Division

EXPERIENCE IN A SENIOR LEADERSHIP ROLE AT COTECCONS

Appointed Deputy General Director of the Company on October 17, 2024.

PROFESSIONAL BACKGROUND

Mr. Tran Ngoc Hai has 21 years of service at Coteccons, advancing through multiple positions from Deputy Construction Site Commander to Site Commander, Project Director, and Managing Director. Key iconic projects associated with his name include Landmark 81, Vinhomes Grand Park, Gain Lucky, Tan Son Nhat Airport, among numerous other major developments.

In his capacity as Deputy CEO in charge of the Commercial Division and as an ExCom member, Mr. Hai plays a vital role in effective operational management, cost optimization, technical and safety quality control, and implementing continuous improvements aligned with international standards.

Voting Share Ownership:
199,125 voting shares **0.17%**

KEY MANAGEMENT POSITIONS HELD

2024 - Present	Deputy General Director
2022 – 2024	Managing Director
2020 – 2022	Project Director
2018 – 2020	Acting Project Director
2009 – 2018	Site Commander

Nationality: **Vietnam**
Birth Year: **1978**
Qualification:
Civil Engineer

MR. Vo Hoang Lam

Executive Board Member
Deputy CEO
General Director of BU1

EXPERIENCE IN A SENIOR LEADERSHIP ROLE AT COTECCONS

Appointed BOD member on April 25, 2022, for the 2022–2027 term; appointed Deputy CEO and General Director of BU1 on October 17, 2024.

PROFESSIONAL BACKGROUND

23 years of construction industry experience, accompanying Coteccons across key milestones. Key leadership roles held include Site Commander, Project Director, Economic Division Director, Deputy CEO, and CEO. Key mega-projects include MGM Grand Ho Tram, Viettel Headquarters, D'.Capitale, Meiko Plant, etc. He currently holds the following positions: Executive Member of the Board of Directors, Deputy General Director, ExCom Member, and General Director of BU1.

Voting Share Ownership:
240,353 voting shares **0.21%**

KEY MANAGEMENT POSITIONS HELD

2022 - Present	Member of the Board of Directors
10/2024 – Present	Deputy Chief Executive Officer
2022 – 10/2024	Chief Executive Officer
2021 - 2022	Deputy Chief Executive Officer
2020 - 12/2022	Chief Executive Officer
2019 - 2020	Deputy Chief Executive Officer
2017 - 2019	Project Director
2016 - 2017	Commercial Division Director

Nationality: **Vietnam**
Birth Year: **1978**
Qualification:
Civil Engineer

MR. Nguyen Chi Thien

Deputy General Director
General Director of BU2

EXPERIENCE IN A SENIOR LEADERSHIP ROLE AT COTECCONS

Appointed Deputy CEO of Coteccons and General Director of BU2 on October 17, 2024.

PROFESSIONAL BACKGROUND

Mr. Nguyen Chi Thien has been dedicated to Coteccons since its inception. Spanning 18 years of service at the Company, his name is linked to numerous projects where he served as Site Commander and Project Director, such as The Gold View, Metropolis, Times City, Vinhomes Symphony, Vinhomes Smart City, Vinhomes Grand Park, Lancaster Luminaire, etc.

In his capacity as Deputy CEO of Coteccons, General Director of BU2, and ExCom member, he plays a pivotal role in establishing and directing the Coteccons Northern Regional apparatus.

Voting Share Ownership:
263,003 voting shares **0.23%**

KEY MANAGEMENT POSITIONS HELD

2024 - Present	Deputy CEO – General Director of BU2
2022 – 2024	Managing Director
2016 – 2022	Project Director
2009 – 2016	Site Commander

Nationality: **Vietnam**
Birth Year: **1982**
Qualification:
Bachelor of English Literature

MS. Nguyen Trinh Thuy Trang

Deputy General Director
Operations Division

EXPERIENCE IN A SENIOR LEADERSHIP ROLE AT COTECCONS

Appointed Deputy CEO of Coteccons, in charge of the Operations Division, on October 17, 2024.

PROFESSIONAL BACKGROUND

Ms. Nguyen Trinh Thuy Trang possesses extensive experience in communications and public relations, post-M&A change management consulting, crisis management, corporate governance, and CSR for numerous brands such as Nokia, Samsung, Huawei, Pfizer, Saint-Gobain, Sony, MWG, AIA, etc.

In her role as Deputy CEO in charge of Operations, ExCom member, and Unicons Members' Council member, Ms. Thuy Trang actively participates in building and developing human capital and corporate culture across Coteccons and the entire Group.

Voting Share Ownership:
367,806 voting shares **0.32%**

KEY MANAGEMENT POSITIONS HELD

2024 - Present	Deputy CEO, Operations Division
2023 - Present	Member of the ESG Subcommittee
2023 - Present	Member of the Members' Council
2022 - 2024	Director of Internal Affairs
2021 – 2022	Director of Public Relations

Nationality: **Vietnam**
Birth Year: **1973**
Qualification:
Electrical Engineer

MR. Nguyen Tan Tien

Managing Director of MEP

EXPERIENCE IN A SENIOR LEADERSHIP ROLE AT COTECCONS

Appointed Managing Director of the M&E (MEP) Division on October 17, 2024.

PROFESSIONAL BACKGROUND

Mr. Nguyen Tan Tien has nearly 21 years of service at Coteccons, advancing through roles from Deputy MEP Site Commander to MEP Construction Director and MEP Division Director. Key projects associated with his name include MGM Grand Ho Tram, Casino Nam Hoi An, Park Hyatt Phu Quoc, etc.

In his capacity as Managing Director of MEP and ExCom member, Mr. Tien is expected to leverage his capabilities to develop MEP into a robust market brand and contribute to Coteccons' diversification strategy.

Voting Share Ownership:
Not disclosed / N/A

KEY MANAGEMENT POSITIONS HELDTẠI COTECCONS

2024 - Present	Managing Director of MEP
2020 – 2024	Director of the MEP Division
2018 – 2020	MEP Construction Director
2015 – 2018	Head of M&E Construction Management Department
2006 – 2015	Deputy MEP Site Commander

Evaluation of board composition equilibrium AND DIVERSITY REQUIREMENTS

COTECCONS BOARD OF DIRECTORS COMPOSITION (TERM 2022 – 2027)

Coteccons' Board of Directors maintains an optimal balance between executive, non-executive and independent members, ensuring institutional independence and full regulatory compliance.

EXECUTIVE MEMBERS

2 out of 7 BoD members are executive members

28.6%

INDEPENDENT MEMBERS

2 out of 7 BoD members are independent members

28.6%

NON-EXECUTIVE MEMBERS

5 out of 7 BoD members are non-executive members

71.4%

(*) Independent members are classified as non-executive members.

ROLE EQUILIBRIUM AND INDEPENDENCE

The Coteccons Board of Directors for the 2022–2027 term ensures structural equilibrium in membership volume and functional independence. Among the 7 Board members, 2 are executive and 5 are non-executive, of which 2 non-executive members are independent. The nomination and selection criteria for BOD members are publicly and fully disclosed, ensuring adherence to corporate governance legal provisions, Coteccons' Charter, and internal corporate governance regulations.

Furthermore, the Chairman of the Board does not concurrently hold the position of Chief Executive Officer, safeguarding appropriate power balance, elevating accountability, and strengthening the BOD's capacity for independent decision-making.

PROFESSIONAL COMPETENCY DIVERSITY

The current Coteccons Board of Directors exhibits diverse professional competencies and experiences among its members, comprising both Vietnamese and international nationals. This diversity broadens strategic vision, enriches ideas and initiatives, ensuring that the Company's market assessments, strategy formulation, and decision-making processes remain solidly backed by deep professional expertise.

BOARD MEMBERS' PROFESSIONAL COMPETENCIES AND EXPERIENCE

Board Member	Mr. Bolat Duisenov	Mr. Talgat Turumbayev	Mr. Herwig Guido H. Van Hove	Mr. Tan Chin Tiong	Mr. Tống Văn Nga	Mr. Phạm Quang Vũ	Mr. Võ Hoàng Lâm
Construction					■		■
Real Estate					■		■
Legal	■						
Economics			■		■	■	
Business Administration	■	■	■		■	■	
Banking	■	■					
Finance & Accounting		■					
Investment	■	■	■				
Marketing				■			

BOARD OF DIRECTORS' ACTIVITIES & RESOLUTION EXECUTION

BOARD OF DIRECTORS INFORMATION AND TERM

The Board of Directors for the 2022–2027 term comprises 07 members, with no structural changes occurring throughout fiscal year 2026.

No.	Board Member & Position		Appointment Date	Dismissal Date
1	Mr. Bolat Duisenov	Chairman of the BOD	30/06/2020	-
2	Mr. Talgat Turumbayev	Board Member	29/06/2017	-
3	Mr. Herwig Guido H. Van Hove	Board Member	30/06/2020	-
4	Mr. Tan Chin Tiong	Independent Board Member	29/06/2017	-
5	Mr. Tong Van Nga	Independent Board Member	26/04/2021	-
6	Mr. Pham Quang Vu	Board Member	25/04/2022	-
7	Mr. Vo Hoang Lam	Board Member	25/04/2022	-

BOARD OF DIRECTORS MEETING ATTENDANCE

Throughout fiscal year 2026, the Board of Directors demonstrated exemplary diligence, responsibility, and full compliance with statutory obligations. All BoD members maintained 100% attendance across all convened meetings.

No.	Board Member	Meetings Attended	Attendance Rate	Absence Reason
1	Mr. Bolat Duisenov	27/27	100%	-
2	Mr. Talgat Turumbayev	27/27	100%	-
3	Mr. Herwig Guido H. Van Hove	27/27	100%	-
4	Mr. Tan Chin Tiong	27/27	100%	-
5	Mr. Tong Van Nga	27/27	100%	-
6	Mr. Pham Quang Vu	27/27	100%	-
7	Mr. Vo Hoang Lam	27/27	100%	-

AGM RESOLUTIONS ISSUED DURING THE YEAR

In fiscal year 2026, the Board of Directors actively fulfilled its strategic planning mandate, directing and supervising the execution of 12 General Meeting of Shareholders (AGM) resolutions.

No.	Resolution / Decision No.	Date	Content	Execution Status
1	01/2025/NQ-ĐHCĐ	04/08/2025	Approved Bond Registration and Bond Listing for public bonds offered by Coteccons Construction JSC in 2025.	Completed
2	02/2025/NQ-ĐHCĐ	20/10/2025	Approved the 2025 Annual Reports.	Completed
3	03/2025/NQ-ĐHCĐ	20/10/2025	Approved the 2025 Audited Financial Statements and 2025 Business Results.	Completed
4	04/2025/NQ-ĐHCĐ	20/10/2025	Approved the Profit Distribution and Dividend Payout Plan.	Completed
5	05/2025/NQ-ĐHCĐ	20/10/2025	Approved the Business Plan for Fiscal Year 2026 (from July 1, 2025 to June 30, 2026).	Completed
6	06/2025/NQ-ĐHCĐ	20/10/2025	Approved the Remuneration Report for BoD and Supervisory Board members for FY2025, and Total Remuneration Budget for FY2026 (July 1, 2025 – June 30, 2026).	Completed
7	07/2025/NQ-ĐHCĐ	20/10/2025	Approved the Selection of the Financial Auditor for Fiscal Year 2026 (July 1, 2025 – June 30, 2026).	Completed
8	08/2025/NQ-ĐHCĐ	20/10/2025	Adjusted the Plan for Issuing Shares to Increase Share Capital from Equity Sources.	Completed
9	09/2025/NQ-ĐHCĐ	20/10/2025	Approved the Plan for Issuing Shares to Increase Share Capital from Equity Sources.	Completed
10	10/2025/NQ-ĐHCĐ	20/10/2025	Approved the Plan to Sell Treasury Shares to Employees under the Employee Stock Ownership Plan (ESOP).	Not Yet Implemented
11	11/2025/NQ-ĐHCĐ	20/10/2025	Detailed adjustment of specific business lines to comply with foreign ownership limit regulations.	Completed
12	12/2025/NQ-ĐHCĐ	20/10/2025	Dismissed Supervisory Board member who tendered a Resignation Letter.	Completed

BOARD OF DIRECTORS' MEETINGS & RESOLUTION SUMMARY

SUMMARY OF BOARD OF DIRECTORS' MEETINGS AND RESOLUTIONS

Throughout fiscal year 2026, the Board of Directors accompanied and supported the BOM across the execution of focal strategies and core priorities, striving to elevate industry standards across the construction sector. Demonstrating flexibility through in-person, online, and written consultation formats, the BoD convened 27 meetings and issued numerous pivotal resolutions.

No.	Resolution No.	Date	Content	Approval Rate
1	10/2025/NQ-HDQT	09/07/2025	Approved the complete issuance results of shares under the employee stock ownership plan (utilizing treasury shares) pursuant to BOD Resolutions 03/2025/NQ-HDQT dated April 1, 2025, and 06/2025/NQ-HDQT dated May 26, 2025.	100%
2	11/2025/NQ-HDQT	01/08/2025	Approved the execution of a credit facility agreement with Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank) – Nam Sai Gon Branch.	100%
3	12/2025/NQ-HDQT	01/08/2025	Approved the Vote Counting Committee roster for the Written Shareholders' Consultation.	100%
4	13/2025/NQ-HDQT	07/08/2025	Approved the advance payment of remuneration for the Board of Directors and Supervisory Board.	100%
5	14/2025/NQ-HDQT	07/08/2025	Approved the implementation of the share issuance plan to increase share capital from equity sources as approved by the 2024 Annual General Meeting of Shareholders.	100%
6	15/2025/NQ-HDQT	29/08/2025	Approved the record date for establishing the shareholder list eligible to attend the Annual General Meeting of Shareholders for the fiscal year ended June 30, 2025.	100%
7	16/2025/NQ-HDQT	29/09/2025	Approved the Draft Documentation to be submitted to the FY2025 Annual General Meeting of Shareholders.	100%
8	17/2025/NQ-HDQT	02/10/2025	Approved outbound direct investment activities.	100%
9	18/2025/NQ-HDQT	13/10/2025	Adjusted the operating capital of Coteccons' Taiwan Branch.	100%
10	19/2025/NQ-HDQT	13/10/2025	Approved the public offering of Coteccons Bonds in 2025 with a total maximum par value of VND 1,400,000,000,000.	100%
11	20/2025/NQ-HDQT	13/10/2025	Approved the registration dossier for the 2025 public bond offering.	100%
12	21/2025/NQ-HDQT	17/10/2025	Approved the supplementation of documentation submitted to the FY2025 Annual General Meeting of Shareholders.	100%
13	22/2025/NQ-HDQT	14/11/2025	Approved the 2025 cash dividend payout.	100%
14	23/2025/NQ-HDQT	14/11/2025	Approved the deployment of the share issuance plan to increase share capital from equity sources.	100%
15	24/2025/NQ-HDQT	14/11/2025	Approved the treatment plan for ESOP shares held by departing employees during the transfer restriction period pursuant to the ESOP Regulation issued alongside BoD Resolution 06/2025/NQ-HDQT dated May 26, 2025.	100%
16	25/2025/NQ-HDQT	14/11/2025	Approved the appointment of the Head of the BoD Secretariat cum Company Secretary.	100%
17	26/2025/NQ-HDQT	05/12/2025	Approved adjustments to the 2025 public bond offering plan with a total maximum par value of VND 1,400,000,000,000.	100%
18	27/2025/NQ-HDQT	05/12/2025	Approved adjustments to the registration dossier for the 2025 public bond offering.	100%
19	28/2025/NQ-HDQT	05/12/2025	Approved the policy to execute construction contracts with the consortium of Kinh Bac Design and Construction JSC – Unicons Investment Construction Co., Ltd. for packages under the Gia Binh International Airport Project.	100%*
20	29/2025/NQ-HDQT	30/12/2025	Approved the policy to acquire 100% equity capital of GEO Foundations Vietnam LLC.	100%
21	30/2025/NQ-HDQT	30/12/2025	Approved the auditing firm for the Financial Statements of Coteccons Construction JSC for Fiscal Year 2026.	100%
22	01/2026/NQ-HDQT	02/02/2026	Approved the charter capital increase and amendment of the Company Charter following the completion of the first tranche of bonus share distribution.	100%
23	02/2026/NQ-HDQT	02/02/2026	Approved supplementary authorizations granted to the Chairman of the BoD regarding outbound investment activities.	100%
24	03/2026/NQ-HDQT	26/03/2026	Approved the issuance of shares to increase share capital from equity sources.	100%
25	04/2026/NQ-HDQT	04/05/2026	Approved the dismissal of Deputy CEO Nguyễn Văn Đua, the retrieval of ESOP shares, and related-party transactions.	100%
26	05/2026/NQ-HDQT	14/05/2026	Approved the charter capital increase and amendment of the Company Charter following the completion of the second tranche of bonus share distribution.	100%
27	06/2026/NQ-HDQT	04/06/2026	Approved the establishment of the Company's overseas Representative Office.	100%

* Note: Interested BoD members abstained from voting.

Board of Directors' oversight role

SUPERVISION OF BUSINESS PLAN FORMULATION, UPDATING AND EXECUTION

The BOD oversees the formulation, updating, and quarterly periodic evaluation of the revenue-profit plan for the fiscal year spanning July 1, 2025, to June 30, 2026, ensuring that all corporate activities adhere strictly to established strategic orientations.

OVERSIGHT OF SUSTAINABLE DEVELOPMENT PROGRAMS

Steadfast in its sustainability commitments, the Board of Directors directed and supervised the deployment of the Company's sustainable development programs aligned with long-term growth orientations. Furthermore, the Environmental, Social, and Governance (ESG) Committee operated proactively and systematically, ensuring that all BoD sustainability policies were rigorously monitored, executed on target, and transparently reflected in international-standard reports. Consequently, Coteccons' ESG initiatives extend beyond mere commitments, quantified through substantive operational impacts.

Throughout fiscal year 2026, Coteccons continued to garner extensive accolades and recognitions within the sustainability domain. These achievements serve as testament to the efficacy of the sustainability strategy architected and consistently directed by the BoD, while mirroring the earnest efforts of the Executive Board and the ESG Committee in actualizing ESG initiatives. Key recognized highlights comprise:

- 68,110,908 safe working hours across 89 Coteccons jobsites
- Over 350 personnel trained in greenhouse gas inventories, achieving 334,845.43 metric tons of CO2e mitigated through green material deployment
- Over 40,000 Tet gift packages presented to workers under the "Xây Tết" initiative
- 1,263 complimentary health check-ups administered to workers
- 65 scholarship grants awarded to workers' children
- 33,063 native trees planted from 2022 to 2025 to rehabilitate headwater forests
- VND 12.74 billion generated from scrap steel recovery and recycling across jobsites
- Top 20 Sustainability Index Enterprises (VNSI)
- Top 100 Sustainable Enterprises (CSI)
- Top 50 Exemplary Sustainable Development Enterprises in Vietnam 2026 (Top 50 CSA)
- Top 10 Green Vietnam ESG Enterprises by Sector (ESG10)
- Top 17 Pioneer Enterprises in Vietnam's Construction Sector Sustainable Development 2026 (VSCF 2026)
- Innovation Award by Nhan Dan Newspaper
- Enterprise for the Community (Saigon Times CSR 2025)

The Board of Directors oversees related-party transactions, guaranteeing full compliance with legal provisions and corporate governance principles. Grounded in the principle of universal transparency across Coteccons' operations, all related-party transactions (including dealings with subsidiaries and insiders' affiliated parties) are reported fully and promptly for BOD review and resolution based on complete, equitable, and transparent information.

The Company's related-party roster and transactions approved by the BOD are cataloged and disclosed within the 2026 Semi-Annual Corporate Governance Report and the fiscal year 2026 Audited Financial Statements.

REMUNERATION OF BOD, SUPERVISORY BOARD AND EXECUTIVE BOARD

The remuneration report for the Board of Directors, Board of Supervisors, and Executive Board for fiscal year 2026 is cataloged and disclosed within the 2026 Audited Financial Statements.

SUPERVISION OF INDEPENDENT AUDITING

During fiscal year 2026, the BoD approved the selection of Ernst & Young Vietnam LLC (EY) as the independent auditor for the FY2026 financial statements (BOD Resolution 30/2025/NQ-HDQT dated December 30, 2025), pursuant to Board of Supervisors recommendations while safeguarding independence, objectivity, and professional capacity matching the Company's expanding operational scale.

SUPERVISION OF INFORMATION DISCLOSURE AND CORPORATE GOVERNANCE PRINCIPLES

Under BoD oversight, Coteccons continued maintaining rigorous compliance with information disclosure regulations and continually elevating governance standards toward best practices. These efforts were recognized as the Company secured the 2026 Information Disclosure Standard Award within the IR Awards framework, marking its fifth consecutive year fully satisfying stock market transparency criteria. Concurrently, the Company earned placement among the Top 3 Enterprises with Investor Relations (IR) Activities Most Favored by Investors and Top 3 Enterprises with IR Activities Highly Evaluated by Financial Institutions within the Mid-cap group.

Furthermore, the Company elevated Investor Relations (IR) activity quality by convening Shareholders' Day on September 18, 2025 and June 15, 2026 - an established annual event serving as a pivotal forum for management to update business results, share long-term development orientations, and foster open dialogues with shareholders and investors regarding strategy, governance, and corporate prospects outside the Annual General Meeting framework.

Notably, in fiscal year 2026, Coteccons was honored for the first time within the "Top 10 Best Corporate Governance Enterprises" (VLCA 2025). This award features an independent evaluation system and rigorous standards, with the entire selection process assessed by an independent jury and directly reviewed by auditing Big 4 firms, the Ho Chi Minh Stock Exchange (HOSE), and the State Securities Commission. This accolade acknowledges the Company's ceaseless efforts in governance innovation, transparency elevation, sustainable development promotion, and affirming Coteccons' pioneering role across the construction sector. Additionally, the Company was recognized among the Top 50 enterprises committed to enhancing corporate governance deployed by

SUPERVISION OF INTERNAL CONTROL AND ENTERPRISE RISK MANAGEMENT

The Board of Directors defines its primary risk management mandate as establishing risk appetites for each critical corporate domain while supervising operations through the three-line model: line one comprises project units and the Executive Board operating directly within approved limits; line two comprises the risk management department supervising limit compliance; line three comprises internal audit, guaranteeing system-wide independence. Throughout fiscal year 2026, the BoD continued directing the refinement of enterprise risk management toward integration, linking strategic, financial, project, human capital, technology, and ESG risks onto a unified reporting platform.

ACTIVITY REPORT OF INDIVIDUAL BOD MEMBERS IN FISCAL YEAR 2026

Throughout fiscal year 2026, Board Members exhibited high responsibility, professionalism, and governance competence, proactively participating in orientation, oversight, and decision-making, thereby safeguarding effective executive operations, risk control, and sustainable shareholder value. Specifically:

• Attended BOD meetings fully and responsibly; contributed substantive feedback and rendered timely decisions on critical matters.

• Leveraged expertise and experience to guide strategy, supporting the BOM in effectively deploying business objectives and creating long-term shareholder value.

• Proactively updated knowledge concerning governance, laws, and markets, continually enhancing oversight and management capabilities.

• Strengthened oversight over related-party transactions, guaranteeing transparency, equity, and compliance.

• Full executed assigned functions and duties; coordinated effectively with BOD Subcommittees, elevating governance quality and corporate risk control capacity.

SUPERVISION OF CAPITAL STRUCTURE AND FINANCIAL LEVERAGE

Alongside establishing risk appetites for critical domains, the BOD directly oversees the Company's capital structure as part of the enterprise risk governance framework, ensuring equilibrium between equity and debt matching operational scale and cash generation capacity.

During fiscal year 2026, the BOD approved and supervised the execution of key decisions regarding capital structure:

• Public bond offering with a total maximum par value of VND 1,400 billion to diversify funding sources and reduce reliance on short-term bank credit.

• Two tranches of share issuance to increase share capital from equity sources.

These decisions reinforced equity foundations, establishing financial safety buffers for the Company's scale expansion and M&A investment phases.

Per the FY2026 financial statements, the Company's interest expense reached approximately VND 350.97 billion, increasing roughly 145.6% compared to VND 142.9 billion in fiscal year 2025. The BOD notes this indicator signals financial leverage deployment scaling in tandem with backlog expansion velocity and working capital demands, identifying this as a matter requiring rigorous ongoing oversight during subsequent reporting periods to ensure leverage growth velocity remains within approved risk thresholds.

STRATEGIC PRIORITIES FOR FISCAL YEAR 2027

• Elevating governance capacity and inter-departmental coordination via process standardization (SOPs).

• Safeguarding quality growth within core construction while cultivating novel growth drivers.

• Human capital development.

• Brand development.

• Partner ecosystem development.

BOARD OF DIRECTORS OPERATING ORIENTATION FOR FISCAL YEAR 2027

The theme for fiscal year 2027 is **"DISCIPLINE - From Growth to Quality Growth"**. The Board of Directors directs Coteccons toward a more sustainable growth phase, focusing on elevating growth quality through reinforced governance, enhanced profitability, stringent capital and risk management, alongside heightened execution capabilities.

TARGETS SUBMITTED TO THE GENERAL MEETING OF SHAREHOLDERS FOR FISCAL YEAR 2027

NO.	TARGET INDICATOR	UNIT	FY2027 PLAN	VS. FY2026 ACTUAL
1.	Consolidated Revenue	VND Billion	42,000	+22% YoY
2.	Consolidated Net Profit After Tax	VND Billion	1,050	+34% YoY

Board of Directors' Committees

The Subcommittees reporting directly to the Board of Directors have effectively fulfilled their roles in assisting the BOD across governance, oversight, and decision-making functions, particularly regarding matters demanding in-depth analysis and multidimensional perspectives. By leveraging the professional strengths, competencies, and diverse experiences of BOD members, the Subcommittees proactively research, appraise, and formulate profound recommendations, contributing to elevated discussion quality and robust foundations for BOD decision-making.

EXECUTIVE COMMITTEE (EXCOM)

The ExCom comprises senior executive leadership personnel and key management staff responsible for strategy execution, operations, and major daily decision-making. Accordingly, ExCom fulfills an executive, supervisory, and organizational development role, safeguarding sustainable growth for Coteccons and its subsidiary entities. Acting as a bridge between BOD strategy and frontline execution, ExCom has demonstrated exceptional capability in deploying, managing, and controlling operations to translate strategy into reality. Through ExCom, Coteccons accelerates decision-making, maintains operational agility, and curtails delays inherent in multi-tiered approval hierarchies.

No.	Full Name	Committee Position
1	Mr. Bolat Duisenov	Chairman of the Committee
2	Mr. Tran Ngoc Hai	Permanent Member, In charge of Commercial Division
3	Mr. Vo Hoang Lam	Member in charge of BU1
4	Mr. Nguyen Chi Thien	Member in charge of BU2
5	Mr. Nguyen Tan Tien	Member in charge of BU4
6	Ms. Nguyen Trinh Thuy Trang	Member in charge of Internal Affairs Division

STRATEGY COMMITTEE

The Committee's membership was restructured and resumed operations pursuant to BOD Resolution 08/2022/NQ-HDQT dated May 3, 2022.

No.	Full Name	Committee Position
1	Mr. Talgat Turumbayev	Head of Committee
2	Mr. Bolat Duisenov	Member
3	Mr. Vo Hoang Lam	Member

AUDIT AND RISK COMMITTEE

The Subcommittee's membership was restructured and resumed operations pursuant to BOD Resolution 08/2022/NQ-HDQT dated May 3, 2022.

No.	Full Name	Committee Position
1	Mr. Tan Chin Tiong	Head of Committee

** Safeguarding independence and transparency in risk control, internal audit, and legal compliance aligned with modern governance standards.*

HUMAN RESOURCES & REMUNERATION COMMITTEE

The Committee's membership was restructured and resumed operations pursuant to BOD Resolution 08/2022/NQ-HDQT dated May 3, 2022, and Committee Head Appointment Decision No. 01/2025/QĐ-TB dated June 10, 2025.

No.	Full Name	Committee Position
1	Mr. Pham Quang Vu	Head of Ccommittee
2	Mr. Bolat Duisenov	Member
3	Ms. Nguyen Trinh Thuy Trang	Member
4	Ms. Nguyen Thi Thanh Huong	Member

ESG COMMITTEE

Established pursuant to BOD Resolution No. 13B/2022/NQ-HDQT dated December 14, 2022, and Subcommittee Member Appointment Decision dated March 14, 2026.

No.	Full Name	Committee Position
1	Mr. Herwig Guido H. Van Hove	Head of Committee
2	Ms. Nguyen Trinh Thuy Trang	Member
3	Mr. Tran Ngoc Hai	Member
4	Mr. Vo Hoang Lam	Member
5	Mr. Nguyen Chi Thien	Member
6	Ms. Nguyen Thi Thanh Huong	Member
7	Ms. Dinh Minh Doan Trinh	Member
8	Mr. Nguyen Tan Tien	Member
9	Mr. Vu Thanh Ha	Member
10	Mr. Tran Duy Thanh	Member
11	Ms. Dinh Thi Hong Tham	Member
12	Mr. Dang Mau Chien	Independent Member