



**CÔNG TY CỔ PHẦN
XÂY DỰNG 1369
1369 CONSTRUCTION
JOINT STOCK COMPANY**
Số: 19/CBTT-C69.2026
No: 19/CBTT-C69.2026

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
THE SOCIALIST REPUBLIC OF VIETNAM**
**Độc lập - Tự do - Hạnh phúc
Independence - Freedom - Happiness**

*Hải Phòng, ngày 25 tháng 05 năm 2026
Hai Phong, May 25, 2026*

**CÔNG BỐ THÔNG TIN
INFORMATION DISCLOSURE**

Kính gửi: - Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch Chứng khoán Hà Nội;
- Quý cổ đông.

To: - *The State Securities Commission;*
- *HaNoi Stock Exchange;*
- *Esteemed Shareholders.*

1. Tên tổ chức: Công ty Cổ phần Xây dựng 1369/ *Name of company :1369 CONSTRUCTION
JOINT STOCK COMPANY*
2. Mã chứng khoán: C69/ *Stock symbol: C69*
3. Địa chỉ trụ sở chính: Số 37, 38 phố Dã Tượng, phường Lê Thanh Nghị, Thành phố Hải Phòng, Việt Nam
Address of headoffice: No 37, 38 Dã Tượng street, Le Thanh Nghi Ward, Hai Phong city, Viet Nam.
4. Điện thoại: 0220.3891.898/ *Telephone: 0220.3891.898*
5. Người thực hiện công bố thông tin: Bà Nguyễn Thị Thuý – Phó Tổng Giám đốc /*Nguyen Thi Thuy - Deputy General Director*
6. Loại thông tin công bố: định kỳ/*Type of disclosed information: Periodic.*
7. Nội dung công bố thông tin/*Disclosed information content:*
Công ty Cổ phần Xây dựng 1369 công bố thông tin Tài liệu họp Đại hội đồng cổ đông thường niên năm 2026 từ ngày 25/05/2026 tại đường dẫn <https://cpxd1369.com.vn/chuyen-muc/quan-he-co-dong> và sẽ được cập nhật và công bố thông tin các nội dung sửa đổi, bổ sung (nếu có).



1369 Construction Joint Stock Company announces the disclosure of materials for the 2026 Annual General Meeting of Shareholders from 25/05/2026, available at the following link: <https://cpxd1369.com.vn/chuyen-muc/quan-he-co-dong>. Any amendments or supplements (if any) will also be updated and disclosed accordingly.

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 25/05/2026 tại đường dẫn: <http://www.cpxd1369.com.vn/> This information has been published on the company's website on 25/05/2026 at the link: <http://www.cpxd1369.com.vn>.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố. /We hereby certify that the disclosed information is true and take full legal responsibility for the content of the disclosed information. *th*

PHÓ TỔNG GIÁM ĐỐC
DEPUTY GENERAL DIRECTOR



NGUYỄN THỊ THUY
NGUYEN THI THUY





1369

1369 CONSTRUCTION JOINT STOCK COMPANY

Address: No. 37–38 Da Tuong Street, Le Thanh Nghi Ward, Hai Phong City.

Tel: 02203 891 898

Website: <https://cpxd1369.com.vn/>

**NOTICE OF INVITATION
TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: Esteemed Shareholders of 1369 Construction Joint Stock Company

The Board of Directors of 1369 Construction Joint Stock Company (the “Company”) hereby respectfully announces and cordially invites the Shareholders to attend the Company’s 2026 Annual General Meeting of Shareholders (“AGM”), with details as follows:

1. Time: 08:30 AM, June 20, 2026 (Saturday)

2. Venue: Phan Anh Palace – No. 1 Nguyen Huu Cau Street, Hai Duong Ward, Hai Phong City

3. Participants:

- All shareholders of 1369 Construction Joint Stock Company whose names are included in the list of shareholders finalized as of May 20, 2026, as provided by the Vietnam Securities Depository and Clearing Corporation (“VSDC”).
- Shareholders who are unable to attend the Meeting in person may authorize a representative to attend the Meeting on their behalf, or authorize the Chairman of the Board of Directors or the General Director of the Company to act as their proxy. The authorized representative must present a valid Power of Attorney and a Citizen Identity Card or Passport upon registration for attendance at the Meeting.

4. Meeting Content:

The detailed meeting agenda, program and related materials are available and updated on the Company’s website at <https://cpxd1369.com.vn/> from May 25, 2026.

5. Registration for Attendance:

To facilitate the organization of the Meeting, shareholders are kindly requested to confirm their attendance or submit a proxy authorization by scanning the QR code and/or sending a confirmation by post to the contact details set out in Section 6 before 5:00 PM on June 15, 2026.

6. Contact Information:

Investor Relations Department – 1369 Construction Joint Stock Company

Office Address: No. 172 Truong Chinh Street, Le Thanh Nghi Ward, Hai Phong City

Tel: 02203 891 898 / 0906 072 369

Email: ir@1369.vn

Note: Shareholders attending the Meeting are requested to bring the Invitation Notice, Registration Confirmation or Proxy Authorization Letter, Citizen Identity Card/Passport, or Letter of Introduction (for institutional shareholders). All travel and accommodation expenses shall be borne by the shareholders.

Yours sincerely,

**(QR Code for Attendance Confirmation and
Access to Meeting Materials)**



Hai Phong, May 25, 2026
**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRWOMAN**



TIEU THI BACH DUONG



1369 CONSTRUCTION JOINT STOCK COMPANY

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AGENDA

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. **Time:** 08:30 a.m., June 20, 2026 (Saturday)

2. **Venue:** Phan Anh Palace – No. 1 Nguyen Huu Cau Street, Hai Duong Ward, Hai Phong City

3. **Meeting Agenda:**

Time	Detailed Agenda Items
08h00 - 08h30	Registration and Reception of Shareholders and Attending Delegates
	Verification of Delegates' Eligibility and Distribution of Meeting Documents
08h30 - 08h50	Opening of the Meeting and Introduction of Delegates;
	Report on the Results of Verification of Shareholders' Eligibility;
	Introduction and Approval of the Presidium of the Meeting;
	Appointment of the Secretariat, Proposal of the Vote Counting Committee and Approval Thereof;
	Approval of the Meeting Agenda, the Working and Voting Regulations, and the Election Regulations.
Part 1: 08:50 – 09:30 Reports & Proposals	Reports:
	- Report on the Activities of the Board of Directors;
	- Report of the Board of Management to the 2026 Annual General Meeting of Shareholders;
	- Report of the Independent Member of the Board of Directors to the 2026 Annual General Meeting of Shareholders;
	- Report on the Activities of the Supervisory Board.
	Proposals:
	- Proposal on the Audited Financial Statements for 2025;
	- Proposal on the Profit Distribution Plan for 2025 and the Finalization of Salaries and Remuneration of the Board of Directors and the Supervisory Board for 2024;
	- Approval of the Proposal on the Business Plan for 2026 and the Proposed Salaries, Remuneration and Bonuses of the Board of Directors and the Supervisory Board for 2025;
	- Proposal on the Selection of the Auditing Firm for 2026;
	- Proposal on the Update of the Registered Business Lines System in accordance with Decision No. 36/2025/QĐ-TTg;
	- Proposal on the Private Placement in 2026;
	- Proposal on the Rights Offering in 2026;
	- Approval of the Proposal on the Amendment and Supplementation of the Company Charter.
09h30 – 10h00	Discussion of the Reports and Proposals.



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Part 2: 10:00 – 10:30 Election and Voting	The Vote Counting Committee Provides Instructions for Voting at the Meeting;
	Voting on Matters Presented at the Meeting.
10h30 – 10h45	Tea break.
10h45 – 10h55	Announcement of the Voting Results at the Meeting.
Part 3: 10:55 – 11:30 Closing of the Meeting	Presentation of the Draft Minutes and Resolution of the Meeting
	Approval of the Minutes and Resolution of the Meeting;
	Closing Remarks and Closing of the Meeting.

(*)Esteemed Shareholders are kindly requested to scan the QR code below to access the documents for the 2026 Annual General Meeting of Shareholders.



**1369 CONSTRUCTION JOINT STOCK COMPANY**

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Website: <https://cpxd1369.com.vn/>**REGISTRATION FORM OR PROXY AUTHORIZATION
FOR ATTENDANCE AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS****To: The Board of Directors of 1369 Construction Joint Stock Company**

Name of Shareholder:

Legal Representative (*for institutional shareholders*):

Citizen Identity Card/Passport/Enterprise Registration Certificate No.: issued on at

Address:

Total number of shares owned or represented: shares.

(In words: shares).

The shareholder shall select one of the following options by marking (X) in the appropriate box:

1. REGISTRATION FOR ATTENDANCE ☐**2. PROXY AUTHORIZATION FOR ATTENDANCE** ☐**In case of proxy authorization for attendance:**

Information of the Authorized Representative:

Full Name:

Citizen Identity Card/Passport No.: issued on at

Address:

Number of shares authorized:

(In words: shares).

(Note: For individual shareholders, authorization may only be granted to one (01) person. For institutional shareholders, authorization may be granted to a maximum of three (03) persons. Shareholders are requested to clearly specify the number of shares authorized to each authorized representative.)

In the event that shareholders are unable to attend the Meeting and cannot authorize another person to attend on their behalf, shareholders are kindly requested to authorize the Chairman of the Board of Directors and/or the General Director of the Company by marking (X) next to the name of the person selected as proxy:

No.	Full Name	Position	Select (✓)	No. of Shares Authorized
1	Tieu Thi Bach Duong	Chairwoman of the BOD	<input type="checkbox"/>	
2	Le Tuan Nghia	General Director	<input type="checkbox"/>	

Scope of Authorization:

- The authorized representative shall, on behalf of the Shareholder, attend and vote on all matters at the 2026 Annual General Meeting of Shareholders of 1369 Construction Joint Stock Company, and exercise all rights and obligations of the Shareholder at the Meeting in relation to the number of shares authorized.
- The Shareholder and the authorized representative shall bear full responsibility for this authorization and undertake to strictly comply with the applicable laws and the Charter of 1369 Construction Joint Stock Company.

Notes:

- The authorized representative may not further delegate the shares owned by himself/herself and/or the shares authorized by the authorizing shareholder to any other person, and must present a valid Citizen Identity Card/Passport when attending the Meeting.
- This Proxy Authorization Letter shall only be valid if it is an original copy bearing the signatures of both parties. In the case where the authorizing party (shareholder) is an organization, the Proxy Authorization Letter must bear the signature of its legal representative and the seal of such organization. This Proxy Authorization Letter shall automatically terminate upon the closing of the 2026 Annual General Meeting of Shareholders of 1369 Construction Joint Stock Company./.

Shareholder/Authorizing Party
(Signature, full name and seal, if any)

Authorized Representative
(Signature and full name)



Hai Phong, 25 May, 2026

**REGULATIONS ON THE ORGANIZATION AND VOTING OF
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF 1369 CONSTRUCTION JOINT STOCK COMPANY**

Pursuant to::

- *The Law on Enterprises dated June 17, 2020; the Law amending and supplementing a number of articles of the Law on Enterprises dated June 17, 2025; and the guiding documents for implementation thereof;*
- *The Charter on Organization and Operation of 1369 Construction Joint Stock Company.*

The 2026 Annual General Meeting of Shareholders (“**AGM**”) of 1369 Construction Joint Stock Company (**the “Company”**) shall be organized and conducted in accordance with the following Regulations on Organization:

Article 1. Purpose

- To ensure that the order of proceedings, principles of conduct and voting procedures at the Annual General Meeting of Shareholders of 1369 Construction Joint Stock Company are conducted in compliance with applicable regulations and successfully carried out.
- To ensure that the Resolutions of the General Meeting of Shareholders reflect the unified will of the General Meeting of Shareholders, protect the legitimate rights and interests of shareholders, and comply with the Company’s Charter and applicable laws.

Article 2. Applicable Subjects and Scope of Application

- ***Applicable Subjects:*** All shareholders and authorized representatives attending the Annual General Meeting of Shareholders of 1369 Construction Joint Stock Company shall comply with and observe the provisions of these Regulations, the Company’s Charter and applicable laws.
- ***Scope of Application:*** These Regulations shall apply to the organization and conduct of the 2026 Annual General Meeting of Shareholders of 1369 Construction Joint Stock Company.

Article 3. Conditions for Conducting the General Meeting of Shareholders *(Pursuant to Article 19 of the Company’s Charter)*

- The General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting shares.
- In the event that the first meeting fails to satisfy the conditions for proceeding as prescribed, the notice of invitation to the second meeting shall be sent within thirty (30) days from the intended date of the first General Meeting of Shareholders. The second General Meeting of Shareholders shall only be conducted when the attending shareholders represent at least 33% of the total voting shares.

- In the event that the second meeting fails to satisfy the conditions for proceeding, the notice of invitation to the third meeting shall be sent within twenty (20) days from the intended date of the second meeting. In such case, the meeting shall be conducted regardless of the total number of voting shares represented by the attending shareholders, shall be deemed valid, and shall have the authority to decide on all matters proposed for approval at the first General Meeting of Shareholders.

Article 4. Delegates Attending the General Meeting of Shareholders

1. Shareholders of 1369 Construction Joint Stock Company and authorized representatives of shareholders holding voting shares, according to the final list of shareholders as of May 20, 2026 provided by the Vietnam Securities Depository and Clearing Corporation, shall be entitled to attend the General Meeting of Shareholders;
2. Shareholders and/or authorized representatives mentioned above are hereinafter collectively referred to as the “*Delegates*”. Upon entering the meeting venue, Delegates must be present at the prescribed time and complete registration procedures with the Organizing Committee;
3. During the General Meeting of Shareholders, Delegates shall comply with the instructions of the Presidium, behave in a civilized and courteous manner, and maintain order at the Meeting;
4. Delegates shall maintain confidentiality, properly use and preserve meeting documents, and shall not copy, record or disclose any documents or information to persons outside the Meeting without prior approval from the Presidium;
5. Smoking and the use of prohibited substances, alcoholic beverages or beer in the meeting venue are prohibited;
6. Private conversations and the use of mobile phones during the Meeting are prohibited. All mobile phones must be switched off or set to silent mode.

Article 5. Presidium

1. The Presidium shall consist of five (05) members, including one (01) Chairperson and four (04) members. The Chairperson of the Board of Directors shall act as the Chairperson of the Presidium and the Chairperson of the 2026 Annual General Meeting of Shareholders of 1369 Construction Joint Stock Company.
2. Duties of the Presidium:
 - a. To preside over and conduct the activities of the General Meeting of Shareholders in accordance with the Agenda approved by the General Meeting of Shareholders at the Meeting;
 - b. To guide Delegates and the Meeting in discussing matters included in the Agenda;
 - c. To present draft resolutions and conclusions on matters requiring approval by the Meeting;
 - d. To respond to matters raised by Delegates;
 - e. To resolve matters arising during the course of the Meeting.

3. Working Principles of the Presidium: The Presidium shall operate on the principles of collective leadership, democratic centralism, and majority decision-making.

Article 6. Secretariat of the Meeting

1. The Secretariat of the Meeting shall consist of two (02) members introduced by the Chairperson through the Organizing Committee of the Meeting. The Secretariat shall be responsible to the Presidium and the General Meeting of Shareholders for the performance of its duties and shall operate under the direction of the Presidium.
2. Duties of the Secretariat:
 - a. To assist the Presidium in verifying the eligibility of Delegates attending the Meeting, where necessary;
 - b. To assist the Presidium in presenting draft documents, conclusions and Resolutions of the Meeting, and in delivering notices of the Presidium to Delegates upon request;
 - c. To receive and review discussion forms and opinions of Delegates, and submit them to the Presidium for consideration and decision;
 - d. To fully and accurately record all proceedings of the Meeting and all matters approved or noted in the Minutes of the Meeting;
 - e. To draft Resolutions on matters approved at the Meeting.

Article 7. Delegate Eligibility Verification Committee

1. The Delegate Eligibility Verification Committee shall consist of three (03) members, including one (01) Head and two (02) members. The Delegate Eligibility Verification Committee shall be responsible to the Presidium and the General Meeting of Shareholders for the performance of its duties.
2. Duties of the Delegate Eligibility Verification Committee:
 - a. Ban kiểm tra tư cách Đại biểu của Đại hội có trách nhiệm kiểm tra tư cách và tình hình Đại biểu đến dự họp.
The Delegate Eligibility Verification Committee shall be responsible for verifying the eligibility and attendance status of Delegates attending the Meeting.
 - b. The Head of the Delegate Eligibility Verification Committee shall report to the General Meeting of Shareholders on the attendance status of Delegates. If the attending Delegates represent more than 50% of the total voting shares, the General Meeting of Shareholders of 1369 Construction Joint Stock Company shall be duly convened and conducted.

Article 8. Vote Counting Committee

1. The Vote Counting Committee shall consist of three (03) members, including one (01) Head and two (02) members, introduced by the Chairperson through the Organizing Committee of the Meeting and approved by the Meeting through voting.
2. Duties of the Vote Counting Committee:

- To conduct vote counting for elections in accordance with the Regulations on Nomination, Candidacy and Election at the Meeting;
- To prepare the Vote Counting Minutes and be responsible to the Presidium and the General Meeting of Shareholders for the performance of its duties;
- To accurately determine the voting results at the Meeting;
- To promptly notify the Secretariat of the vote counting results;
- To review and report to the Meeting any violations of voting or election procedures, or any complaints relating to the vote counting results.

Article 9. Discussion at the Meeting

1. Principles:

- Discussions shall only be conducted within the prescribed time limit and within the scope of matters presented in the agenda of the General Meeting of Shareholders;
- Delegates wishing to express opinions shall register the discussion contents in the Discussion Form and submit it to the Secretariat;
- The Secretariat shall arrange the Delegates' Discussion Forms in the order of registration and submit them to the Presidium;
- Delegates wishing to speak or participate in discussions shall raise their hands and may only speak upon approval by the Presidium. Each Delegate's speech shall not exceed three (03) minutes, and the presentation shall be concise and avoid repetition.

2. Responses to Delegates' Opinions:

- Based on the Delegates' Discussion Forms, the Chairperson or a person designated by the Chairperson shall respond to the Delegates' opinions;
- In the event that, due to time constraints, certain questions cannot be answered directly at the Meeting, 1369 Construction Joint Stock Company shall provide written responses thereafter.

Article 10. Voting on Matters for Approval

1. Principles :

- All matters included in the agenda and contents of the Meeting shall be openly discussed by the General Meeting of Shareholders and voted on by Voting Cards and/or by secret ballot using Voting Ballots.
- Voting Ballots shall be printed by the Company, affixed with the Company's seal, and directly distributed to Delegates at the Meeting together with the meeting materials. Each Delegate shall be issued one (01) Voting Ballot clearly stating the Delegate code, full name, number of shares owned, and number of shares authorized for voting by such Delegate.
- Voting methods for approving matters at the 2026 Annual General Meeting of Shareholders shall be as follows:
 - + Voting by raising Voting Cards: This method shall be used to approve matters such as the Meeting Agenda, the Working Regulations of the Meeting, the composition of

the Vote Counting Committee, the Minutes of the Meeting, the Resolution of the Meeting, and other matters at the Meeting (if any);

+ Voting by secret ballot using Voting Ballots: This method shall be used to approve reports, proposals presented at the Meeting, and other matters specified and clearly stated in each Voting Ballot distributed to shareholders.

2. Voting Methods:

- Delegates shall vote “Approve”, “Disapprove” or “Abstain” on matters submitted for voting at the Meeting by raising their Voting Cards or marking the selected options on the Voting Ballots corresponding to the matters to be voted on in accordance with this Clause 2.
- ***When voting by raising Voting Cards***, the front side of the Voting Card must be clearly raised toward the Presidium. If a Delegate does not raise the Voting Card in any of the three voting options, namely “Approve”, “Disapprove” or “Abstain”, for a matter, such Delegate shall be deemed to have voted in favor of such matter. If a Delegate raises the Voting Card in all three voting options for a matter, such vote shall be deemed an abstention for such matter.
- ***When voting by filling in the Voting Ballot***, for each matter, the Delegate shall select one of the three options, namely “Approve”, “Disapprove” or “Abstain”, pre-printed on the Voting Ballot by marking “x” or “√” in the selected box. Upon completion of all voting matters of the Meeting, the Delegate shall submit the Voting Ballot into the sealed ballot box at the Meeting in accordance with the instructions of the Vote Counting Committee. The Voting Ballot must bear the Delegate’s signature and full name.

3. Invalid Voting Ballots:

- Ballots not issued by the Organizing Committee;
- Ballots without the Delegate’s signature and full name;
- Voting Ballots containing erasures, amendments or additional voting contents;
- If a shareholder selects more than one option for a voting matter, such voting matter shall be deemed invalid.

4. Voting rules:

- Matters submitted for voting at the Meeting shall only be approved upon obtaining affirmative votes representing at least 51% of the voting shares attending the Meeting. Matters prescribed in Clause 3, Article 21 of the Company’s Charter shall require approval by at least 65% of the voting shares attending the Meeting.

Article 11. Minutes and Resolution of the General Meeting of Shareholders

The Minutes and Resolution of the General Meeting of Shareholders shall be read and approved prior to the closing of the Meeting.

Article 12. Implementation of the Regulations



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Delegates attending the Meeting shall strictly comply with these Regulations on Organization of the General Meeting of Shareholders. Any Delegate violating these Regulations shall, depending on the nature and severity of the violation, be subject to consideration and handling by the Presidium in accordance with the Charter of 1369 Construction Joint Stock Company and applicable laws.

These Regulations on Organization of the General Meeting of Shareholders shall take effect immediately upon being approved by the General Meeting of Shareholders of 1369 Construction Joint Stock Company.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**

(Signed)

TIEU THI BACH DUONG



THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hai Phong, 25 May 2026

REPORT ON THE BOARD OF DIRECTORS' ACTIVITIES

To: The General Meeting of Shareholders of 1369 Construction Joint Stock Company

The Board of Directors (*the “BOD”*) of 1369 Construction Joint Stock Company (*“C69”*) hereby respectfully reports to the Annual General Meeting of Shareholders (*the “AGM”*) the key contents regarding the BOD’s activities in 2025 and its operating plan for 2026, as follows:

I. ASSESSMENT OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

1. General situation

The year 2025 marked an important milestone for 1369 Construction Joint Stock Company as it completed the strategic transformation phase for 2021–2025. In the context of continued difficulties in the economy and the construction market, the Board of Directors focused on directing the Company to proactively adapt, enhance governance capacity, improve operational control efficiency, and capitalize on opportunities arising from market recovery.

With the orientation of **“Stability for Development – Innovation for Breakthrough”**, the BOD has implemented flexible solutions to strengthen the financial foundation, improve construction quality, optimize capital utilization efficiency, and expand production and business activities in line with actual conditions. At the same time, the Company has continued to promote technology application, enhance management capabilities, and develop human resources in order to increase competitiveness and brand value.

The year 2025 not only marks the completion of the objectives for the 2021–2025 period but also lays the foundation for a new development phase oriented toward sustainable growth, improved operational efficiency, and maximization of shareholder value.

On this basis, the BOD respectfully submits to the General Meeting of Shareholders this report on the 2025 performance results, achieved outcomes, and key strategic orientations for the coming period, in order to continue fostering the Company’s stable and sustainable development.

2. Results of Implementation of the 2025 General Meeting of Shareholders’ Resolution

Under the direction and guidance of the Board of Directors, the Company’s production and business activities have achieved the following results:



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Unit: VND billion

No.	Indicators	2025 Plan	2025 Actual Performance	Completion Rate vs. Plan
1	Consolidated revenue	1.200	910	76%
1.1	Revenue of the Parent Company	330	256	78%
2	Consolidated profit after tax (PAT)	30	43	143%
2.1	Profit after tax (PAT) of the Parent Company	20	40	200%

(Source: Audited Consolidated Financial Statements for 2025)

In 2025, 1369 Construction Joint Stock Company recorded business performance with several positive developments in terms of profitability. Consolidated revenue reached VND 910 billion, completing 76% of the annual plan. In which, revenue from trading activities continued to account for a significant proportion, while real estate transfer activities and service provision also made notable contributions to the Company's revenue structure.

Although revenue did not meet the planned target, consolidated profit after tax still recorded positive growth thanks to improvements in the business structure and the efficiency of high-margin segments. Specifically, consolidated profit after tax reached VND 43 billion, equivalent to 143% of the annual plan. Of which, profit after tax attributable to the parent company's shareholders amounted to VND 40 billion, completing approximately 200% of the plan.

In terms of profit contribution structure, real estate transfer activities continued to be a highly efficient segment, generating approximately VND 17 billion in profit, accounting for about 42% of profit after tax attributable to the parent company's shareholders. In addition, the service provision segment contributed approximately VND 16 billion, equivalent to nearly 39%. Accordingly, these two segments accounted for approximately 81% of total profit after tax attributable to the parent company's shareholders in 2025.

The above results show that the strategic focus on high-margin business segments has enabled the Company to maintain profit growth despite revenue not meeting the annual plan. At the same time, the profit structure is also shifting towards improved operational efficiency rather than focusing solely on revenue scale growth.

In the coming period, the Company will continue to leverage its strengths in high-margin sectors while further enhancing the efficiency of its core business activities, thereby establishing a stable and sustainable growth foundation for the years ahead.

3. Selection of Independent Auditing Firm

Pursuant to the authorization of the General Meeting of Shareholders, the Board of Directors conducted negotiations and selected an auditing firm from the approved list of five audit companies to perform the review of the semi-annual financial statements and the audit of the 2025 annual financial statements.

On June 20, 2025, the Company signed a contract with the Hanoi Branch of A&C Auditing and Consulting Company Limited, ensuring compliance with financial transparency regulations while enhancing the reliability of the Company's financial reporting.

4. Brand Development



The year 2025 continued to mark the strong and sustainable development of C69 in the market. This is the fifth consecutive year that the Company has been listed among the Top 500 Fastest Growing Companies in Vietnam, ranking 21st out of 500—its highest position since participating in the ranking. This achievement affirms C69's reputation, growth capability, and position within the Vietnamese business community.

5. Training and Human Resource Development

The Company's Board of Directors is fully aware that human resources are a core factor for long-term development; therefore, the Company has intensified training programs to enhance professional qualifications and develop the skills of its workforce. Guidance and professional training programs are regularly implemented to optimize individual potential, create advancement opportunities, and improve work efficiency.

6. Environmental – Social Activities

Environmental Protection Commitment

In 2025, C69 continued to reaffirm its commitment to environmental protection through full compliance with legal regulations on environment, construction, and planning. During project implementation, the Company applied various measures to minimize negative environmental impacts, such as dust and noise control, as well as proper collection and treatment of waste in accordance with technical procedures, thereby contributing to the protection of the living environment and surrounding landscape of project areas.

Occupational Safety Management

C69 consistently considers occupational safety as one of its top priorities in production and business activities. In 2025, the Company strictly complied with legal regulations on occupational safety and hygiene; ensured adequate provision of personal protective equipment for employees; and closely supervised construction processes to minimize accident risks.

The Company maintained regular training and guidance programs on occupational safety, construction techniques, and risk prevention, thereby enhancing compliance awareness and safe working skills among its staff and workers.

Social Responsibility and Community Impact

In 2025, C69 continued to fulfill its social responsibilities through activities associated with local communities and the projects it implemented. The Company focused on strengthening dialogue and coordination with local authorities and residents in project areas to promptly receive and address emerging issues, ensuring a harmonious balance between corporate and community interests.

With a sustainable development orientation, C69 is committed to further integrating business activities with social responsibility, making positive contributions to the community, and creating long-term value for society alongside the Company's growth objectives.

II. RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

1. Activities of the Board of Directors

1.1. Structure of the Board of Directors

The Resolution of the 2025 Annual General Meeting of Shareholders approved the election of members of the Board of Directors of C69, consisting of the following members:



1369 CONSTRUCTION JOINT STOCK COMPANY

Add: No 37, 38 Da Tuong, Le Thanh Nghi Ward, Hai Phong city.

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No.	Member	Position	Appointment/Dismissal Date BOD Member		Meeting Attendance	Attendance Rate
			Appointment	Dismissal Date		
1	Tieu Thi Bach Duong	BOD Member	27/04/2024		23/23	100%
		Chairwoman of the BOD	26/04/2025			
2	Le Tuan Nghia	BOD Member	27/04/2024		23/23	100%
3	Vu Thi Thu Hien	BOD Member	27/04/2024		23/23	100%
4	Tran Xuan Ban	BOD Member	25/04/2025		15/15	100%
5	Gu Yi	Independent BOD Member	25/04/2025		06/15	40%

The Board of Directors operates on the principles of collective leadership, individual responsibility, and decision-making by majority vote, exercising its rights and obligations in accordance with the Company's Charter, the BOD's Internal Regulations, and applicable laws. Responsibilities among BOD members are assigned based on the principle of leveraging each member's strengths, thereby creating collective intellectual strength to most effectively fulfill the Board's duties.

1.2. Overall assessment of the Board of Directors' activities

In 2025, the Board of Directors focused its efforts on supervising and directing the implementation of the Company's key tasks in accordance with the Resolutions of the General Meeting of Shareholders. At the same time, the BOD closely instructed the Board of Management (General Director) in the execution of important decisions, ensuring business operations were carried out effectively and flexibly in response to market fluctuations.

The BOD maintained regular meetings and organized extraordinary meetings when necessary to promptly issue strategic decisions, thereby improving governance efficiency and optimizing the Company's management and operational activities..

1.3. Results of the Board of Directors' governance activities

In 2025, the Board of Directors continued to maintain proactive governance activities in full compliance with applicable laws and the Company's Charter. BOD members regularly participated in coordination meetings with the Executive Management to monitor work progress and provide direction for the Company's operations, while strengthening supervision of the Board of Management during the implementation of business and production plans.

During the year, the Board of Directors focused on reviewing and approving several important matters, including: the plan for organizing the 2025 Annual General Meeting of Shareholders; corporate governance matters; consolidation of management personnel; approval of transactions, investment plans, and strategic orientations for production and business development, with the aim of improving operational efficiency and ensuring shareholder interests.



(Compilation table of BOD meetings and resolutions – details attached in the appendix to this document)

2. Salary, Remuneration, and Operating Expenses of the Board of Directors

The salary, remuneration, and operating expenses of the Board of Directors in 2024 were paid in accordance with the levels approved by the General Meeting of Shareholders and are detailed in the 2025 Consolidated Financial Statements.

(The detailed summary has been disclosed in the audited 2025 Consolidated Financial Statements of the Company – details are attached in the appendix to this document.)

3. Report on transactions between the Company and its subsidiaries, affiliated companies, related parties of the Company; or between the Company and major shareholders, insiders, and related persons of insiders

These transactions were conducted in compliance with applicable regulations and have been disclosed in the Company's 2025 Corporate Governance Report and Annual Report *(details are attached in the appendix to this document)*.

4. Activities of Independent Board Members in 2025

In 2025, the Independent Member of the Board of Directors continued to play an important role in enhancing corporate governance quality, ensuring transparency, objectivity, and balance in the Board's operations in accordance with applicable laws and the Company's Charter.

With extensive professional expertise and practical experience, the Independent Board Member actively contributed opinions and provided critical review on strategic orientations, investment plans, and key corporate decisions. These independent assessments and advisory opinions supported the Board of Directors in making decisions aligned with market developments, improving risk control, and enhancing the efficiency of business operations.

The Independent Board Member also regularly supervised related-party transactions, risk management practices, financial governance, and the coordination among the Board of Directors, the Supervisory Board, and the Board of Management, thereby ensuring transparent and efficient governance and balancing the interests of shareholders.

The role of the Independent Board Member has become increasingly prominent in the Company's orientation toward sustainable development, improved governance standards, and enhanced competitiveness in the new development phase.

The activities of the Independent Board Member have been compiled into a separate report submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

5. Results of Supervision over the General Director and Other Executive Management

In 2025, the Company's Board of Directors fully performed its role in providing direction, leadership, and supervision over the operations of the Board of Management (General Director) to ensure that the implementation of the business and production plan was consistent with the Company's development strategy and in compliance with applicable laws.



The Board of Directors focused its guidance on the Board of Management on key matters, including:

- Monitoring and implementing investment projects, ensuring progress, quality, efficient use of capital, and alignment with long-term development orientation;
- Managing business and production activities efficiently, optimizing resources, streamlining the organizational structure, and controlling costs appropriately to improve financial performance and protect shareholders' interests;
- Proactively reviewing and adjusting the business plan in line with market developments; balancing capital resources, human resources, and investment portfolio to ensure operational stability;
- Ensuring full, transparent, and timely disclosure of information in accordance with legal regulations and the rules of the Hanoi Stock Exchange (HNX);
- Coordinating the preparation of reports and submissions for the 2025 Annual General Meeting of Shareholders, ensuring completeness, accuracy, and compliance with regulations;
- Monitoring the implementation of Resolutions of the General Meeting of Shareholders and the Board of Directors; maintaining periodic reporting regimes to enhance governance efficiency and risk control;
- Strengthening the management of capital contributions in subsidiaries and affiliated companies to preserve and grow invested capital;
- Continuing to carry out social welfare and community responsibility activities in line with the Company's sustainable development objectives;

Overall, the Board of Directors assesses that the Board of Management fulfilled its executive duties well in 2025, contributing to maintaining operational stability, improving business efficiency, and strengthening the Company's market position.

III. ORIENTATION FOR IMPLEMENTATION OF TASKS AND 2026 BUSINESS PLAN

1. Key targets for 2026 (consolidated figures)

After reviewing and assessing the Company's operations in 2025, the Board of Directors unanimously proposes for approval by the General Meeting of Shareholders the following key operational targets for 2026:

Unit: VND billion

No.	Indicators	2025 Actual	2026 Plan	Growth
1	Consolidated Revenue	910	1,000	110%
*	Parent Company Revenue	256	400	163%
2	Consolidated Profit After Tax	43	70	156%
*	Parent Company Profit After Tax	40	46	115%

2. Development Orientation for the 2026–2030 Period and Key Tasks for 2026

2.1. General orientation for the 2026–2030 period



-
- Continue to consolidate the Company's position in core business sectors, improve operational quality, strengthen risk management, and expand market share in an efficient and sustainable manner;
 - Enhance corporate governance, streamline the organizational structure toward a modern, transparent, flexible model aligned with digital transformation trends;
 - Strengthen the application of technology and digitalization in governance, management, and internal control to improve operational efficiency and competitiveness;
 - Expand research and development of new business areas in line with market trends and the Company's long-term development strategy;
 - Improve the quality of human resources, building a management and workforce team with strong capabilities, innovative thinking, and high sense of responsibility;
 - Actively seek and expand investment opportunities in potential markets; diversify funding sources and optimize capital utilization for business operations and development investment;
 - Build a professional and cohesive corporate culture, while continuing to fulfill social responsibilities and community-oriented activities.

2.2. Key tasks for 2026

In 2026, the Board of Directors orients C69 to continue focusing on its core business sectors while proactively expanding investment and business activities in an efficient and sustainable manner, as follows:

Accelerating the implementation of key real estate projects

C69 will prioritize resources to accelerate the implementation progress of key real estate projects. The Company will focus on enhancing project management capacity, controlling construction costs, and optimizing resource utilization to ensure compliance with schedules, quality requirements, and investment efficiency. At the same time, the Company will continue to research and develop new projects in line with its strategic orientation, gradually expanding its investment portfolio and strengthening its market position in the real estate sector.

3. Implementation measures

In 2026, the Board of Directors identifies the completion of the internal governance system and human resource development as key foundations for effectively achieving the Company's strategic objectives.

Improving corporate governance efficiency

C69 will continue to review, standardize, and improve internal management processes in a transparent, systematic, and scale-appropriate manner; strengthen internal supervision and control mechanisms; improve labor productivity; optimize the operational efficiency of each department; and ensure full compliance with applicable laws as well as modern corporate governance standards.

Financial control and improvement of capital efficiency

The Board of Directors orients the development and implementation of a medium-term financial plan to ensure a reasonable balance between expansion investment needs and liquidity capacity. Cash flows will be closely monitored, borrowings strictly controlled, non-performing risks minimized, and capital structure optimized. The Company will proactively diversify funding sources to ensure capital is used for the right purposes and delivers the highest efficiency for both the Company and shareholders.



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Strengthening cooperation and leveraging M&A opportunities

In 2026, C69 will continue to research and seek opportunities for cooperation, mergers, and acquisitions of potential enterprises aligned with its long-term development strategy. Through M&A transactions, the Company expects to expand operational scale, access new technologies, enhance professional capabilities, increase brand value, and strengthen competitiveness, thereby creating a solid foundation for sustainable growth in the next phase.

Development of technical and architectural consulting services

C69 is oriented toward expanding into technical and architectural consulting services to effectively leverage its team of experienced experts and engineers, diversify revenue streams, enhance brand value, and strengthen integration across the investment–construction–project development value chain.

The year 2026 is forecasted to remain challenging; however, with the foundation built over many years and the determination of the Board of Directors, the Board of Management, and all employees, the Board of Directors believes that the Company will continue to develop steadily, achieve its set objectives, and gradually enhance its market position and reputation.

The above is the report of the Board of Directors of 1369 Construction Joint Stock Company on the 2025 performance results and the orientation and business plan for 2026, respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- Shareholders;
- Board of Directors, Supervisory Board, Board of Management
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

(signed)

TIEU THI BACH DUONG

**1369 CONSTRUCTION JOINT STOCK COMPANY**

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website: <https://cpxd1369.com.vn>**APPENDIX 01 – SUMMARY TABLE OF BOARD OF DIRECTORS’ MEETINGS AND RESOLUTIONS IN 2025**

No.	Resolution/Decision No.	Date	Content	Approval rate
1.	01/2025/NQ-HĐQT	03/01/2025	Resolution on divestment from Hai Duong Agricultural Mechanical Joint Stock Company	100%
2.	01b/2025/NQ-HĐQT	18/01/2025	Loan transaction with Dong A Construction and Consulting Co., Ltd.	100%
3.	02/2025/NQ-HĐQT	24/01/2025	Resolution on approval of transactions with related parties arising in 2025	100%
4.	03/2025/NQ-HĐQT	06/03/2025	Resolution on convening the 2025 Annual General Meeting of Shareholders	100%
5.	05/2025/NQ-HĐQT	31/03/2025	Resolution on change of business location address	100%
6.	16a/2025/ NQ-HĐQT	20/04/2025	Resolution on capital contribution to Na Duong Brick and Tile JSC	100%
7.	06/2025/NQ-HĐQT	24/04/2025	Resolution on resignation letters and nomination of Board members	100%
8.	07/2025/NQ-HĐQT	26/04/2025	Resolution on dismissal of Chairman Le Minh Tan	100%
9.	08/2025/NQ-HĐQT	26/04/2025	Resolution on appointment of Chairperson Tieu Thi Bach Duong	100%
10.	09/2025/NQ-HĐQT	03/05/2025	Resolution on capital contribution to Sunfeel Vietnam JSC	100%
11.	19a/2025/NQ-HĐQT	05/05/2025	Loan transaction with Sunfeel Vietnam JSC	100%
12.	10/2025/NQ-HĐQT	14/05/2025	Resolution on capital contribution to 1369 Investment Consulting and Trading JSC	100%
13.	21b/2025/ NQ-HĐQT	20/05/2025	Resolution on divestment from Vacvina Technical Services Co., Ltd.	100%
14.	11/2025/NQ-HĐQT	01/06/2025	Resolution on dismissal of CEO Tran Xuan Ban and appointment of Le Tuan Nghia	100%
15.	12/2025/NQ-HĐQT	05/06/2025	Appointment of Standing Deputy General Director Tran Xuan Ban	100%
16.	32a/2025/NQ-HĐQT	20/06/2025	Capital contribution to Hai Duong Ceramic Real Estate Investment JSC	100%

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17.	35b/2025/NQ-HĐQT	25/06/2025	Business plan and loan plan 2025 at VietinBank Hai Duong	100%
18.	41/2025/NQ-HĐQT	28/07/2025	Mortgage of shares at Indovina Bank	100%
19.	13/2025/NQ-HĐQT	01/10/2025	Appointment of Company Secretary Nguyen Thi Mai Lien	100%
20.	75/2025/NQ-HĐQT	20/10/2025	Loan at VietinBank Hai Duong for project financing	
21.	75a/2025/NQ-HĐQT	23/10/2025	Loan and mortgage at BIDV Thanh Dong	100%
22.	90/2025/NQ-HĐQT	08/12/2025	Liquidation of vehicle 34A-703.74	100%
23.	94/2025/NQ-HĐQT	16/12/2025	Liquidation of vehicles 34A-251.13 and 34A-356.83	100%

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No.	Full Name	Position	Salary 2025	Remuneration 2024	Total Income
I	Board of Directors				
1	Tieu Thi Bach Duong	Member of the Board of Directors (until 26 April 2025) Chairman of the Board of Directors (from 26 April 2025)	34.056.000	60.000.000	94.056.000
2	Le Minh Tan	Chairman of the Board of Directors (until 26 April 2025)	197.992.000	180.000.000	377.992.000
3	Le Tuan Nghia	Member of the Board of Directors / General Director (from 26 April 2025)	113.220.000	60.000.000	173.220.000
4	Vu Thi Thu Hien	Member of the Board of Directors	-	60.000.000	60.000.000
5	Tran Xuan Ban	Member of the Board of Directors / Deputy General Director (from 25 April 2025)	156.616.000		156.616.000
6	Vu Le Hoa	Independent Member of the Board of Directors (until 25 April 2025)	-	60.000.000	60.000.000
7	Gu Yi	Independent Member of the Board of Directors (from 25 April 2025)	-	-	-
II	Board of Supervisors				
1	Lai Thi Ly	Head of the Board of Supervisors	116.648.000	84.000.000	200.648.000
2	Nguyen Thi Hong Nhung	Member of the Board of Supervisors	67.264.000	48.000.000	115.264.000



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3	Pham Thi Doan	Member of the Board of Supervisors	48.184.000	48.000.000	96.184.000
III	Board of General Directors and Chief Accountant				
1	Nguyen Thi Thuy	Deputy General Director	166.337.000	-	166.337.000
2	Pham Van Tung	Deputy General Director	170.137.000	-	170.137.000
3	Pham Tien Quynh	Deputy General Director	219.737.000	-	219.737.000
4	Tran Thi Tuyen	Chief Accountant	157.814.000	-	157.814.000
	Total		1.448.005.000	600.000.000	2.048.005.000

(Source: Audited Consolidated Financial Statements for the year 2025)



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APPENDIX 03 – TRANSACTIONS OF THE COMPANY WITH RELATED PARTIES

No.	Name of organization/individual	Related party relationship with the Company	Business Registration No., date of issuance, place of issuance	Registered head office address / Contact address	Transaction timing with the Company	Resolution/Decision No. of the General Meeting of Shareholders/Board of Directors approving the transaction	Content, quantity, and total transaction value	Remarks
1	Toan Thang Co., Ltd.	Subsidiary of the Company	-Business Registration No.: 0800265622 - Date of issuance: 20 May 2002 - Issuing authority: Department of Planning and Investment of Hai Phong Province	No. 245A, Nguyen Luong Bang Street, Thanh Binh Ward, Hai Phong City, Hai Phong Province	Year 2025	Resolution No. 02/2025/NQ-HĐQT dated 24 January 2025 of the Board of Directors approving related-party transactions	Revenue from construction activities; purchase of assets; vehicle repair expenses; financial expenses including loans and loan interest with the subsidiary: VND 16,940,747,023	
2	Dong A Consulting and Construction Co., Ltd	Subsidiary of the Company	-Business Registration No.: 0800443995 - Date of issuance: 23 January 2008 - Issuing authority: Department of Planning and Investment of Bac Ninh Province	No. 122 Nguyen Cong Hang Street, Area 2, Y Na, Kinh Bac Ward, Bac Ninh Province	Year 2025	Resolution No. 02/2025/NQ-HĐQT dated 24 January 2025 of the Board of Directors approving related-party transactions	Construction workload payments to the subsidiary; lending activities and interest income from loans: VND 39,999,123,962	



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3	1369 Industrial Park Joint Stock Company	Subsidiary of the Company	-Business Registration No.: 0801344669 - Date of issuance: 24 December 2020 - Issuing authority: Department of Planning and Investment of Nam Dinh Province	Hamlet 7, Giao Binh Commune, Ninh Binh Province	Year 2025	Resolution No. 02/2025/NQ-HDQT dated 24 January 2025 of the Board of Directors approving related-party transactions	Financial expenses relating to loans and loan interest: VND 50,508,287,671	
4	1369 Investment Consulting and Trading Joint Stock Company	Associate of the Company	-Business Registration No.: 3301743692 - Date of issuance: 21 May 2025 - Issuing authority: Department of Finance of Hue City	No. 19, Lot A25, Street No. 2, An Cuu City, An Dong Ward, Hue City, Thua Thien Hue Province, Vietnam	Year 2025	Resolution No. 02/2025/NQ-HDQT dated 24 January 2025 of the Board of Directors approving related-party transactions	Capital contribution investment: VND 27,000,000,000	
5	Gieng Day Quang Ninh Brick Joint Stock Company	Associate of the Company	-Business Registration No.: 5700478640 - Date of issuance: 07 January 2004 - Issuing authority: Department of Planning and Investment of Quang Ninh Province	Gieng Day Ward, Ha Long City, Quang Ninh Province, Vietnam	Year 2025	Resolution No. 02/2025/NQ-HDQT dated 24 January 2025 of the Board of Directors approving related-party transactions	Revenue from provision of services, purchase of materials, and financial income (loan interest): VND 515,589,041	



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6	Sunfeel Vietnam Joint Stock Company	Associate of the Company	-Business Registration No.: 5801339837 - Date of issuance: 11 April 2017 - Issuing authority: Department of Finance of Lam Dong Province	Phu Hoi Industrial Park, Phu Hoi Commune, Duc Trong District, Lam Dong Province, Vietnam	Year 2025	Resolution No. 02/2025/NQ-HDQT dated 24 January 2025 of the Board of Directors approving related-party transactions	Financial income (capital contribution investment, lending, and loan interest): VND 55,498,520,546	
7	Su Hai Duong Real Estate Investment Joint Stock Company	Internal personnel holding position in the Executive Management	-Business Registration No.: 0801436951 - Date of issuance: 09 January 2025 - Issuing authority: Department of Planning and Investment of Hai Phong Province	No. 95 Nguyen Luong Bang Street, Le Thanh Nghi Ward, Hai Phong City, Hai Phong Province, Vietnam	Year 2025	Resolution No. 02/2025/NQ-HDQT dated 24 January 2025 of the Board of Directors approving related-party transactions	Capital contribution investment: VND 68,300,000,000	

(Source: Audited Consolidated Financial Statements for the year 2025)

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website: <https://cpxd1369.com.vn>**APPENDIX 04 – TRANSACTIONS OF INTERNAL PERSONS OF THE COMPANY AND RELATED PERSONS OF INTERNAL PERSONS WITH SUBSIDIARIES AND COMPANIES CONTROLLED BY THE COMPANY**

No.	Transacting Person	Relationship with Internal Person	Position at Listed Company	ID Card/Passport No., Date of Issue, Place of Issue	Address	Name of Subsidiary/Company Controlled by the Listed Company	Transaction Timing	Content, Quantity, and Total Transaction Value	Remarks
1	Tran Xuan Ban		Deputy General Director	- ID Card/CCCD No.: 034081003870 - Date of issue: 11 August 2021 - Issuing authority: Police Department for Administrative Management of Social Order	No. 8/2/42 Thanh Binh Street, Thanh Binh Ward, Hai Phong City, Hai Phong Province	1369 Industrial Park Joint Stock Company	Year 2025	Loan interest income from 1369 Industrial Park Joint Stock Company: VND 24,931,507	

(Source: Audited Consolidated Financial Statements for the year 2025)

**THE SOCIALIST REPUBLIC OF VIETNAM****Independence – Freedom – Happiness***Hai Phong, 25 May 2026***REPORT OF THE BOARD OF MANAGEMENT****PRESENTED AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS****To: The General Meeting of Shareholders of 1369 Construction Joint Stock Company**

Dear Valued Shareholders, Members of the Board of Directors, and the Supervisory Board

Pursuant to applicable laws and the Company's Charter, the Board of Management hereby respectfully reports to the Shareholders, the Board of Directors, and the Supervisory Board on the management and executive activities, the business and production performance in 2025, as well as the implementation plan and business orientation for 2026, with the following specific contents:

I. Report on Business and Production Results in 2025

In the context of the real estate and construction markets gradually recovering but still facing significant volatility, 1369 Construction Joint Stock Company (C69) continued to implement a prudent, flexible management strategy closely aligned with market realities. The Company's leadership focused on prioritizing business segments with stable cash flow while simultaneously preparing the legal foundation and land bank for medium- and long-term growth.

Business and production activities during the year recorded a clear shift in revenue structure, in which the real estate and construction sectors continued to play a core role. Real estate projects have gradually had legal bottlenecks resolved and have been implemented in accordance with planned schedules. At the same time, the construction segment remained stable through infrastructure, civil, and industrial contracts across various localities.

1. Business and Production Results in 2025*Unit: VND billion*

Indicator	2024 Actual	2025 Plan	2025 Actual	2025/Plan Completion Rate	2025/2024 Growth Rate
Consolidated revenue	1.150	1.200	910	76%	79%
- Revenue of the Parent Company	291,5	330	256	78%	88%
Consolidated profit after tax (PAT)	21,9	30	43	143%	196%
- Profit after tax (PAT) of the Parent Company	14,1	20	40	200%	284%

(Source: Audited Consolidated Financial Statements for 2025)

In 2025, C69 recorded revenue of VND 910 billion, achieving 76% of the plan. Profit after tax (PAT) reached VND 43 billion, exceeding the plan by 43% and increasing significantly by 196% compared to 2024. The doubling of profit growth despite stable revenue indicates that C69 has implemented strategic measures focusing on optimizing operations, controlling costs, and improving profit margins.

This result is not only a positive short-term financial outcome but also reflects C69's strategic shift from scale-driven growth to quality-driven growth. As the real estate and construction markets recover, with a solid financial foundation and strong cost control capability, C69 is expected to achieve stronger growth in the coming years. The acceleration of project completion, combined with cost optimization strategies and tight cash flow management, will enable the Company not only to maintain its growth momentum but also to further strengthen its position in the industry.

2. Business Performance by Company Segments

a. Construction segment

In 2025, C69 continued to affirm its construction capability by successfully bidding for and implementing key projects, including:

- Healthcare project – Notably, the construction of the Bình Giang District Medical Center project with a value of VND 41 billion, contributing to the improvement of local healthcare infrastructure and service quality for the community.

- Industrial project – Highlighted by the Hai Duong Ceramics Factory project in Thai Tan Commune, Hai Phong City, valued at VND 29.3 billion, serving large-scale industrial production and meeting strict technical and schedule requirements;

- Various construction, renovation, and finishing packages for hotels, residential buildings, factories, and showrooms in Son La and Hai Phong provinces, with a total value of VND 10.7 billion;

- Construction package for the access road connecting the Pacop Ecological Forest tourism site in Van Ho Commune, Son La Province, valued at VND 41.5 billion, which has been completed, inspected, and officially handed over for use;

With strong construction capacity and extensive experience in implementing multi-sector projects, C69 is committed to delivering high-quality works, ensuring construction schedules, and optimizing investment efficiency for project owners.

b. Real estate segment

As one of the pioneering enterprises in the real estate sector, C69 together with its subsidiaries has been developing a series of large-scale projects in key provinces and cities such as Bac Ninh, Hai Phong, Lam Dong, Son La, Quang Ninh, etc., specifically as follows:

- In February 2025, the People's Committee of Nam Dinh Province selected C69's subsidiary (holding 70% charter capital), **1369 Industrial Park Joint Stock Company**, as the investor for the Yen Chau Industrial Cluster infrastructure project, covering an area of approximately 75 hectares with a total investment of VND 876.4 billion. This marks an important milestone in the Company's development in the industrial real estate sector in the province;



- On October 31, 2025, construction officially commenced on the Cultural, Sports, Education, and New Residential Center Project in Thai Hoc Commune, Binh Giang District, Hai Duong Province, invested in by a consortium between 1369 Construction Joint Stock Company and Hung Phat HD Joint Stock Company, with a total investment of VND 183.6 billion. This affirms the Company's capability in implementing large-scale, multi-functional projects;

- The year 2025 represents a significant milestone for the Ca Dong Co Dong Coi Residential Area Project (Bac Ninh), where C69 has carried out construction activities and completed legal procedures to enable the transfer of rough-built houses to customers;

- Strategic residential real estate projects in Lam Dong and industrial real estate projects in Hai Phong are being actively implemented, including adjustments to planning, approval of environmental impact assessments, unexploded ordnance clearance reports, and site clearance activities. These are high-potential projects that not only expand C69's land bank but also create a stable revenue foundation in the coming years.

c. Trading segment

Construction materials trading:

- Supplying high-quality construction materials with optimized costs for projects within the C69 ecosystem as well as the external market;

- Promoting investment strategy and restructuring of construction material enterprises, expanding production and distribution systems;

Automotive trading:

- Developing an authorized dealership and maintenance system for automobiles, meeting premium service standards;

- Expanding the business network, increasing market share, and strengthening C69's position in the automotive sector in Hai Phong City and the Northern region of Vietnam;

d. Financial investment

- Approval of the divestment of the entire capital contribution in Hai Duong Electrical Mechanical Joint Stock Company, in order to concentrate resources on strategic and long-term efficient projects;

- Approval of a capital contribution of VND 15 billion into Sunfeel Vietnam Joint Stock Company (an associated company), expanding operations into silk production for export, thereby gradually diversifying business activities.

- Establishment of a subsidiary – 1369 Investment Consulting and Trading Joint Stock Company with charter capital of VND 27 billion, specializing in industrial real estate, supporting the development strategy of the C69 ecosystem.

3. Policy on Personnel Management and Employee Welfare

In 2025, C69 continued to place strong emphasis on human resource training and development, organizational consolidation, and system enhancement, aiming to build a professional, dynamic workforce with high adaptability. The Company implemented a consistent salary management system based on job grade, professional competency, and business performance. For direct labor at construction sites, piece-rate wages are flexibly adjusted according to productivity and mutually agreed terms.



Various bonus policies have been implemented to recognize outstanding individuals and teams, including:

- Periodic bonuses: Awarded to individuals and teams with outstanding contributions to business results, granted during holidays, Lunar New Year, or upon completion of major projects;
- Ad-hoc bonuses: Awarded to recognize breakthrough initiatives contributing to construction efficiency, occupational safety, or operational process improvements;
- Annual company-sponsored travel programs for employees;

These employee policies not only reflect C69's appreciation for its workforce but also serve as a driving force to promote innovation, engagement, and continuous dedication among employees.

4. Report on Social and Environmental Activities

Social responsibility activities

C69 continues to affirm its pioneering role in charitable and community development activities, contributing to the promotion of humanitarian values and integrating social responsibility with the Company's sustainable development. Key activities include:

- The program **"Joining Hands for Flood-Affected Communities"** received strong participation from all C69 employees. Through a spirit of compassion and sharing, the Company launched a voluntary donation campaign and directly delivered financial support to people severely affected by natural disasters;

- Donation of 50 gift packages under the **"Humanitarian New Year – At Ty Spring"** program organized by Le Thanh Nghi Ward People's Committee, supporting disadvantaged households in the local area;

- The charitable program **"Hope Shelter"**, in response to the nationwide campaign "Joining Hands to Eliminate Temporary and Dilapidated Housing," through which the Company donated 02 charity houses worth VND 100 million to the families of Ms. Truong Thi Nhu and Ms. Nguyen Thi Gai residing in the province.

Commitment to environmental protection and sustainable development

Beyond its business operations, C69 places special emphasis on environmental protection and sustainable development, considering this a key pillar of its long-term strategy. The Company is committed to strict compliance with environmental protection regulations, ensuring a harmonious balance between economic benefits and social responsibility.

During the past year, C69 implemented a series of energy-saving initiatives and optimized water resource usage in construction and operational activities, thereby contributing to reducing negative environmental impacts. In addition, the Company has strengthened training and awareness programs on environmental protection for all employees, ensuring that each individual understands and strictly implements environmental policies and quality objectives.

II. Business Plan for the Year 2026

1. Production and Business Plan for 2026

Entering 2026, the Board of Management of C69 defines its business strategy based on the forecast that the market is gradually recovering, creating multiple growth opportunities. Based on the analysis of macroeconomic factors and the overall business performance across each segment, C69 has set specific objectives aimed at optimizing operational efficiency and enhancing adaptability to market fluctuations.

Business objectives for 2026:

Unit: VND billion

Indicators	2025 Results		2026 Plan	
	Parent Company	Consolidated	Parent Company	Consolidated
Total revenue	256	910	400	1.000
Profit after tax (PAT)	40	43	46	70

Orientation and Implementation Strategy:

- Flexible adaptation to the market

+ Strengthen the review of the investment portfolio, focusing on projects with strong cash flow generation potential; accelerate the progress of key projects to increase revenue;

+ Orient the expansion of trading activities to balance the revenue structure and reduce dependence on a single business segment.

- Financial control and cost optimization

+ Strictly manage cash flows to ensure liquidity and maintain stable operations;

+ Implement measures to optimize production and operating costs, thereby improving profit margins;

- Enhancing efficiency of core business segments

+ Invest in improving capacity in the construction sector, ensuring project progress and quality.

+ Promote real estate business strategies in a safe and sustainable direction;

+ Leverage strengths in trading activities, especially the automotive segment, to strengthen competitive positioning;

- Human resource development and technological innovation

+ Train and enhance the skills of employees to meet increasingly high market demands;

+ Apply digital technology in corporate governance to improve operational efficiency and risk control capability;

2. Action Plan for 2026

2.1. Implementation of the Company's key business segments

a. Construction activities and real estate project development

- The Company will continue the execution of construction works and projects in Bac Ninh, Son La, Hai Phong, Lam Dong, and other provinces; and expand the search for new construction contracts for 2026;

- Focus on project management and site supervision, strengthening technical oversight of subcontractors and suppliers to ensure that all projects are completed with required quality and on schedule;

- Promote industrial and residential real estate development activities, including:

- Accelerating land clearance, resettlement support, preparation and approval of detailed design drawings, and obtaining construction permits for the New Urban Area Project in Group 4, Nghia Duc Ward, and Residential Area No. 3, Nghia Trung Ward in Lam Dong Province;
- Implementing land clearance and commencing infrastructure construction of Yen Chau Industrial Cluster in Nam Dinh Province in Q3/2026, and Nghia An Industrial Cluster in Hai Phong City;
- Completing the construction of rough-built houses in Ca Dong Co Dong Coi Residential Area for transfer to customers in 2026, and proceeding with project settlement within the same year;
- Expediting completion of infrastructure works for the Cultural, Sports, Education, and New Residential Center Project in Thai Hoc Commune, Hai Phong City, with the objective of commencing business operations and recognizing revenue from the project in 2026;
- Concentrating human and financial resources on seeking new projects in neighboring provinces such as Nam Dinh, Quang Ninh, and Hung Yen, in order to continuously expand the land bank and prioritize industrial real estate projects;
- Actively exploring opportunities to develop social housing projects in the context of rising commercial housing prices and declining liquidity.

b. Trading activities

- Restore import–export activities, with a focus on importing energy batteries, aiming to establish a stable and sustainable revenue stream that contributes positively to the Company's long-term growth;

- Focus on exploiting construction material trading activities, which are a traditional strength of the Company, such as crushed stone, bricks, and roofing tiles, to meet internal construction demand in 2026 as well as supply to the external market;

- Continue to maintain market share in automotive trading activities in Hai Phong; study the expansion of the dealership network into neighboring provinces such as Thai Binh and Bac Ninh, and further develop authorized high-standard automotive maintenance and repair services.

c. Financial activities

- Continue implementing financial solutions in cash flow management and receivables collection, and work with banks to ensure sufficient capital supply for business operations as well as funding preparation for the Company's key projects;
- Periodically review the investment portfolio; strengthen risk management and restructure asset allocation to optimize operational efficiency;
- Continue promoting M&A activities with companies operating in the same sectors, aligned with C69's development orientation, with priority given to reputable companies owning clean land banks and transparent legal status.

2.2. Enhancing governance and management efficiency

- Improve a modern governance system with flexible adjustments in accordance with actual conditions;
- Strengthen internal control, closely monitor financial and operational activities to ensure transparency and maximum efficiency;
- Apply digital technology in operations, moving toward intelligent data-driven governance and improved labor productivity;
- Enhance forecasting capabilities and risk management to proactively respond to economic and policy fluctuations.

2.3. Human resource development and building a high-quality workforce

- Provide in-depth training for project management teams and construction engineers to improve practical execution capabilities;
- Recruit strategic personnel, particularly for management positions, technical experts, and business development roles;
- Build a professional working environment that encourages innovation and creativity, thereby attracting and retaining talent.

2.4. Legal affairs and risk management

- Ensure legal compliance and risk control to maintain sustainability in investment and operations;
- Proactively review contracts and project legal documentation to minimize potential risks.

2.5. Brand development and external relations expansion

- Develop a strong communication strategy to enhance C69 brand recognition;
- Strengthen connections with strategic partners, banks, and regulatory authorities to build a solid foundation for long-term growth;
- Develop products and services in a distinctive direction, ensuring superior quality and long-term value.



1369 CONSTRUCTION JOINT STOCK COMPANY

Add: No 37, 38 Da Tuong, Le Thanh Nghi Ward, Hai Phong city.

Tel: 02203 891 898

Website: <https://cpxd1369.com.vn>

The above is the report on the 2025 business and production performance and the 2026 business plan of the Board of Management, respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- Shareholders;
- Board of Directors, Supervisory Board, Board of Management
- Archives.

**ON BEHALF OF THE BOARD OF
MANAGEMENT
GENERAL DIRECTOR**

(signed)

LE TUAN NGHIA



THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hai Phong, 25 May 2026

**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
PRESENTED AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

To: The General Meeting of Shareholders of 1369 Construction Joint Stock Company

Dear Shareholders, Members of the Board of Directors, and the Board of Supervisors

Within the scope of duties and authorities as stipulated in the Company's Charter, I, Gu Yi – Independent Member of the Board of Directors of the Company, hereby respectfully submit to the General Meeting the report evaluating the performance of the Board of Directors (BOD) in 2025 as follows:

1. Assessment of the Board of Directors' Structure

The structure of the Board of Directors (BOD) of the Company complies with applicable laws and consists of five (05) members, specifically: Ms. Tieu Thi Bach Duong as Chairwoman of the BOD; Mr. Gu Yi as an Independent Member of the BOD; Ms. Vu Thi Thu Hien as a Non-executive Member of the BOD; together with two (02) executive members of the BOD holding management positions in the Company (Mr. Le Tuan Nghia – General Director; Mr. Tran Xuan Ban – Permanent Deputy General Director).

The members of the BOD are diverse in terms of age and gender, and possess distinct strengths, high professional qualifications, and extensive experience in multi-sector corporate governance. This ensures that all decisions of the BOD are made in the best interests of the Company and in full compliance with applicable laws.

2. Assessment of the Board of Directors' Activities

In 2025, the BOD maintained its corporate governance activities in full compliance with applicable laws, the Company's Charter, and modern corporate governance principles. The BOD conducted both periodic and ad-hoc meetings to timely review, discuss, and decide on key matters relating to the Company's medium-term development strategy, production and business operations, investment activities, and risk management.

2.1. Performance of the Independent Board Member

In my role as an Independent Member of the BOD, I have actively participated in BOD meetings and performed objective oversight and independent review of matters submitted for consideration, ensuring that all resolutions issued are aligned with the interests of the Company and its shareholders.

Supervision of the Executive Management has been conducted on a regular basis, focusing on key areas such as investment project implementation, financial management, cash flow control, risk management, and execution of resolutions of the General Meeting of Shareholders and the BOD.

The activities of the Independent Board Member have contributed to enhancing the quality and effectiveness of corporate governance and oversight of the Executive Management from an independent perspective.

2.2. Risk Management and Internal Control

In 2025, the BOD continued to direct the improvement of the internal control system and strengthen risk management in the areas of finance, investment, legal compliance, and corporate operations.

Information disclosure and compliance with obligations to shareholders and state authorities were fully and properly implemented in accordance with regulations, thereby enhancing transparency and the Company's reputation in the market.

2.3. Sustainable Development and Corporate Social Responsibility

In addition to growth objectives, the BOD continues to focus on sustainable development activities, occupational safety, environmental protection, and social responsibility.

Social welfare activities, community support, and employee welfare programs were continuously maintained, contributing to the Company's image as a sustainable and socially responsible enterprise.

3. Recommendations and Future Orientation

3.1. Enhancing Corporate Governance Quality

Continue to improve the corporate governance system in a transparent, modern manner and in line with emerging governance trends; strengthen internal control and internal governance, and further enhance the quality of information disclosure..

3.2. Development Orientation for the Next Phase

- Focus resources on the effective implementation of key projects and core business segments;
- Promote the application of technology and digital transformation in governance and management activities;
- Expand markets and seek appropriate investment opportunities to enhance competitiveness and operational efficiency;
- Continue to improve the quality of human resources and build a professional workforce to meet the Company's development requirements in the new phase;

3.3. Strengthening Risk Management

Continue to review and improve the risk management system and internal control mechanisms; enhance capital efficiency, ensure financial safety, and promote stable and sustainable development.

4. Conclusion

The year 2025 remained challenging and full of difficulties; however, with the decisive direction of the Board of Directors, the flexible management of the Executive Board, and the support of shareholders, the Company has maintained stable operations and achieved positive results.

As an Independent Member of the Board of Directors, I highly appreciate the sense of responsibility, efforts, and determination of the Board of Directors, the Executive Board, and all employees in implementing development objectives and enhancing shareholder value.

I would like to express my sincere thanks to the Shareholders, the Board of Directors, the Board of Supervisors, the Executive Board, and all employees for their continuous support, coordination, and contribution to the Company's development.

I wish the Annual General Meeting of Shareholders 2026 every success!



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Respectfully.

Recipients:

- Shareholders;
- Members of the Board of Directors, Board of Supervisors, and Executive Board;
- Archives.

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**

(signed)

GU YI



THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hai Phong, 25 May 2026

REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS

To: The General Meeting of Shareholders of 1369 Construction Joint Stock Company

Pursuant to the functions and duties stipulated in the Law on Enterprises, the Law on Securities, the Company's Charter, and relevant regulations, the Board of Supervisors (BOS) respectfully presents the report on its activities in 2025 and its orientation for 2026 as follows:

I. Results of the Board of Supervisors' Activities in 2025

1. Personnel and Organizational Structure:

The Board of Supervisors (BOS) consists of three (03) members: Head of the BOS – Ms. Lai Thi Ly, and members Ms. Pham Thi Doan and Ms. Nguyen Thi Hong Nhung. The members of the BOS perform their duties on a part-time basis; however, they have always arranged their time appropriately to maintain regular operations and fulfill their assigned responsibilities.

2. Supervisory Activities and Remuneration of the BOS

2.1. Supervisory Activities Performed in 2025:

- Fully attended meetings of the Board of Directors (BOD) and the Executive Board (EB), including monthly and quarterly meetings, as well as ad-hoc meetings related to the operations of 1369 Construction Joint Stock Company (C69), in order to monitor actual business performance and contribute opinions on the implementation of targets approved by the General Meeting of Shareholders (GMS).

- Supervised the implementation of resolutions of the General Meeting of Shareholders (GMS) and the Board of Directors, risk management activities, compliance, information disclosure, investments, transactions with subsidiaries and affiliates, and the remediation of post-inspection and post-audit findings.

- Supervised the audit activities conducted by the independent auditing firm;

- Conducted review and appraisal of quarterly and annual financial statements prior to external audit at both the parent company and subsidiaries, ensuring that the Company's financial reporting remains transparent, publicly disclosed, and compliant with applicable laws and the Company's Charter.

- Performed other tasks arising within the scope of regular supervisory activities.

During the course of performing its duties, the BOS has always received favorable conditions and support from the Board of Directors and the Executive Board to successfully complete its responsibilities.

- During the year, the BOS held three (03) meetings with full participation of all members to implement tasks and assess the results of supervisory activities, with key contents including:

+ Results of the successful organization of the 2025 Annual General Meeting of Shareholders held on 25 April 2025;

+ Business performance results for 2024 and 2025 at quarterly and semi-annual milestones;

+ Preparation of financial statements for 2024 and quarterly 2025 reports of both the parent company and its subsidiaries;

+ Implementation of GMS resolutions; compliance by members of the BOD, Executive Board, and other management positions in the Company in 2025.

2.2. Salary, Remuneration, Operating Costs and Other Benefits of the Board of Supervisors:

- Salary in 2025: VND 232,096,000;

- Remuneration in 2024, paid in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders: Head of BOS VND 7 million/month and BOS members VND 4 million/month. Total remuneration paid: VND 180 million, details as follows:

Unit: VND

No.	Full name	Position	Salary in 2025	Remuneration in 2024
1	Lai Thi Ly	Head of the Board of Supervisors	116.648.000	84.000.000
2	Nguyen Thi Hong Nhung	Member of the Board of Supervisors	67.264.000	48.000.000
3	Pham Thi Doan	Member of the Board of Supervisors	48.184.000	48.000.000

II. Supervisory Results of the Board of Supervisors

1. Results of Supervising the Implementation of the 2025 General Meeting of Shareholders' Resolutions

1.1. Profit Distribution and Dividend Payment for 2024

- The distribution of profits and appropriation to funds was carried out based on after-tax profit as presented in the audited Financial Statements for 2024 and the Resolution of the 2025 Annual General Meeting of Shareholders dated 25 April 2025. The appropriation to funds was conducted in accordance with the prescribed ratios, proper purposes of use, and in compliance with the Company's financial regulations, specifically: Development Investment Fund: VND 500 million; Bonus and Welfare Fund: VND 300 million; Remuneration of the Board of Directors for 2024: VND 420 million.

- Regarding dividend payment, in line with the resolution of the 2025 General Meeting of Shareholders, the Company did not proceed with dividend distribution for 2024 in order to retain earnings for investment purposes and to supplement capital for business and production activities.

1.2. Business Performance Results in 2025

- The results of key profit indicators achieved in 2025 are as follows:

Unit: VND billion

Indicator	2025 Plan	2025 Actual	2025 Actual vs. Plan (%)
1 Consolidated Group:			
Consolidated revenue	1.200	910	75,8%
Consolidated net profit after tax (NPAT)	30	43	143,3%
2. Parent Company:			
- Parent company revenue	330	256	77,6%
- Parent company net profit after tax (NPAT)	20	40	200,0%

Although the Parent Company's revenue and consolidated revenue only reached 77.6% and 75.8% of the annual plan, respectively, net profit after tax (NPAT) exceeded the targets, achieving 143.3% and 200.0% of the plan. The increase in profit resulted from the Company's leadership, which adopted appropriate, flexible, and well-directed business strategies in line with the evolving economic environment. Revenue from real estate business activities has been gradually increasing, progressively replacing trading activities. In addition, financial income has also contributed significantly to total profit, mainly from capital transfers, including profit of VND 4.3 billion from the divestment in Hai Duong Agricultural Electrical Mechanical Joint Stock Company and VND 14 billion from Vacvina Technical Services Co., Ltd.,...

During its business operations, the Executive Board of the Company consistently followed the orientation of the Board of Directors, focusing on key sectors where the Company holds competitive advantages, namely construction and real estate. In 2025, the Company successfully won bids and implemented several key projects, including: Binh Giang District Health Center; Hai Duong Ceramic Factory in Thai Tan Commune (Hai Phong City); completion and handover of the Pa Cop Road Project in Van Ho District, Son La Province; and commencement of the Cultural, Sports, Education and New Residential Center Project in Thai Hoc Commune (Binh Giang District), in accordance with the plan,...

2. Results of Supervising Financial and Audit Activities:

Based on the documents and data provided, and within its authority, the Board of Supervisors has conducted oversight of key financial activities of the Company, including monitoring the implementation of business plans, investment activities, and capital utilization; and reviewing financial statements, with the following observations:

- The Company has organized its accounting system in compliance with applicable accounting laws and internal regulations. Reconciliation of receivables, payables, advances, and settlements has been carried out fully and in a timely manner. In addition, the Company has properly declared and fulfilled all tax obligations to the State Budget in accordance with regulations.

- The financial statements have been prepared in accordance with Vietnamese Accounting Standards, the Enterprise Accounting Regime, and applicable legal regulations.

The separate financial statements of the Parent Company substantially and fairly reflect, in all material respects, the financial position of the Parent Company as at 31 December 2025, as well as its business results and cash flows for the year.

The consolidated financial statements for 2025 were prepared based on the consolidation of the Parent Company's financial statements with those of subsidiaries under its control and associated companies. Entities within the consolidation scope applied consistent accounting policies aligned with the Parent Company; intercompany transactions and balances have been eliminated in accordance with regulations when preparing the consolidated financial statements.

The financial statements were completed and disclosed in compliance with regulatory timelines.

- Regarding the selection of the audit firm: The Board of Supervisors noted that the Board of Directors selected an independent auditing firm, A&C Auditing and Consulting Co., Ltd. – Hanoi Branch, to conduct the review of the semi-annual financial statements and the audit of the 2025 annual financial statements, in accordance with the criteria set forth in the Resolution of the Annual General Meeting of Shareholders dated 25 April 2025. The audit firm completed its work in accordance with Vietnamese Auditing Standards. The auditors issued an unqualified opinion, and the financial statements of the Parent Company, subsidiaries, and the consolidated financial statements have been duly issued in compliance with regulations.

3. Results of Supervisory Activities over the Board of Directors, the Executive Board, and Shareholders of the Company

3.1. Regarding the Board of Directors (BOD)

In April 2025, the Company successfully held its Annual General Meeting of Shareholders (AGM) in full compliance with applicable regulations, ensuring legality, transparency, and democratic principles. At the AGM held on 25 April 2025, two (02) additional members were elected to replace two (02) resigning members, including one (01) foreign independent member. Accordingly, the Board of Directors consists of five (05) members, ensuring the required structure under regulations.

Following the AGM, the BOD held a meeting to elect the Chairwoman, Ms. Tieu Thi Bach Duong, under Resolution No. 08/2025/NQ-HĐQT dated 26 April 2025, and assigned duties to the remaining members. In addition, during the year, the Company's leadership appointed Ms. Nguyen Thi Mai Lien as Company Secretary under Resolution No. 13/2025/NQ-HĐQT dated 01 October 2025.

During its operations, the BOD fully performed its functions, duties, and authorities in accordance with the Law on Enterprises, the Company's Charter, and resolutions of the General Meeting of Shareholders. The BOD conducted periodic meetings and issued 23 resolutions to direct business operations, investment activities, and corporate governance. The strategic orientations and development plans set by the BOD were closely aligned with practical conditions, market circumstances, and the Company's capabilities. The BOD also effectively fulfilled its supervisory role over the Board of Management in implementing resolutions of the General Meeting of Shareholders and approved plans, while ensuring transparency and efficiency in corporate governance.

3.2. Regarding the Board of Management

The Board of Management consists of one (01) General Director and four (04) Deputy General Directors with sufficient capacity to manage business operations. Following the AGM, the Company reorganized its leadership structure, appointing Mr. Le Tuan Nghia, a member of the BOD, as General Director replacing Mr. Tran Xuan Ban under Resolution No. 11/2025/NQ-HĐQT dated 01 June 2025.

Through its supervisory activities, the Board of Supervisors observed that the Board of Management has carried out business operations in a flexible manner, closely aligned with the strategic direction of the BOD in organizing production and business activities. Reporting, explanation, and information disclosure to the stock market were fully, timely, and transparently implemented.

Regarding business performance highlights, the Parent Company's profit exceeded the plan by 180%, and all subsidiaries reported profits. For key projects, the Investment Project for the Construction of the Cultural, Sports, Education, and New Residential Center in Thai Hoc Commune, Binh Giang District (former), has completed site clearance and continued infrastructure construction.

The results achieved in 2025 demonstrate that the Board of Management has basically fulfilled its key objectives, maintaining the Company's competitiveness and brand reputation in the market.

3.3. Regarding Shareholders:

Through its supervisory activities, the Board of Supervisors found that all shareholders have exercised their rights and obligations in accordance with applicable laws and the Company's Charter, ensuring the principle of equality among shareholders.

In 2025, the Board of Supervisors did not receive any petitions or requests for inspection from shareholders regarding the activities of the Board of Directors, the Board of Management, or other management personnel of the Company.

4. Results of Supervising Information Disclosure and Reporting Obligations to the State Securities Commission and the Hanoi Stock Exchange:

The Board of Supervisors acknowledges that the Company has substantially fulfilled its obligations regarding information disclosure in accordance with the provisions of securities and securities market laws, as well as relevant regulations of the Hanoi Stock Exchange (HNX). The disclosed information has ensured transparency, timeliness, and accuracy, thereby contributing to enhancing the Company's reputation in the market.

5. Supervisory Assessment Report on Related-Party Transactions:

This includes transactions between the Company and related parties such as subsidiaries and associated companies, as well as transactions conducted by key management personnel with related parties. In 2025, these transactions mainly related to construction activities, goods trading, and financial activities. All transactions were conducted in a transparent manner, within authorized approval limits, and have been fully presented in the audited Consolidated Financial Statements for 2025; they were also fully disclosed in periodic Corporate Governance Reports. The Board of Supervisors has not detected any unusual transactions or transactions that may

potentially cause conflicts of interest or affect the rights and interests of the Company and its shareholders.

III. Assessment, Conclusions and Recommendations to the Board of Directors and the Board of Management of the Company

1. Assessment of the Coordination between the Board of Supervisors, the Board of Directors, and the Board of Management

During the year, the Board of Supervisors (BOS) has maintained close and effective coordination with the Board of Directors (BOD) and the Board of Management in performing its assigned functions and duties in accordance with the Law on Enterprises and the Company's Charter.

- The BOS was facilitated by the BOD in gaining full and timely access to relevant documents and information related to management and administration activities, as well as important resolutions and decisions. This enabled the BOS to closely supervise the Company's operations and promptly provide comments and recommendations to ensure transparency, legal compliance, and improved corporate governance efficiency.

- During the supervisory process, the BOS observed that the BOD and the Board of Management have seriously considered and incorporated the recommendations of the BOS; they have also consistently demonstrated an open, cooperative, and transparent attitude in information sharing, contributing to a professional, efficient, and legally compliant working environment. The active and effective coordination among the BOS, the BOD, and the Board of Management has been an important factor in maintaining the Company's stability, sustainable development, and enhancement of shareholder value.

2. Recommendations to the Board of Directors and the Board of Management

Based on the supervisory results for the 2025 financial year, the Board of Supervisors proposes the following recommendations to the Board of Directors and the Board of Management for implementation in 2026:

2.1. Optimization of Financial Activities: Improve capital utilization efficiency by concentrating financial resources on the Company's core business segments, namely construction and investment project development. Strengthen cost control during project implementation and develop appropriate capital mobilization strategies to ensure stable financial resources for key projects

2.2. Improvement of the Internal Control System to Enhance Risk Management: Establish an internal control function to strengthen oversight activities, and regularly review and update internal regulations and procedures to ensure alignment with changes in applicable laws and the Company's development requirements..

2.3. Acceleration and Legal Completion of Projects: The management should focus on accelerating the progress of ongoing projects such as: the terraced housing project in Ca – Dong Coi residential area; the residential project in Ninh Xa, Thuan Thanh District, Bac Ninh Province;..., in order to optimize capital utilization and reduce inventory levels. At the same

time, proactive engagement with relevant authorities should be enhanced to complete legal documentation for real estate projects, and emerging issues during construction should be promptly addressed to ensure project progress and quality.

IV. Work Plan of the Board of Supervisors for 2026

In 2026, the Board of Supervisors (BOS) will continue to perform its functions and duties in accordance with the Law on Enterprises, the Company's Charter, and resolutions of the General Meeting of Shareholders, focusing on the following key tasks:

1. Maintaining Close Supervision over Management and Administration Activities:

The BOS will continue to fully participate in meetings of the Board of Directors and the Board of Management to closely monitor management and operational activities, supervise the implementation of key resolutions and decisions, and ensure transparency and compliance with applicable laws, the Company's Charter, resolutions of the General Meeting of Shareholders, and resolutions of the Board of Directors.

2 Periodic Financial Statement Review and Supervision: Supervise the Company's financial position, capital and asset management and utilization; oversee the preparation, presentation, and disclosure of periodic financial statements in accordance with regulations; and coordinate with independent auditors to discuss audit scope, methodology, and findings, ensuring that financial statements accurately and faithfully reflect the Company's financial position and business performance.

3. Strengthening Legal Compliance and Internal Regulation Oversight: The BOS will focus on reviewing high-risk areas such as project management, bidding, investment, and finance; and monitor updates and revisions to internal regulations to ensure alignment with newly issued legal provisions.

The above is the report of the Board of Supervisors on the Company's performance in 2025 and its orientation for 2026. The Board of Supervisors respectfully submits this report to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- General Meeting of Shareholders;
- Board of Directors and Board of Management;
- Archives of the Board of Supervisors.

**ON BEHALF OF THE BOARD OF
SUPERVISORS**

Head of the Board of Supervisors

(signed)

Lai Thi Ly

**1369 CONSTRUCTION JOINT STOCK COMPANY**

Add: No 37, 38 Da Tuong, Le Thanh Nghi Ward, Hai Phong city.

Tel: 02203 891 898

Website: <https://cpxd1369.com.vn>**No.: 01 /TTr-DHĐCĐ.2026***Hai Phong, 25 May 2026***PROPOSAL***Re: Approval of the Audited Financial Statements for the year 2025***To: The Annual General Meeting of Shareholders 2026****Pursuant to:**

- *Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises dated 17 June 2025;*
- *The Charter on Organization and Operation of 1369 Construction Joint Stock Company (the “Company”);*
- *The Consolidated Financial Statements for 2025 and the Consolidated Audited Financial Statements for 2025 of 1369 Construction Joint Stock Company, audited by A&C Auditing and Consulting Co., Ltd. – Hanoi Branch.*

The Board of Directors of 1369 Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the consolidated and separate Financial Statements (“FS”) for the year 2025, which have been audited by A&C Auditing and Consulting Co., Ltd. – Hanoi Branch in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting Regime, and applicable State regulations, and which have been disclosed by the Board of Directors in compliance with regulations and published on the Company’s website: <https://cpxd1369.com.vn/>.

The key indicators are summarized as follows:

Unit: VND billion

No.	Indicator	Figures in the Separate Financial Statements	Figures in the Consolidated Financial Statements
1	Total assets	1.267	1.539
2	Owners’ equity	698	892
3	Net revenue	256	910
4	Profit before tax (PBT)	46	56
5	Profit after tax (PAT)	36	43
6	Retained earnings after tax	77	91

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully ./.**Recipients:**

- Shareholders;
- Board of Directors, Board of Supervisors, and Board of Management;
- Archives.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRWOMAN***(signed)***TIEU THI BACH DUONG**

**1369 CONSTRUCTION JOINT STOCK COMPANY**

Add: No 37, 38 Da Tuong, Le Thanh Nghi Ward, Hai Phong city.

Tel: 02203 891 898

Website: <https://cpxd1369.com.vn>**No.: 03 /TTr-DHDCB.2026**

Hai Phong, 25 May 2026

Hải Phòng

PROPOSAL

Re: Approval of the 2026 Business Plan and Proposed Remuneration and Bonus for the Board of Directors and the Board of Supervisors for 2025

To: The Annual General Meeting of Shareholders 2026**Pursuant to:**

- Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of Law No. 59/2020/QH14;
- The Charter on Organization and Operation of 1369 Construction Joint Stock Company (the “Company”);
- Functions and duties of the Board of Directors (the “BOD”).

The Board of Directors of 1369 Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the following matters within the authority of the Annual General Meeting of Shareholders 2026:

I. Business Plan for 2026*Unit: VND billion*

No.	Indicator	Actual 2025	Plan 2026	2026 Plan / 2025 Actual (%)
1	Consolidated total revenue	910	1.000	110%
-	Parent company revenue	256	400	156%
2	Consolidated profit after tax (PAT)	43	70	163%
-	Parent company profit after tax (PAT)	40	46	115%

II. Proposed Remuneration and Bonus for the Board of Directors and the Board of Supervisors for 2025*Unit: VND*

No.	Position	Number of Members (persons)	Maximum Monthly Remuneration (VND/person/month)	Maximum Remuneration for 2025
I	Board of Directors	5		420.000.000
1	Chairwomen of the Board of Directors	1	15.000.000	180.000.000
2	Member of the Board of Directors	4	5.000.000	240.000.000

**1369 CONSTRUCTION JOINT STOCK COMPANY**

Add: No 37, 38 Da Tuong, Le Thanh Nghi Ward, Hai Phong city.

Tel: 02203 891 898

Website: <https://cpxd1369.com.vn>

II	Board of Supervisors	3		180.000.000
1	Head of the Board of Supervisors	1	7.000.000	84.000.000
2	Member of the Board of Supervisors	2	4.000.000	96.000.000
III	Total	8		600.000.000

Payment timing of remuneration: The Chairwoman of the Board of Directors is authorized to determine the timing of payment of remuneration for the Board of Directors and the Board of Supervisors, in accordance with applicable laws and the Company's financial condition.

Proposed bonus for the Board of Directors and the Board of Supervisors for 2025: Based on the actual business performance results, the Chairwoman of the Board of Directors is authorized to consider and decide on the bonus level, which shall not exceed 2% of the Parent Company's undistributed after-tax profit.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully./.

Recipients:

- Shareholders;
- Board of Directors, Board of Supervisors, and Board of Management;
- Archives.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRWOMAN**

(signed)

TIEU THI BACH DUONG