

**COTECCONS CONSTRUCTION JOINT
STOCK COMPANY**

No.: 02/2026/NQ-DHDCD

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness***Ho Chi Minh City, 20 October 2026*

**RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2026
COTECCONS CONSTRUCTION JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises passed by the National Assembly on 17 June 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;
- Pursuant to the Charter of Coteccons Construction Joint Stock Company
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for the Fiscal Year 2026 No.02/2026/BBH-DHDCD dated 20 October 2026 of Coteccons Construction Joint Stock Company;

DECIDES

Article 1. Approval of the Annual reports for the Fiscal Year 2026

The General Meeting of Shareholders approves the following annual reports for the Fiscal Year 2026:

1. Report on the activities of the Board of Directors for the Fiscal Year 2026 and the Plan of Activities for the Fiscal Year 2027.
2. Report on the Activities of Each Independent Member of the Board of Directors, namely Mr. TAN Chin Tiong and Mr. Tong Van Nga.
3. Report on the activities of the Board of Supervisors for the Fiscal Year 2026 and the Plan of Activities for the Fiscal Year 2027.

Article 2. Effectiveness

This Resolution shall take effect from the date of signing.

The Annual General Meeting for the fiscal year 2026 authorised the Board of Directors of Coteccons Construction Joint Stock Company to organise and manage the Company to carry out the contents of this Resolution.

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

BOLAT DUISENOV

COTECCONS CONSTRUCTION JOINT
STOCK COMPANY

No.: 03/2026/NQ-DHDCD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, 20 October 2026

RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2026
COTECCONS CONSTRUCTION JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises passed by the National Assembly on 17 June 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;
- Pursuant to the Charter of Coteccons Construction Joint Stock Company
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for the Fiscal Year 2026 No.02/2026/BBH-DHDCD dated 20 October 2026 of Coteccons Construction Joint Stock Company;

DECIDES

Article 1. Audited Financial Statements for the Fiscal Year 2026 and Fiscal Year 2026 business results with key indicators

The General Meeting of Shareholders approves the audited financial statements for the Fiscal Year 2026 and the business results for the Fiscal Year 2026, with the following key indicators:

No.	Description	Unit	Amount
1.	Net revenue from sales of goods and render of services	VND	34,339,621,317,795
2.	Profit before tax	VND	1,019,989,075,217
3.	Profit after tax	VND	788,387,654,043
4.	Total assets	VND	38,695,687,944,031
5.	Owner's equity	VND	9,652,381,832,998

Details of the Report have been disclosed in accordance with applicable regulations and are available on the Company's website at: <https://www.coteccons.vn/en/investor-relations/>

Article 2. Audited Report on the use of proceeds from the public bond offering

Details of the Report have been disclosed in accordance with applicable regulations and are available on the Company's website at: <https://www.coteccons.vn/en/investor-relations/>

Article 3. Effectiveness

This Resolution shall take effect from the date of signing.

The Annual General Meeting for the fiscal year 2026 authorised the Board of Directors of Coteccons Construction Joint Stock Company to organise and manage the Company to carry out the contents of this Resolution.

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

BOLAT DUISENOV

**COTECCONS CONSTRUCTION JOINT
STOCK COMPANY**

No.: 04/2026/NQ-DHDCD

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Ho Chi Minh City, 20 October 2026

**RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2026
COTECCONS CONSTRUCTION JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises passed by the National Assembly on 17 June 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;
- Pursuant to the Charter of Coteccons Construction Joint Stock Company
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for the Fiscal Year 2026 No.02/2026/BBH-DHDCD dated 20 October 2026 of Coteccons Construction Joint Stock Company;

DECIDES**Article 1. Approval of the profit distribution plan**

The General Meeting of Shareholders approves the profit distribution plan as follows:

No.	Description	Unit	Amount
1	Total accumulated Retained Earnings on Consolidated Financial Statements as of Jun 30 th , 2026	VND	1,741,063,791,209
1.1	Total accumulated Retained Earnings on Consolidated Financial Statements as of June 30 th , 2025	VND	952,710,159,404
1.2	Accumulated Retained Earnings in the fiscal year 2026	VND	788,353,631,805
2	Profit distribution plan	VND	
2.1	Appropriation of Funds	VND	0
2.2	Dividend payment in cash: Dividend rate of 25% (2,500 VND per share)	VND	279,558,050,000
3	Remaining Retained Earnings	VND	1,461,505,741,209

Article 2. Effectiveness

This Resolution shall take effect from the date of signing.

The Annual General Meeting for the fiscal year 2026 authorised the Board of Directors of Coteccons Construction Joint Stock Company to organise and manage the Company to carry out the contents of this Resolution

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

BOLAT DUISENOV

**COTECCONS CONSTRUCTION JOINT
STOCK COMPANY**

No.: 05/2026/NQ-DHDCD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness*Ho Chi Minh City, 20 October 2026*

RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2026
COTECCONS CONSTRUCTION JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises passed by the National Assembly on 17 June 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;
- Pursuant to the Charter of Coteccons Construction Joint Stock Company
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for the Fiscal Year 2026 No.02/2026/BBH-DHDCD dated 20 October 2026 of Coteccons Construction Joint Stock Company;

DECIDES

Article 1. Approval of the Business Plan for the Fiscal Year 2027 (July 1, 2026 to June 30, 2027)

The General Meeting of Shareholders approves the business plan for the Fiscal Year 2027 as follows:

No.	Description	Unit	Target of the FY2027	Actual 2026	Growth
1.	Consolidated revenue	Bil. VND	42,000	34,340	22%
2.	Consolidated profit after tax	Bil. VND	1,050	788	34%

Article 2. Effectiveness

This Resolution shall take effect from the date of signing.

The Annual General Meeting for the fiscal year 2026 authorised the Board of Directors of Coteccons Construction Joint Stock Company to organise and manage the Company to carry out the contents of this Resolution.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS

BOLAT DUISENOV

**COTECCONS CONSTRUCTION JOINT
STOCK COMPANY**

No.: 06/2026/NQ-DHDCD

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness***Ho Chi Minh City, 20 October 2026*

**RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2026
COTECCONS CONSTRUCTION JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises passed by the National Assembly on 17 June 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;
- Pursuant to the Charter of Coteccons Construction Joint Stock Company
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for the Fiscal Year 2026 No.02/2026/BBH-DHDCD dated 20 October 2026 of Coteccons Construction Joint Stock Company;

DECIDES

Article 1. Approval of the Report on Remuneration of the Board of Directors and the Board of Supervisors for the Fiscal Year 2026 and Remuneration for the Fiscal Year 2027

The General Meeting of Shareholders approves the report on remuneration of the Board of Directors and the Board of Supervisors for the Fiscal Year 2026 and the remuneration for the Fiscal Year 2027 as follows:

1. The total remuneration paid to members of the BOD and BOS for FY2026, in accordance with Article 1.2 of AGM Resolution No. 06/2025/NQ-DHCD dated 20 October 2025, amounted to **VND 2,916,000,000**. The details of the remuneration for each member are listed and disclosed in the audited financial report for FY2026.
2. The total remuneration for members of the BOD and BOS for FY2027 is **VND 5,000,000,000**. Authorize the Chairman of the BOD to determine the specific remuneration for each member in FY2027 and the interim advance payment for members during the period from the end of FY2027 until the next AGM.

Article 2. Effectiveness

This Resolution shall take effect from the date of signing.

The Annual General Meeting for the fiscal year 2026 authorised the Board of Directors of Coteccons Construction Joint Stock Company to organise and manage the Company to carry out the contents of this Resolution.

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

BOLAT DUISENOV

COTECCONS CONSTRUCTION JOINT
STOCK COMPANYSOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 07/2026/NQ-DHDCD

Ho Chi Minh City, 20 October 2026

RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2026
COTECCONS CONSTRUCTION JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises passed by the National Assembly on 17 June 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;
- Pursuant to the Charter of Coteccons Construction Joint Stock Company
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for the Fiscal Year 2026 No.02/2026/BBH-DHDCD dated 20 October 2026 of Coteccons Construction Joint Stock Company;

DECIDES

Article 1. Approval of the Selection of the Independent Auditor for the Fiscal Year 2027

The General Meeting of Shareholders authorizes the Board of Directors to select one (01) audit firm from among the following four leading international audit firms in Vietnam, which has been approved by the State Securities Commission of Vietnam to audit the financial statements for the Fiscal Year 2027 (from July 1, 2026 to June 30, 2027):

1. PwC (Vietnam) Company Limited
2. Deloitte Vietnam Company Limited
3. KPMG Company Limited
4. Ernst & Young Vietnam Company Limited

Article 2. Effectiveness

This Resolution shall take effect from the date of signing.

The Annual General Meeting for the fiscal year 2026 authorised the Board of Directors of Coteccons Construction Joint Stock Company to organise and manage the Company to carry out the contents of this Resolution.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS

BOLAT DUISENOV

**COTECCONS CONSTRUCTION JOINT
STOCK COMPANY**

No.: 08/2026/NQ-DHDCD

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness***Ho Chi Minh City, 20 October 2026***RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2026
COTECCONS CONSTRUCTION JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises passed by the National Assembly on 17 June 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;
- Pursuant to the Charter of Coteccons Construction Joint Stock Company
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for the Fiscal Year 2026 No.02/2026/BBH-DHDCD dated 20 October 2026 of Coteccons Construction Joint Stock Company;

DECIDES**Article 1. Approval of the amendments and supplements to certain provisions of the following documents:**

1. Company Charter.
2. Internal Regulations on Corporate Governance.
3. Regulations on the Operation of the Board of Directors.
4. Regulations on the Operation of the Board of Supervisors.

The detailed amendments and supplements are set out in the appendices attached to this Resolution.

Article 2. Effectiveness

This Resolution shall take effect from the date of signing.

The Annual General Meeting for the fiscal year 2026 authorised the Board of Directors of Coteccons Construction Joint Stock Company to organise and manage the Company to carry out the contents of this Resolution.

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

BOLAT DUISENOV

COTECCONS CONSTRUCTION JOINT
STOCK COMPANYSOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

---□□□---

No.: 09/2026/NQ-DHDCD

Ho Chi Minh City, 20 October 2026

RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2026
COTECCONS CONSTRUCTION JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises passed by the National Assembly on 17 June 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;
- Pursuant to the Charter of Coteccons Construction Joint Stock Company;
- Pursuant to Resolution of the Annual General Meeting of Shareholders No. 10/2025/NQ-DHCD dated October 20, 2025 approving the plan on the use of treasury shares for sale to employees;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for the Fiscal Year 2026 No.02/2026/BBH-DHDCD dated 20 October 2026 of Coteccons Construction Joint Stock Company;

DECIDES

Article 1. Approval of the plan to use treasury shares for sale to Employees (ESOP 2025 Program)

I. INFORMATION ON THE ISSUER

1. Name of the issuer: Coteccons Construction Joint Stock Company.
2. Name of shares: Shares of Coteccons Construction Joint Stock Company.
3. Type of shares: Common shares
4. Stock code: CTD
5. Par value: VND 10,000/share
6. Total number of issued shares at present (as at the time of submission to the Annual General Meeting of Shareholders for the fiscal year 2026): 114,026,467 shares, of which:
 - a. Number of outstanding shares: 111,823,220 shares.
 - b. Number of treasury shares: 2,203,247 shares.

II. PLAN FOR THE SALE OF TREASURY SHARES TO EMPLOYEES

1. Number of issued shares prior to implementation: 114,026,467 shares, of which:
 - a. Number of outstanding shares: 111,823,220 shares.
 - b. Number of treasury shares: 2,203,247 shares.
2. Purpose: To retain talent and foster the long-term commitment of key personnel of the Company and its subsidiaries
3. Expected number of treasury shares to be sold to employees: 1,154,347 shares (representing 1.03% of the total number of outstanding shares at the time of implementation)
4. Selling price: VND 10,000/share
5. Expected total value of treasury shares to be sold: VND 11,543,470,000
6. Eligible participants in the ESOP 2025 Program: Members of the BOD, members of the BOM, key managers and other employees of the Company and its subsidiaries (hereinafter referred to as "Employees").
7. Eligibility criteria for Employees participating in the ESOP 2025 Program:

- a. Having signed an official labor contract with the Company or a subsidiary, which remains in effect at the time the State Securities Commission (the “SSC”) issues its official letter acknowledging receipt of the Company’s report on the ESOP 2025 Program (this requirement shall not apply to BOD members)
 - b. Not falling into any of the following cases:
 - i. The Employee has submitted a resignation letter or unilaterally terminated the labor contract; is subject to labor disciplinary action, or is pending disciplinary action or consideration of disciplinary action during the implementation of the ESOP Program;
 - ii. The Employee’s labor contract is suspended, or the Employee is absent from work without reason.
8. Principles for determining the number of shares allocated to Employees participating in the ESOP 2025 Program:

The number of shares allocated to each Employee shall be determined based on the aggregate of two factors: the Position Factor and the Position Importance Factor:

a. Position Factor:

- The Position Factor reflects the responsibilities and management level of an Employee within the Company's organizational structure
- The Position Factor shall be determined based on the Employee's position as at the date on which the BOD issues its decision to implement the plan. Where an Employee concurrently holds more than one position, the highest applicable Position Factor shall apply:

No.	Position	Fixed Share Allocation
1	Chairman of the BOD	10.000
2	Member of the BOD	10.000
3	Chief Executive Officer, Deputy Chief Executive Officer, Executive Director, and Operations Director	5.000
4	Project Director, Department Director, Senior Site Manager, Chief Accountant, General Director of Subsidiary, and Executive Assistant	1.500
5	Acting Project Director, Site Manager, Department Head, and Head of Function	1.000
6	Section Head, Acting Site Manager, Deputy Site Manager, Acting Deputy Site Manager, Team Leader, and Senior Supervisor	500
7	Employees with long service records	100

b. Position Importance Factor

The Position Importance Factor shall be determined based on:

- The role in driving the Company's strategy, setting its long-term development direction, and guiding the senior leadership team.
- The extent to which the position influences key governance decisions and the Company's development direction.
- The extent to which the position impacts business results, operational performance, and the achievement of the Company's strategic objectives.
- The level of expertise, experience, and capabilities required for the position.
- The ability to drive innovation, lead transformation, and create competitive advantages for the Company.

- The scarcity of relevant human resources in the labor market and the difficulty of replacing the position.
- The potential to create long-term value and contribute to the Company's sustainable development.

No.	Position	Category									
		A	B	C	D	E	F	G	H	I	J
1	Chairman of the BOD	90.000	80.000	70.000	60.000	50.000	40.000	30.000	20.000	10.000	6.000
2	Member of the BOD	90.000	80.000	70.000	60.000	50.000	40.000	30.000	20.000	10.000	6.000
3	Chief Executive Officer, Deputy Chief Executive Officer, Executive Director, and Operations Director	55.000	45.000	40.000	35.000	30.000	25.347	11.000	5.000	3.000	1.000
4	Project Director, Department Director, Senior Site Manager, Chief Accountant, General Director of Subsidiary, and Executive Assistant	30.500	20.000	10.000	8.500	6.500	5.500	4.500	2.500	1.500	500
5	Acting Project Director, Site Manager, Department Head, and Head of Function	9.000	8.000	6.000	4.000	3.000	2.500	2.000	1.500	1.000	500
6	Section Head, Acting Site Manager, Deputy Site Manager, Acting Deputy Site Manager, Team Leader, and Senior Supervisor	6.000	5.000	4.000	3.500	3.000	2.500	2.000	1.500	1.000	500
7	Employees with long service records	400	380	360	350	300	250	200	150	100	50

Accordingly, based on the above factors, the number of shares allocated to each Employee shall be determined according to the following formula:

Number of shares allocated to each Employee = Number of shares based on the Position Factor + Number of shares based on the Position Importance Factor.

- Implementation period: From the date of approval by the AGM for the fiscal year 2026 until the end of the fiscal year 2028 (30 June 2028), or such other time as may be determined by the BOD, and after the SSC issues its written confirmation of receipt of the Company's complete report on the sale of treasury shares to employee.

The end date of the treasury share sale to employees under the ESOP 2025 Program* will be followed by the Company's dividend payment in accordance with Proposal No. 03.

10. Transfer restriction: Two (02) years from the completion date of the offering.
This restriction does not apply to shares repurchased by the Company under Section II.14.
11. Rights and benefits arising from shares allocated under the ESOP 2025 Program:
 - a. During the transfer restriction period, Employees are entitled to all shareholder rights and benefits arising from the shares allocated under the ESOP 2025 Program, including the right to receive cash dividends, stock dividends, additional shares issued to increase charter capital from owners' equity, and other rights in accordance with the law and the Company's Charter, provided that the Employee is the lawful owner of such shares on the record date for the exercise of rights as announced by the Company.
 - b. Additional shares arising from the shares allocated under the ESOP 2025 Program as a result of the Company's payment of stock dividends and/or issuance of shares to increase charter capital from owners' equity are not subject to the transfer restriction under the ESOP 2025 Program and may be freely transferred in accordance with the law.
12. Handling of undistributed shares: Remaining shares resulting from Employees not registering to purchase, or registering but failing to pay or paying insufficiently within the prescribed period, or from Employees no longer being eligible and/or no longer meeting the criteria to participate in the ESOP 2025 Program during the period from the BOD's approval of the list of participating Employees until the SSC announces receipt of the complete ESOP 2025 Program dossier, shall be redistributed, at the BOD's full discretion, to other Employees on the initially selected list of Employees at the same selling price. Redistributed shares shall be subject to the transfer restriction set out in Section II.10
13. Plan for the repurchase of shares from Employees who leave the Company during the transfer restriction period: The BOD is authorized to specify the repurchase plan in the ESOP 2025 Program Regulations, including but not limited to the method of repurchase, repurchase quantity, repurchase price, implementation timeline and other related procedures in the course of the share repurchase. The repurchased shares will be held as treasury shares of the Company and resold in accordance with Section II.14.
14. Plan for the resale of shares repurchased by the Company under Section II.13: The Company may resell the repurchased shares 24 hours after submitting the report on the results of the share repurchase transaction to the SSC and disclosing information in accordance with regulations. The BOD is authorized to detail this matter in the ESOP 2025 Program Regulations.
15. Use of proceeds: To supplement the Company's working capital.
16. Source of funds: The Company shall use treasury shares for sale to employees at a preferential price of VND 10,000 per share. Any difference between the purchase price of the treasury shares and the selling price shall be offset against the share premium based on the most recent audited or reviewed financial statements.
17. Plan to ensure compliance with foreign ownership limit regulations: The Company's maximum foreign ownership limit is 50%. The BOD is assigned and authorized to approve the plan to ensure that the foreign ownership ratio after the sale does not exceed the maximum limit prescribed by law.
18. Transaction method: Transfer of ownership through the Vietnam Securities Depository and Clearing Corporation (VSDC).

*The end date of the treasury share sale to employees under the ESOP 2025 Program is the date on which the collection of payment from employees for the share purchase is completed.

III. AUTHORIZATION TO THE BOARD OF DIRECTORS:

The GMS authorizes the BOD to carry out the following:

1. Select the specific timing for implementing the plan on the use of treasury shares for sale to employees and complete the implementation of the plan after the SSC issues its official letter acknowledging receipt of the report on the sale of such treasury shares to the Company's employees.
2. Approve the plan to ensure that the use of treasury shares for sale to employees complies with the regulations on the Company's maximum foreign ownership limit at the time of implementation.
3. Decide on the list of employees eligible to participate in the ESOP 2025 Program and the number of shares each employee may purchase in accordance with the Criteria and Principles approved by the GMS.
4. Decide on the promulgation of the ESOP 2025 Program Regulations and amend such Regulations.
5. Carry out the necessary procedures for registration with the SSC and provide explanations on the dossier to the SSC. At the same time, the BOD may proactively adjust the plan to supplement, amend and finalize the dossier as required by the SSC and other competent authorities.
6. Handle any shares not fully subscribed (if any).
7. Decide on and carry out all matters and procedures necessary in connection with the sale of treasury shares to Employees.

Note: The competent State authorities referred to in this Proposal include their successor authorities, reorganized or renamed authorities, or authorities with equivalent functions in accordance with the law at the time of implementation.

Article 2. Effectiveness

This Resolution shall take effect from the date of signing.

The Annual General Meeting for the fiscal year 2026 authorised the Board of Directors of Coteccons Construction Joint Stock Company to organise and manage the Company to carry out the contents of this Resolution.

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

BOLAT DUISENOV



COTECCONS CONSTRUCTION JOINT STOCK COMPANY

**COTECCONS CONSTRUCTION JOINT
STOCK COMPANY****SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

No.: 10/2026/NQ-DHDCD

Ho Chi Minh City, 20 October 2026

**RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2026
COTECCONS CONSTRUCTION JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises passed by the National Assembly on 17 June 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;
- Pursuant to the Charter of Coteccons Construction Joint Stock Company
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for the Fiscal Year 2026 No.02/2026/BBH-DHDCD dated 20 October 2026 of Coteccons Construction Joint Stock Company;

DECIDES

Article 1. Approval of Plan for the issuance of shares under the Employee Stock Ownership Plan of the Company (ESOP 2025 Program):

I. INFORMATION ON THE ISSUER

1. Name of the issuer: Coteccons Construction Joint Stock Company.
2. Name of shares: Shares of Coteccons Construction Joint Stock Company.
3. Type of shares: Common shares
4. Stock code: CTD
5. Par value: VND 10,000/share
6. Total number of issued shares at present (as at the time of submission to the Annual General Meeting of Shareholders for the fiscal year 2026): 114,026,467 shares, of which:
 - a. Number of outstanding shares: 111,823,220 shares.
 - b. Number of treasury shares: 2,203,247 shares.

II. PLAN FOR THE ISSUANCE OF SHARES UNDER THE EMPLOYEE STOCK OWNERSHIP PLAN OF THE COMPANY

1. Number of issued shares prior to implementation: 114,026,467 shares, of which:
 - a. Number of outstanding shares: 112,977,567 shares.
 - b. Number of treasury shares: 1,048,900 shares.
2. Purpose: To retain talent and foster the long-term commitment of key personnel of the Company and its subsidiaries
3. Maximum number of shares expected to be issued: 1,500,000 shares (equivalent to 1.3% of the total number of outstanding shares at the time of issuance)
4. Issue price: VND 10,000/share
5. Total issue value at par value: VND 15,000,000,000
6. Eligible participants in the ESOP 2026 Program: Members of the BOD, members of the BOM, key managers and other employees of the Company and its subsidiaries (hereinafter referred to as "Employees").
7. Eligibility criteria for Employees participating in the ESOP 2026 Program:

- a. Having signed an official labor contract with the Company or a subsidiary, which remains in effect at the time the State Securities Commission (the “SSC”) issues its official letter acknowledging receipt of the Company’s report on the ESOP 2026 Program (this requirement shall not apply to BOD members)
 - b. Not falling into any of the following cases:
 - i. The Employee has submitted a resignation letter or unilaterally terminated the labor contract; is subject to labor disciplinary action, or is pending disciplinary action or consideration of disciplinary action during the implementation of the ESOP Program;
 - ii. The Employee’s labor contract is suspended, or the Employee is absent from work without reason.
8. Principles for determining the number of shares allocated to Employees participating in ESOP 2026: The number of shares allocated to each Employee shall be determined based on the aggregate of two factors: the Position Factor and the Position Importance Factor.

a. Position Factor

- The Position Factor reflects the responsibilities and management level of an Employee within the Company's organizational structure
- The Position Factor shall be determined based on the Employee's position as at the date on which the BOD issues its decision to implement the plan. Where an Employee concurrently holds more than one position, the highest applicable Position Factor shall apply.

No.	Position	Fixed Share Allocation
1	Chairman of the BOD	10.000
2	Member of the BOD	10.000
3	Chief Executive Officer, Deputy Chief Executive Officer, Executive Director, and Operations Director	5.000
4	Project Director, Department Director, Senior Site Manager, Chief Accountant, General Director of Subsidiary, and Executive Assistant	1.500
5	Acting Project Director, Site Manager, Department Head, and Head of Function	1.000
6	Section Head, Acting Site Manager, Deputy Site Manager, Acting Deputy Site Manager, Team Leader, and Senior Supervisor	500
7	Employees with long service records	100

b. Position Importance Factor

The Position Importance Factor shall be determined based on:

- The role in driving the Company's strategy, setting its long-term development direction, and guiding the senior leadership team.
- The extent to which the position influences key governance decisions and the Company's development direction.
- The extent to which the position impacts business results, operational performance, and the achievement of the Company's strategic objectives.
- The level of expertise, experience, and capabilities required for the position.
- The ability to drive innovation, lead transformation, and create competitive advantages for the Company.
- The scarcity of relevant human resources in the labor market and the difficulty of replacing the position.

- The potential to create long-term value and contribute to the Company's sustainable development.

No.	Position	Category									
		A	B	C	D	E	F	G	H	I	J
1	Chairman of the BOD	90.000	80.000	70.000	60.000	50.000	40.000	30.000	20.000	10.000	6.000
2	Member of the BOD	90.000	80.000	70.000	60.000	50.000	40.000	30.000	20.000	10.000	6.000
3	Chief Executive Officer, Deputy Chief Executive Officer, Executive Director, and Operations Director	55.000	45.000	40.000	35.000	30.000	25.347	11.000	5.000	3.000	1.000
4	Project Director, Department Director, Senior Site Manager, Chief Accountant, General Director of Subsidiary, and Executive Assistant	30.500	20.000	10.000	8.500	6.500	5.500	4.500	2.500	1.500	500
5	Acting Project Director, Site Manager, Department Head, and Head of Function	9.000	8.000	6.000	4.000	3.000	2.500	2.000	1.500	1.000	500
6	Section Head, Acting Site Manager, Deputy Site Manager, Acting Deputy Site Manager, Team Leader, and Senior Supervisor	6.000	5.000	4.000	3.500	3.000	2.500	2.000	1.500	1.000	500
7	Employees with long service records	400	380	360	350	300	250	200	150	100	50

Accordingly, based on the above factors, the number of shares allocated to each Employee shall be determined according to the following formula:

Number of shares allocated to each Employee = Number of shares based on the Position Factor + Number of shares based on the Position Importance Factor.

9. Implementation period: From the date of approval by the AGM until the end of fiscal year 2028 (June 30, 2028) or such other time as decided by the BOD.

Implementation process: The ESOP 2026 Program will be implemented after (i) the end date of the treasury share sale to employees under the ESOP 2025 Program*; (ii) completion of the dividend payment under Proposal No. 03 and (iii) receipt of the SSC's official letter confirming receipt of the complete issuance report documents for the ESOP 2026 Program.

10. Transfer restriction: Two (02) years from the completion date of the offering.

This restriction does not apply to shares repurchased by the Company under Section II.14.

11. Rights and benefits arising from shares allocated under ESOP 2026:

- a. During the transfer restriction period, Employees shall continue to enjoy all rights and benefits of shareholders arising from the shares allocated under ESOP 2026, including the right to receive cash dividends, stock dividends and additional shares issued to increase charter capital from owners' equity, and other rights in accordance with the law and the Company's Charter, provided that the Employee is the lawful owner of such shares on the record date for exercising such rights as announced by the Company
- b. Additional shares arising from the shares sold/allocated under ESOP 2026 as a result of the Company's payment of stock dividends and/or issuance of shares to increase share capital from owners' equity shall not be subject to the transfer restriction period applicable to the shares sold/allocated under ESOP 2026; the transfer of such shares shall be carried out in accordance with prevailing laws.

12. Plan for handling undistributed shares: Remaining shares resulting from Employees not registering to purchase, or registering but failing to pay or paying insufficiently within the prescribed time, or from Employees who, during the period from the BOD's approval of the list of Employees participating in ESOP 2026 to the SSC's announcement of receipt of the complete ESOP 2026 issuance dossier, are no longer eligible participants and/or no longer meet the Eligibility Criteria for ESOP 2026, shall be redistributed at the full discretion of the BOD to other Employees on the initially selected list of Employees at the same issue price. Redistributed shares shall be subject to transfer restrictions as provided in Section II.11.

13. Plan for repurchasing shares from Employees who leave the Company during the transfer restriction period: The BOD is authorized to specify in the ESOP 2026 Regulations the repurchase plan, including but not limited to the method of repurchase, repurchase quantity, repurchase price, implementation timeline and other related procedures in the course of implementing the share repurchase. The repurchased shares will be held as treasury shares of the Company and resold in accordance with Section II.15.

14. Plan for resale of shares repurchased by the Company under Section II.14: The Company may resell the repurchased shares 24 hours after submitting the report on the results of the share repurchase transaction to the SSC and disclosing information in accordance with regulations. The BOD is authorized to specify the details of this matter in the ESOP 2026 Regulations

15. Use of proceeds: To supplement the Company's working capital.

16. Plan to ensure compliance with regulations on the foreign ownership ratio: The maximum foreign ownership ratio of the Company is 50%. The BOD is assigned and authorized to approve the plan to ensure that the foreign ownership ratio after the issuance does not exceed the maximum level prescribed by law.

17. Transaction method: Transfer of ownership through the Vietnam Securities Depository and Clearing Corporation (the "VSDC").

* The end date of the treasury share sale to employees under the ESOP 2025 Program is the date on which the collection of payment from employees for the share purchase is completed.

III. ADDITIONAL DEPOSITORY REGISTRATION AND ADDITIONAL LISTING REGISTRATION OF SECURITIES

To approve the additional depository registration and additional listing registration of all shares actually issued under the Plan for the issuance of shares under the Employee Stock Ownership Plan of the Company. Such shares shall be registered for additional depository at the VSDC and for additional listing on the Ho Chi Minh City Stock Exchange (the “HSX”).

IV. APPROVAL OF THE CHARTER CAPITAL INCREASE AND AMENDMENT OF THE CHARTER CAPITAL AND NUMBER OF OUTSTANDING SHARES IN THE COMPANY’S CHARTER

To approve the increase of charter capital, with the amount of additional charter capital depending on the number of shares successfully issued. The BOD is assigned to carry out the procedures for the charter capital increase, amend the Company’s Charter regarding the charter capital increase in accordance with the number of shares successfully issued, and carry out the procedures to adjust the charter capital on the Company’s Enterprise Registration Certificate with the Department of Finance of Ho Chi Minh City

V. AUTHORIZATION TO THE BOARD OF DIRECTORS:

The AGM authorizes the BOD to carry out the following:

1. Select the specific time to implement ESOP 2026
2. Approve the plan to ensure that the implementation of ESOP 2026 complies with regulations on the Company’s maximum foreign ownership ratio at the time of implementation
3. Decide on the list of Employees participating in ESOP 2026 and the number of shares allocated to each Employee in accordance with the Eligibility Criteria and Principles approved by the AGM
4. Decide on the promulgation of the ESOP 2026 Regulations and amend such Regulations
5. Handle any shares not fully subscribed (if any).
6. Carry out the necessary procedures for registration with the SSC and provide explanations of the dossier to the SSC. At the same time, the BOD may proactively adjust the plan to supplement, amend and finalize the dossier as required by the SSC and other competent authorities
7. Carry out the necessary procedures for the additional depository registration of the newly issued shares at the VSDC and the additional listing registration of the shares on the HSX
8. Amend and supplement the Charter, and carry out the procedures to register the change in charter capital and adjust the Enterprise Registration Certificate at the Department of Finance after the SSC issues its official letter acknowledging receipt of the Report on the issuance results.
9. Carry out the relevant procedures with the SSC, the VSDC, the HSX and the Department of Finance of Ho Chi Minh City
10. Handle other matters related to the share issuance to ensure the successful implementation of ESOP 2026
11. The BOD may assign and sub-authorize the Chairman of the BOD to perform one or more of the above tasks.

Note: The competent State authorities referred to in this Proposal include their successor authorities, reorganized or renamed authorities, or authorities with equivalent functions in accordance with the law at the time of implementation.

Article 2. Effectiveness

This Resolution shall take effect from the date of signing.

The Annual General Meeting for the fiscal year 2026 authorised the Board of Directors of Coteccons Construction Joint Stock Company to organise and manage the Company to carry out the contents of this Resolution.



COTECCONS CONSTRUCTION JOINT STOCK COMPANY

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

BOLAT DUISENOV

