



VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao

Hanoi, March 14, 2026

**INVITATION TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CONSTRUCTION JOINT STOCK COMPANY NO. 1**

To: Shareholders

The Board of Management of Construction Joint Stock Company No. 1 (VINACONEX 1) respectfully announces and invites shareholders to attend the Company's 2026 Annual General Meeting of Shareholders as follows:

1. **Meeting time:** From 8:00 a.m. on April 10, 2026 (Friday)
2. **Meeting location:** 3rd floor hall - Construction Joint Stock Company No. 1 - Building C1 - Vinaconex 1 Apartment - No. 289A Khuat Duy Tien, Dai Mo, Hanoi.
3. **Contents of the General Meeting:** see attached the Agenda of the General Meeting.
4. **Conditions for participation:** All shareholders owning shares of Construction Joint Stock Company No. 1 (VINACONEX 1) according to the shareholder list closed on March 6, 2026 or those duly authorized to attend.
5. **Confirmation of attendance:** To facilitate the organization of the General Meeting, shareholders are requested to send directly/by post/email or fax the Confirmation of attendance/authorization to attend (according to the attached form) to Construction Joint Stock Company No. 1 **before 5:00 p.m. on April 9, 2026 (Thursday)**.
6. Shareholders or authorized persons attending the General Meeting must bring the following documents (original): Meeting invitation letter; ID card or passport; Confirmation/authorization to attend the General Meeting.
7. Related documents are posted and updated on the Shareholder Relations section - Website of Construction Corporation No. 1 at: <http://www.vinaconex1.com.vn>.
8. For any details related to the General Meeting, please contact:

Mrs. Nguyen Thi Phuong Linh - Personnel Organization and Administration Department -
Construction Joint Stock Company No. 1

Address: Room 302, Building C1 - Vinaconex 1 Apartment - No. 289A Khuat Duy Tien, Dai Mo, Hanoi

Phone: 024.38544057 - Fax: 024.38541679 - Email: vinaconex1.vc1@gmail.com

**ON BEHALF OF THE BOARD OF MANAGEMENT
CHAIRMAN**



Nguyen Khac Hai



VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

....., date month year 2026

CERTIFICATE / LETTER OF AUTHORIZATION

**To attend the 2026 Annual General Meeting of Shareholders
of Construction Joint Stock Company No. 1 (VINACONEX 1)**

To: Construction Joint Stock Company No. 1



Shareholders:

Address:

ID card/Passport/Business registration number: Date of issue:

Place of issue:

Number of shares owned:

(In words:)

confirm the attendance at the 2026 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1 (VINACONEX 1) on April 10, 2026 as follows (tick appropriate):

1. ☐ Directly attend the General Meeting of Shareholders.
2. ☐ Authorized to act on my behalf to attend, vote and exercise all rights and obligations of a shareholder at the 2026 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1 on April 10, 2026 in relation to the authorized shares. The authorized person is:

- 2.1. ☐ Mr. Nguyen Khac Hai - Chairman of the Board of Directors of VINACONEX 1

Number of authorized shares: **OR**

- 2.2. ☐ Mr. Hoang Van Trinh - Member of Board of Directors, General Director of VINACONEX 1

Number of authorized shares:

- 2.3. ☐ Or person whose name is below:

Full name:

Address:

ID card/passport/business registration number: Date of issue:

Place of issue:

Number of authorized shares:

We are fully responsible for this authorization and commit to strictly comply with current regulations of the Law and the Charter of Construction Joint Stock Company No. 1.

THE AUTHORIZED PERSON

(Signature, full name)

**SHAREHOLDER / THE AUTHORIZING
PERSON**

(Signature, full name; seal for organization)

Note: The authorized person is not allowed to sub-authorize to another person. When attending the General Meeting, the authorized person must bring a certified copy of the shareholder's/authorizing person's ID card/Citizen Identity Card/Passport to complete the registration procedure for the General Meeting



VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao

AGENDA OF THE MEETING
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CONSTRUCTION JOINT STOCK COMPANY NO. 1

Time: From 8:00 a.m. April 10, 2026

Location: 3rd floor hall - Construction Joint Stock Company No. 1 - Building C1,
Vinaconex 1 Apartment - No. 289A Khuat Duy Tien – Dai Mo - Hanoi

TIME	CONTENT
8h00-8h30	Reception and Registration of Shareholders
8h30-8h35	Report on the Verification of Shareholders' Eligibility and Announcement of the Number of Attending Shareholders and Their Proxies at the General Meeting
8h35-8h45	Flag Salute and Opening of the General Meeting Approval of the List of the Presidium, the Secretariat and the Vote Counting Committee
8h45-8h55	Approval of the Meeting Agenda and the Working Regulations of the General Meeting
8h55-9h05	- Report of the Board of Management on the 2025 Production and Business Performance and the 2026 Production and Business Plan
9h05-9h10	- Report of the Board of Directors on its 2025 Performance, including the Performance of Each Member, and the Orientation and Key Tasks for 2026
9h10-9h30	- Proposal of the Board of Directors on the Approval of the Audited Financial Statements for 2025; - Proposal of the Board of Directors on the Approval of the 2025 Profit Distribution Plan and the 2026 Plan; - Proposal of the Board of Directors on the Approval of the Remuneration Plan for the Board of Directors and the Supervisory Board for 2025 and the Plan for 2026.
9h30-9h40	- Report of the Supervisory Board for 2025; - Proposal of the Supervisory Board on the Approval of the Selection of an Independent Auditing Firm to Audit the Company's Financial Statements for 2026
9h40-9h45	- Proposal of the Board of Directors on the Approval of the Policy for Transactions with VINACONEX Corporation and/or its Subsidiaries and Affiliates within the VINACONEX Group



TIME	CONTENT
	- Other matters (if any)
9h45-10h00	Discussion at the General Meeting
10h00-10h10	The General Meeting shall vote to approve the following matters: 1. The 2025 Production and Business Performance and the 2026 Production and Business Plan; 2. The Report of the Board of Directors on its 2025 Performance, including the performance of each member, and the orientation and key tasks for 2026; 3. The Audited Financial Statements for 2025; 4. The 2025 Profit Distribution Plan and the Plan for 2026; 5. The Remuneration Plan for the Board of Directors and the Supervisory Board for 2025 and the Plan for 2026; 6. The Report of the Supervisory Board for 2025; 7. The Selection of an Independent Auditing Firm to audit the Company's Financial Statements for 2026; 8. The Policy for Transactions with VINACONEX Corporation and/or its Subsidiaries and Affiliates within the VINACONEX Group; 9. Other matters (if any).
10h10-10h40	The General Meeting shall vote on the dismissal and additional election of members of the Board of Directors for the 2024–2029 term
10h40-10h50	Break (10')
10h50-10h55	Announcement of the Vote Counting Results
10h55-11h00	Announcement of the Vote Counting Results for the Election
11h00-11h15	Approval of the Minutes and the Resolution of the General Meeting
11h15	Closing of the General Meeting





VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao

Hanoi, March 12, 2026

**WORKING REGULATIONS
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CONSTRUCTION JOINT STOCK COMPANY NO. 1**

Pursuant:

- ⚡ Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and documents amending, supplementing and guiding its implementation;
- ⚡ Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and documents guiding its implementation;
- ⚡ The Charter of Organization and Operation of Construction Joint Stock Company No. 1 was approved by the General Meeting of Shareholders on April 3, 2024;
- ⚡ Internal regulations on corporate governance of Construction Joint Stock Company No. 1 approved by the General Meeting of Shareholders on April 3, 2024.

Objectives of the Regulations:

- ⚡ Ensure the principles of publicity, fairness and democracy;
- ⚡ Facilitate the organization and conduct of the 2026 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1.

The Organizing Committee would like to report to the General Meeting of Shareholders to approve the Working Regulations at the General Meeting as follows:

I. ORDER OF THE GENERAL MEETING

- 1.1. Shareholders entering the meeting room must sit in the correct position or area as instructed by the Organizing Committee, and comply with the seating arrangements of the Organizing Committee.
- 1.2. Do not talk privately or use mobile phones during the General Meeting. All mobile phones shall be turned off or set to silent mode.
- 1.3. Shareholders/shareholder representatives are responsible for attending the General Meeting of Shareholders from the beginning of the meeting until the end of the meeting and exercising their voting rights/obligations on all matters submitted to the General Meeting for approval. In case any shareholder/shareholder representative, due to force majeure, must leave the meeting before the end of the General Meeting, that shareholder/shareholder representative is responsible for contacting the Organizing Committee to send his/her written opinions on the matters to be voted on at the General Meeting. In case a shareholder/shareholder representative leaves the meeting before the end of the General Meeting without notifying the Organizing Committee or without returning the voting ballot on the matters of the General Meeting, that shareholder/shareholder representative is considered to have not attended the General Meeting (for the matters on which that shareholder/shareholder representative did not vote).

II. CONDITIONS FOR CONDUCTING A SHAREHOLDERS' MEETING

- 2.1. The General Meeting of Shareholders is held when the number of shareholders attending the meeting (in person or by proxy) represents more than 50% of the total number of votes of the Company.
- 2.2. In case there are not enough delegates required within thirty (30) minutes from the time of the scheduled opening of the meeting, the convener shall cancel the meeting. The second General Meeting of Shareholders must be convened within thirty (30) days from the date of the first General Meeting of Shareholders. The reconvened General Meeting of Shareholders shall only be held when there are shareholders attending the meeting (in person or by proxy) representing 33% or more of the total number of votes of the Company.
- 2.3. In case the second general meeting cannot be held due to the lack of sufficient delegates within thirty (30) minutes from the scheduled opening time of the meeting, the third general meeting of shareholders will be convened within twenty (20) days from the scheduled date of the second general meeting and in this case the general meeting will be held regardless of the total number of votes of the shareholders attending the meeting and will be considered valid and have the right to decide all matters expected to be approved at the first general meeting of shareholders.

III. VOTING ON ISSUES AT THE GENERAL MEETING

3.1. Subjects eligible to participate in voting

Shareholders or authorized representatives of shareholders owning shares with voting rights (according to the List of securities owners No. VNMEETVSDV012093/VSDVC1XX prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the Last Registration Date 06/03/2026) directly attending the General Meeting of Shareholders.

3.2. Voting principles

All issues on the agenda of the General Meeting shall be approved by direct voting at the General Meeting. Each shareholder/shareholder representative is issued a Voting Card and Voting Form containing the Attendance Code, the number of votes of the shareholder and stamped by Construction Joint Stock Company No. 1.

Shareholders are considered to attend and vote at the General Meeting of Shareholders in the following cases:

- a) Attend and vote directly at the meeting;
- b) Authorize other individuals and organizations to attend and vote at the meeting;
- c) Send voting ballots to the meeting via mail, fax, email.

3.3. Voting method

Shareholders/shareholder representatives vote on each issue by voting directly at the General Meeting under the direction of the Chairman by raising the Voting Card and writing the Voting Card.

In case there is a difference in the voting results between the method of raising the Voting Card and writing the Voting Card, the voting results at the General Meeting of Shareholders will be determined according to the method of writing the Voting Card collected at the General Meeting.

a. Voting by raising Voting Card

Shareholders/shareholder representatives vote by raising their Voting Cards (Agree/Disagree/No opinion) for each content. When voting, shareholders/shareholder representatives raise their Voting Cards when asked by the Chairman. Under the direction of the Chairman, shareholders/shareholder representatives with "Agree" will raise their Voting Cards first, followed by shareholders/shareholder representatives with "Disagree" or "No opinion" will raise their Voting Cards in turn.

b. Voting by writing a Voting Form:

- Each content on the Voting Form has 03 boxes for shareholders to choose voting opinions including:
 - o "Agree" voting box;
 - o "Disapprove" voting box;
 - o "No opinion" voting box.

When voting on each content, shareholders/shareholder representatives attending the meeting express their voting opinions ("Agree" or "Disagree" or "No opinion") by marking "X" or "√" in 01 of 03 voting boxes of the voting content, signing and clearly stating their full name on the Voting Form to submit to the Vote Counting Committee. Invalid voting content is content for which the shareholder/shareholder representative does not mark any voting box or marks more than one voting box for the same voting content. If a valid voting form has one or several invalid voting contents, the remaining valid contents will still be counted in the voting results for that valid content.

- Voting begins when the Chairman of the meeting or the representative of the Ballot Counting Committee gives the signal and ends when the Ballot Counting Committee collects all the Ballots of shareholders/shareholder representatives attending the meeting or after 15 (fifteen) minutes from the time the Chairman announces the start of the voting time, whichever comes first.
- In case the shareholder/shareholder representative requests to exchange the Voting Form due to being torn, damaged, or accidentally writing additional symbols on the Voting Form, if the shareholder/shareholder representative has not voted and the voting time has not expired, the shareholder/shareholder representative has the right to meet directly with the Ballot Counting Committee to return the received Voting Form to exchange for a new Voting Form to ensure the rights of the shareholder/shareholder representative. The Ballot Counting Committee collects the old Voting Forms and sends them back to the Chairman of the meeting.
- The Ballot Counting Committee is responsible for collecting voting ballots, counting voting ballots, preparing the Minutes of the voting results and reporting to the General Meeting. Any complaints about the voting results will be considered and resolved by the Ballot Counting Committee immediately at the General Meeting.

3.4. Voting cases are considered invalid:

- i. Cases where voting by raising the Voting Card of shareholders/shareholder representatives is considered invalid:
 - Shareholders/shareholder representatives do not raise the Voting Card in all three votes of "Agree", "Disagree" or "No opinion" on the same issue.
 - Shareholders/shareholder representatives raise the Voting Card more than 01 time when voting on an issue.
- ii. Cases where voting by writing a Voting Form by shareholders/shareholder representatives is considered invalid:
 - The voting form does not follow the Company's prescribed form or does not have the Company's seal.
 - The voting form is erased, making it impossible to clearly determine the voting intention of the shareholder/shareholder representative for the corresponding voting content.
 - The voting form does not have the signature of the shareholder/shareholder representative.
 - The voting form does not record information about the shareholder/shareholder representative.
 - In case a voting content has two or more voting options and the shareholder/shareholder representative chooses to agree with both or more of the two voting options.

- A voting content has 02 different voting opinions ("Agree", "Disagree" or "No opinion") or does not have any voting opinion selected, the voting part for that content is considered invalid.
- In case a Voting Form has multiple voting contents, if one or more voting contents are invalid, only that voting content will be considered invalid and will not affect the validity of other voting contents in that Voting Form.

IV. CONDITIONS FOR APPROVAL OF ISSUES REQUESTING SHAREHOLDERS' OPINIONS AT THE GENERAL MEETING

- 4.1. Each share of a shareholder/shareholder representative attending the meeting and exercising voting rights at the General Meeting will have one vote.
- 4.2. Except for the matters specified in Sections 4.3 and 4.4 below, the decision of the General Meeting of Shareholders is passed at the meeting when it is approved by the number of shareholders (directly or through proxy) representing more than 50% of the total number of votes of all shareholders/shareholder representatives attending and voting at the meeting.
- 4.3. For decisions of the General Meeting of Shareholders on (i) types of shares and total number of shares of each type; (ii) changes in business lines, occupations and fields; (iii) changes in the Company's organizational and management structure; (iv) investment projects or sale of assets with a value of 35% or more of the total value of assets recorded in the Company's most recent financial statements; (v) reorganization or dissolution of the Company: shall be approved at the meeting when approved by the number of shareholders (directly or through authorization) representing 65% or more of the total number of votes of all shareholders/shareholder representatives attending and voting at the meeting.
- 4.4. Regarding the approval of the Proposal on contracts and transactions between the Company and the subjects as prescribed in Article 167 of the Law on Enterprises 2020 and Article 293 of Decree No. 155/2020/ND-CP under the decision-making authority of the General Meeting of Shareholders: shareholders with interests related to the parties in such contracts and transactions do not have the right to vote. The Proposal is approved in accordance with the provisions of Clause 1, Article 148 of the Law on Enterprises 2020.

V. SPEECH AT THE GENERAL MEETING

5.1. Principles:

Shareholders/shareholder representatives attending the General Meeting who intend to speak must register their speech content according to the Speech Registration Form of the Organizing Committee or raise their Voting Cards to request a speech and obtain the consent of the Chairman. The Speech Registration Form will be distributed to each shareholder/shareholder representative upon arrival at the General Meeting. Shareholders/shareholder representatives submit the Speech Registration Form to the General Meeting Secretariat during the General Meeting or during the break. To ensure the order of the General Meeting during the discussion, shareholders/shareholder representatives who register to speak according to the Registration Form will be given priority to speak first, then shareholders/shareholder representatives who raise their Voting Cards will speak in turn according to the arrangement of the Chairman.

5.2. Method of speech:

Shareholders/shareholder representatives speaking must ensure:

- The speech is brief and focuses on the key contents that need to be discussed, in accordance with the approved agenda of the General Meeting. In case the proposed opinions are complicated and require a lot of time to present, shareholders can send them in writing to the Organizing Committee 02 days before the General Meeting.
- Do not present issues that have been mentioned before.

- Do not propose issues that are within the authority of the Board of Management.
- Do not propose issues that are not within the authority or are outside the approved Agenda of the General Meeting.
- The proposed content must not violate the Law, be related to personal matters or exceed the authority of the enterprise to effectively implement.

The Chairman will arrange for shareholders/shareholder representatives to speak in the order of registration, and at the same time answer questions from shareholders/shareholder representatives. The Chairman of the General Meeting has the right to remind or request shareholders/shareholder representatives to focus on the key content to be presented to save time and ensure the quality of discussion.

VI. RIGHTS AND RESPONSIBILITIES OF THE CHAIRMAN

- 6.1. Conduct the General Meeting in accordance with the agenda and regulations approved by the General Meeting. The chairman works according to the principle of democratic centralism and makes decisions by majority vote.
- 6.2. Guide the General Meeting to discuss and vote on issues within the General Meeting agenda and related issues throughout the General Meeting.
- 6.3. The Chairman has the right to take necessary measures to control the General Meeting in a reasonable, orderly manner, in accordance with the approved program and reflecting the wishes of the majority of shareholders/shareholder representatives attending the meeting.
- 6.4. The Chairman has the right to:
 - Request all shareholders/shareholder representatives attending the meeting to submit to inspection or other security measures;
 - Request the competent authority to maintain order at the meeting; expel shareholders/shareholder representatives who do not comply with the chairman's authority, intentionally disrupt order, prevent the normal progress of the meeting or do not comply with security inspection requirements from the General Meeting of Shareholders.
- 6.5. The Chairman has the right to postpone the General Meeting of Shareholders with a sufficient number of shareholders/shareholder representatives registered to attend the meeting as prescribed to another time or change the meeting location in the following cases:
 - The meeting location does not have enough convenient seats for all shareholders/shareholder representatives attending the meeting.
 - The means of communication at the meeting location do not ensure that shareholders/shareholder representatives attending the meeting can participate, discuss and vote.
 - There are people attending the meeting who obstruct or disrupt the order, which risks making the meeting not be conducted fairly and legally.

The maximum postponement period shall not exceed 03 working days from the date the meeting is scheduled to open.

- 6.6. Resolve other issues arising during the General Meeting.

VII. RESPONSIBILITIES OF THE GENERAL MEETING'S SECRETARY

- 7.1. Fully and honestly record all the content of the General Meeting and the issues approved by the General Meeting or still noted at the General Meeting.
- 7.2. Drafting the Minutes of the General Meeting and Resolutions on issues approved at the General Meeting.

VIII. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE

- 8.1. Participate in welcoming and guiding shareholders in seating arrangements.
- 8.2. Determine the results of shareholders' voting on issues approved at the General Meeting.
- 8.3. Promptly notify the Secretary of the voting results.
- 8.4. Organize vote counting, prepare minutes of vote counting and announce voting results of the General Meeting.
- 8.5. Review and report to the General Meeting for decision on cases of violations of voting rules or complaints about voting at the General Meeting.

IX. MINUTES AND RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS

All contents of the General Meeting of Shareholders must be recorded by the Secretary of the General Meeting in the Minutes of the General Meeting of Shareholders.

The Minutes and Resolutions of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

Above are the entire Working Regulations of the 2026 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1.

Respectfully submit to the General Meeting for consideration and approval.

ON BEHALF OF THE PRESIDIUM



Hanoi, March 12, 2026

Số: /2026/BC-TGD

REPORT

REPORT OF THE BOARD OF MANAGEMENT ON THE 2025 PRODUCTION AND BUSINESS PERFORMANCE AND THE 2026 PRODUCTION AND BUSINESS PLAN

PART I

RESULTS OF THE IMPLEMENTATION OF THE 2025 PRODUCTION & BUSINESS PLAN

I. GENERAL CONTEXT

In 2025, Vietnam's economy continued its recovery and maintained positive growth momentum, with GDP estimated at approximately 8.02%. Macroeconomic stability was preserved, while the Government's policies on fiscal management, monetary policy, and public investment continued to prove effective, creating strong drivers for economic development, including the construction sector.

Despite these favorable macroeconomic conditions, construction enterprises still faced numerous challenges, including volatility in construction material prices, adverse weather conditions, and increasing competitive pressure.

In this context, under the close direction of VINACONEX Corporation, together with the unity and efforts of the Board of Management and all employees, Vinaconex No.1 Construction Joint Stock Company gradually overcame difficulties, maintained stable operations, and achieved several positive results.

1. Advantages

The Company consistently received timely support and direction from VINACONEX Corporation. The leadership team and employees demonstrated strong solidarity, responsibility, and determination in overcoming difficulties to fulfill assigned tasks. Several large-scale projects were implemented, ensuring stable workload and employment for employees.

2. Challenges

Construction material prices fluctuated significantly throughout the year, particularly in the final months, increasing costs and affecting project efficiency. Prolonged adverse weather conditions and labor shortages due to simultaneous project implementation also impacted construction progress.

II. BUSINESS PERFORMANCE RESULTS IN 2025

a. Key Performance Results

Unit: VND million

No.	Key Indicators	2025 Plan	2025 Actual		% vs Plan
I	Total Output Value	592.526	511.862	86,39%	73,03%
1	Construction	576.991	495.361	85,85%	73,55%
2	Other Activities	15.535	15.180	97,72%	55,35%
II	Revenue	560.056	557.051	99,46%	109,55%
1	Construction	500.804	502.540	100,35%	103,92%
2	Real Estate	45.130	38.008	84,22%	
3	Other Activities	14.122	15.180	107,49%	60,89%
III	Profit Before Tax	7.802	9.300	119,2%	150,88%
IV	Profit After Tax	5.852	6.063	103,59%	168,98%

1.2. Performance Evaluation

In 2025, the Company's business operations were implemented comprehensively across multiple sectors, with construction activities continuing to play a core role.

Key highlights include:

- Total output value reached VND 511,862 million, equivalent to 86.39% of the annual plan
- Revenue reached VND 557,051 million, achieving 99.46% of the plan
- Profit before tax reached VND 9,300 million, achieving 119.2% of the plan
- Profit after tax reached VND 6,063 million

Although total output did not meet the planned target due to objective factors such as prolonged adverse weather conditions, effective revenue recognition and cash collection contributed to improved revenue and profitability.

These results provide a solid foundation for the Company to pursue higher growth targets in 2026.

b. Operational Assessment

2.1. Construction Activities

In 2025, the Company implemented **09 projects**, including several large-scale developments such as:

- Lach Huyen International Port (Berths No.5 & 6) – packages PK7a and PK7b
- Ecoschool Hai Duong International School
- Urban Infrastructure Project No.13 – Bac Giang
- Thanh Xuan General Hospital
- Thai Nguyen University
- Le Ho Ha Nam housing project
- Office building at 9 Nguyen Hong

The Company focused on:

- Quality and schedule control
- Financial settlement and cash recovery

- Parallel execution of construction and payment documentation

Notably:

- 04 projects were completed and handed over on schedule
- No serious labor accidents occurred for 8 consecutive years
- Strong compliance with safety, environmental, and branding standards

2.2. Marketing & Bidding Activities

In 2025, the Company successfully secured several high-value contracts, including:

- Thanh Xuan General Hospital (multiple packages)
- Bac Giang urban infrastructure projects
- Le Ho Ha Nam housing project
- Nam An Khanh urban project

Additionally, several projects are expected to be signed in 2026, contributing to backlog growth.

2.3. Real Estate Investment & Business

Key projects include:

- C1 Building (Khuat Duy Tien, Hanoi): allocation of resettlement apartments
- Ha Long housing project: completion of legal procedures and receivables collection
- D9 Khuat Duy Tien mixed-use project: approved investment policy, expected completion in Q4/2029

2.4. Financial Management & Debt Recovery

- Strengthened financial control across projects
- Accelerated settlement and debt collection
- Completed settlement for several major projects
- Continued handling of long-outstanding receivables

2.5. Other Activities

- Employee welfare and social activities maintained
- Continuous recruitment and training programs
- Full compliance with labor policies and insurance regulations

PART II

2026 BUSINESS PLAN AND IMPLEMENTATION SOLUTIONS

I. 2026 BUSINESS PLAN

1. Basis for Planning

The 2026 plan is developed based on:

- 2025 performance results

- Ongoing project backlog
- Newly secured and potential contracts

Construction remains the Company's core business line, ensuring stable employment and improved efficiency.

2. 2026 Targets

Unit: VND million

No.	Indicators	2025 Actual	2026 Plan	% Growth
I	Total Output	511.862	902.649	176,35%
1	Construction	495.361	889.986	179,66%
2	Other Activities	15.180	12.663	83,42%
II	Revenue	557.051	744.533	133,66%
1	Construction	502.540	700.452	139,38%
2	Real Estate	38.008	31.418	82,66%
3	Profit Before Tax	15.180	12.663	83,42%
III	Profit After Tax	9.300	10.254	110,26%
IV	Dividend	6.063	7.536	124,29%
V	Total Output	0%	0%	

II. KEY SOLUTIONS FOR 2026

1. Market Development

- Enhance marketing and bidding efficiency
- Expand consortium/joint venture participation
- Strengthen cooperation with VINACONEX

2. Construction Management

- Accelerate completion of ongoing projects
- Improve cost control and efficiency
- Strengthen project management and supervision
- Enhance quality, safety, and branding standards

3. Real Estate Development

- Complete legal procedures and handovers
- Continue project implementation and approvals
- Advance construction of D9 project

4. Financial Management

- Strengthen financial controls
- Accelerate debt recovery
- Finalize project settlements
- Improve operational efficiency

5. Organizational Development

- Restructure workforce
- Enhance recruitment and training
- Improve management capacity

CONCLUSION

As a member of VINACONEX Corporation, with a strong track record in construction, the Board of Management and all employees of Vinaconex No.1 Construction Joint Stock Company are committed to maintaining unity, proactiveness, and innovation to overcome challenges and successfully achieve the 2026 business objectives.

VINACONEX CONSTRUCTION NO.1 JOINT STOCK COMPANY



No:...../2026/BC-HĐQT

Hanoi, March 12, 2026

REPORT
OF THE BOD ON ITS 2025 PERFORMANCE, INCLUDING THE PERFORMANCE OF
EACH MEMBER, AND THE ORIENTATION AND KEY TASKS FOR 2026

To: The 2026 Annual General Meeting of Shareholders

The Board of Directors of Vinaconex 1 Construction Joint Stock Company respectfully reports to the General Meeting of Shareholders on the performance results in 2025 of the Board of Directors and each of its members, as well as the orientation and tasks for 2026, as follows:

I. PERFORMANCE RESULTS OF THE BOARD OF DIRECTORS IN 2025

1. Organization and operation of the Board of Directors:

The Board of Directors for the 2024 – 2029 term comprises 05 members, including 01 independent member:

No.	Full name	Position	Appointment Date
1	Mr. Nguyen Khac Hai	Chairman	April 03, 2024
2	Mr. Hoang Van Trinh	Member	April 03, 2024
3	Mr. Nguyen Minh Thang	Member	April 03, 2024
4	Mr. Lai Duc Toan	Member	April 03, 2024
5	Mr. Nguyen Thanh Nhon	Independent Member	April 03, 2024

2. Activities of the Board of Directors in 2025:

In 2025, the Board of Directors successfully organized the 2025 Annual General Meeting of Shareholders on April 09, 2025 and the Extraordinary General Meeting of Shareholders on July 31, 2025 to approve the adjustment of the investment policy for the Mixed-use Office and Residential Project at Lot D9, Khuat Duy Tien Street, Thanh Xuan Ward, Hanoi. The organization of these meetings complied with legal regulations and the Company's Charter.

The Board of Directors held 04 in-person meetings and conducted multiple written consultations to promptly review, discuss, and resolve important matters within its authority. All meetings and written consultations were conducted in accordance with legal procedures and the Company's Charter, ensuring legality, transparency, and enforceability. Members attended all meetings, actively reviewed documents, discussed, and voted with a high sense of responsibility, prioritizing the interests of the Company and its shareholders.

In 2025, the Board of Directors issued 09 Resolutions/Decisions related to key areas such as business orientation, organizational restructuring, management personnel, finance, and other matters within its authority. All resolutions and decisions were fully disclosed in the 2025 Corporate Governance Report and in compliance with disclosure requirements applicable to public companies.

The Board also organized extended meetings with the participation of the Supervisory Board and the Executive Board; coordinated with the Supervisory Board in directing and supervising business operations, thereby enabling timely and appropriate strategic decisions.

3. Activities of individual Board members:

Resolutions/decisions of the Board were adopted collectively, based on careful analysis, discussion, and respect for minority opinions. All significant matters were thoroughly reviewed and addressed in a timely and transparent manner.

Details of the activities of each Board member are provided in Appendix 01 attached to this report.

4. Remuneration and salary of the Board of Directors, Supervisory Board, and General Director:

Please refer to the 2025 Corporate Governance Report available on the Company's website: www.vinaconex1.com.vn.

5. Meetings and Resolutions/Decisions of the Board of Directors:

Please refer to the 2025 Annual Report available on the Company's website: www.vinaconex1.com.vn.

II. SUPERVISION OVER THE BOARD OF MANAGEMENT

In 2025, the Board of Directors effectively performed its supervisory, orienting, and directing roles over the Executive Board, ensuring that the Company operated in line with its strategic direction, complied with legal regulations, and achieved key objectives.

Supervisory activities included:

- Monitoring the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors;
- Supervising compliance with the Law on Enterprises, the Company's Charter, and internal governance regulations;
- Overseeing financial reporting, annual reporting, and information disclosure obligations;
- Directing and supervising information disclosure to ensure transparency, completeness, and timeliness;
- Monitoring and evaluating the implementation of business, financial, and investment plans, and making necessary recommendations;
- Organizing periodic and ad-hoc meetings to review reports from the General Director, Supervisory Board, and functional departments.

Through these activities, the Board contributed significantly to ensuring safe, transparent, efficient, and sustainable operations, strengthening the confidence of shareholders and stakeholders.

The General Director maintained weekly executive meetings with Deputy General Directors, the Chief Accountant, department heads, and project management teams to direct daily operations and implement resolutions of the Board and the General Meeting of Shareholders in a thorough, decisive, and timely manner.

III. OVERALL ASSESSMENT OF THE BOARD'S PERFORMANCE IN 2025

In 2025, the Board of Directors successfully fulfilled its roles in orientation, supervision, and decision-making in accordance with resolutions of the General Meeting of Shareholders, the Company's Charter, internal regulations, and applicable laws.

Board members demonstrated high responsibility, clear task allocation, close coordination, transparency, and prudence, always prioritizing the interests of the Company and shareholders. The Board issued timely and important resolutions, contributing to improved business performance and corporate governance efficiency.

The Board's activities contributed positively to the Company's stability and sustainable development, including ongoing projects and debt recovery efforts to ensure financial resources.

IV. KEY ORIENTATIONS AND TASKS FOR 2026

For 2026, the Board of Directors identifies the following key tasks:

- Effectively implement tasks under the 2026 Annual General Meeting of Shareholders' Resolution;
- Direct and supervise the Executive Board in achieving the 2026 business plan:

No.	Content	2026 Plan (VND billion)
1	Total output value	902,649
2	Total revenue	744,533
3	Profit before tax	10,254
4	Profit after tax	7,536
5	Dividend	

- Focus all resources on implementing the Mixed-use Office and Residential Project at Lot D9, Khuat Duy Tien Street, Thanh Xuan Ward, Hanoi;
- Develop high-quality human resources to enhance competitiveness;
- Continue directing the Executive Board to accelerate settlement and debt recovery, strengthen financial management, and ensure effective cash flow control.

The above is the Report on the performance of the Board of Directors in 2025 and the orientation for 2026, respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely yours,

**ON BEHALF OF THE BOARD OF MANAGEMENT
CHAIRMAN OF THE BOARD OF MANAGEMENT**

Nguyen Khac Hai

APPENDIX 1: ACTIVITIES OF MEMBERS OF THE BOARD OF MANAGEMENT IN 2025

No.	Board of Management's Member	Position	Number of meetings attended/authorized to attend	Meeting attendance rate
1	Mr. Nguyen Khac Hai	Chairman	4/4	100%
2	Mr. Hoang Van Trinh	Member	4/4	100%
3	Mr. Lai Duc Toan	Member	4/4	100%
4	Mr. Nguyen Minh Thang	Member	4/4	100%
5	Mr. Nguyen Thanh Nhon	Independent member	4/4	100%

1. **Mr. Nguyen Khac Hai - Chairman of the Board of Management**

- ✓ Directing the preparation of programs and operating plans of the Board of Management each month and quarter; Directing the preparation of programs, contents, and documents for the meetings of the General Meeting of Shareholders, the Board of Management, and Chairing the meetings of the Board of Management.
- ✓ Sign and issue Decisions on behalf of the Board of Management and issues assigned by the Board of Management according to the Company's Board of Management' Operating Regulations.
- ✓ Direct and supervise the implementation of Resolutions and Decisions of the Board of Management; direct the request for written opinions of Board members on issues that need to be resolved between regular Board of Management meetings to promptly meet the Company's production and business requirements.
- ✓ Exercise the rights and duties authorized by the Board of Management according to the Organization and Operation Regulations of the Board of Management.

2. **Mr. Hoang Van Trinh - Member of Board of Management, General Director:**

- ✓ Perform the duties of a member of the Board of Management as prescribed in the Company's Charter of Organization and Operation and the Regulations on Organization and Operation of the Company's Board of Management.
- ✓ Perform the duties of General Director as prescribed in the Company Charter; Directly direct and comprehensively manage the Company's production and business activities based on the plan approved by the General Meeting of Shareholders, Resolutions and Decisions of the Board of Management.
- ✓ Perform tasks assigned by the Board of Management to the General Director according to the provisions of the Company's Board of Management' Organizational Regulations.

3. **Mr. Nguyen Minh Thang - Member of Board of Management:**

- ✓ Perform the duties of a member of the Board of Directors as prescribed in the Company's Charter of Organization and Operation and the Regulations on Organization and Operation of the Company's Board of Management.

4. **Mr. Lai Duc Toan - Member of Board of Management:**

- ✓ Perform the duties of a member of the Board of Directors according to the provisions of the Company's Charter of Organization and Operation, the Regulations on Organization and Operation of the Company's Board of Management.

5. **Mr. Nguyen Thanh Nhon - Member of Board of Management:**

- ✓ Perform the duties of a member of the Board of Management as prescribed in the Company's Charter of Organization and Operation and the Regulations on Organization and Operation of the Company's Board of Management

No.:...../2026/TTr-HĐQT

Hanoi, April 12, 2026

PROPOSAL

Re: Approval of the Audited Financial Statements for 2025

To: Annual General Meeting of Shareholders 2026

Pursuant to the Charter of organization and operation of Construction Joint Stock Company No. 1 approved by the 2025 Annual General Meeting of Shareholders on April 10, 2026.

On 18th March 2026, Construction Joint Stock Company No. 1 completed the preparation and publication of the 2025 Financial Statements audited by Vietnam Auditing Firm Company Limited (AASC). The 2025 Financial Statements were published by the Company on the electronic information portal of the State Securities Commission, the Hanoi Stock Exchange and the Company's website.

Summary of some indicators on the Company's 2025 Financial Statements as follows:

A. 2025 FINANCIAL STATEMENTS

1. Business performance report:

Unit: VND

No.	Target	Year 2025
1	Total Revenue	557.050.573.629
2	Profit before tax	9.300.065.240
3	Profit after tax	6.062.500.961

(Data source: Business performance report for the fiscal year ending December 31, 2025 in audited financial statements)

1. Balance sheet (summary) as of December 31, 2025:

Unit: VND

No.	Target	31/12/2025	01/01/2025
I	Total assets	728.670.419.985	708.267.208.717
1	Current assets	667.234.569.443	625.839.347.014
	Cash and cash equivalents	27.892.267.016	427.854.451
	Short-term financial investment	37.479.530.909	29.938.642.192
	Short-term receivables	398.528.907.050	347.705.794.904
	Inventory	203.226.279.337	247.767.055.467

No.	Target	31/12/2025	01/01/2025
2	Long-term assets	107.585.131	
	Long-term receivables	61.435.850.542	82.427.861.703
	Fixed assets	50.000.000	50.000.000
	Investment real estate	11.720.616.206	11.400.489.854
	Long-term unfinished assets	47.572.139.599	68.422.434.853
	Long-term financial investment		
	Other long-term assets	1.650.000.000	
II	Capital	443.094.737	2.554.936.996
1	Liabilities	728.670.419.985	708.267.208.717
1.1	Current liabilities	471.200.871.829	456.860.161.522
	<i>In which:</i>	471.036.581.829	456.695.871.522
	- Short-term trade payables		
	- Other short-term payables	118.690.846.843	175.936.153.301
	- Short-term loans	30.155.004.206	41.617.676.165
1.2	Long-term debt	105.174.847.611	142.157.963.545
	Other long-term payables	164.290.000	164.290.000
2	Owner's equity	164.290.000	164.290.000
	<i>In which:</i>	257.469.548.156	251.407.047.195
	- Owner's capital contribution		
	- Share capital surplus	120.000.000.000	120.000.000.000
	- Development investment fund	86.000.164	86.000.164
	- Undistributed profit after tax	70.020.770.628	70.020.770.628
	- Retained Earnings	67.362.777.364	61.300.276.403

(Data source: Balance sheet as of December 31, 2025 in the audited Financial Statements)

The Board of Management of Construction Joint Stock Company No. 1 respectfully submits to the General Meeting of Shareholders for consideration and approval of the Company's audited Financial Statements for 2026.

Recipients:

- As above;
- Save (FP, Admin)

**ON BEHALF OF THE BOARD OF MANAGEMENT
CHAIRMAN OF BOARD OF MANAGEMENT**

Nguyen Khac Hai

No...../2026/TTr-HĐQT

Hanoi, April 12, 2026



PROPOSAL

Re: Approval of the 2025 profit distribution plan and 2026 profit distribution plan

To: Annual General Meeting of Shareholders 2026

I. Profit distribution plan for 2025:

According to the 2025 Financial Statements of Construction Joint Stock Company No. 1 audited by AASC Auditing Company Limited, the specific figures are as follows:

Unit: VNĐ

1. Net revenue	557.050.573.629
2. Profit after tax	6.062.500.961
3. Undistributed remaining profits from previous years	61.300.276.403
4. Proposed Allocation to the Welfare Fund	500.000.000
The Company proposes not to declare dividends so as to allocate resources for the implementation of the D9 Project.	
Remaining profit after tax transferred to next year	66.862.777.364

II. Profit distribution plan for 2026:

According to the 2026 production and business plan of Construction Joint Stock Company No. 1, it is expected as follows:

1. Net revenue:	560.056.000.000
2. Profit before tax:	7.802.000.000
3. Profit after tax:	5.852.000.000
4. Proposed Allocation to the Welfare Fund	500.000.000

Undistributed accumulated profits up to the end of 2026: 67.152.276.403

The Company proposes not to declare dividends so as to allocate resources for the implementation of the D9 Project.

Respectfully submit to the General Meeting of Shareholders for approval!

**ON BEHALF OF THE BOARD OF
MANAGEMENT
CHAIRMAN OF BOARD OF MANAGEMENT**

Nguyen Khắc Hai

No.:...../2026/TTr-HĐQT

Hanoi, April 12, 2026

PROPOSAL



Re: Approval of remuneration payment plan for the Board of Management and Board of Supervisors in 2025, Payment plan for 2026

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law and Circular No. 116/2020/TT-BTC dated December 31, 2020 guiding a number of articles on corporate governance applicable to public companies in Decree No. 155/2020/ND-CP of the Government;
- Pursuant to the Charter of organization and operation of Construction Joint Stock Company No. 1 issued on April 3, 2024;
- Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 3, 2024 of the 2024 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1.

The Board of Management of Construction Joint Stock Company No. 1 respectfully submits to the General Meeting of Shareholders for approval the proposal on remuneration for members of the Board of Management and the Board of Supervisors of Construction Joint Stock Company No. 1 as follows:

I. Implementation in 2025: Total: 900,000,000 VND

1. Remuneration of the Board of Management

- Chairman of the Board of Management: 15,000,000 VND x 12 months = 180,000,000 VND
- Board of Management members: 10,000,000 VND x 4 people x 12 months = 480,000,000 VND

2. Remuneration of the Board of Supervisors

- Head of the Board of Supervisors: 10,000,000 VND x 12 months = 120,000,000 VND
- Board of Supervisors member: 5,000,000 VND x 2 people x 12 months = 120,000,000 VND

II. Plan for 2026

1. Remuneration of the Board of Management

- Chairman of the Board of Management: 15,000,000 VND x 12 months = 180,000,000 VND
- Board of Management member: 10,000,000 VND/person/month

2. Remuneration of the Board of Supervisors:

- Head of the Board of Supervisors: 10,000,000 VND/person/month
- Board of Supervisors member: 5,000,000 VND/person/month

**ON BEHALF OF THE BOARD OF MANAGEMENT
CHAIRMAN OF BOARD OF MANAGEMENT**

Nguyen Khac Hai

Hanoi, April 10, 2026

**REPORT OF THE SUPERVISORY BOARD
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- The Charter of Vinaconex Construction No.1 Joint Stock Company (hereinafter referred to as "the Company");
- The Operating Regulations of the Supervisory Board of the Company;
- The audited Financial Statements for 2025 of the Company audited by AASC Auditing Firm Company Limited;
- The results of inspection and supervision activities of the Supervisory Board in 2025.

The Board of Supervisors hereby reports to the General Meeting of Shareholders (GMS) on the results of inspection and supervision of the Company's operations in 2025 as follows:

I. Results of activities of the Board of Supervisors and Supervisors:

1. Organizational structure of the Board of Supervisors:

The members of the Board of Supervisors of the Company in 2025 include:

- Mr. Vu Van Manh – Head of the Board of Supervisors
- Ms. Tran Thi Kim Oanh – Supervisor
- Mr. Chu Quang Minh – Supervisor

2. Performance of the Board of Supervisors and Supervisors:

In 2025, the Supervisors and the Board of Supervisors conducted inspections and supervision of compliance with legal regulations, the Company's Charter, and internal regulations in the management and operation of business activities by the Board of Directors (BOD) and the Executive Board, specifically as follows:

- Evaluated the activities of the BOD and the Executive Board; reviewed the Financial Statements and business performance results of the Company in 2024; approved reports/submissions of the Board of Supervisors to the 2025 Annual GMS.
- Coordinated with the BOD and Executive Board in reviewing documents and preparing and organizing the 2025 Annual GMS.
- Reviewed the legality, procedures, and issuance process of Resolutions and Decisions of the BOD and the Board of Management to ensure compliance with laws and the Company's Charter.
- Supervised and evaluated the activities of the BOD and Executive Board, and business performance results in 2025; reviewed quarterly and annual financial statements to assess the truthfulness and fairness of financial data in compliance with Vietnamese Accounting Standards and applicable regulations.
- Assisted the Company in selecting an auditing firm to audit the 2025 financial statements.
- Provided opinions and recommendations to the BOD and Executive Board on matters related to the Company's operations in 2025.
- Monitored the Company's information disclosure in accordance with legal regulations.

- Performed other duties in accordance with the functions and responsibilities of the Board of Supervisors.

Remuneration of the Board of Supervisors: Shareholders are requested to refer to the Report on remuneration payment for members of the Board of Directors and the Board of Supervisors in 2025 submitted to the GMS.

Summary of meetings of the Board of Supervisors: Shareholders are requested to refer to the 2025 Corporate Governance Report published on the Company's website.

II. Coordination between the Board of Supervisors, the Board of Directors, and the Executive Board

The Board of Supervisors maintained good coordination with the Board of Directors and the Executive Board, specifically:

- Representatives of the Board of Supervisors attended and contributed opinions at meetings of the BOD and key meetings of the Executive Board.
- The Board of Supervisors received documents and information in accordance with the Law on Enterprises and the Company's Charter.
- The Board of Supervisors was provided with relevant information and documents on business operations upon request.

III. Supervision results of the Board of Directors

In 2025, the Board of Directors held meetings and issued Resolutions/Decisions (through direct meetings or written approvals) to perform governance functions and direct the Executive Board in implementing business tasks assigned by the GMS.

In 2025, the Board of Directors discussed and decided on the following key matters:

- Approved the agenda and contents of the 2025 Annual GMS and Extraordinary GMS and successfully organized these meetings.
- Selected the auditing firm for auditing and reviewing the Company's 2025 financial statements.
- Supervised the Executive Board in implementing resolutions of the 2025 Annual GMS and decisions of the BOD.
- Approved matters serving the Company's business operations in accordance with plans approved by the GMS and other matters within the authority of the BOD.

Details of Resolutions and Decisions of the BOD: Shareholders are requested to refer to the 2025 Corporate Governance Report published on the Company's website.

The Board of Supervisors assesses that the BOD's activities in 2025 complied with applicable laws, the Company's Charter, internal regulations, and actual conditions of the Company.

IV. Supervision results of the Board of Management

The Board of Management directly operated the Company's business activities in accordance with its functions and duties as stipulated in the Company's Charter, implementing business plans under resolutions of the GMS and decisions of the BOD.

- **Economic performance:** The Company's business indicators in 2025 were approximately achieved and exceeded the plan assigned by the GMS. Net revenue reached VND 557,051 billion, achieving 99.5% of the plan and 109.5% compared to 2024; profit after tax reached VND 6,063 billion, achieving 103.6% of the plan and 169% compared to 2024.
- **Operational aspects:**

- **Construction activities:** Revenue reached VND 502.54 billion, achieving 100.35% of the plan and increasing by 3.9% compared to 2024; gross profit reached VND 26.2 billion, equivalent to 122.28% of the plan and increasing by 26.8% compared to 2024. In 2025, the Company completed and handed over 04 projects on schedule, including: 8-storey office building at No. 9 Nguyen Hong; Ecoschool Hai Duong International School; construction of 33 shophouses and 3 villas in Ba Sao, Ha Nam; Package PK7b – Operation building at berths No. 5,6 Lach Huyen Port, Cat Ba. Settlement documentation and capital recovery improved. Occupational safety and environmental sanitation were strictly controlled at all projects.
- **Real estate investment and business:** In 2025, revenue and gross profit from Project C1 were VND 38 billion and VND 4.3 billion, respectively. Project C1 was allocated 19/74 resettlement apartments by the City (of which 16/19 units have been sold and handed over to residents), and 14 units will be handed over to Khuong Dinh Ward.
- For the mixed-use office and residential project at Lot D9, Khuat Duy Tien, Thanh Xuan, Hanoi: the Hanoi People's Committee has approved the investment policy and investor (Construction Joint Stock Company No.1 and Vinaconex).
- **Other business activities:** Equipment leasing, office and warehouse leasing, and building management services generated revenue and gross profit of VND 15.1 billion and VND 10.4 billion, respectively, equivalent to 105.4% and 114.2% compared to 2024.
- **Administrative expenses:** Corporate management expenses in 2025 were VND 23.6 billion (including VND 9.2 billion provision for doubtful debts). Excluding provisions, expenses were VND 14.41 billion, a decrease of VND 1.1 billion compared to 2024.
- **Receivables and inventory:** Although the Company continued to focus on settlement and debt recovery, results remained limited with high receivables and inventory. Short-term receivables (excluding provisions) were VND 492.7 billion, increasing by VND 60 billion compared to 2024. Provision as of 31/12/2025 was VND 94.2 billion, increasing by VND 9.2 billion. Inventory at year-end was VND 203.2 billion, decreasing by VND 44.5 billion.

Total receivables and inventory reached VND 601.8 billion, accounting for a high proportion of total assets, leading to capital stagnation, potential risks, increased borrowings and financial costs, and affecting business performance.

- **Liabilities:** Mainly short-term liabilities; short-term payables at year-end were VND 471 billion. The Company faced significant pressure in settling due debts, with overdue payables of VND 27.2 billion.

The Board of Supervisors assesses that in 2025, the Board of Management actively operated business activities, addressed existing issues, and gradually helped the Company overcome difficulties.

V. Review of the 2025 Financial Statements

- The 2025 financial statements were audited by AASC Auditing Firm Company Limited, an entity approved by the State Securities Commission to audit public interest entities in 2025.
- **Auditor's opinion:**
- "In our opinion, the financial statements present fairly, in all material respects, the financial position of Construction Joint Stock Company No.1 as at 31 December 2025, as well as its business results and cash flows for the year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting Regime, and relevant legal regulations.

Emphasis of matter:

We draw attention to Notes 1 and 32, which describe the Company's going concern and ongoing litigations awaiting final court judgments and enforcement results.

We also draw attention to Note 9 regarding Project C1 at 289A Khuat Duy Tien, which is under settlement and audit in accordance with VSA 1000. Figures related to inventory and fixed assets may change after project completion audit procedures.

This emphasis does not affect our unmodified audit opinion."

- The Board of Supervisors confirms that the audited financial statements fairly and accurately reflect the Company's financial position and performance and agrees with the audited 2025 financial statements issued by AASC.

VI. Assessment of the implementation of the 2025 GMS Resolution:

1. Economic indicators:

No.	Indicators	Unit	Plan 2025	Actual 2025	Achievement
1	Net revenue	VND million	560,056	557,051	99.5%
2	Profit before tax	VND million	7,802	9,300	119.2%
3	Profit after tax	VND million	5,852	6,063	103.6%
4	Dividend	%	0%	Decided by GMS	

2. Other results:

- Profit distribution: No dividend payment and no bonus funds were allocated from accumulated profits up to 2024.
- Selection of independent auditor complied with the 2025 GMS Resolution.
- Remuneration for the BOD and BOS in 2024 was implemented in accordance with the 2025 GMS Resolution.

VII. Recommendations of the Board of Supervisors:

The Board of Supervisors recommends that the BOD and Executive Board:

- Continue resolving issues related to Project C1 to accelerate sales and capital recovery; expedite legal procedures and implementation of the D9 real estate project.
- Actively seek new projects; improve management efficiency, cost control, and cash flow management for each project and business segment.
- Closely monitor project financial plans and cash flows; promptly report risks and propose corrective measures.
- Intensify settlement and debt recovery to ensure financial resources and reduce risks.

The above is the report of the Board of Supervisors on inspection and supervision results of the Company's operations in 2025. The Board of Supervisors sincerely thanks the shareholders, members of the Board of Directors, the Executive Board, and all employees of Construction Joint Stock Company No.1 for their cooperation and support.

Respectfully submitted.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**

Recipients:

- The 2026 Annual General Meeting of Shareholders;
- Members of the Supervisory Board;
- Filed at Administration Department.

Vu Van Manh



No...../2026/TTr-HĐQT

Hanoi, April 12, 2026



PROPOSAL

**Re: Approval of the Selection of an Independent Auditing Firm
for the Audit of the 2026 Financial Statements**

To: The 2026 Annual General Meeting of Shareholders

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its implementing regulations;
- The Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its implementing regulations;
- The Charter of Vinaconex Construction No.1 Joint Stock Company approved by the General Meeting of Shareholders;
- The appraisal results of the Supervisory Board regarding the preparation and audit of the Company's 2025 Financial Statements.

The Supervisory Board respectfully submits to the General Meeting of Shareholders of Vinaconex Construction No.1 Joint Stock Company for consideration and approval the following:

The General Meeting of Shareholders authorizes the Board of Directors to select one auditing firm from the list of auditing firms approved to audit public interest entities in the securities sector in 2026 to conduct the review and audit of the Company's 2026 Financial Statements.

Respectfully submitted.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**

Recipients:

- The 2026 Annual General Meeting of Shareholders;
- Members of the Supervisory Board;
- Filed at Administration Department.

Vu Van Manh

No.:...../2026/TTr-HĐQT

Hanoi, April 12, 2026

PROPOSAL

**Re: Approval of the Policy for Transactions with VINACONEX Corporation and/or its
Subsidiaries and Affiliates within the VINACONEX Group**

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and implementing documents;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and implementing documents;
- Pursuant to the Charter of Organization and Operation of Construction Joint Stock Company No. 1;

Construction Joint Stock Company No. 1 (VINACONEX 1) was established on November 16, 1973 and is currently owned by Vietnam Construction and Import-Export Joint Stock Corporation (VINACONEX) with 55.4% of its charter capital. Construction Joint Stock Company No. 1 operates mainly in the civil and industrial construction sector of VINACONEX Joint Stock Corporation.

Vinaconex 1 Company, together with VINACONEX Joint Stock Corporation and other member units of VINACONEX Joint Stock Corporation, operate under the model of a Corporation, a group of companies that are related to each other through share ownership, capital contributions or other associations.

Under the Corporation's operating model, VINACONEX Joint Stock Corporation plays the role of directing the production and business strategy, developing the market, and developing the brand of the entire Corporation; Subsidiaries and affiliated companies in the system receive comprehensive support in specialized fields of strength and perform production and business tasks according to the Corporation's general strategic orientation.

In order to continue to promote the strength of operating under the Corporation model and at the same time ensure continuous connection with VINACONEX Joint Stock Corporation in the Company's business operations as well as coordination of common activities with the Corporation and member units in the VINACONEX Joint Stock Corporation system, the Company's Board of Management respectfully submits to the 2026 Annual General Meeting of Shareholders for approval of the following contents:

1. Approve future contracts and transactions between Construction Joint Stock Company No. 1 and VINACONEX Joint Stock Corporation and/or member units of VINACONEX Joint Stock Corporation (according to the detailed list in Appendix 1 attached) in accordance with the provisions of Article 167 of the Law on Enterprises 2020 and Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of



the Government detailing the implementation of a number of articles of the Securities Law.

2. The General Meeting of Shareholders authorizes the Company's Board of Management to decide on specific terms and conditions of specific contracts and transactions in Section 1 above, including amendments, supplements, terminations and replacements of such contracts and transactions.

The Board of Management of Construction Joint Stock Company No. 1 respectfully submits to the General Meeting of Shareholders for consideration and approval.

Your sincerely.

Recipients:

- As above;
- Save (FP, Admin)

**ON BEHALF OF THE BOARD OF
MANAGEMENT
CHAIRMAN OF BOARD OF MANAGEMENT**

Nguyen Khac Hai



APPENDIX 1 - LIST OF MEMBER UNITS OF VINACONEX JOINT STOCK CORPORATION

TT	Name of subsidiary, affiliated company	Registered capital (VND)	Note
A	SUBSIDIARY COMPANY OF VINACONEX CORPORATION		
1	Vinaconex Construction One Member Limited Liability Company	800.000.000.000	
2	Vinaconex Investment One Member Limited Liability Company	1.500.000.000.000	
3	Hanoi Bohemia Crystal Glass One Member Limited Liability Company	136.973.815.950	Subsidiaries of Vinaconex Investment
4	Vinaconex Real Estate Joint Stock Company	440.000.000.000	Subsidiaries of Vinaconex Investment
5	Vinaconex Capital One Company Limited	600.000.000.000	
6	Vinaconex Construction No.17 Joint Stock Company	15.075.836.146	
7	VIWACO Joint Stock Company	320.000.000.000	
8	Vinaconex 25 Joint Stock Company	240.000.000.000	
9	Vinaconex Dung Quat Joint Stock Company	47.980.430.000	
10	Northern Electricity Investment and Development No.2 Joint Stock Company (NEDI2)	499.939.607.633	
11	Vinaconex Tourism Investment and Development Joint Stock Company (ITC)	2.100.000.000.000	
12	Sapa Clean Water BOO Joint Stock Company	58.650.000.000	
13	Vinaconex Sai Gon Joint Stock Company	61.014.930.000	
14	Ly Thai To Education One Member Limited Liability Company	137.568.882.884	
15	Bach Thien Loc Joint Stock Company	500.000.000.000	
16	Construction No.16 Joint Stock Company	15.000.000.000	
17	Vinaconex 27 Joint Stock Company	17.792.770.000	
18	Construction No.4 Company	3.500.000.000	
19	Other subsidiaries of VINACONEX Corporation (which may join the VINACONEX Group in the future through new establishment or through mergers and acquisitions by VINACONEX).		
B	JOINT VENTURE COMPANY - AFFILIATED COMPANY VINACONEX CORPORATION		
20	Vinaconex Construction No.12 Joint Stock Company	116.360.000.000	
21	Vinaconex Trading and Development Joint Stock Company	147.780.000.000	
22	Cam Pha Cement Joint Stock Company	2.000.000.000.000	
23	Hanoi – Bac Giang BOT Investment Joint Stock Company	496.322.400.000	
24	Vietnam Urban Investment and Services Joint Stock Company	160.000.000.000	
25	Vinaconex – Tan Loc Asphalt Concrete Company Limited	25.000.000.000	
26	VIMECO Joint Stock Company	261.341.320.000	
27	Vinaconex Quang Ninh Investment Joint Stock Company	54.364.285.714	
28	Vinaconex Mechanical and Electrical Joint Stock Company	100.000.000.000	



No.:...../2026/TTr-HĐQT

Hanoi, March 12, 2026

PROPOSAL

Re: Consolidation of the Board of Directors for the 2024 - 2029 term

To: The 2026 Annual General Meeting of Shareholders

- 
- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its guiding documents;
 - Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its guiding documents;
 - Pursuant to the Charter of Vinaconex 1 Construction Joint Stock Company issued on April 03, 2024;
 - Pursuant to the Internal Regulations on Corporate Governance of Vinaconex 1 Construction Joint Stock Company issued on April 03, 2024;
 - Pursuant to the resignation letter dated March 13, 2026 of Mr. Lai Duc Toan regarding his resignation from the position of Member of the Board of Directors for the 2024 - 2029 term.

Based on the number of members of the Board of Directors for the 2024 - 2029 term as approved by the 2024 Annual General Meeting of Shareholders under the Resolution dated April 03, 2024, accordingly, the number of members of the Board of Directors for the 2024 - 2029 term is 05 members.

The Board of Directors of Vinaconex 1 Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the following contents:

1. To approve the dismissal of Mr. Lai Duc Toan from the position of Member of the Board of Directors for the 2024 - 2029 term due to his resignation, effective from the time of approval by the General Meeting of Shareholders.
2. To elect an additional 01 member of the Board of Directors to consolidate the Board of Directors of the Company for the 2024 - 2029 term.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you.

**ON BEHALF OF THE BOARD OF MANAGEMENT
CHAIRMAN OF BOARD OF MANAGEMENT**

Nguyen Khac Hai



VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao


Shareholders:
Number of shares:
Shareholders' voting rights: ... votes

VOTING BALLOT NO. 1

**ISSUES AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

No	Voting content	Agree	Disagree	No comments
1	Approval of the Minutes of the shareholder qualification examination to attend the 2026 Annual General Meeting of Shareholders			

Hanoi, April 10, 2026
Shareholder/Shareholder Representative
(Sign and print full name)

(Shareholders/shareholder representatives are requested to refer to Section III - Voting to approve issues at the General Meeting of the Working Regulations of the 2026 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1 to vote in accordance with regulations)



VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao

Shareholders:

Number of shares:

Shareholders' voting rights: ... votes

VOTING BALLOT NO. 2

ISSUES AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

No	Voting content	Agree	Disagree	No comments
1	Approval of the Presidium List			
2	Approval of the Secretariat List			
3	Approval of the Vote Counting Committee List			

Hanoi, April 10, 2026

Shareholder/Shareholder Representative
(Sign and print full name)

(Shareholders/shareholder representatives are requested to refer to Section III - Voting to approve issues at the General Meeting of the Working Regulations of the 2026 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1 to vote in accordance with regulations)



VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao

Shareholders:

Number of shares:

Shareholders' voting rights: ... votes

VOTING BALLOT NO. 3

**ISSUES AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

No	Voting content	Agree	Disagree	No comments
1	Approval of the Congress Agenda			
2	Approval of the Congress Working Regulations			

Hanoi, April 10, 2026
Shareholder/Shareholder Representative
(Sign and print full name)

Shareholders/shareholder representatives are requested to refer to Section III - Voting to approve issues at the General Meeting of the Working Regulations of the 2026 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1 to vote in accordance with regulations)



VOTING BALLOT NO.4

**ISSUES AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

Shareholders:

Number of shares:

Shareholders' voting rights: ... votes

No	Voting content	Agree	Disagree	No comments
1	Approval of the 2025 production and business performance and the 2026 production and business plan in accordance with Report No. .../2026/BC-TGD dated April 10, 2026 of the Board of Management.			
2	Approval of the 2025 performance of the Board of Directors and each of its members, and the orientation and key tasks for 2026 in accordance with Report No. 1023/2026/BC-HĐQT dated April 10, 2026 of the Board of Directors.			
3	Approval of the audited financial statements for 2025 in accordance with Proposal No. 1024/2026/BC-HĐQT dated April 10, 2026 of the Board of Directors.			
4	Approval of the 2025 profit distribution plan and the 2026 profit distribution plan in accordance with Proposal No. 1025/2026/BC-HĐQT dated April 10, 2026 of the Board of Directors.			
5	Approval of the remuneration plan for the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026 in accordance with Proposal No. 1026/2026/TTr-HĐQT dated April 10, 2026 of the Board of Directors.			
6	Approval of Report No. 1027/2026/BC-BKS dated April 10, 2026 of the Supervisory Board.			
7	Approval of the selection of an independent auditing firm to audit and review the Company's financial statements for 2026 in accordance with Proposal No. 1028/2026/TTr-BKS dated April 10, 2026 of the Supervisory Board.			
8	Approval of the policy for transactions with VINACONEX Corporation and/or its subsidiaries and affiliates within the VINACONEX Group in accordance with Proposal No. 1029/2026/TTr-HĐQT dated April 10, 2026 of the Board of Directors.			

Hanoi, April 10, 2026

Shareholder/Shareholder Representative

Shareholders/shareholder representatives are requested to refer to Section III - Voting to approve issues at the General Meeting of the Working Regulations of the 2026 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1 to vote in accordance with regulations)



VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao

VOTING BALLOT NO. 5

**ISSUES AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

Shareholders:

Number of shares:

Shareholders' voting rights: ... votes

No	Voting content	Agree	Disagree	No comments
1	Approval of Proposal No. .../2026/TTr-HĐQT dated April 8, 2026 of the Board of Directors on the consolidation of the Board of Directors for the 2024–2029 term.			
2	Approval of the List of the Election Committee.			
3	Approval of the Election Regulations for the additional election of members of the Board of Directors for the 2024–2029 term.			

Hanoi, April 10, 2026

Shareholder/Shareholder Representative
(Sign and print full name)

(Shareholders/shareholder representatives are requested to refer to Section III - Voting to approve issues at the General Meeting of the Working Regulations of the 2026 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1 to vote in accordance with regulations)



VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao

VOTING BALLOT NO.6

**ISSUES AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

Shareholders:

Number of shares:

Shareholders' voting rights: ... votes

No	Voting content	Agree	Disagree	No comments
1	Approval of the List of Candidates for Members of the Board of Directors of the Company for the 2024–2029 term.			

Hanoi, April 10, 2026

Shareholder/Shareholder Representative
(Sign and print full name)

(Shareholders/shareholder representatives are requested to refer to Section III - Voting to approve issues at the General Meeting of the Working Regulations of the 2026 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1 to vote in accordance with regulations)



VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao



Shareholders:

Number of shares:

Shareholders' voting rights: ... votes

VOTING BALLOT NO. 7

ISSUES AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

No	Voting content	Agree	Disagree	No comments
1	Approval of the Minutes of the 2025 Annual General Meeting of Shareholders			
2	Approval of the Resolution of the 2025 Annual General Meeting of Shareholders			

Hanoi, April 10, 2026

Shareholder/Shareholder Representative
(Sign and print full name)

(Shareholders/shareholder representatives are requested to refer to Section III - Voting to approve issues at the General Meeting of the Working Regulations of the 2026 Annual General Meeting of Shareholders of Construction Joint Stock Company No. 1 to vote in accordance with regulations)



VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao

Ha Noi, March 12, 2026

REGULATIONS
ON THE ADDITIONAL ELECTION OF MEMBERS
OF THE BOARD OF DIRECTORS FOR THE 2024–2029 TERM

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its guiding documents;
- Pursuant to the Charter of Vinaconex Construction No.1 Joint Stock Company approved by the General Meeting of Shareholders on April 3, 2024;
- Pursuant to the Internal Regulations on Corporate Governance of the Company approved on April 3, 2024;

The Annual General Meeting of Shareholders 2026 of Vinaconex Construction No.1 Joint Stock Company conducts the additional election of members of the Board of Directors for the 2024–2029 term to replace the resigning member in accordance with the following provisions:

Article 1. Eligible Participants

Shareholders or their authorized representatives holding voting shares (according to the list of securities holders issued by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of the record date March 6, 2026) attending the General Meeting of Shareholders in person.

Article 2. Criteria and Conditions for Board Members

2.1. Criteria and conditions (in accordance with Article 155 of the Law on Enterprises 2020 and the Company's Internal Regulations):

- a. Not falling under the cases specified in Clause 2, Article 17 of the Law on Enterprises;
- b. Having professional qualifications and experience in business administration or in the Company's business lines, and not necessarily being a shareholder of the Company;
- c. A member of the Board of Directors may concurrently be a member of the board of another company but shall not concurrently hold such position in more than five (05) other companies.

Article 3. Nomination of Candidates

Shareholders or groups of shareholders holding 10% or more of the total voting shares may nominate candidates as follows:

- From 10% to under 20%: nominate one (01) candidate;



- From 20% to under 30%: nominate up to two (02) candidates;
- From 30% to under 40%: nominate up to three (03) candidates;
- From 40% to under 50%: nominate up to four (04) candidates;
- From 50% to under 60%: nominate up to five (05) candidates;
- From 60% to under 70%: nominate up to six (06) candidates;
- From 70% to under 80%: nominate up to seven (07) candidates;
- From 80% to under 90%: nominate up to eight (08) candidates;
- From 90% or more: nominate up to nine (09) candidates or all candidates if the Board has more than 9 members.

If the number of candidates is insufficient, the incumbent Board of Directors may nominate additional candidates in accordance with regulations.

Article 4. Number of Members to be Elected

The Board consists of 05 members (including 01 independent member). Due to one resignation, **01 additional member** shall be elected.

Article 5. Ballots and Voting Instructions

- Candidates are listed alphabetically;
- Ballots are issued with voting rights indicated;
- Shareholders may request replacement ballots if errors occur;
- Shareholders may vote for up to the number of members to be elected.

Article 6. Voting Method

6.1. Voting is conducted by secret ballot using **cumulative voting**.

6.2. Each shareholder has total votes equal to: **number of shares × number of members to be elected**

6.3. Voting methods:

Method 1 – Tick method:

Mark (x) for selected candidates. Votes are evenly distributed.

Method 2 – Allocation method:

Write the number of votes for each candidate. Total votes must not exceed voting rights.

Note: Using both methods simultaneously renders the ballot invalid.

Article 7. Invalid Ballots

Ballots are invalid if:

- Not in prescribed form or without company seal;
- Contain erasures or additional names;
- Total votes exceed allowed votes;
- Missing signature;
- Exceed number of candidates;
- Use both voting methods inconsistently;
- Missing shareholder information.

Article 8. Election Committee and Procedures

8.1. Election Committee

- Appointed by the Presidium and approved by the Meeting;
- Responsibilities: guidance, distribution, counting, announcement;
- Members must not be candidates.

8.2. Voting Procedures

- Ballot box inspection;
- Voting begins after distribution and ends with last voter;
- Counting immediately after voting;
- Results announced publicly.

Article 9. Election Results

- Candidates with highest votes are elected until sufficient number is reached;
- Tie for last position → re-election required.

Article 10. Vote Counting Minutes

- Must include: number of voters, valid/invalid ballots, votes per candidate;
- Must be publicly announced;
- Complaints handled by the Chairperson.

These Regulations consist of 10 Articles and take effect immediately upon approval by the General Meeting of Shareholders.

ON BEHALF OF THE PRESIDIUM



APPENDIX 1 GUIDELINES ON CUMULATIVE VOTING

Example:

If 5 Board members are elected and a shareholder owns 1,000,000 shares:

Total votes = 1,000,000 × 5 = 5,000,000 votes

Voting methods:

Method 1 – Voting by marking (tick method):

Shareholder Nguyen Van A shall simply mark (x) in the corresponding boxes of the candidates for the Board of Directors that he/she votes for, with a maximum of five (05) candidates (in addition, the shareholder may cross out the names of the candidates he/she does not vote for).

The number of votes allocated to each selected candidate shall be calculated by equally dividing the total voting rights of shareholder Nguyen Van A (5,000,000 votes) by the number of candidates selected by the shareholder.

Method 2 – Voting by allocating votes (allocation method):

Shareholder Nguyen Van A shall directly write the number of votes in the corresponding blank boxes for each candidate for the Board of Directors that he/she chooses to vote for, with a maximum of five (05) candidates.

The number of votes allocated to each candidate may vary depending on the level of confidence of shareholder Nguyen Van A in each candidate. The total number of votes cast by shareholder Nguyen Van A for all candidates must not exceed his/her total voting rights (5,000,000 votes).

The ballot of shareholder Nguyen Van A shall be deemed invalid in the following cases:

- a. The ballot is not in the prescribed form issued by the Company or does not bear the Company's seal;
- b. The total number of votes cast for all candidates exceeds 5,000,000 votes;
- c. The number of Board of Directors candidates voted for exceeds five (05) candidates;
- d. The ballot contains erasures or includes names of persons not on the list of candidates approved by the General Meeting of Shareholders;
- e. The ballot does not bear the signature of shareholder Nguyen Van A;
- f. The shareholder applies both voting methods simultaneously and the number of votes allocated to any candidate differs between the two methods;
- g. Other cases as stipulated in the election regulations approved by the General Meeting of Shareholders.





VINACONEX 1
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1
Vươn tới những tầm cao

Hanoi, March 12, 2026

GUIDANCE ON SELF-NOMINATION AND NOMINATION
OF CANDIDATES FOR THE BOARD OF DIRECTORS
FOR THE ADDITIONAL ELECTION TO THE BOARD OF DIRECTORS FOR THE 2024–2029
TERM

To: Shareholders entitled to attend the 2026 Annual General Meeting of Shareholders

According to the agenda of the 2026 Annual General Meeting of Shareholders, the General Meeting of Shareholders shall conduct an additional election of a member of the Board of Directors for the 2024–2029 term to replace the resigning member of the Board of Directors.

Pursuant to the provisions of the Law on Enterprises 2020, the Company Charter, and the Internal Regulations on Corporate Governance of Vinaconex Construction No.1 Joint Stock Company, a shareholder or a group of shareholders holding 10% or more of the total ordinary shares shall have the right to self-nominate or nominate candidates to the Board of Directors of Vinaconex Construction No.1 Joint Stock Company for the 2024–2029 term.

In order to facilitate shareholders in properly exercising their rights of self-nomination and nomination, the Board of Directors of Vinaconex Construction No.1 Joint Stock Company respectfully provides shareholders with this Guidance on self-nomination and nomination of candidates to the Board of Directors of Vinaconex Construction No.1 Joint Stock Company for the 2024–2029 term, with the following contents:

1. Criteria and conditions for serving as a member of the Board of Directors

(pursuant to Clause 1, Article 155 of the Law on Enterprises 2020 and Clause 1, Article 20 of the Company's Internal Regulations on Corporate Governance)

- a. Not falling under the cases specified in Clause 2, Article 17 of the Law on Enterprises;
- b. Having professional qualifications and experience in business administration or in the business lines and sectors of the Company, and not necessarily being a shareholder of the Company;
- c. A member of the Board of Directors of the Company may concurrently serve as a member of the board of directors of another company, but may concurrently hold such position in no more than five (05) other companies.

2. Nomination of candidates to the Board of Directors

(pursuant to Clause 5, Article 115 of the Law on Enterprises 2020, Article 25 of the Company Charter, and Article 20 of the Company's Internal Regulations on Corporate Governance)

- a. Shareholders or groups of shareholders holding 10% or more of the total ordinary shares shall have the right to self-nominate or nominate candidates to the Board of Directors, specifically as follows:



- A shareholder or group of shareholders holding from 10% to under 20% of the total ordinary shares of the Company may nominate one (01) candidate;
- A shareholder or group of shareholders holding from 20% to under 30% of the total ordinary shares of the Company may nominate up to two (02) candidates;
- A shareholder or group of shareholders holding from 30% to under 40% of the total ordinary shares of the Company may nominate up to three (03) candidates;
- A shareholder or group of shareholders holding from 40% to under 50% of the total ordinary shares of the Company may nominate up to four (04) candidates;
- A shareholder or group of shareholders holding from 50% to under 60% of the total ordinary shares of the Company may nominate up to five (05) candidates;
- A shareholder or group of shareholders holding from 60% to under 70% of the total ordinary shares of the Company may nominate up to six (06) candidates;
- A shareholder or group of shareholders holding from 70% to under 80% of the total ordinary shares of the Company may nominate up to seven (07) candidates;
- A shareholder or group of shareholders holding from 80% to under 90% of the total ordinary shares of the Company may nominate up to eight (08) candidates;
- A shareholder or group of shareholders holding 90% or more of the total voting shares of the Company may nominate up to nine (09) candidates or the full number of candidates if the structure of the Board of Directors has more than nine (09) members.

b. In the event that the number of candidates to the Board of Directors through nomination and self-nomination remains insufficient, pursuant to Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. Any additional candidates introduced by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law.

3. Documents for self-nomination and nomination

A shareholder or group of shareholders holding the ownership ratio as prescribed in Section 2 above, when self-nominating or nominating a candidate to the Board of Directors of the Company, shall submit to the Company, either directly or by post, the following documents:

- Original copy of the self-nomination / nomination form for candidates to the Board of Directors;
- Curriculum vitae of the candidate for the Board of Directors in the prescribed form.

Where a group of shareholders makes a nomination, the nomination document must bear the signatures of all shareholders participating in the nominating group, or there must be a power of attorney document (notarized / certified) authorizing one shareholder to act as the representative of the group in exercising the nomination right.

Notes:

- For the convenience of organization and preparation of election documents, the Company respectfully requests that eligible shareholders / groups of shareholders submit the self-nomination and nomination documents specified in Section 3 above to Vinaconex Construction No.1 Joint Stock Company before **5:00 p.m. on April 9, 2026**. The original copies of the self-nomination and nomination documents (in case they have not yet been submitted directly or by post to the Company) shall be submitted directly to the Organizing Committee during the registration procedures for attending the General Meeting on **April 10, 2026**.

Contact address: Vinaconex Construction No.1 Joint Stock Company
C1 Building – Vinaconex 1 Office and Residential Complex – 289A Khuat Duy Tien – Dai Mo – Hanoi

Contact person: Mrs. Nguyen Thi Phuong Linh – Company Secretary

Telephone: 024.38544057

Email: vinaconex1.vc1@gmail.com

- If a shareholder or group of shareholders fails to submit the original self-nomination / nomination documents specified in Section 3 above to the Company before the approval of the list of self-nominated / nominated candidates at the General Meeting, or if such self-nomination / nomination does not comply with the Law on Enterprises 2020, the Company Charter, and the Company's Internal Regulations on Corporate Governance, then such self-nomination / nomination shall have no validity at the General Meeting.



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ha Noi, March 12, 2026



NOMINATION FORM
Candidate for the Board of Directors of
Vinaconex Construction No.1 Joint Stock Company
(Term 2024–2029)

To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders
Vinaconex Construction No.1 Joint Stock Company (Vinaconex 1)

We/I are shareholders, including:

No.	Name of Shareholder	Name of Shareholder	Name of Shareholder	Name of Shareholder	Name of Shareholder	Name of Shareholder
1						
2						
3						

We/I hereby agree to aggregate all of our shares listed above to nominate:

Mr./Ms.:
ID/Passport No.:
Date of issue: Place of issue:
Permanent address:

as a candidate for the Board of Directors of Vinaconex Construction No.1 Joint Stock Company (Term 2024–2029) at the 2026 Annual General Meeting of Shareholders of the Company to be held on April 10, 2026.

We/I hereby undertake to take full responsibility for the accuracy, truthfulness, and legality of this nomination.

Attachments:

Curriculum Vitae of the BOD Candidate

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness



SELF-NOMINATION FORM
Candidate for the Board of Directors of
Vinaconex Construction No.1 Joint Stock Company
(Term 2024–2029)

To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders
Vinaconex Construction No.1 Joint Stock Company (Vinaconex 1)

Name of shareholder:
ID/Passport/Business Registration No.:
Date of issue: Place of issue:
Contact address:
Number of shares held/represented: shares

I hereby self-nominate as a candidate for the Board of Directors of Vinaconex Construction No.1 Joint Stock Company (Term 2024–2029) at the 2026 Annual General Meeting of Shareholders of the Company to be held on April 10, 2026.

I hereby undertake to take full responsibility for the accuracy, truthfulness, and legality of this self-nomination.

Hanoi,, 2026

Self-nominating Shareholder
(Signature and full name)

Attachments:
Curriculum Vitae of the BOD Candidate

4x6 Photo
(Overlapping seal
required)

CURRICULUM VITAE

(For self-nominated / nominated candidates for the Board of Directors /
Supervisory Board of Vinaconex Construction No.1 Joint Stock Company, Term
2024–2029)

1. Full name:
2. Gender:
3. ID Card / Passport No.: Place of issue: Date of issue:
4. Date of birth:
5. Place of birth:
6. Nationality:
7. Ethnicity:
8. Place of origin:
9. Permanent residence:
10. Current address:
11. Contact phone number:
12. Educational level:
13. Professional qualifications:
14. Foreign language proficiency:
15. Employment history (brief summary of working periods, organizations, and positions held):
- From to
 - From to
16. Current position:
17. Positions held in other organizations (if any):
18. Number of shares owned or represented at VINACONEX1: shares, of which:
- Shares represented under authorization: shares
 - Shares personally owned: shares
19. Legal violations (if any):
20. Interests conflicting with those of Vinaconex Construction No.1 Joint Stock Company:

I hereby undertake to comply with all applicable laws and the Charter of Vinaconex Construction No.1 Joint Stock Company and declare that the above information is true and accurate. I shall be fully responsible before the law for any false declaration.

Certification by competent authority
(Local authority or employing organization)

....., date month 2026
Declarant
(Signature and full name)



VINA CONEX 1

CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 1

Vươn tới những tầm cao



BALLOT

Election of Members of the Board of Directors
Vinaconex Construction No.1 Joint Stock Company
Term 2024–2029

Shareholders:

Number of shares:

Shareholders' voting rights: ... votes

Voting for the Election of the Board of Directors by
Shareholders:

Total voting rights for the election of the Board of
Directors = Total number of shares owned/represented
by the shareholder × number of Board members to be
elected.

No.	List of Candidates	Code	Voting by marking (tick method)	Voting by allocating votes (allocation method)
			- Mark (X) in the box ☐ if you agree. - Do not mark the box ☐ if you do not agree	Write the number of votes for each candidate.
1			☐	
2			☐	
3			☐	

Hanoi, April 10, 2026

Shareholder/Shareholder Representative
(Sign and print full name)

(Please refer to Articles 2–4 of the Election Regulations to ensure proper voting.)

Hanoi, April 10, 2026

**RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and the amended and supplemented documents guiding its implementation;

Pursuant to the Securities Law No. 54/2019/QH14, Article 1 of Law No. 56/2024/QH15 issued on November 29, 2024 of the Law amending and supplementing a number of articles of the Securities Law;

Pursuant to the Charter of Construction Joint Stock Company No. 1 (VINACONEX 1) approved by the General Meeting of Shareholders on April 03, 2024;

Pursuant to the Minutes of the General Meeting of Shareholders dated April 10, 2026 of the Company's 2026 Annual General Meeting of Shareholders.

RESOLVES

- Article 1.** Approval of the 2025 production and business performance and the 2026 production and business plan in accordance with Report No. .../2026/BC-TGD dated April 10, 2026 of the Board of Management.
- Article 2.** Approval of the 2025 performance of the Board of Directors and each of its members, and the orientation and key tasks for 2026 in accordance with Report No. 1023/2026/BC-HĐQT dated April 10, 2026 of the Board of Directors.
- Article 3.** Approval of the audited financial statements for 2025 in accordance with Proposal No. 1024/2026/BC-HĐQT dated April 10, 2026 of the Board of Directors.
- Article 4.** Approval of the 2025 profit distribution plan and the 2026 profit distribution plan in accordance with Proposal No. 1025/2026/BC-HĐQT dated April 10, 2026 of the Board of Directors.
- Article 5.** Approval of the remuneration plan for the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026 in accordance with Proposal No. 1026/2026/TTr-HĐQT dated April 10, 2026 of the Board of Directors.
- Article 6.** Approval of Report No. 1027/2026/BC-BKS dated April 10, 2026 of the Supervisory Board.
- Article 7.** Approval of the selection of an independent auditing firm to audit and review the Company's financial statements for 2026 in accordance with Proposal No. 1028/2026/TTr-BKS dated April 10, 2026 of the Supervisory Board.
- Article 8.** Approval of the policy for transactions with VINACONEX Corporation and/or its subsidiaries and affiliates within the VINACONEX Group in accordance with Proposal No. 1029/2026/TTr-HĐQT dated April 10, 2026 of the Board of Directors.
- Article 9.** Approval of the consolidation of the Board of Directors for the 2024–2029 term pursuant to Proposal No. 0329/2026/TTr-HĐQT dated April 8, 2026 submitted by the Board of Directors.



Article 10. Approval of the results of the additional election of a member of the Board of Directors for the 2024–2029 term, as follows:
Mr./Ms. ... is hereby elected as a member of the Board of Directors of the Company for the 2024–2029 term.

Implementation provisions

Article 9. This Resolution takes effect from April 09, 2025.

The General Meeting of Shareholders assigns the Board of Management, the Board of Directors, and the Board of Supervisors of the Company to organize the implementation of the contents approved at the General Meeting on the basis of ensuring the interests of the Company and the interests of shareholders, in accordance with the Charter of organization and operation of the Company and current legal regulations.

Recipients:

- Hanoi Stock Exchange (for reporting);
- VINACONEX (for reporting)
- Members of the BOM, BOD, BOS (for implementation);
- Functional departments (for implementation);
- Save (admin).

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE MEETING**

Nguyen Khac Hai

