

Hanoi, April 06, 2026



ANNUAL REPORT FOR YEAR 2025

I. GENERAL INFORMATION:

1. General information:

- Vietnamese name: CÔNG TY CỔ PHẦN XÂY DỰNG VÀ ĐẦU TƯ VISICONS
- English name: VISICONS CONSTRUCTION AND INVESTMENT JOINT STOCK COMPANY
- Abbreviated name: VISICONS
- Charter capital: 108,408,770,000 VND (In words: One hundred and eight billion four hundred and eight million seven hundred and seventy thousand Vietnamese Dong).
- Contributed capital: 108,408,770,000 VND (In words: One hundred and eight billion four hundred and eight million seven hundred and seventy thousand Vietnamese Dong).
- Address: 5th Floor - Building 29T2, Hoang Dao Thuy Street, Yen Hoa Ward, Cau Giay District, Hanoi City.
- Tel: 024.62513455 Fax: 024.62513156
- Website: www.visicons.com.vn E-mail: vc6@visicons.com.vn
- Stock code: VC6
- Number of outstanding shares: 10,840,877 shares

2. Formation and development process of the Company:

2.1/ Formation and development process:

* Establishment:

On August 6, 1991, Construction Company No. 6 - Vinasico - State-owned enterprise, formerly Construction Enterprise No. 2 - Construction Company No. 2 in Iraq under Vinaconex, was officially established under Decision No. 419 BXD/TCLD by the Minister of Construction;

According to the opinion of the Prime Minister, the re-establishment of the State-owned enterprise was permitted in Notice No. 120/TB dated April 24, 1993. On May 05, 1993, the Company was re-established under Decision No. 168A/BXD-TCLD; named Construction Company No. 6, under Vietnam Construction and Import-Export Joint Stock Corporation - Ministry of Construction;

On June 30, 2000, according to Decision No. 890/QD-BXD of the Minister of Construction, the Company was officially converted into a Joint Stock Company.

*** Ownership conversion:**

On July 01, 2000, according to Decision No. 890/QD-BXD dated June 30, 2000 of the Minister of Construction, the Company was officially converted into a Joint Stock Company.

The Company has operated under the model of a joint stock company according to the Business Registration Certificate No. 0103000087 issued by Hanoi Authority for Planning and Investment for the first time on July 17, 2000.

On April 28, 2016, Vinaconex Joint Stock Corporation completed the transfer procedures of 2,880,000 (Two million, eight hundred and eighty thousand) shares, equivalent to 36% of the charter capital of the major shareholder - Vietnam Construction and Import-Export Joint Stock Corporation (VCG) at Visicons Construction and Investment Joint Stock Company (VC6) to a group of individual investors who are employees of the Company. Visicons Construction and Investment Joint Stock Company (Name before change: Vinaconex6 Joint Stock Company) has been no longer a member company of Vinaconex Joint Stock Corporation

*** Listing:**

In order to develop the Company sustainably and comprehensively, at the same time, to implement transparency in finance, production and business in the Enterprise and according to the wishes of shareholders, on January 28, 2008, the Company's shares have been officially traded for the first session at the Hanoi Stock Exchange with the trading code VC6 according to Decision No. 23/QD-TTGDHN dated January 18, 2008 of the Director of the Hanoi Stock Exchange on approval of stock listing.

2.2/ Production and business activities:

Visicons Construction and Investment Joint Stock Company is a Grade I Enterprise, granted by the Ministry of Construction a Certificate of Construction Capacity for the scope of construction works: Civil, Grade I Technical Infrastructure.

In 2023, VISICONS was granted a Grade 1 Certificate of Construction Capacity by the Ministry of Construction for the activities of Design, appraisal of design and construction of Industrial Building Projects, meeting the conditions for general contractor capacity for design and construction of all types and grades of Industrial Building Projects. Continuously investing in new construction technologies and advanced equipment to improve construction capacity, ensure quality, progress of products and services to meet customer requirements. Implementing the goal of sustainable development, enhancing the reputation and brand of VISICONS in the Vietnamese Construction market.

- Ensure stable employment and income for more than 300 employees, fulfill the obligation of payment to the state budget.

- Production and business norms always grow steadily.
- Always complete and exceed the annual plan as set out.
- The company's asset value continuously increases.
- Dividend payment ensures the rate approved by the General Meeting of Shareholders.
- With an initial charter capital of 6.5 billion VND in 2000, the Company has increased its charter capital, enhancing its financial capacity to meet investment and construction capabilities for large-scale projects, in May 2025, the Company's charter capital was raised to 108,408,770,000 VND.

3. Business lines and locations:

3.1/ Business lines *(accounting for over 10% of total revenue in the last 2 years)*

- Contract for the construction and installation of civil and industrial works, infrastructure works, urban works and industrial zones, construction of foundation works, large-scale projects, transportation works, roads, bridges, and medium-scale irrigation projects (canals, ditches, embankments, culverts, and pumping stations);
- Construct power lines and transformer stations up to 35KV, installing steel structures, mechanical and electrical equipment, water systems, heating, ventilating, và air conditioning systems, signal and communication systems, and interior and exterior decoration;
- Design and verify designs for various types of projects: Civil, Light Industry, and Technical Infrastructure;
- Trading in equipment, tools, and construction machines;
- Housing construction and development, and real estate business.

3.2/ Business Areas *(accounting for over 10% of total revenue in the last two years)*

Projects contributing over 10% of total revenue in 2023 and 2024 are concentrated in: Hanoi, Bac Ninh, Hai Phong, Ninh Binh, Phu Tho.

4. Governance model, business organization, and management structure:

- * Operating under the governance model of a large-scale publicly listed company. The Company's Charter on Organization and Operation comply with current legal regulations on corporate governance for public companies
- Focus on directing sustainable development and preserving capital.
- Gradually perfect the organization and management of production in a professional and advanced direction, improving production and business capacity.
- Direct the marketing and bidding work to find jobs and maintain employment for employees.
- Production and business activities in accordance with the legal policies and regulations of the Company; ensuring harmony of interests of shareholders, employees and obligations to the State.
- Maintain transparency in production and business activities, build and develop the Company in terms of authority, responsibility, obligations and benefits.

5. Development orientation:

5.2/ Medium and long-term development strategy

1. Implement sustainable development goals, preserve capital and strive for profitability (levels according to each specific stage).
2. Production and business activities are transparent in terms of responsibilities, powers, obligations and benefits; in accordance with the Company's regulations and the State's laws, ensuring harmony of interests of shareholders, employees and obligations to the State.
3. Innovate, perfect and enhance the capacity of the management system, operate production organization, enhance the Company's capacity, meeting the requirements of the market and be dynamic and integrated.
4. Prioritize human resource development, training, fostering, treatment, management, attraction and recruitment; gradually improve the quality of human resources.
5. Invest in equipment and machines with advanced technology, meeting the requirements of construction, installation and management.
6. Financial work must always be focused on, financial management must be strengthened, ensuring transparency, healthiness, and efficiency in the allocation and use of capital and resources, meeting the requirements of production and business, construction and development of the Company.
7. The Company maintains its main production and business field of construction and installation; develops design, design appraisal for various types of works, and improves the capacity of Design - Building Contractor (D&B).
8. Strengthen research, promotion, and expand investment cooperation to develop real estate investment and business activities.
9. The main production and business norms (Output, revenue, and profit) strive to grow by an average of 5% to 10%/year

5.3/ The Company's goals for the environment, society and community:

- Improve the quality of products, services and absolute safety, specifically: Safer; Cleaner; Neater and tidier; faster and better quality, actively respond to the campaign for a green, clean, and beautiful environment.
- Require construction sites to strictly implement occupational safety and industrial hygiene measures. The Company's occupational safety and health management system is in accordance with the requirements of ISO 45001 - 2018 standard.
- Continuously strive for the company's business and production growth, creating more employment for employees, making high-quality products for society, fulfilling tax obligations to the state budget, joining hands with the community to actively respond to social charity activities, and gratitude expression and kindness repayment.

II. REPORT OF THE BOARD OF DIRECTORS

In 2025, the Company has made great efforts to complete the production and business plan norms assigned by the Annual General Meeting of Shareholders, achieving the goal of sustainable development, preserving capital and striving for profitability; ensuring stable employment and income for employees, fully fulfilling the obligation to pay the State budget.

***Evaluation for each field of production and business activities:**

1. Construction and installation field:

In 2025, the Company actively marketed and bid for projects from Japanese, Taiwanese, Chinese clients and reputable domestic clients. With the capacity of general contractor for design and building of all types and classes of industrial buildings and promoting investment in applying BIM in design to improve the quality of bidding documents, the total value of winning bids in 2025 was: **3,100 billion VND**, reaching **166%** of the annual plan, ensuring the goal of stable development of the Company's key business areas.

2. Real estate investment and business field:

- Continue to implement the Investment Cooperation Contract for Ngoc My - Thach Than Craft Village Industrial Cluster Project in Quoc Oai District, Hanoi City and promote cooperation in preparing for investment in suitable real estate projects.
- Continue to research, promote and expand investment cooperation to develop real estate investment and business activities.

3. Management and investment in improving the capacity of construction machines and equipment:

- Promote available resources from investment activities in previous years and continue to invest in advanced construction machines and equipment to meet the requirements of the Company's construction and installation business activities. Strengthen maintenance and repair work, ensuring tools, machines and equipment and continue to research to invest in a timely manner to improve the capacity of the Company's construction machines and equipment.

4. Capital investment activities:

- In 2025, the Company continued to maintain capital contribution of: 19,500,000,000 VND, equivalent to 1,950,000 shares, accounting for 65% of the Charter Capital of Visiland Investment and Construction Joint Stock Company.
- Continue to promote the divestment of entire capital contribution at Viet Nam Interior Decoration Joint Stock Company.

5. Regarding the financial field:

The Company's financial situation is transparent, ensuring capital sources to meet the requirements of the Company's production and business activities

III. REPORT OF THE GENERAL DIRECTORATE:

Report of financial position:

1.1. Profitability and liquidity

No.	Item	Unit	Year 2025
1	Asset structure	%	
	- Long-term assets/total assets		7.03%
	- Current assets/total assets		92.97%
2	Equity structure	%	
	- Liabilities/total equity		85.06%
	- Owner's equity/total equity		14.94%
3	Liquidity	Time	
	- Quick ratio		0.603
	- Current ratio		1.093
4	Profit margin	%	
	- Provisional profit margin/total assets		3.68%
	- Provisional profit margin/net revenue		1.95%
	- Provisional profit margin / Owner's equity		24.61%

1.2/Significant fluctuations and changes compared to projections and their causes

Due to the continued impact of the global economic crisis, which directly impacted foreign clients who were the Company's traditional customers, the expected output plan from this market decreased. However, the Company's leaders proactively directed the development, setting up, bidding, quoting, signing many contracts, increasing the output value from new partners and new customers, ensuring the successful completion of the set production and business plan.

1.3/Book value as of 31/12/2025 compared to 31/12/2024:

Asset	Code	Demonstration	31/12/2025	31/12/2024
A – Short-term assets (100 = 110 + 120 + 130 + 140 + 150)	100		1.087.213.837.455	900,377,012,934
I. Cash and cash equivalents	110	4	162.435.734.659	126,459,047,614
1. Cash	111		52.435.734.659	96,459,047,614
2. Cash equivalents	112		110.000.000.000	30,000,000,000

II. Short-term financial investments	120		115.090.000.000	20,090,000,000
1. Trading securities	121		115.090.000.000	20,090,000,000
III. Short-term receivables	130		269.144.421.937	292,918,092,394
1. Short-term trade receivables	131	6	204.362.052.004	213,468,258,917
2. Short-term prepayments to suppliers	132		98.868.076.919	95,773,481,916
6. Other short-term receivables	136	7	4.378.075.096	18,366,296,697
7. Provision for doubtful short-term receivables (*)	137	8	(38.463.782.082)	(34,689,945,136)
IV. Inventories	140	9	487.246.212.065	417,564,840,236
1. Inventories	141		492.564.619.584	422,923,544,139
2. Provision for inventory devaluation (*)	149		(5.318.407.519)	(5,358,703,903)
V. Other short-term assets	150		53.297.468.794	43,345,032,690
1. Short-term prepaid expenses	151	10	371.240.358	211,953,734
2. Deductible VAT	152		52.926.228.436	43,133,078,956
b – Long-term assets (200 = 210 + 220 + 240 + 250 + 260)	200		82.177.117.817	93,108,192,093
I. Long-term receivables	210		14.684.700.000	500,000,000
6. Other long-term receivables	216		15.184.700.000	500,000,000
7. Provision for other long-term receivables (*)	219		(500.000.000)	
II. Fixed assets	220		41.158.641.436	39,087,473,365
1. Tangible fixed assets	221	11	41.158.641.436	39,087,473,365
- Historical cost	222		68.278.462.332	67,833,218,428
- Accumulated depreciation (*)	223		(27.119.820.896)	(28,745,745,063)
3. Intangible fixed assets	227			
- Historical cost	228		300.000.000	300,000,000
- Accumulated depreciation (*)	229		(300.000.000)	(300,000,000)
III. Investment real estate	230	12	7.428.095.760	18,482,745,23
- Historical cost	231		9.634.256.259	20,555,073,347
- Accumulated depreciation (*)	232		(2.206.160.499)	(2,072,328,115)
IV. Long-term assets in progress	240		1.896.308.849	
2. Construction in progress	242		1.896.308.849	
V. Long-term financial investments	250		6.825.000.000	19,500,000,000

1. Investments in subsidiaries	251		19.500.000.000	19,500,000,000
3. Equity investments in other entities	253	5	1.400.000.000	1,400,000,000
4. Provision for long-term investments	254	5	(14.075.000.000)	(1,400,000,000)
V. Other long-term assets	260	10	10.184.371.772	15,537,973,496
1. Long-term prepaid expenses	261		10.184.371.772	15,537,973,496
Total assets (270 = 100 + 200)	270		1.169.390.955.272	993,485,205,027
Equity				
C. Liabilities (300 = 310 + 320)	300		994.726.567.128	843,460,967,034
I. Short-term liabilities	310		994.726.567.128	842,055,076,034
1. Short-term trade payables	311		344.645.261.791	429,609,285,291
2. Short-term deferred revenue	312	14	374.995.315.587	228,239,356,710
3. Taxes and payables to the State	313	13	8.725.826.650	5,060,846,228
4. Payables to employees	314		18.192.284.382	4,916,093,960
5. Short-term accrued expenses	315	15	44.905.019.001	28,810,885,614
9. Other short-term payables	319	16	1.529.001.973	1,940,594,975
10. Short-term loans and financial leases	320	17	201.733.857.744	143,478,013,256
II. Long-term liabilities				1,405,891,000
Loans and financial leases	338	18		1,405,891,000
D. Owner's equity (400 = 410 + 420)	400		174.664.388.144	150,024,237,993
I. Owner's equity	410	19	174.664.388.144	150,024,237,993
1. Owner's investment	411		108.408.770.000	96,796,860,000
- Common shares with voting rights	411a		108.408.770.000	96,796,860,000
2. Share premium	412		14.612.324.709	14,612,324,709
8. Development and investment fund	418		11.920.852.173	11,920,852,173
11. Undistributed after-tax profit	421		39.722.441.262	26,694,201,111
- Undistributed after-tax profit up to end of the previous period	421a		5.342.605.111	2,574,275,294
- Undistributed after-tax profit for the current period	421b		34.379.836.151	24,119,925,817
Total equity (440 = 300 + 400)	440		1.169.390.955.272	993,485,205,027

*** Total number of outstanding bonds by type:** None

*** Number of outstanding shares by type:**

- Common shares: 10,840,877 shares
- Preferred shares: None

*** Number of reserved shares and treasury shares by type:**

- Reserve shares: None
- Treasury shares: None

*** Expected dividend for shareholders in 2025:** 25%/year

2. Report of production and business result:

2.1. Key norms implemented in 2025

Unit: Billion VND

No.	Norm	Plan in 2025	Implementation in 2025	Rate of implementation/ plan in 2025
1	Total output value	2,324.97	2,542.18	109%
2	Revenue (VAT included)	2,246.41	2,314.86	103%
3	Profit before tax	39.81	42.98	108%
4	Profit after tax	31.85	34.38	108%
5	Dividend (%/year)	20%/year	25%/year	125%

2.2 Main tasks carried out in 2025:

*** Bidding activity:**

Actively conduct marketing and bidding for projects domestically and internationally; the total winning value as of December 31, 2025 is **VND 3,100 billion, reaching 166% of the plan in 2025**. Typical projects under construction by the Company include: Project for Expansion of the elastic fabric weaving and dyeing factory at Pho Noi Textile and Garment Industrial Park – Hung Yen; Senao Factory at Phase 1 at Thai Ha Industrial Park – Ninh Binh; Factory of Energy System Company in Vietnam (Phase 3) at Quang Minh Industrial Park – Hanoi; ARGOSY Technology Factory at Phase 1 at Yen My Industrial Park – Hung Yen; Linh Anh Paper Manufacturing Factory at Quang Chu Industrial Cluster – Thai Nguyen; FSP Factory at Expanded Phuc Dien Industrial Park – Hai Phong; Red Board Factory – Phase 1 at Kim Bang 1 Industrial Park – Ninh Binh; works under the Project of QMH Computer Co., Ltd. and the QMHP Dormitory Building at My Thuan Industrial Park – My Loc Ward – Ninh Binh Province; the Dormitory Project of Wistron Property Co., Ltd. including 02 dormitory buildings of 15 floors and 04 dormitory buildings of 14 floors at Le Ho Ward – Ninh Binh Province; PALM MANOR Viet Tri New Urban Area Project – Phu Tho; works under Tam Anh General Hospital System and other works.

*** *System management activity:***

- Consolidate the system of functional divisions of the Company's Office: newly establish the Design Division and Market Development Division, enhancing the Company's capability as a Design-Build general contractor.
- Conduct review, amendment, supplementation, and completion of the Company's regulations, rules, and management procedures.
- Implement investment in the application of technological software to support design work and construction management.

*** *Execution management activity:***

- Organize the implementation of construction works ensuring quality and schedule, meeting the requirements of Clients.
- Focus on internal supervision and acceptance to control quality, safety, and construction progress of works and provide training and guidance on the implementation of technical procedures in accordance with the Company's regulations.
- Implement specific solutions to attract construction teams to work at the Company's works.

*** *Financial activity:***

- Implement the payment of dividends for 2024 in cash at the rate of 10% to VISICONS shareholders.
- Complete the issuance of shares to pay dividends for 2024 in shares at the rate of 12% to VISICONS shareholders, increasing the Company's charter capital to VND 108,408,770,000.
- Maintain regular payment of salaries to employees and fully and timely pay wages to construction teams.
- Ensure payment to subcontractors and suppliers in accordance with the committed payment terms.
- Fully and properly implement social insurance contributions for employees and fulfill tax payment obligations to the State budget.

*** *Human resource activity:***

- Over the past year, the Board of Directors has issued decisions:
 - + Appoint Mr. Nguyen Lai Tho to the position of Deputy General Director of the Company, concurrently serving as Head of the Bidding – Contract Management Division.
 - + Newly appoint positions of Head of the Design Division, Head of the Market Development Department, and Deputy Head of the Design Division.
 - + Reappoint the position of Head of the Construction Equipment Department.
 - + Additionally appoint 01 Deputy Head of the Bidding – Contract Management Division in charge of M&E and 01 Deputy Head of the Administration Division.
- The Company has continuously attracted and recruited personnel to meet staffing requirements for functional divisions and indirect workforce managing construction at sites.

- Organize nearly 80 internal training sessions on professional and technical construction expertise, disseminating and applying the Company's internal management regulations and relevant legal provisions.
- Adjust and increase salaries for all employees in the Company commensurate with each individual's capacity and work performance.

*** Investment activity:**

- Additionally invest in galvanized box steel systems to promptly meet the construction requirements of projects.
- Additionally invest in 01 07-seat automobile to serve the Company's operations.
- Additionally invest in 01 wheeled excavator to serve construction works.
- Continue implementing cooperation contracts for investment in the Company's real estate projects.

3. Future development plan:

3.1. Plan norms for 2026:

Unit: Billion VND

No.	Norm	Implementation in 2025	Plan in 2026	Percentage of the plan in 2026 compared to the implementation in 2025
1	Total output value	2,542.18	3,456.38	136%
2	Revenue (VAT included)	2,314.86	3,350.00	145%
3	Profit before taxes	42.98	51.59	120%
4	Profit after taxes	34.38	42.28	120%

3.2. Key tasks in 2026:

*** Bidding and market development activity:**

- Actively implement bidding marketing, strive to reach the winning bid value of VND 2,000 billion in 2026.

*** System management activity:**

- The Company's Leadership closely follows and directs the assignment of tasks to the divisions and departments within the Company's Office; establishes and issues the Regulations on Organization and Operation for newly established functional divisions to ensure maximum operational efficiency of the functional divisions and departments as well as construction units, thereby enhancing the Company's competitiveness in market development bidding and project implementation.

- Continue reviewing, amending, supplementing, and finalizing the Company's management regulations, rules, and procedures.
- Effectively utilize modern information technology and apply technological software to support employees in maximizing their individual capabilities, improving work efficiency, quality, and effectiveness, and meeting the increasingly high demands of the market.

*** *Design activity:***

- Promote the transition of design work from 2D to 3D in order to improve product quality and accelerate project progress.
- Develop, issue, and implement internal regulations, rules, and procedures for design work to ensure the quality of design products and effective oversight of authorship.

*** *Site management activity:***

- Continue proposing and implementing measures to attract the workforce to work on the Company's projects.
- Strengthen internal supervision and acceptance to control the quality, safety and progress of construction in accordance with the internal regulations, rules and management procedures issued by the Company.
- Apply solutions to enhance and promote the management efficiency and work quality of the human resources of the Executive Board/Construction Command Board.
- Reporting must be done fully, accurately and on time in accordance with the Company's regulations.

*** *Financial activity:***

- Focus on expediting the completion of documentation to ensure timely payment, final settlement, and debt recovery for ongoing projects.
- Continue ensuring the timely payment of salaries and income, as well as payments to subcontractors and suppliers in accordance with commitments; fulfill social insurance contributions and tax obligations in compliance with regulations.
- Further improve the quality of cash flow planning for inflows and outflows.
- Continue implementing measures to reduce production costs, minimize financial expenses, and enhance overall business performance efficiency.

*** *Human resource activity:***

- Develop recruitment plans, implement a combination of recruitment methods, and flexibly apply talent attraction policies to recruit engineers and architects who meet the Company's workforce requirements for business and production activities.
- Continue strengthening internal training to disseminate and guide the implementation of the Company's internal regulations, rules, and procedures; enhance training for new and young employees, and promote proactive self-learning.
- Focus on promoting and improving the work efficiency and quality of the workforce across the Company.

- Continue reviewing, assessing, and streamlining personnel who do not meet job requirements, while developing a high-quality workforce.

*** Investment activity:**

- Additionally invest in 01 wheeled excavator to support construction activities at project sites.
- Continue investing in and enhancing construction equipment capacity to meet the Company's production and business requirements.
- Continue implementing cooperation investment contracts for the Company's real estate projects.

4. Financial statements:

The financial statements for 2025 have been audited by Ernst & Young Viet Nam Limited.

5. Financial statement and audit report explanation:

- Independent audit firm: Ernst & Young Viet Nam Limited
- Independent auditor's opinion: The financial statements fairly and accurately reflected, in all material respects regarding the Company's financial position as of December 31, 2025, as well as its business result and cash flow situation for the financial year ending December 31, 2025 in compliance with Vietnamese accounting standards, enterprise accounting regulations, and relevant legal provisions on financial statement preparation and presentation.

IV. Related companies:

- **Viet Nam Interior Decoration Joint Stock Company:** Vinaconex6 Joint Stock Company (Visicons Construction and Investment Joint Stock Company contributed: 1,400,000,000 VND in the total charter capital of Viet Nam Interior Decoration Joint Stock Company.
- **Visiland Investment and Construction Joint Stock Company:** Visicons Construction and Investment Joint Stock Company is the parent company, contributing 19,500,000,000 VND, accounting for 65% of the charter capital (30,000,000,000 VND) of Visiland Investment and Construction Joint Stock Company.

V. ORGANIZATION AND PERSONNEL

1. Organizational structure of the Company:

- The divisions include:
 - + Bidding - Contract Management Division;
 - + Design Division;
 - + Market Development Division;
 - + Construction - Quality - Safety Management Division;
 - + Construction Equipment Division;
 - + Finance and Accounting Division;
 - + Human Resource Division;

- + Administration Division;
 - + Internal Management Division;
 - + Investment Division
- Production units include:
- including Construction Teams, Construction Executive Boards, and Construction Command Boards.

2. Representative Office of Visicons Construction and Investment Joint Stock Company:

Representative Office - Visicons Construction and Investment Joint Stock Company in Ho Chi Minh City - Code: 0100105503-002 certified by the Business Registration Office - Department of Planning and Investment of Ho Chi Minh City for the first time on October 09, 2019.

Address: 19th Floor, Office Zone - INDOCHINA PARK TOWER Building - No. 4 Nguyen Dinh Chieu, Tan Dinh Ward, Ho Chi Minh City.

3. Summary of the backgrounds of individuals in the Company's Leadership Board:

3.1. The Board of Directors:

- Mr.: **Tran Van Khanh** – Chairman of the Board of Directors

ID Card No.	
Gender	Male
Date of birth	01/5/1971
Place of birth	Thai Binh
Nationality	Vietnamese
Ethnicity	Kinh
Native place	Thai Binh
Permanent address	
Phone	
Education level	12/12
Professional qualification	Construction Engineer
Working process	
8/1994 – 3/1998	Technical Officer – Civil Construction and Foundation Company
4/1998 – 12/1998	Technical Officer – Vimeco Joint Stock Company
01/1999 – 9/2003	Technical Officer – Asia Pacific Engineering Consultants Company APECO
10/2003 – 9/2005	Technical Officer – Vinaconex6 Joint Stock Company (VISICONS)
9/2005 – 21/6/2016	Leader of Construction Team No. 27 – Vinaconex6 Joint Stock Company (VISICONS)
21/6/2016 – 9/2019	Member of the Board of Directors, Leader of Construction Team No. 27 – Vinaconex6 Joint Stock Company (VISICONS)
6/9/2016 – 09/6/2020	Member of the Board of Directors, Deputy General Director of Vinaconex6 Joint Stock Company (VISICONS)
09/6/2020 – 01/07/2020	Chairman of the Board of Directors, Deputy General Director of VISICONS Joint Stock Company
01/7/2020 - Present	Chairman of the Board of Directors of VISICONS Joint Stock Company
Current position held at other organizations	Chairman of the Board of Directors of Visiland Investment and Construction Joint Stock Company

- Mr. **Hoang Hoa Cuong** – Member of Board of Directors, General Director of the Company

Citizen ID Card No.	
Gender	Male
Date of birth	04/6/1973
Place of birth	Vinh Phuc
Nationality	Vietnamese
Ethnicity	Kinh
Native place	Vinh Phuc
Permanent address	
Phone	
Education level	12/12
Professional qualification	Construction Engineer, Master of Business Administration
Working process	
6/1995 – 12/1995	Technical Officer – Chinfon Cement Factory - Hai Phong
01/1996 – 12/1997	Technical Officer, Deputy Construction Commander, in charge of construction - Vinaconex 6 Company (VISICONS)
01/1998 – 10/1998	Officer at Technical Planning & Project Management Division - Vinaconex 6 Company
11/1998 – 5/1999	Construction Manager - Vinaconex 6 Company
6/1999 – 6/2001	Deputy Head of Technical Planning & Project Management Division, Member of the Supervisory Board - Vinaconex 6 Company
7/2001 – 9/2001	Deputy Head of Technical Planning & Project Management Division cum Construction Manager, Member of the Supervisory Board of Vinaconex 6 Company (VISICONS)
10/2001 – 8/2003	Head of Technical Planning & Project Management Division, Member of the Supervisory Board of Vinaconex 6 Company (VISICONS)
9/2003 – 3/2007	Vice Director, Member of the Supervisory Board of Vinaconex 6 Joint Stock Company
3/2007 – 01/2008	Vice Director of Vinaconex 6 Joint Stock Company (VISICONS)
01/2008 – 4/2009	Vice Director, Head of Dai Lai Project Management Board of Vinaconex 6 Joint Stock Company (VISICONS)
4/2009 – 5/2011	Member of Board of Directors, Vice Director, Head of Dai Lai Project Management Board of Vinaconex6 Joint Stock Company (VISICONS)
6/2011 – 26/4/2018	Member of the Board of Directors, General Director of Vinaconex6 Joint Stock Company (VISICONS)

27/4/2018 – 26/3/2019	Member of the Board of Directors, General Director of VISICONS Joint Stock Company
26/3/2019 – 9/6/2020	Chairman of the Board of Directors, General Director of VISICONS Joint Stock Company
09/6/2020 - Present	Member of the Board of Directors, General Director of VISICONS Joint Stock Company
Current position held at other organizations	Member of the Board of Directors, Visiland Investment and Construction Joint Stock Company

- Mr.: **OTANI SHINGO** – Member of the Board of Directors

Passport No.	
Gender	Male
Date of birth	08/08/1971
Place of birth	Japan
Nationality	Japanese
Ethnicity	Japan
Native place	Chiba - Japan
Permanent address	
Phone	
Education level	Bachelor
Professional qualification	Class-1 Architect, Class-1 Construction Management Technician, Concrete Engineer
Working process	
4/1994 - 6/2006	Staff at Construction Division – Tokyo Branch – Maeda Corporation
7/2006 – 01/2009	Chief Engineer - Construction Division – Tokyo Branch – Maeda Corporation
02/2009 – 3/2013	Director of Public Works – Construction Division at Tokyo Branch – Maeda Corporation – Construction Manager
4/2013 – 4/2024	Project Director at Tokyo Branch – Maeda Corporation – Construction Manager
26/04/2024 - Present	Project Director – Maeda Corporation Member of the Board of Directors of VISICONS Joint Stock Company.

- Mr.: **Nguyen Minh Tuan** –Member of Board of Directors, Deputy General Director

ID Card No.	
Gender	Male
Date of birth	18/2/1961
Place of birth	Hanoi
Nationality	Vietnamese
Ethnicity	Kinh
Native place	Ha Tay
Permanent address	
Phone	
Education level	10/10
Professional qualification	Architect
Working process	
7/1984 – 12/1988	Technical Officer of Hanoi Construction Corporation
12/1988 – 12/1990	Foreman, Engineer of Construction Company No. 2 in IRAC
01/1991 – 5/2000	Team Leader of Construction Company No. 6 – VINACONEX (VISICONS)
6/2000 - 3/2005	Vice Director of Vinaconex 6 Joint Stock Company (VISICONS)
3/2005 – 8/2016	Member of the Board of Directors, Vice Director of Vinaconex 6 Joint Stock Company (VISICONS)
19/8/2016 –26/4/2018	Vice Chairman of the Board of Directors of Vinaconex 6 Joint Stock Company - Deputy General Director of Vinaconex 6 Joint Stock Company (VISICONS)
27/4/2018 – 09/6/2020	Vice Chairman of the Board of Directors, Deputy General Director of VISICONS Joint Stock Company
09/6/2020 - Present	Member of the Board of Directors, Deputy General Director of VISICONS Joint Stock Company

- Mr.: **Nguyen Phan Tuan** – Member of Board of Directors, Deputy General Director

ID Card No.	
Gender	Male
Date of birth	11/4/1970
Place of birth	Thach That, Hanoi
Nationality	Vietnamese

Ethnicity	Kinh
Native place	Huong Ngai Commune, Thach That District, Hanoi
Permanent address	
Phone	
Education level	12/12
Professional qualification	Construction Engineer
Working process	
10/1993 – 11/1996	Vinaconex6 Joint Stock Company (VISICONS)
11/1996 – 9/2005	Leader of Electricity and Water Team – Vinaconex6 Joint Stock Company (VISICONS)
9/2005 – 6/2016	Leader of Electricity and Water – Construction Team No. 17, Vinaconex6 Joint Stock Company
21/6/2016 – 6/9/2016	Member of the Board of Directors, Leader of Electricity and Water – Construction Team No. 17, Vinaconex6 Joint Stock Company (VISICONS)
6/9/2016 – 26/4/2018	Member of the Board of Directors, Deputy General Director of Vinaconex6 Joint Stock Company (VISICONS)
27/4/2018 - Present	Member of the Board of Directors, Deputy General Director of VISICONS Joint Stock Company

3.2. Supervisory Board:

- **Dang Thanh Huan** – Head of the Supervisory Board

ID Card No.	
Gender	Male
Date of birth	20/4/1964
Place of birth	Hai Duong
Nationality	Vietnamese
Ethnicity	Kinh
Native place	Tan Viet Commune, Binh Giang District, Hai Duong Province
Permanent address	
Phone	
Education level	10/10
Professional qualification	Bachelor of Economics, majoring in Credit Finance Master of Business Administration Auditor Certificate issued by the Ministry of Finance in 1998
Working process	

01/1984 – 6/1986	Student of Information Technology School – Information Command
7/1986 – 12/1986	Staff of Quang Ninh Special Zone
01/1987 – 8/1989	Staff of Military Region 3 (Hai Phong)
9/1989 – 6/1993	Change major, study at Hanoi University of Finance and Accounting
9/1993 - 4/1995	Auditor of VACO Auditing Company – Ministry of Finance
5/1995 – 8/1997	Auditor of Joint Venture between Vietnam Auditing Company (VACO) and Deloitte Touche Tomatsu (USA)
9/1997 – 02/2002	Chief Auditor – VACO Auditing Company – Ministry of Finance
3/2002 – 11/2003	Specialist of Finance and Planning Division – Vietnam Construction and Import-Export Joint Stock Corporation (Vinaconex)
12/2003 – 11/2006	Deputy Head of Finance and Planning Division - Vietnam Construction and Import-Export Joint Stock Corporation (Vinaconex)
12/2006 – 3/2014	Head of the Supervisory Board - Vietnam Construction and Import-Export Joint Stock Corporation (Vinaconex)
28/3/2014 – 26/4/2018	Head of the Supervisory Board of Vinaconex Joint Stock Corporation, Head of the Supervisory Board of Vinaconex6 Joint Stock Company (VISICONS)
27/4/2018 – 31/12/2025	Head of the Supervisory Board of Vinaconex Joint Stock Corporation (January 23, 2019: Chief Accountant - Director of Finance and Planning Department of Vinaconex Corporation), Head of the Supervisory Board of VISICONS Joint Stock Company.
01/01/2026 - Present	Head of the Supervisory Board of VISICONS Joint Stock Company.
Current position held at other organizations	None

- Ms. **FUJIKAWA MARIKA** –Member of the Supervisory Board

Passport No.	
Gender	Female
Date of birth	19/09/1978
Place of birth	Chiba – Japan
Nationality	Japanese
Ethnicity	Japan
Native place	Chiba – Japan

Permanent address	
Phone	
Education level	Bachelor of Linguistics - International Christian University
Professional qualification	Level-1 Construction Accountant, Real estate Notary
Working process	
04/2001 – 08/2007	Administrative Officer - Head Office - JM Corporation Business Administration Division - In charge of Human Resources and General Administration.
09/2007 – 03/2011	Assistant to the Head of Administration Division - Head Office - Maeda Corporation Business Administration Division - Planning Management Team Supervising construction work with the Head of Department and Project Manager.
04/2011 – 06/2023	Head of Division - Head Office - Maeda Corporation Management Department - Accounting Division In charge of project finance, accounting and legal matters.
07/2023 – 04/2024	Head of Division- Head Office - Maeda Corporation Management Department - Accounting Division In charge of finance and accounting Supervising overseas projects, tax audits and accounting of subsidiaries.
26/4/2024 – Present	Head of Division- Head Office - Maeda Corporation Management Department - Accounting Division In charge of finance and accounting Supervising overseas projects, tax audits and accounting of subsidiaries. Member of the Supervisory Board at Visicons Construction and Investment Joint Stock Company
Current position held at other organizations	None

- **Mr. Nguyen Lai Tho** –Member of the Supervisory Board, Deputy General Director

Citizen ID Card No.	
Gender	Male
Date of birth	04/07/1983
Place of birth	Thanh Hoa
Nationality	Vietnamese
Ethnicity	Kinh
Native place	Nong Cong, Thanh Hoa
Permanent address	

Phone	
Education level	12/12
Professional qualification	Construction Engineer Bachelor of Business Administration
Working process	
2006 – 2010	Technical Officer – Construction Joint Stock Company No. 6 (VISICONS)
2010 – 2012	Technical staff at the Technical Planning and Project Management Department of Vinaconex6 Joint Stock Company (VISICONS)
2012 – 2016	Deputy Head of the Technical Planning and Project Management Department of Vinaconex6 Joint Stock Company (VISICONS)
2016 – 2019	Project Manager of the New Horizon Project, Vinaconex6 Joint Stock Company (VISICONS)
11/01/2019 – 11/10/2019	Head of Contract Management Department, VISICONS Joint Stock Company
11/10/2019 – 18/04/2025	Head of Bidding and Contract Management Department, VISICONS Joint Stock Company
18/04/2025 – 22/01/2026	Member of the Supervisory Board, Head of Bidding - Contract Management Division of VISICONS Joint Stock Company.
22/01/2026 - Present	Member of the Supervisory Board, Deputy General Director of the Company.

3.3. The General Directorate:

- Mr. **Hoang Hoa Cuong** –Member of the Board of Directors cum General Director
- Mr. **Nguyen Minh Tuan** – Member of the Board of Directors cum Deputy General Director
- Mr. **Nguyen Phan Tuan** – Member of the Board of Directors cum Deputy General Director
- Mr. **Nguyen Lai Tho** –Member of the Supervisory Board cum Deputy General Director
- Mr. **Nguyen Xuan Quynh** – Deputy General Director of the Company

ID Card No.	
Gender	Male
Date of birth	03/4/1972
Place of birth	Hanoi
Nationality	Vietnamese
Ethnicity	Kinh
Native place	Tuyen Quang
Permanent address	

Phone	
Education level	12/12
Professional qualification	Construction Engineer
Working process	
7/1995 – 10/2001	Officer of Technical Division – Vinaconex6 Joint Stock Company (VISICONS)
10/2001 – 5/2002	Vice Leader of Construction Team No. 16 – Vinaconex6 Joint Stock Company
5/2002 – 11/2010	Leader of Construction Team No. 16 – Vinaconex6 Joint Stock Company
11/2010 – 8/2011	Assistant to Director, Leader of Construction Team No. 16 – Vinaconex6 Joint Stock Company
8/2011 – Present	Deputy General Director – Vinaconex6 Joint Stock Company (VISICONS Joint Stock Company)

- Mr.: **Tran Thanh Thuy** – Deputy General Director of the Company

ID Card No.	
Gender	Male
Date of birth	22/10/1979
Place of birth	Phu Tho
Nationality	Vietnamese
Ethnicity	Kinh
Native place	Thanh Thuy, Phu Tho
Permanent address	
Phone	
Education level	12/12
Professional qualification	Construction Engineer
Working process	
4/2002 – 9/2005	Officer of Technical Division – Vinaconex6 Joint Stock Company (VISICONS)
9/2005 – 3/2011	Leader of Construction Team No. 28 – Vinaconex6 Joint Stock Company (VISICONS)
3/2011 – 10/2012	Deputy Head of Technical Planning & Project Management Division, Vinaconex6 Joint Stock Company (VISICONS)
10/2012 – 4/2016	Deputy Head of Technical Planning & Project Management Division, Vinaconex6 Joint Stock Company, Deputy Head of Construction Executive Board of Bridgestone Factory - Dinh Vu Industrial Park - Hai Phong (VISICONS)

01/2020 – 6/2020	Head of Construction Executive Board – VISICONS Joint Stock Company
01/7/2020 - Nay	Deputy General Director of VISICONS Joint Stock Company.
Current position held at other organizations	Member of Board of Directors, Director of Visiland Investment and Construction Joint Stock Company

Mr. Nguyen Kien Trung – Deputy General Director

Citizen ID Card No.	
Gender	Male
Date of birth	31/3/1974
Place of birth	Nghe An
Nationality	Vietnamese
Ethnicity	Kinh
Native place	Nam Dan, Nghe An
Permanent address	
Phone	
Education level	12/12
Professional qualification	Construction Engineer Bachelor of Business Administration
Working process	
7/1996 – 2000	Technical Officer – Construction Joint Stock Company No. 6 (VISICONS)
2000 – 2005	Construction Manager – VINACONEX6 Joint Stock Company (VISICONS)
2005 – 12/2013	Leader of Construction Team No. 30 – Vinaconex6 Joint Stock Company.
12/2013 – 4/2016	Deputy Head of Technical Planning and Project Management Division – Vinaconex6 Joint Stock Company (VISICONS)
4/2016 – 09/6/2020	Head of Construction - Quality - Safety Management Division of the Company
09/6/2020 – 02/03/2023	Member of the Supervisory Board, Head of Construction - Quality - Safety Management Division of VISICONS Joint Stock Company.
02/03/2023 – 18/04/2025	Member of the Supervisory Board, Deputy General Director of the Company.
18/04/2025 - Present	Deputy General Director of the Company.

- Ms. **Mai Phuong Anh** – Chief Accountant, Authorized Information Disclosure Officer

ID Card No.	
Gender	Female
Date of birth	02/7/1977
Place of birth	Ha Tay
Nationality	Vietnamese
Ethnicity	Kinh
Native place	Ha Tay
Permanent address	
Phone	
Education level	12/12
Professional qualification	Master of Economics
Working process	
8/2000 – 4/2001	Officer – Rural Development and Construction Investment Joint Stock Company
4/2001 – 8/2007	Chief Accountant of Investment and Construction Consulting Center - Rural Development and Construction Investment Joint Stock Company
8/2007- 11/2008	Deputy Head of Finance and Accounting Division, Vinaconex6 Joint Stock Company (VISICONS)
12/2008 – 02/2010	Acting Chief Accountant at Vinaconex6 Joint Stock Company (VISICONS)
02/2010 – Present	Chief Accountant, Authorized Information Disclosure Officer, Vinaconex6 Joint Stock Company (VISICONS Joint Stock Company)

4. Benefits of the General Directorate:

- Regarding income: According to the salary and income regulations applicable to the employees under the Company's Office.
- Other benefits: According to the Company's regulations.

4. Number of employees and policies for employees:

4.1. Total average number of employees in 2025 (including those working under service contracts): about 2,350 people.

4.2. Policies for employees: Employees are entitled to salaries, bonuses and guaranteed social insurance, health insurance, unemployment insurance, labor protection and other benefits according to the provisions of the Labor Law.

V. INFORMATION OF SHAREHOLDERS AND COMPANY MANAGEMENT

1. Board of Directors and Supervisory Board:

- *Members and structure of the Board of Directors*

+ The Company's Board of Directors consists of 01 Chairman and 04 Board Members:

No.	Full name	Position
1	Mr.: Tran Van Khanh	Chairman of the Board of Directors
2	Mr.: Hoang Hoa Cuong	Member
3	Mr.: OTANI SHINGO	Member
4	Mr.: Nguyen Minh Tuan	Member
5	Mr.: Nguyen Phan Tuan	Member

- *Members and structure of the Supervisory Board:* The Supervisory Board has 03 members including 01 Head with accounting expertise and 02 Members:

No.	Full name	Position	Note
1	Mr.: Dang Thanh Huan	Head	Bachelor of Economics majoring in Credit Finance, Master of Business Administration, Auditor Certificate issued by the Ministry of Finance in 1998
2	Ms.: FUJIKAWA MARIKA	Member	
3	Mr.: Nguyen Lai Tho	Member	

- *Activities of the Board of Directors:*

- + In 2025, the Board of Directors supervised and directed the General Directorate in the daily business operations;
- + Decide on the strategy, development and business plans of the enterprise;
- + Decide on the organizational structure of the Company;
- + Approve the annual audited financial statements and other business and production reports.
- + Voted on issues under the authority of the Board of Directors

- Activities of non-executive members of the Board of Directors:

- + Fully attend the Board of Directors' meetings, review and give opinions on the Board of Directors' resolutions; Vote on issues under the authority of the Board of Directors
- + Regularly work with the Company's Supervisory Board to inspect the Company's financial activities and other activities;
- + Provide timely feedback to the General Directorate and the Board of Directors when finding unreasonable decisions.

- Activities of subcommittees in the Board of Directors: The Board of Directors does not establish affiliated subcommittees but assigns members of the Board of Directors to be in charge of each field.

- Activities of the Board of Supervisors according to the tasks and powers stipulated in the Company's Charter: Supervise and inspect the management and operation of the Company's production and business activities, appraising the Company's Financial Statements, participate in building the Company's internal control system, ...

- Plan to increase the effectiveness of the Company's management activities:

- + The Board of Directors operates with the goal of management and administration to bring the highest benefits to the Company. Therefore, to enhance the effectiveness of the Board's activities, its members will strive to improve their awareness and sense of responsibility toward their assigned duties;
- + The Company will coordinate and provide maximum support so that members of the Board of Directors and the Supervisory Board can well complete their duties in accordance with the provisions of law and the Company's charter;
- + Appoint members of the Board of Directors, the Supervisory Board, the General Directorate and some other key positions in the Company to attend in training and development programs on corporate governance;
- + Continue to improve the internal management regulations system and ensure consistent implementation across all affiliated departments, divisions, and projects.
- + The Company has carefully prepared its management and operational capacity and business strategy to proactively seize opportunities and operate in accordance with the new situation.

- Remuneration, other benefits and expenses for members of the Board of Directors and the Supervisory Board: Decided by the General Meeting of Shareholders, with reasonable reimbursement for expenses incurred while attending meetings and participating in activities related to the company's business operations.

Statistical data on shareholders:

**SHAREHOLDER STRUCTURE OF VISICONS CONSTRUCTION AND
INVESTMENT JOINT STOCK COMPANY**

(According to the List of Securities Owners No. VNMEETVSDV014283/VSDVC6XX -
Registered on March 24, 2026 of Vietnam Securities Depository and Clearing Corporation,
last registration date: March 20, 2026)

No.	Shareholder group	Number of shareholders	Owned shares	Rate %
1	VC6 shareholder as domestic individual	762	9,625,653	88.790%
2	VC6 shareholder as domestic organization	06	378	0.003%
3	VC6 shareholder as foreign organization	02	1,084,702	10.006%
4	VC6 shareholder as foreign individual	09	130,144	1.201%
5	Total:	779	10,840,877	100%

**VISICONS JOINT STOCK COMPANY
LEGAL REPRESENTATIVE**

GENERAL DIRECTOR

Hoang Hoa Cuong
Signed

Attn:

- State Securities Commission of Vietnam,
Hanoi Stock Exchange
- Saved: The Company's Website,
Accounting – Finance, Administration