CONSTRUCTION JOINT STOCK COMPANY
No.: 01/2026/BB - AGM

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

MINUTES
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Enterprise name: CDC Construction Joint Stock Company (hereinafter referred to as the "Company" or "CDC").
- Head office address: LK 18-24, Galaxy 8, Ngan Ha Van Phuc Residential Area, 69 To Huu Street, Ha Dong Ward, Hanoi City.
- Enterprise Registration Certificate No. 0105283073, first issued by the Hanoi City Department of Finance – Business Registration and Enterprise Finance Division on 27 April 2011, and amended for the 18th time on 30 January 2026.
- Opening time: 9:20 a.m., 02 August 2026.
- Venue of the General Meeting of Shareholders ("GMS"): 6th Floor, LK 18-24, Galaxy 8, Ngan Ha Van Phuc Residential Area, 69 To Huu Street, Ha Dong Ward, Hanoi City.

The 2026 Annual General Meeting of Shareholders of CDC Construction Joint Stock Company was held with the following contents:

A. ATTENDEES

1. Board of Directors ("BOD"):

- Mr. Ngo Tan Long: Chairman of the Board of Directors
- Mr. Tran Van Truong: Vice Chairman of the Board of Directors
- Mrs. Dang Thanh Trang: Member of the Board of Directors cum General Director
- Mr. Ngo Quy Nham: Independent Member of the Board of Directors

2. Supervisory Board ("SB")

- Mrs. Tran Thi Thanh Huong: Head of the Supervisory Board
- Mrs. Nguyen Thi Le: Member of the Supervisory Board
- Mr. Phan Duc Giap: Member of the Supervisory Board

3. Shareholders:

- As of the record date of 02 July 2026, according to the list of shareholders prepared by the Vietnam Securities Depository and Clearing Corporation ("VSDC"), the total number of the Company's shareholders was 577 shareholders, corresponding to a total of 41,054,987 voting shares.
- The list of attending shareholders is attached as an Appendix to these Minutes and is kept by the Company in accordance with the applicable laws. For the purpose of protecting personal data in accordance with Decree No. 356/2025/ND-CP dated 31 December 2025, access to information on attending shareholders must be subject to the consent of the relevant shareholders and shall be made through the VSDC, the only organization authorized to centrally manage and maintain records of shares of listed companies on the stock market.

B. PROCEEDINGS OF THE GENERAL MEETING

I. Procedures for the Opening of the General Meeting of Shareholders

1. Report on the Results of Verification of the Eligibility of Attending Shareholders

- Mrs. Pham Thi Thanh Xuan – Head of the Shareholder Eligibility Verification Committee, announced the percentage of shareholders attending the General Meeting as follows:

- As of the opening time of the General Meeting, the total number of shareholders attending the General Meeting was 47 shareholders (including shareholders and their authorized representatives), representing 36,101,668 shares, accounting for 87.93% of the total voting shares of the Company.
- Pursuant to the current Charter of the Company and the Law on Enterprises, with the attendance representing 87.93% of the total voting shares of the Company, the 2026 Annual General Meeting of Shareholders of the Company was validly convened and eligible to proceed.

2. Composition of the Presidium

Mr. Ngo Tan Long – Chairman of the Board of Directors, acted as the Chairman of the Meeting (the "Chairman"), and the members of the Presidium were as follows:

- Mr. Ngo Tan Long – Chairman of the Board of Directors: Chairman
- Mr. Tran Van Truong – Vice Chairman of the Board of Directors: Member
- Mrs. Dang Thanh Trang – Member of the Board of Directors cum General Director: Member
- Mr. Ngo Quy Nham – Independent Member of the Board of Directors: Member
- Mr. Le Van Quang: Member

3. Secretariat

Mr. Ngo Tan Long – Chairman of the Board of Directors and Chairman of the Meeting appointed the Secretariat of the General Meeting as follows:

- Mrs. Nguyen Thao Huong – Head of the Secretariat;
- Mr. Nguyen Duc Trong – Member.

4. Vote Counting Committee

Mr. Ngo Tan Long – Chairman of the Board of Directors and Chairman of the Meeting, nominated the following members to the Vote Counting Committee. The nomination was approved by 100% of the voting shareholders present at the General Meeting by way of raising the Voting Card:

- Mr. Nguyen Thanh Nam: Head of the Committee
- Mrs. Bui Thi Xim: Member
- Mrs. Duong Thi Ngoc Diep: Member

5. Approval of the Meeting Agenda

- The Board of Directors submitted the Meeting Agenda to the General Meeting of Shareholders for approval by way of raising the Voting Card.
- Result: 100% of the voting shareholders present at the General Meeting approved the Meeting Agenda.

6. Approval of the Regulations on Organization and Voting

- The Board of Directors submitted the Regulations on Organization and Voting of the General Meeting of Shareholders for approval by way of raising the Voting Card.
- Result: 100% of the voting shareholders present at the General Meeting approved the Regulations on Organization and Voting.

7. Approval of the Election Regulations

- The Board of Directors submitted the Election Regulations to the General Meeting of Shareholders for approval by way of raising the Voting Card.
- Result: 100% of the voting shareholders present at the General Meeting approved the Election Regulations.

II. Proceedings of the General Meeting

1. Presentation of Reports

- Mr. Ngo Tan Long – Chairman of the Board of Directors, presented the Report of the Board of Directors on the Company's activities in 2025 and the plan for 2026.
- Mrs. Tran Thi Thanh Huong – Head of the Supervisory Board, presented the Report of the Supervisory Board for 2025.
- Mrs. Dang Thanh Trang – Member of the Board of Directors cum General Director, presented the Report of the Board of Management on the business performance in 2025 and the business plan for 2026.

2. Presentation of Proposals

- Mrs. Dang Thanh Trang – Member of the Board of Directors cum General Director, on behalf of the Board of Directors, presented the following proposals: Proposal on the approval of the audited 2025 financial statements; and Proposal on the approval of the selection of the list of audit firms to audit the Company's 2026 financial statements.
- Mr. Tran Van Truong – Vice Chairman of the Board of Directors, presented the following proposals: Proposal on the approval of the remuneration report of the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026; Proposal on the approval of the profit distribution plan for 2025; and Proposal on the approval of the dismissal and additional election of a member of the Board of Directors and the list of candidates nominated by the Board of Directors.
- Mr. Le Van Quang presented the Proposal on the approval of the amendment and supplementation of the Company's business lines.
- Mr. Ngo Quy Nham presented the following proposals: Proposal on the approval of the amendment and supplementation of the Company's Charter and Proposal on the approval of contracts and transactions with related parties.

The detailed contents of the above reports and proposals were fully set out in the meeting materials for the 2026 Annual General Meeting of Shareholders, which had been provided to the Shareholders attending the General Meeting and had also been published on the Company's website in accordance with the applicable laws.

III. Discussion

- At the General Meeting, the shareholders discussed and agreed with the contents of the reports and proposals presented by the Presidium, the Supervisory Board and the Board of Management.
- Mr. Ngo Tan Long – Chairman of the Meeting, chaired the discussion session to receive questions and respond to the shareholders' inquiries. However, at the General Meeting, no shareholder raised any questions to the Presidium or the Company's Management.

IV. Voting on the Matters Submitted to the General Meeting and Additional Election of a Member of the Board of Directors for the Remaining Term of Office 2021–2026

1. Voting Results by Ballot

- At the time of voting, 50 shareholders and authorized representatives of shareholders were present, representing 36,124,114 shares (equivalent to 36,124,114 voting ballots), accounting for 87.99% of the total voting shares of CDC Construction Joint Stock Company.

- The General Meeting conducted voting by ballot. Upon completion of the vote counting, the Vote Counting Committee announced the voting results for each matter submitted to the 2026 Annual General Meeting of Shareholders as follows:

No.	Matters	Total Voting Ballots for Each Matter	Total Valid Voting Ballots	Total Invalid Voting Ballots	In Favour		Against		Abstention	
					Number of Ballots	Percentage	Number of Ballots	Percentage	Number of Ballots	Percentage
1	Report of the Board of Directors on the Company's activities in 2025 and the plan for 2026	36.124.114	36.124.114	0	36.124.114	100%	0	0	0	0
2	Report of the Supervisory Board on its activities in 2025	36.124.114	36.124.114	0	36.124.114	100%	0	0	0	0
3	Report of the Board of Management on the business performance in 2025 and the business plan for 2026	36.124.114	36.124.114	0	36.124.114	100%	0	0	0	0
4	Proposal No. 01/TTr-HĐQT dated 11 July 2026 on the approval of the audited 2025 financial statements	36.124.114	36.124.114	0	36.124.114	100%	0	0	0	0

No.	Matters	Total Voting Ballots for Each Matter	Total Valid Voting Ballots	Total Invalid Voting Ballots	In Favour		Against		Abstention	
					Number of Ballots	Percentage	Number of Ballots	Percentage	Number of Ballots	Percentage
5	Proposal No. 02/TTr-BKS dated 11 July 2026 on the approval of the selection of the list of audit firms to audit the Company's 2026 financial statements	36.124.114	36.124.114	0	36.124.114	100%	0	0	0	0
6	Proposal No. 03/TTr-HĐQT dated 11 July 2026 on the approval of the remuneration report of the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026	36.124.114	36.124.114	0	36.124.114	100%	0	0	0	0
7	Proposal No. 04/TTr-HĐQT dated 11 July 2026 on the approval of the profit distribution plan for 2025	36.124.114	36.124.114	0	36.124.114	100%	0	0	0	0

No.	Matters	Total Voting Ballots for Each Matter	Total Valid Voting Ballots	Total Invalid Voting Ballots	In Favour		Against		Abstention	
					Number of Ballots	Percentage	Number of Ballots	Percentage	Number of Ballots	Percentage
8	Proposal No. 05/TTr-HĐQT dated 11 July 2026 on the approval of the amendment and supplementation of the Company's business lines	36.124.114	36.124.114	0	36.124.114	100%	0	0	0	0
9	Proposal No. 06/TTr-HĐQT dated 11 July 2026 on the approval of the amendment and supplementation of the Company's Charter	36.124.114	36.124.114	0	36.124.114	100%	0	0	0	0
10	Proposal No. 07/TTr-HĐQT dated 11 July 2026 on the approval of the dismissal and additional election of a member of the Board of Directors	36.124.114	36.124.114	0	36.124.114	100%	0	0	0	0

No.	Matters	Total Voting Ballots for Each Matter	Total Valid Voting Ballots	Total Invalid Voting Ballots	In Favour		Against		Abstention	
					Number of Ballots	Percentage	Number of Ballots	Percentage	Number of Ballots	Percentage
11	Proposal No. 08/TTr-HĐQT dated 11 July 2026 on the approval of contracts and transactions with related parties	36.124.114	36.124.114	0	36.124.114	100%	0	0	0	0

Based on the results above and in accordance with the provisions of the Company's Charter and the Law on Enterprises, the following matters were approved by the General Meeting of Shareholders:

No.	Matters approved	Approval rate
1	Report of the Board of Directors on the Company's activities in 2025 and the plan for 2026	100%
2	Report of the Supervisory Board on its activities in 2025	100%
3	Report of the Board of Management on the business performance in 2025 and the business plan for 2026	100%
4	Approval of the audited financial statements for 2025 (According to Proposal No. 01/TTr-HĐQT dated 11/07/2026)	100%
5	Approval of the selection of audit firms for the Company's 2026 financial statements (According to Proposal No. 02/TTr-BKS dated 11/07/2026)	100%
6	Approval of the remuneration report of the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026 (According to Proposal No. 03/TTr-HĐQT dated 11/07/2026)	100%
7	Approval of the profit distribution plan for 2025 (According to Proposal No. 04/TTr-HĐQT dated 11/07/2026)	100%
8	Approval of the amendment and supplementation of the Company's business lines (According to Proposal No. 05/TTr-HĐQT dated 11/07/2026)	100%
9	Approval of the amendment and supplementation of the Company's Charter (According to Proposal No. 06/TTr-HĐQT dated 11/07/2026)	100%
10	Approval of the dismissal and additional election of a member of the Board of Directors (According to Proposal No. 07/TTr-HĐQT dated 11/07/2026)	100%
11	Approval of contracts and transactions with related parties (According to Proposal No. 08/TTr-HĐQT dated 11/07/2026)	100%

2. Results of vote counting for the election of additional members of the Board of Directors

The General Meeting conducted the election of members of the Board of Directors by cumulative voting method, with the following results:

- Total number of voting shares participating in the election: 36,124,114 shares, corresponding to 36,124,114 votes.

Number of valid votes: 35,716,112 votes.

Number of invalid votes: 408,002 votes.

Election results of members of the Board of Directors:

No.	Full name	Total number of votes	Percentage
1	Le Van Quang	35,716,112	98.87%

Thus, Mr. Le Van Quang was elected as a member of the Board of Directors for the remaining term of office 2021–2026.

C. CLOSING OF THE GENERAL MEETING

- Ms. Nguyen Thao Huong – Secretary of the General Meeting, presented the draft Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of CDC Construction Joint Stock Company. Thereafter, Mr. Ngo Tan Long – Chairman of the Meeting, sought the shareholders' opinions and requested the General Meeting to vote for the approval of the entire Minutes and Resolution of the General Meeting.
- Voting result: 100% of the voting ballots of the shareholders attending the General Meeting were in favour. Accordingly, the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of CDC Construction Joint Stock Company were approved by the General Meeting.
- The 2026 Annual General Meeting of Shareholders of CDC Construction Joint Stock Company was adjourned at 12:30 p.m. on 02 August 2026.

ON BEHALF OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

SECRETARY	CHAIRMAN OF THE MEETING
	M.S.D.N: 0105283073 - C.T.C.P CÔNG TY CỔ PHẦN XÂY DỰNG CDC HÀ ĐÔNG - T.P. HÀ NỘI
Nguyen Thao Huong	**Ngo Tan Long**

CDC CONSTRUCTION JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM
	Independence – Freedom – Happiness
No.: 01/2026/NQ-AGM	*Hanoi, 02 August 2026*

RESOLUTION

OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF CDC CONSTRUCTION JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 and its amendments and guiding documents;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 and its amendments and guiding documents;*
- *Pursuant to the Charter of CDC Construction Joint Stock Company;*
- *Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of CDC Construction Joint Stock Company No. 01/2026/BB-ĐHĐCĐ dated 02 August 2026.*

RESOLVES:

Article 1. The 2026 Annual General Meeting of Shareholders ("AGM") of CDC Construction Joint Stock Company (the "Company") has approved the following matters:

1. Report No. 01/BC-HĐQT dated 11 July 2026 of the Board of Directors on the Company's performance in 2025 and business plan for 2026 (the contents of Report No. 01/BC-HĐQT are attached to this Resolution).
2. Report No. 01/BC-BKS dated 11 July 2026 of the Supervisory Board on the activities of the Supervisory Board in 2025 (the contents of Report No. 01/BC-BKS are attached to this Resolution).
3. Report No. 01/BC-TGĐ dated 11 July 2026 of the Board of Management on the Company's business performance in 2025 and business plan for 2026 (the contents of Report No. 01/BC-TGĐ are attached to this Resolution).

   The 2026 business plan approved by the AGM is as follows:

No.	Item	2025 Actual	2026 Plan	Plan/Actual
1	Net revenue from sales and service rendering	2,694,340,220,907	3,098,491,254,043	115%
2	Profit before tax	52,763,715,348	61,969,825,081	117.45%
3	Profit after tax	41,756,181,898	49,575,860,065	118.73%
4	Total assets	2,596,004,399,961	3,037,325,147,954	117.00%
5	Total equity	620,501,330,906	670,077,190,971	107.99%

4. Proposal No. 01/TTr-HĐQT dated 11 July 2026 of the Board of Directors regarding the approval of the audited annual financial statements (the contents of Proposal No. 01/TTr-HĐQT are attached to this Resolution).

5. Proposal No. 02/TTr-BKS-CDC dated 11 July 2026 of the Supervisory Board regarding the selection of the list of audit firms to conduct the audit of the Company's 2026 financial statements (the contents of Proposal No. 02/TTr-BKS-CDC are attached to this Resolution).

6. Proposal No. 03/TTr-HĐQT dated 11 July 2026 of the Board of Directors regarding the report on remuneration of the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026 (the contents of Proposal No. 03/TTr-HĐQT are attached to this Resolution).

7. Proposal No. 04/TTr-HĐQT dated 11 July 2026 of the Board of Directors regarding the profit distribution plan for 2025 (the contents of Proposal No. 04/TTr-HĐQT are attached to this Resolution).

8. Proposal No. 05/TTr-HĐQT dated 11 July 2026 of the Board of Directors regarding the amendment and supplementation of the Company's business lines (the contents of Proposal No. 05/TTr-HĐQT are attached to this Resolution).

9. Proposal No. 06/TTr-HĐQT dated 11 July 2026 of the Board of Directors regarding the amendment and supplementation of the Company's Charter (the contents of Proposal No. 06/TTr-HĐQT are attached to this Resolution).

10. Proposal No. 07/TTr-HĐQT dated 11 July 2026 of the Board of Directors regarding the dismissal and additional election of a member of the Board of Directors (the contents of Proposal No. 07/TTr-HĐQT are attached to this Resolution).

- Approved the dismissal of Mr. Tran Gia Nguyen Tri from the position of Member of the Board of Directors with effect from 02 August 2026.
- Approved the election of Mr. Le Van Quang as a Member of the Board of Directors for the 2021–2026 term of office, with effect from 02 August 2026.

11. Proposal No. 08/TTr-HĐQT dated 11 July 2026 of the Board of Directors regarding the approval of contracts and transactions with related parties (the contents of Proposal No. 08/TTr-HĐQT are attached to this Resolution).

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Article 2. Implementation

1. This Resolution shall take effect from the date of signing.
2. Shareholders, the Board of Directors, the Supervisory Board, the legal representative(s) and relevant persons shall be responsible for implementing this Resolution.

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

M.S.D.N: 0105283073 - C.T.C.P
CÔNG TY CỔ PHẦN XÂY DỰNG CDC
P. HÀ ĐÔNG - TP. HÀ NỘI

NGO TAN LONG

Recipients:

- *As stated in Article 2;*
- *State Securities Commission of Vietnam (SSC), Ho Chi Minh Stock Exchange (HOSE) (for information disclosure);*
- *Archived at the Board of Directors.*

CÔNG TY CỔ PHẦN XÂY DỰNG CDC
Trụ sở chính: LK 18 – 24, Galaxy 8, Khu nhà ở Ngân Hà Vạn Phúc, 69 Tố Hữu, Phường Hà Đông, thành phố Hà Nội, Việt Nam
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CHƯƠNG TRÌNH HỌP
PROPOSED AGENDA
ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Thời gian: 08 giờ 00 phút, Thứ sáu, ngày 31 tháng 07 năm 2026

Date and Time: *8:00 a.m., Friday, 31 July 2026*

Địa điểm: Trụ sở chính Công ty tại LK 18-24, Galaxy 8, Khu nhà ở Ngân Hà Vạn Phúc, 69 phố Tố Hữu, phường Hà Đông, Thành phố Hà Nội, Việt Nam

Venue: *Head Office of CDC Construction Joint Stock Company, LK18-24, Galaxy 8, Ngan Ha Van Phuc Residential Area, 69 To Huu Street, Ha Dong Ward, Hanoi, Vietnam*

No.	Nội dung chương trình/ Agenda	Thời gian/ *Time*
THỦ TỤC/ *PROCEDURES*		
1	Thủ tục đăng ký, kiểm tra tư cách cổ đông, phát tài liệu họp *Shareholder registration and verification of attendance, distribution of AGM materials*	8:00 – 8:30
2	Khai mạc & công bố điều kiện tổ chức Đại hội *Opening of the AGM & announcement of the quorum*	8:30 – 8:35
3	Giới thiệu Chủ tọa, Thư ký Đại hội và bầu Ban Kiểm phiếu *Introduction of the Chairperson, the Secretary of the AGM and election of the Vote Counting Committee*	8:35 – 8:40
	Thông qua Chương trình họp, Quy chế tổ chức và biểu quyết tại Đại hội, Quy chế bầu bổ sung thành viên HĐQT *Approval of the Meeting Agenda, the AGM Regulations and the BOD Election Regulations*	
CHƯƠNG TRÌNH NGHỊ SỰ/ *MEETING AGENDA*		
4	Báo cáo Hội đồng Quản trị *Report of the Board of Directors*	8:40 – 8:50
5	Báo cáo Ban Kiểm soát *Report of the Supervisory Board*	8:50 – 9:00
6	Báo cáo Ban Tổng Giám đốc *Report of the Board of Management*	9:00 – 9:10
6	Tờ trình của Hội đồng Quản trị, Ban Kiểm soát trình ĐHĐCĐ thông qua các nội dung sau: *The Board of Directors and the Supervisory Board submit the following proposals to the General Meeting of Shareholders for approval:*	9:10 – 9:30
	Báo cáo tài chính năm đã được kiểm toán *Audited Annual Financial Statements*	
	Lựa chọn danh sách công ty thực hiện kiểm toán Báo cáo tài chính năm của Công ty	

No.	Nội dung chương trình/ Agenda	Thời gian/ *Time*
	Selection of the List of Audit Firms to Audit the Company's Annual Financial Statements	
	Thù lao của HĐQT, BKS năm 2025 và kế hoạch năm 2026 *2025 BOD and SB Remuneration and 2026 Remuneration Plan*	
	Phương án phân phối lợi nhuận năm 2025 *Profit Distribution Plan for 2025*	
	Sửa đổi, bổ sung ngành, nghề kinh doanh của Công ty *Amendment and Supplement to the Company's Business Lines*	
	Sửa đổi, bổ sung Điều lệ Công ty *Amendment and Supplement to the Company's Charter*	
	Miễn nhiệm và bầu bổ sung thành viên HĐQT *Dismissal and Election of an Additional Member of the Board of Directors*	
	Hợp đồng, giao dịch với bên liên quan *Contracts and Transactions with Related Parties*	
7	Thảo luận/ *Discussion*	9:30 – 9:40
BIỂU QUYẾT/ *VOTING SESSION*		
8	Biểu quyết thông qua các nội dung tại Đại hội *Voting on the matters submitted to the AGM* Công bố Danh sách ứng cử viên và bầu cử bổ sung thành viên HĐQT *Announcement of the List of Candidates and Election of an Additional BOD Member*	9:40 – 10:10
9	Kiểm phiếu & nghỉ giải lao *Vote counting and tea break*	10:10 – 10:30
10	Công bố kết quả kiểm phiếu biểu quyết và bầu cử *Announcement of the Voting and Election Results*	10:30 – 10:40
BẾ MẠC/ *CLOSING*		
11	Thông qua Biên bản họp và Nghị quyết Đại hội đồng cổ đông thường niên năm 2026 *Approval of the Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders*	10:40 – 10:50
12	Bế mạc Đại hội *Closing of the AGM*	10:50 – 11:00

CÔNG TY CỔ PHẦN XÂY DỰNG CDC
Trụ sở chính: LK 18 – 24, Galaxy 8, Khu nhà ở Ngân Hà Vạn Phúc, 69 Tố Hữu, Phường Hà Đông, thành phố Hà Nội, Việt Nam
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QUY CHẾ TỔ CHỨC VÀ BIỂU QUYẾT ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026 | *RULES OF ORGANIZATION AND VOTING AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS*

- *Căn cứ Luật Doanh nghiệp 2020, Luật Doanh nghiệp sửa đổi 2025 và các văn bản hướng dẫn thi hành;*
  Pursuant to the Law on Enterprises 2020, the amended Law on Enterprises 2025, and their guiding regulations;
- *Căn cứ Luật Chứng khoán năm 2019, Luật Chứng khoán sửa đổi 2024 và các văn bản hướng dẫn thi hành;*
  Pursuant to the Law on Securities 2019, the amended Law on Securities 2024, and their guiding regulations;
- *Căn cứ Nghị định 155/2020/NĐ-CP hướng dẫn Luật Chứng khoán 2019, được sửa đổi, bổ sung bởi Nghị định số 245/2025/NĐ-CP ngày 11/9/2025 sửa đổi Nghị định 155/2020/NĐ-CP hướng dẫn Luật Chứng khoán;*
  Pursuant to Decree No. 155/2020/ND-CP guiding the implementation of the Law on Securities 2019, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending Decree No. 155/2020/NĐ-CP;
- *Căn cứ Điều lệ tổ chức và hoạt động của Công ty Cổ phần Xây dựng CDC.*
  Pursuant to the Charter on Organization and Operation of CDC Construction Joint Stock Company.

Điều 1. Đối tượng điều chỉnh và phạm vi áp dụng/ *Article 1. Scope of Regulation and Applicability*

1.1. Quy chế này áp dụng cho tất cả các Cổ đông Công ty Cổ phần Xây dựng CDC (Sau đây gọi tắt là **"Công ty"**) và các tổ chức, cá nhân tham gia Đại hội đồng Cổ đông thường niên năm 2026 (Sau đây gọi tắt là **"Đại hội"**) của Công ty.
These Rules shall apply to all shareholders of CDC Construction Joint Stock Company (hereinafter referred to as the "Company") and all organizations and individuals attending the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting" or the "AGM") of the Company.

1.2. Quy chế này quy định nguyên tắc làm việc; điều kiện tham dự và trình tự tiến hành Đại hội; quyền và nghĩa vụ của các bên tham dự Đại hội; phương thức biểu quyết và thông qua các nội dung thuộc thẩm quyền Đại hội.
These Rules set out the working principles; conditions for attending and procedures for conducting the General Meeting; the rights and obligations of participants attending the General Meeting; and the procedures for voting and adopting resolutions on matters within the authority of the General Meeting.

Điều 2. Cổ đông tham dự Đại hội/ *Article 2. Shareholders Attending the General Meeting*

2.1. Các Cổ đông của Công ty có tên trong danh sách Cổ đông chốt ngày 02/07/2026 có quyền tham dự Đại hội.
Shareholders whose names appear on the List of Shareholders finalized as of 2 July 2026 shall be entitled to attend the Company's 2026 Annual General Meeting of Shareholders.

2.2. Các Cổ đông hoặc người đại diện theo ủy quyền của Cổ đông khi đến tham dự Đại hội phải đăng ký với Ban Kiểm tra tư cách cổ đông để nhận Thẻ biểu quyết và Phiếu biểu quyết có ghi tên Cổ đông hoặc người được ủy quyền, mã số biểu quyết và số cổ phần có quyền biểu quyết tương ứng của Cổ đông.

Upon arrival at the General Meeting, shareholders or their duly authorized representatives shall register with the Shareholder Eligibility Verification Committee to receive a Voting Card and a Ballot Paper, which indicate the name of the shareholder or authorized representative, the voting identification number, and the corresponding number of voting shares.

2.3. Cổ đông hoặc người đại diện theo ủy quyền của Cổ đông khi tham dự Đại hội cần có mặt tại địa điểm tổ chức theo thời gian quy định để thực hiện thủ tục đăng ký với Ban Tổ chức. Khi đăng ký, Cổ đông hoặc người đại diện theo ủy quyền phải xuất trình các giấy tờ sau để chứng minh tư cách tham dự:

Shareholders or their Authorized Representatives attending the General Meeting shall be present at the venue at the prescribed time to complete the registration procedures with the Organizing Committee. Upon registration, Shareholders or their Authorized Representatives shall present the following documents to verify their eligibility to attend the General Meeting:

a) Giấy tờ xác minh nhân thân của người trực tiếp tham dự/*Identification documents of the attendee*

- Bản gốc CCCD/Hộ chiếu còn thời hạn sử dụng.
  The original valid Citizen Identity Card (ID Card) or Passport.

b) Giấy tờ chứng minh quyền tham dự Đại hội (nếu có)/Documents evidencing the right to attend the General Meeting (if applicable)

- Trường hợp tham dự theo ủy quyền: Bản gốc Giấy ủy quyền hợp lệ theo mẫu của Công ty.
  In case of attendance by proxy: The original valid Power of Attorney in the form prescribed by the Company.
- Trường hợp Cổ đông hoặc bên được ủy quyền là tổ chức và người đại diện theo pháp luật của tổ chức không trực tiếp tham dự Đại hội: Người trực tiếp tham dự phải xuất trình bản gốc văn bản cử người đại diện tham dự Đại hội do người đại diện theo pháp luật của tổ chức ký.
  Where the Shareholder or the proxy is an organization and its legal representative does not attend the General Meeting in person: The attendee must present the original Letter of Appointment authorizing him/her to attend the General Meeting, duly signed by the legal representative of such organization.

c) Giấy tờ của tổ chức (nếu Cổ đông hoặc bên được ủy quyền là tổ chức)/Organizational documents (where the Shareholder or the proxy is an organization)

- Bản sao chứng thực hợp lệ Giấy chứng nhận đăng ký doanh nghiệp, Quyết định thành lập hoặc tài liệu pháp lý tương đương còn hiệu lực.
  A certified true copy of the valid Enterprise Registration Certificate, Establishment Decision, or an equivalent legal document.

2.4. Trường hợp Cổ đông hoặc người đại diện theo ủy quyền không xuất trình được đầy đủ các giấy tờ chứng minh tư cách tham dự theo quy định tại Điều 2.3 Quy chế này, Ban Tổ chức Đại hội có quyền từ chối đăng ký tham dự Đại hội.

Where a Shareholder or an Authorized Representative fails to present all documents required to verify his/her eligibility to attend the General Meeting in accordance with

Article 2.3 of these Rules, the Organizing Committee shall have the right to refuse his/her registration for attendance at the General Meeting.

2.5. Người được ủy quyền tham dự Đại hội phải sử dụng Giấy ủy quyền theo mẫu do Công ty ban hành và gửi kèm Thông báo mời họp; không được tiếp tục ủy quyền cho bên thứ ba tham dự Đại hội.
An Authorized Representative attending the General Meeting shall use the Power of Attorney in the form prescribed by the Company and enclosed with the Notice of Meeting, and shall not further authorize any third party to attend the General Meeting on his/her behalf.

2.6. Cổ đông hoặc người đại diện theo ủy quyền của Cổ đông tham dự Đại hội có trách nhiệm: tuân thủ sự hướng dẫn, điều hành của Chủ tọa và Ban Tổ chức Đại hội; ứng xử văn minh, lịch sự, giữ gìn an ninh, trật tự và ngồi đúng vị trí do Ban Tổ chức Đại hội bố trí.
Shareholders or their Authorized Representatives attending the General Meeting shall: comply with the instructions and direction of the Chairperson and the Organizing Committee; conduct themselves in a courteous and orderly manner, maintain security and public order, and remain seated in the seats designated by the Organizing Committee.

2.7. Không hút thuốc lá trong phòng họp Đại hội; điện thoại di động phải được tắt hoặc chuyển sang chế độ im lặng và hạn chế tối đa việc sử dụng trong thời gian diễn ra Đại hội.
Smoking is prohibited in the meeting venue. Mobile phones must be switched off or set to silent mode, and their use during the General Meeting should be kept to a minimum.

2.8. Không được ghi âm, ghi hình, chụp ảnh hoặc phát trực tiếp (livestream) tại Đại hội nếu không được Chủ tọa Đại hội chấp thuận.
Audio recording, video recording, photography, or live streaming of the General Meeting is prohibited unless prior approval has been obtained from the Chairperson of the General Meeting.

2.9. Vì lợi ích chung của Đại hội, Ban Tổ chức Đại hội có quyền từ chối đăng ký tham dự hoặc yêu cầu người tham dự chấm dứt hành vi vi phạm Quy chế này. Trường hợp không chấp hành hoặc tiếp tục vi phạm, Ban Tổ chức Đại hội và/hoặc Chủ tọa Đại hội có quyền yêu cầu người vi phạm rời khỏi khu vực tổ chức Đại hội theo quy định.
For the common interests of the General Meeting, the Organizing Committee shall have the right to refuse attendance registration or request any attendee to cease any act in violation of these Rules. Where such attendee fails to comply or continues the violation, the Organizing Committee and/or the Chairperson of the General Meeting shall have the right to require such person to leave the meeting venue in accordance with these Rules.

Điều 3. Đoàn Chủ tịch/*Article 3. Presidium*

3.1. Đoàn Chủ tịch gồm 05 (năm) thành viên, bao gồm Chủ tọa do Chủ tịch Hội đồng Quản trị đảm nhiệm và các thành viên do Chủ tịch Hội đồng quản trị chỉ định. Chủ tịch Hội đồng quản trị là Chủ toạ. Chủ tọa điều hành Đại hội theo chương trình họp được thông qua tại Đại hội.
The Presidium shall consist of four (04) members, including the Chairperson, who shall be the Chairperson of the Board of Directors, and other members appointed by the Chairperson of the Board of Directors. The Chairperson of the Board of Directors shall serve as the Chairperson of the General Meeting. The Chairperson shall preside over and

conduct the General Meeting in accordance with the agenda approved by the General Meeting.

3.2. Nhiệm vụ của Đoàn Chủ tịch/*Responsibilities of the Presidium*

a) Điều hành Đại hội theo chương trình họp đã được Đại hội thông qua;
Conduct the General Meeting in accordance with the agenda approved by the General Meeting;

b) Điều hành việc thảo luận; hướng dẫn Cổ đông và người đại diện theo ủy quyền của Cổ đông thực hiện quyền tham dự, phát biểu ý kiến và biểu quyết đối với các nội dung thuộc chương trình họp;
Preside over discussions; guide Shareholders and their Authorized Representatives in exercising their rights to attend, express opinions and vote on matters included in the meeting agenda;

c) Trình Đại hội các nội dung, dự thảo nghị quyết; tổng hợp, kết luận các ý kiến thảo luận và trình Đại hội biểu quyết theo chương trình họp;
Present matters and draft resolutions to the General Meeting; summarize and conclude the discussions, and submit matters to the General Meeting for voting in accordance with the meeting agenda;

d) Giải đáp, làm rõ các ý kiến, kiến nghị của Cổ đông liên quan đến các nội dung thuộc chương trình họp;
Respond to and clarify the opinions and recommendations of Shareholders relating to matters included in the meeting agenda;

e) Quyết định và xử lý các vấn đề phát sinh thuộc thẩm quyền trong quá trình tổ chức Đại hội theo quy định của pháp luật, Điều lệ Công ty và Quy chế này.
Decide on and handle matters arising within its authority during the organization of the General Meeting in accordance with applicable laws, the Company's Charter and these Rules.

3.3. Nguyên tắc làm việc của Đoàn Chủ tịch/*Working Principles of the Presidium*
Chủ tọa là người điều hành và quyết định cao nhất tại Đại hội. Các thành viên Đoàn Chủ tịch thực hiện các nhiệm vụ do Chủ tọa phân công hoặc ủy quyền.
The Chairperson shall be the highest authority in conducting and presiding over the General Meeting. Members of the Presidium shall perform the duties assigned or authorized by the Chairperson.

Điều 4. Ban Thư ký/*Article 4. Secretariat*

4.1. Ban Thư ký gồm 02 (hai) thành viên do Chủ tọa chỉ định; chịu trách nhiệm trước Chủ tọa, Đoàn Chủ tịch, Đại hội về nhiệm vụ của mình và dưới sự điều hành của Chủ tọa.
The Secretariat shall consist of two (02) members appointed by the Chairperson. The Secretariat shall be accountable to the Chairperson, the Presidium and the General Meeting for the performance of its duties, and shall act under the direction of the Chairperson.

4.2. Nhiệm vụ của Ban Thư ký/*Responsibilities of the Secretariat*

a) Hỗ trợ Đoàn Chủ tịch công bố nội dung chương trình, dự thảo các văn kiện, kết luận, Nghị quyết của Đại hội và thông báo của Đoàn Chủ tịch gửi đến các Cổ đông khi được yêu cầu;

Assist the Presidium in announcing the program contents, drafting documents, conclusions, resolutions of the GMS, and notifications from the Presidium to Shareholders upon request;

b) Tiếp nhận, sắp xếp phiếu đăng ký phát biểu các ý kiến của các Cổ đông, chuyển Đoàn Chủ tịch quyết định;

Receive and arrange Shareholders' requests to speak, then submit them to the Presidium for decision;

c) Ghi chép đầy đủ trung thực toàn bộ nội dung diễn biến Đại hội và các vấn đề đã được các Cổ đông thông qua hoặc còn lưu ý vào Biên bản họp Đại hội;

Accurately and truthfully record all proceedings of the GMS, including matters approved or noted by shareholders, in the meeting minutes;

d) Soạn thảo Nghị quyết về các vấn đề được thông qua tại Đại hội;
Draft the GMS Minutes and Resolutions approved at the GMS;

e) Đọc nội dung Biên bản họp, Nghị quyết làm cơ sở để Đại hội thông qua;
Read the Minutes of the General Meeting and the Resolution of the General Meeting as the basis for the General Meeting's consideration and approval;

f) Thực hiện các công việc khác theo yêu cầu hoặc phân công của Chủ tọa.
Read the meeting minutes as a basis for the GMS's approval.

Điều 5. Ban Kiểm tra tư cách cổ đông/*Article 5. Shareholder Eligibility Verification Committee*

5.1. Ban Kiểm tra tư cách cổ đông của Đại hội gồm tối đa 03 (ba) thành viên, bao gồm Trưởng Ban và 02 (hai) thành viên do Chủ tọa chỉ định.
The Shareholder Eligibility Verification Committee shall consist of up to three (03) members, including one (01) Head of the Committee and two (02) other members appointed by the Chairperson.

5.2. Nhiệm vụ của Ban Kiểm tra tư cách cổ đông/*Responsibilities of the Shareholder Eligibility Verification Committee*
Duty of the Shareholder Eligibility Verification Committee:

a) Thẩm tra tư cách cổ đông và đại diện theo ủy quyền tham dự Đại hội;

Verify the qualifications of Shareholders and their authorized representatives attending the GMS;

b) Báo cáo Đại hội về kết quả kiểm tra tư cách Cổ đông và người đại diện theo ủy quyền của Cổ đông tham dự Đại hội;
Report to the General Meeting on the results of the verification of the eligibility of attending Shareholders;

c) Lập Biên bản kiểm tra tư cách cổ đông và chịu trách nhiệm trước Đại hội khi thực hiện nhiệm vụ của mình;
Prepare the Minutes of Shareholder Eligibility Verification and be accountable to the General Meeting for the performance of its duties;

d) Bàn giao Biên bản kiểm tra tư cách cổ đông kèm theo danh sách cổ đông dự họp cho Công ty phục vụ công tác lưu trữ;
Hand over the Minutes of Shareholder Eligibility Verification together with the list of attending Shareholders to the Company for record-keeping purposes;

e) Thực hiện các công việc khác theo yêu cầu hoặc phân công của Chủ tọa.
Perform other tasks as requested or assigned by the Chairperson.

Điều 6. Ban Kiểm phiếu/*Article 6. Vote Counting Committee*

6.1. Ban Kiểm phiếu gồm 01 (một) Trưởng ban và các thành viên được Chủ tọa đề cử và được Đại hội biểu quyết thông qua. Thành viên Ban Kiểm phiếu không được có tên trong danh sách đề cử và ứng cử của Công ty (nếu có).
The Vote Counting Committee shall consist of one (01) Head of the Committee and other members nominated by the Chairperson and approved by the General Meeting. Members of the Vote Counting Committee must not be included in the Company's list of nominees and candidates (if any).

6.2. Nhiệm vụ của Ban Kiểm phiếu/*Responsibilities of the Vote Counting Committee*

a) Phổ biến thể lệ biểu quyết hướng dẫn các Cổ đông thực hiện biểu quyết;
Explain the voting procedures and guide Shareholders in casting their votes;

b) Xác định chính xác kết quả biểu quyết về từng vấn đề xin biểu quyết;
Accurately determine the voting results for each matter submitted to the General Meeting for approval;

c) Xem xét và báo cáo Đại hội những trường hợp vi phạm thể lệ biểu quyết, đơn thư khiếu nại về kết quả biểu quyết;
Review and report to the General Meeting any violations of the voting procedures and any complaints relating to the voting results;

d) Thông báo kết quả biểu quyết cho Ban Thư ký cập nhật vào nội dung Biên bản họp;
Notify the voting results to the Secretariat for inclusion in the Minutes of the General Meeting;

e) Lập Biên bản kiểm phiếu, báo cáo và chịu trách nhiệm trước Đại hội khi thực hiện nhiệm vụ của mình;
Prepare the Minutes of Vote Counting, report on its work, and be accountable to the General Meeting for the performance of its duties;

f) Bàn giao Biên bản kiểm phiếu kèm theo toàn bộ Phiếu biểu quyết cho Công ty phục vụ công tác lưu trữ;
Hand over the Minutes of Vote Counting together with all Ballot Papers to the Company for record-keeping purposes;

g) Thực hiện các công việc khác theo yêu cầu hoặc phân công của Chủ tọa.
Perform other duties as requested or assigned by the Chairperson.

Điều 7. Thảo luận tại Đại hội/*Article 7. Discussion at the General Meeting*

7.1. Nguyên tắc/*Principles*

a) Việc thảo luận chỉ được thực hiện trong thời gian quy định và thuộc phạm vi các vấn đề trình bày trong Chương trình họp. Trường hợp Đại hội cần nhiều thời gian thảo luận hơn dự kiến thì Chủ tọa sẽ có thẩm quyền quyết định vấn đề này;
Discussions shall only be conducted within the allotted time and shall be limited to matters included in the meeting agenda. Where additional discussion time is required, the Chairperson shall have the authority to decide on the extension of the discussion period;

b) Mỗi cổ đông khi tới tham dự Đại hội sẽ được phát Phiếu Thảo luận. Cổ đông hoặc đại diện theo ủy quyền của Cổ đông có ý kiến phải điền đầy đủ thông tin Cổ đông và ghi rõ

nội dung cần trao đổi vào Phiếu Thảo luận đã được phát và chuyển cho Ban Thư ký Đại hội;
Each Shareholder attending the General Meeting shall be provided with a Discussion Form. Any Shareholder or Authorized Representative wishing to express an opinion shall complete the required shareholder information, clearly state the matter to be discussed on the Discussion Form, and submit it to the Secretariat;

c) Ban Thư ký Đại hội sẽ sắp xếp các Phiếu Thảo luận chuyển lên cho Đoàn Chủ tịch;
The Secretariat shall collect and arrange the Discussion Forms and submit them to the Presidium;

d) Cổ đông hoặc đại diện theo ủy quyền khi cần phát biểu thì giơ tay và phải tuân thủ các quy định sau:
A Shareholder or an Authorized Representative wishing to speak shall raise his/her hand and comply with the following requirements:

- Được sự chấp thuận của Chủ toạ;
Obtain the approval of the Chairperson before speaking;
- Phải nêu tên và mã số biểu quyết trước khi phát biểu;
State his/her name and voting identification number before presenting his/her opinion;
- Nội dung phát biểu phải ngắn gọn và phù hợp với Chương trình Đại hội.
Ensure that the comments are concise and relevant to the meeting agenda.

7.2. Giải đáp ý kiến của các Cổ đông hoặc đại diện theo ủy quyền/*Responses to opinions of Shareholders or Authorized Representatives*

a) Trên cơ sở Phiếu Thảo luận của Cổ đông, Chủ tọa hoặc người được Chủ tọa chỉ định sẽ giải đáp ý kiến Cổ đông hoặc đại diện theo ủy quyền;
Based on the Discussion Forms submitted by Shareholders, the Chairperson or a person designated by the Chairperson shall respond to the opinions raised by Shareholders or their Authorized Representatives;

b) Trường hợp có nhiều nội dung thảo luận và thời lượng thảo luận không đủ, Chủ tọa được toàn quyền xem xét, lựa chọn nội dung để ưu tiên thảo luận đảm bảo tính phù hợp và thiết thực nhất cho Cổ đông.
Where there are numerous matters for discussion and the discussion time is insufficient, the Chairperson shall have full discretion to determine the order of priority for discussion to ensure that the matters addressed are the most relevant and beneficial to the Shareholders.

Điều 8. Biểu quyết thông qua các vấn đề tại Đại hội/*Article 8. Voting on Matters at the General Meeting*

8.1. Nguyên tắc/ *Principles*

a) Tất cả các vấn đề trong Chương trình họp đều được thảo luận tại Đại hội và lấy biểu quyết công khai bằng cách giơ Thẻ biểu quyết hoặc bỏ Phiếu biểu quyết (tùy từng nội dung biểu quyết) đối với tất cả Cổ đông và/hoặc người đại diện theo ủy quyền của Cổ đông.
All matters included in the meeting agenda shall be discussed at the General Meeting and submitted for voting either by raising Voting Cards or by casting Ballot Papers (depending on the matter being voted on) by all Shareholders and/or their Authorized Representatives.

b) Thẻ biểu quyết/Phiếu biểu quyết do Công ty phát hành và được cấp cho Cổ đông hoặc người đại diện theo ủy quyền của Cổ đông khi làm thủ tục đăng ký tham dự Đại hội. Phiếu biểu quyết được Ban Tổ chức thu lại ngay sau khi hoàn thành việc bỏ phiếu đối với từng nội dung. Thẻ biểu quyết được Ban Tổ chức thu lại sau khi kết thúc Đại hội. Mỗi Cổ đông hoặc người đại diện theo ủy quyền được cấp 01 (một) Thẻ biểu quyết và 01 (một) Phiếu biểu quyết. Trên Phiếu biểu quyết ghi rõ mã số Cổ đông, họ và tên, số phiếu biểu quyết, các nội dung biểu quyết và phần chữ ký của Cổ đông hoặc người được ủy quyền của Cổ đông.

The Voting Card and Ballot Paper shall be issued by the Company and provided to each Shareholder or Authorized Representative upon registration for attendance at the General Meeting. Ballot Papers shall be collected by the Organizing Committee immediately after the completion of voting on each relevant matter. Voting Cards shall be collected by the Organizing Committee upon the conclusion of the General Meeting. Each Shareholder or Authorized Representative shall be issued one (01) Voting Card and one (01) Ballot Paper. Each Ballot Paper shall indicate the Shareholder's identification number, full name, ballot number, matters submitted for voting, and the signature of the Shareholder or his/her Authorized Representative.

8.2. Phương thức biểu quyết/Voting Methods

8.2.1. Phương thức giơ Thẻ biểu quyết/*Raising Voting Cards*

a) Các nội dung biểu quyết bằng hình thức giơ Thẻ biểu quyết/*Matters to be voted on by raising Voting Cards:*

- Thông qua Chương trình họp;
  Approval of the GMS agenda;
- Thông qua Quy chế tổ chức và biểu quyết tại Đại hội;
  Approval of the Rules of Organization and Voting at the General Meeting;
- Thông qua Quy chế bầu cử bổ sung thành viên HĐQT Công ty;
  Approval of election regulations for additional BOD members;
- Thông qua thành phần Ban Kiểm phiếu;
  Approval of the composition of the Vote Counting Committee;
- Thông qua Biên bản họp, Nghị quyết Đại hội;
  Approval of the Minutes of the General Meeting and the Resolution of the General Meeting;
- Một số nội dung khác thuộc thẩm quyền của Đại hội đồng cổ đông do Chủ tọa quyết định.
  Other matters within the authority of the General Meeting as decided by the Chairperson.

b) Cách biểu quyết bằng hình thức giơ Thẻ biểu quyết/*Voting procedure by raising Voting Cards*

- Cổ đông và/hoặc người đại diện theo ủy quyền của Cổ đông thực hiện quyền biểu quyết đối với từng nội dung được đưa ra xin ý kiến Đại hội bằng hình thức giơ Thẻ biểu quyết theo sự điều hành của Chủ tọa.
  Shareholders and/or their Authorized Representatives shall exercise their voting rights on each matter submitted to the General Meeting by raising their Voting Cards in accordance with the instructions of the Chairperson.

- Đối với từng nội dung biểu quyết, Chủ tọa sẽ lần lượt lấy ý kiến theo các phương án: tán thành, không tán thành và không có ý kiến. Cổ đông và/hoặc người đại diện theo ủy quyền giơ Thẻ biểu quyết theo từng phương án khi được yêu cầu.
  For each matter submitted for voting, the Chairperson shall successively call for votes in favor, against, and abstaining. Shareholders and/or their Authorized Representatives shall raise their Voting Cards in accordance with the relevant voting option when requested.
- Kết quả biểu quyết được xác định trên cơ sở số cổ phần có quyền biểu quyết của các Cổ đông và/hoặc người đại diện theo ủy quyền biểu quyết tán thành, không tán thành hoặc không có ý kiến đối với từng nội dung. Chủ tọa hoặc người được Chủ tọa chỉ định công bố kết quả biểu quyết ngay sau khi hoàn thành việc lấy ý kiến.
  The voting results shall be determined based on the number of voting shares represented by Shareholders and/or their Authorized Representatives voting in favor, against, or abstaining on each matter. The Chairperson or a person designated by the Chairperson shall announce the voting results immediately after the voting process for each matter is completed.

8.2.2. Phương thức bỏ phiếu kín/*Secret Ballot Voting*

a) Các nội dung biểu quyết bằng phương thức bỏ phiếu kín (Phiếu biểu quyết/Phiếu bầu cử)
Subjects of voting by secret ballot (Ballots/Election Ballots)

- Báo cáo của HĐQT năm 2025;
  Report of the Board of Directors
- Báo cáo của BKS năm 2025;
  Report of the Supervisory Board;
- Báo cáo Ban Tổng Giám đốc
  Report of the Board of Management
- Báo cáo tài chính năm đã được kiểm toán;
  Audited Annual Financial Statements;
- Lựa chọn danh sách công ty thực hiện kiểm toán Báo cáo tài chính năm của Công ty
  Selection of the List of Audit Firms to Audit the Company's Annual Financial Statements;
- Thù lao của HĐQT, BKS năm 2025 và kế hoạch năm 2026
  2025 BOD and SB Remuneration and 2026 Remuneration Plan;
- Phương án phân phối lợi nhuận năm 2025;
  Profit Distribution Plan for 2025;
- Sửa đổi, bổ sung ngành, nghề kinh doanh của Công ty;
  Amendment and Supplement to the Company's Business Lines;
- Sửa đổi, bổ sung Điều lệ Công ty
  Amendment and Supplement to the Company's Charter;
- Miễn nhiệm và bầu bổ sung thành viên HĐQT
  Dismissal and Election of an Additional Member of the Board of Directors;.
- Hợp đồng, giao dịch với bên liên quan.
  Contracts and Transactions with Related Parties.

b) Cách biểu quyết bằng hình thức bỏ phiếu kín/*Voting Method by Secret Ballot*

- Cổ đông và/hoặc đại diện theo ủy quyền tích (X) hoặc (√) vào ô Tán thành/Không tán thành/Không có ý kiến đối với vấn đề cần lấy biểu quyết được ghi trong Phiếu biểu quyết; Ký và ghi rõ họ tên vào Phiếu biểu quyết;

Shareholders and/or authorized representatives shall mark (X) or (√) in the box for Approve/Disapprove/No opinion regarding the matters to be voted on as recorded in the Ballot; sign and clearly print their full name on the Ballot;

- Sau khi hoàn thành, Cổ đông và/hoặc đại diện theo ủy quyền bỏ phiếu theo hướng dẫn của Ban Kiểm phiếu tại Đại hội;

  After completing the Ballot, shareholders and/or authorized representatives shall cast their votes following the instructions of the Vote Counting Committee at the General Meeting;

- Sau khi đảm bảo tất cả Cổ đông và/hoặc đại diện theo ủy quyền tham gia Đại hội đã bỏ phiếu xong, Ban kiểm phiếu sẽ tiến hành kiểm phiếu và công bố kết quả kiểm phiếu trước toàn Đại hội.

  Once all shareholders and/or authorized representatives attending the GMS have completed voting, the Vote Counting Committee shall proceed with vote Checking and announce the results before the GMS.

8.3. Thể lệ biểu quyết/*Voting Rules*

a) Cứ 01 (một) cổ phần tương đương với một quyền biểu quyết. Mỗi Cổ đông và/hoặc đại diện theo ủy quyền tham dự đại diện cho một hoặc nhiều quyền biểu quyết sẽ được cấp 01 (một) thẻ biểu quyết và 01 (một) Phiếu biểu quyết tích hợp số quyền biểu quyết tương ứng.

   Each (01) share corresponds to one voting right. Each shareholder and/or authorized representative attending the meeting, representing one or more voting rights, shall be issued (01) voting card and (01) Ballot that integrates the corresponding number of voting rights.

b) Các vấn đề sau đây được thông qua khi được số Cổ đông sở hữu ít nhất 51% tổng số phiếu biểu quyết của tất cả Cổ đông tham dự và biểu quyết tại cuộc họp tán thành:
   The following matters shall be approved if they are voted in favor by shareholders representing at least 51% of the total voting rights of all shareholders attending and voting at the meeting:
   Report of the Board of Directors

- Báo cáo của BKS năm 2025;
  Report of the Supervisory Board;
- Báo cáo Ban Tổng Giám đốc
  Report of the Board of Management
- Báo cáo tài chính năm đã được kiểm toán;
  Audited Annual Financial Statements;
- Lựa chọn danh sách công ty thực hiện kiểm toán Báo cáo tài chính năm của Công ty
  Selection of the List of Audit Firms to Audit the Company's Annual Financial Statements;
- Thù lao của HĐQT, BKS năm 2025 và kế hoạch năm 2026
  2025 BOD and SB Remuneration and 2026 Remuneration Plan;
- Phương án phân phối lợi nhuận năm 2025;
  Profit Distribution Plan for 2025;
- Sửa đổi, bổ sung ngành, nghề kinh doanh của Công ty;
  Amendment and Supplement to the Company's Business Lines;

- Sửa đổi, bổ sung Điều lệ Công ty
  Amendment and Supplement to the Company's Charter;
- Miễn nhiệm và bầu bổ sung thành viên HĐQT
  Dismissal and Election of an Additional Member of the Board of Directors;.
- Hợp đồng, giao dịch với bên liên quan.
  Contracts and Transactions with Related Parties.
- Một số vấn đề khác thuộc thẩm quyền của ĐHĐCĐ (nếu có).
  Other certain matters under the authority of the GMS (if any).

c) Các vấn đề sau đây được thông qua nếu được số Cổ đông đại diện ít nhất 65% tổng số phiếu biểu quyết trở lên của tất cả Cổ đông tham dự và biểu quyết tại cuộc họp tán thành:
The following matters shall be approved upon obtaining affirmative votes representing at least sixty-five percent (65%) of the total voting shares of all Shareholders attending and voting at the General Meeting:

- Sửa đổi, bổ sung ngành, nghề kinh doanh của Công ty;
  Amendment and Supplement to the Company's Business Lines;
- Một số vấn đề khác thuộc thẩm quyền của ĐHĐCĐ (nếu có).
  Other certain matters under the authority of the GMS (if any).

8.4. Xác định tính hợp lệ của phiếu biểu quyết/*Determination of the Validity of Ballots*

a) Phiếu biểu quyết được coi là không hợp lệ khi thuộc một trong các trường hợp sau:
A ballot shall be considered invalid in any of the following cases:

- Phiếu biểu quyết không phải do Ban Tổ chức Đại hội phát ra;
  The ballot is not issued by the GMS Organizing Committee;
- Phiếu biểu quyết không có đóng dấu của Công ty;
  The ballot does not bear the Company's official seal;
- Phiếu biểu quyết bị rách, bị gạch, tẩy xóa, sửa chữa;
  The ballot is torn, erased, altered, or corrected;
- Phiếu biểu quyết không có chữ ký của Cổ đông hoặc người đại diện theo ủy quyền của Cổ đông;
  The ballot does not bear the signature of the Shareholder or the authorized representative of the shareholder;
- Phiếu biểu quyết được Cổ đông hoặc người đại diện theo ủy quyền của Cổ đông điền các nội dung không đúng theo hướng dẫn tại Phiếu biểu quyết và theo Thể lệ biểu quyết này;
  The ballot is filled out incorrectly according to the instructions on the Ballot and this Voting Regulation;
- Phiếu biểu quyết nộp cho Ban Kiểm phiếu sau khi việc bỏ phiếu kết thúc và Hòm phiếu đã được niêm phong;
  The ballot is submitted to the Vote Counting Committee after the voting has ended and the ballot box has been sealed.

b) Nội dung biểu quyết tại phiếu biểu quyết được coi là không hợp lệ khi/*A vote on a ballot shall be considered invalid if:*

- Cổ đông đánh dấu từ 02 (hai) phương án trở lên (tán thành, không tán thành hoặc không có ý kiến) đối với cùng một nội dung biểu quyết;

A Shareholder marks 02 (two) or more voting options (in favor, against or abstaining) for the same voting matter;

- Nội dung biểu quyết bị tẩy xóa, sửa chữa làm ảnh hưởng đến việc xác định ý chí biểu quyết của Cổ đông;

  The voting content is erased or altered in a manner that affects the determination of the Shareholder's voting intention;

- Cổ đông ghi thêm phương án biểu quyết, ý kiến, ký hiệu hoặc nội dung khác ngoài các phương án được in sẵn trên Phiếu biểu quyết, làm cho ý chí biểu quyết không rõ ràng hoặc không xác định được chính xác ý chí biểu quyết của Cổ đông.

  The Shareholder adds another voting option, opinion, symbol or any other content other than the voting options pre-printed on the Ballot Paper, thereby rendering the Shareholder's voting intention unclear or impossible to determine accurately.

Trường hợp Cổ đông không đánh dấu vào bất kỳ phương án nào đối với một nội dung biểu quyết nhưng Phiếu biểu quyết vẫn có chữ ký của Cổ đông hoặc người đại diện theo ủy quyền (và đóng dấu nếu là tổ chức) thì nội dung biểu quyết đó được xác định là "Không có ý kiến".

Where a Shareholder does not mark any voting option for a voting matter, but the Ballot Paper bears the signature of the Shareholder or his/her Authorized Representative (and the seal, where the Shareholder is an organization), such voting matter shall be deemed an "Abstention".

Phiếu biểu quyết hoặc nội dung biểu quyết không hợp lệ sẽ không được tính vào kết quả biểu quyết đối với nội dung tương ứng.

Any invalid Ballot Paper or invalid voting content shall not be counted in determining the voting results for the relevant matter.

Điều 9. Bầu cử bổ sung thành viên HĐQT nhiệm kỳ 2021 - 2026

Article 9. Election of Additional BOD Member for the 2021 - 2026 Term

Việc bầu cử bổ sung thành viên HĐQT nhiệm kỳ 2021 - 2026 được thực hiện theo Quy chế bầu cử được Đại hội đồng cổ đông thường niên năm 2026 thông qua.

The election of an additional BOD member for the 2021 - 2026 term shall be conducted in accordance with the Election Regulation approved by the 2026 Annual General Meeting of Shareholders.

Điều 10. Biên bản và Nghị quyết Đại hội/*Article 9. Minutes and Resolution*

Biên bản họp và Nghị quyết Đại hội phải được Ban Thư ký lập, đọc và thông qua trước khi bế mạc Đại hội.

The Minutes of the General Meeting and the Resolution of the General Meeting shall be prepared and read by the Secretariat, and submitted to the General Meeting for approval before the close of the General Meeting.

Điều 11. Thi hành Quy chế/*Article 10. Rules*

11.1. Cổ đông, đại diện theo ủy quyền tham dự họp Đại hội phải chấp hành nghiêm chỉnh Quy chế làm việc của Đại hội. Cổ đông, đại diện theo ủy quyền vi phạm Quy chế này thì tùy theo mức độ cụ thể Đoàn Chủ tịch sẽ xem xét và có hình thức xử lý theo Điều lệ Công ty và Luật Doanh nghiệp.

Shareholders and authorized representatives attending the GMS must strictly comply with this Regulation on the operation of the GMS of Shareholders. Any shareholder or authorized representative violating this Regulation shall, depending on the severity, be subject to measures taken by the Presidium in accordance with the Company's Charter and the Vietnam Law on Enterprises.

11.2. Quy chế làm việc và biểu quyết tại Đại hội này được trình bày trước Đại hội Công ty và được thông qua khi được sự chấp thuận của trên 50% số cổ phần có quyền biểu quyết tham dự Đại hội.

This Regulation on the operation and voting procedures of the GMS of Shareholders is presented before the GMS and shall be approved when it receives affirmative votes from more than 50% of the voting shares present at the GMS.

11.3. Quy chế này có hiệu lực kể từ thời điểm được Đại hội đồng cổ đông thường niên 2026 của Công ty thông qua và có hiệu lực đối với Đại hội.

This Regulation takes effect from the moment it is approved by the 2026 Annual General Meeting of Shareholders and remains effective for the GMS.

11.4. Chủ tịch HĐQT – Chủ tọa Đại hội sẽ thay mặt ký, ban hành Quy chế này sau khi Đại hội đồng cổ đông thông qua toàn văn Quy chế.

The Chairman of the BOD – Chairman of the GMS shall sign and promulgate this Regulation on behalf of the GMS of Shareholders after it is fully approved by the GMS of Shareholders.

TM. HỘI ĐỒNG QUẢN TRỊ
(O/B) BOARD OF DIRECTORS
CHỦ TỊCH/*CHAIRMAN*

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

NGO TAN LONG

QUY CHẾ BẦU CỬ BỔ SUNG THÀNH VIÊN HỘI ĐỒNG QUẢN TRỊ NHIỆM KỲ 2021-2026 TẠI ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026

REGULATIONS ON THE ADDITIONAL ELECTION OF THE BOD MEMBER FOR 2021 - 2026 AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

- *Căn cứ Luật* Doanh *nghiệp 2020, Luật Doanh nghiệp sửa đổi 2025 và các văn bản hướng dẫn thi hành;*
  Pursuant to the Law on Enterprises 2020, the amended Law on Enterprises 2025, and their guiding regulations;
- *Căn cứ Luật Chứng khoán năm 2019, Luật Chứng khoán sửa đổi 2024 và các văn bản hướng dẫn thi hành;*
  Pursuant to the Law on Securities 2019, the amended Law on Securities 2024, and their guiding regulations;
- *Căn cứ Nghị định 155/2020/NĐ-CP hướng dẫn Luật Chứng khoán 2019, được sửa đổi, bổ sung bởi Nghị định số 245/2025/NĐ-CP ngày 11/9/2025 sửa đổi Nghị định 155/2020/NĐ-CP hướng dẫn Luật Chứng khoán;*
  Pursuant to Decree No. 155/2020/ND-CP guiding the implementation of the Law on Securities 2019, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending Decree No. 155/2020/NĐ-CP;
- *Căn cứ Điều lệ tổ chức và hoạt động của Công ty Cổ phần Xây dựng CDC.*
  Pursuant to the Charter on Organization and Operation of CDC Construction Joint Stock Company.

CHƯƠNG I: QUY ĐỊNH CHUNG
CHAPTER 1 GENERAL PRINCIPLES

Điều 1. Phạm vi điều chỉnh và đối tượng thực hiện bầu cử
Article 1. Scope and Eligible Participants in the Election

1.1. Quy chế này được sử dụng cho việc bầu thành viên Hội đồng quản trị nhiệm kỳ 2021 - 2026 ("**HĐQT**") của Công ty Cổ phần Xây dựng CDC ("**Công ty**") tại Đại hội đồng cổ đông thường niên năm 2026 ("**Đại hội**").
These regulations govern the election of members of the Board of Directors ("BOD") for the 2021-2026 term of CDC Construction Joint Stock Company ("Company") at the Annual General Meeting of Shareholders 2026 ("GMS").

1.2. Đối tượng thực hiện bầu cử: Cổ đông sở hữu cổ phần có quyền biểu quyết và đại diện theo ủy quyền dự họp của cổ đông sở hữu cổ phần có quyền biểu quyết có mặt tại Đại hội.
Eligible voters: Shareholders holding voting shares, authorized representatives of shareholders holding voting shares attending the GMS.

CHƯƠNG II: ĐỀ CỬ, ỨNG CỬ THÀNH VIÊN HỘI ĐỒNG QUẢN TRỊ
CHAPTER II: NOMINATION AND CANDIDACY FOR THE BOD

Điều 2. Tiêu chuẩn và điều kiện làm thành viên Hội đồng quản trị
Article 2. Criteria and conditions for Board of Directors members

2.1. Có năng lực hành vi dân sự đầy đủ, không thuộc đối tượng quy định tại khoản 2 Điều 17 của Luật Doanh nghiệp 2020;

Have full legal capacity and not fall under the cases specified in Clause 2, Article 17 of the Law on Enterprises 2020;

2.2. Có trình độ chuyên môn, kinh nghiệm trong quản lý kinh doanh của Công ty và không nhất thiết phải là cổ đông của Công ty;
Possess professional qualifications and experience in the Company's business management and are not required to be a shareholder of the Company;

2.3. Thành viên HĐQT Công ty có thể đồng thời là thành viên HĐQT của công ty khác, tuy nhiên, chỉ được đồng thời là thành viên Hội đồng quản trị tại tối đa 05 công ty khác.
May concurrently serve as a BOD member of other companies but shall not hold such a position in more than five (05) other companies.

Điều 3. Đề cử ứng viên thành viên HĐQT và số lượng thành viên được bầu
Article 3. Nomination and candidacy for BOD members & number of elected members

3.1. Các cổ đông nắm giữ cổ phần có quyền biểu quyết của Công ty có quyền tự mình hoặc cùng nhau lập nhóm để ứng cử/ đề cử ứng viên cho vị trí thành viên HĐQT của Công ty;
Shareholders holding voting shares of the Company have the right to self-nominate or form a group to nominate candidates for BOD member positions.

3.2. Cổ đông, nhóm cổ đông sở hữu từ 10% đến dưới 30% tổng số cổ phần có quyền biểu quyết được đề cử tối đa 02 ứng cử viên; Cổ đông, nhóm cổ đông sở hữu từ 30% đến dưới 40% tổng số cổ phần có quyền biểu quyết được đề cử tối đa 03 ứng cử viên; Cổ đông, nhóm cổ đông sở hữu từ 40% đến dưới 50% tổng số cổ phần có quyền biểu quyết được đề cử tối đa 04 ứng cử viên; Cổ đông, nhóm cổ đông sở hữu từ 50% đến dưới 60% tổng số cổ phần có quyền biểu quyết được đề cử tối đa 05 ứng cử viên; Cổ đông, nhóm cổ đông sở hữu từ 60% đến dưới 70% tổng số cổ phần có quyền biểu quyết được đề cử tối đa 06 ứng cử viên; Cổ đông, nhóm cổ đông sở hữu từ 70% trở lên được đề cử đủ số ứng cử viên theo số lượng thành viên Hội đồng quản trị.
A shareholder or group of shareholders holding from 10% to less than 30% of the total voting shares may nominate up to 02 candidates; a shareholder or group of shareholders holding from 30% to less than 40% of the total voting shares may nominate up to 03 candidates; a shareholder or group of shareholders holding from 40% to less than 50% of the total voting shares may nominate up to 04 candidates; a shareholder or group of shareholders holding from 50% to less than 60% of the total voting shares may nominate up to 05 candidates; a shareholder or group of shareholders holding from 60% to less than 70% of the total voting shares may nominate up to 06 candidates; and a shareholder or group of shareholders holding 70% or more of the total voting shares may nominate candidates up to the total number of members of the Board of Directors.

3.3. Trường hợp kết thúc thời hạn nhận hồ sơ đề cử, ứng cử thành viên HĐQT mà số lượng các ứng viên HĐQT thông qua đề cử và ứng cử vẫn không đủ số lượng cần thiết thì HĐQT sẽ đề cử số lượng ứng viên cho đủ số lượng cần thiết. Việc HĐQT giới thiệu thêm ứng viên phải được công bố rõ ràng trước khi Đại hội đồng cổ đông biểu quyết bầu thành viên HĐQT theo quy định của pháp luật.
In the event that, upon the expiry of the time limit for receiving nomination and self-nomination dossiers for members of the Board of Directors, the number of candidates nominated and self-nominated for the Board of Directors is still insufficient as required, the Board of Directors shall nominate additional candidates to ensure the required

number. The introduction of additional candidates by the Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the provisions of law.

Điều 4. Hồ sơ tham gia đề cử, ứng cử thành viên HĐQT

Article 4. Application documents for nomination/candidacy of BOD members

4.1. Hồ sơ tham gia ứng cử, đề cử thành viên HĐQT bao gồm:
Required BOD documents include:

a) Đơn đề cử, ứng cử thành viên HĐQT (theo mẫu);
Nomination/candidacy application for BOD members (as per the prescribed form);

b) Sơ yếu lý lịch do ứng viên tự khai (theo mẫu);
Candidate's self-declared resume (as per the prescribed form);

c) Bản sao hợp lệ CCCD/hộ chiếu và các bằng cấp chứng nhận trình độ học vấn, chuyên môn;
A valid copy of the candidate's ID card/citizen ID/passport and relevant educational and professional certificates;

d) Giấy ủy quyền đề cử hợp lệ (trong trường hợp cổ đông ủy quyền cho người khác đề cử);
A valid authorization letter for nomination (if a shareholder authorizes another person to nominate a candidate).

4.2. Hồ sơ đề cử, ứng cử phải được gửi về Ban Tổ chức Đại hội trước 17 giờ ngày 01/08/2026 theo địa chỉ sau đây:
Nomination/candidacy documents must be submitted to the GMS Organizing Committee before 5 p.m. on 01 August, 2026 at the following address:

Công ty Cổ phần Xây dựng CDC
Địa chỉ: LK 18-24, Galaxy 8, Khu nhà ở Ngân Hà Vạn Phúc, 69 phố Tố Hữu, phường Hà Đông, Thành phố Hà Nội
E-mail: phapche@cdcxd.com.vn Điện thoại: (+84) 967090121
Người phụ trách: Bà Nguyễn Thảo Hương

CDC Construction Joint Stock Company
Address: LK18-24, Galaxy 8, Ngan Ha Van Phuc Residential Area, 69 To Huu Street, Ha Dong Ward, Hanoi, Vietnam
E-mail: phapche@cdcxd.com.vn Telephone: (+84) 967090121
Contact person: (Mrs.) Nguyen Thao Huong

4.3. Chỉ những hồ sơ đề cử/ứng cử đáp ứng đủ điều kiện đề cử/ứng cử và những ứng viên đáp ứng đủ điều kiện tương ứng của thành viên HĐQT mới được đưa vào danh sách ứng viên công bố tại Đại hội.
Only nomination/candidacy documents that meet all required conditions, and candidates who fulfill the criteria for BOD membership, will be included in the official candidate list announced at the GMS.

CHƯƠNG III
BẦU CỬ THÀNH VIÊN HỘI ĐỒNG QUẢN TRỊ
CHAPTER III
ELECTION OF THE BOARD OF DIRECTORS MEMBER

Điều 5. Phương thức bầu cử và nguyên tắc trúng cử

Article 5. Voting method and election principles

5.1. Việc bầu thành viên HĐQT được thực hiện theo phương thức bầu dồn phiếu;
BOD members shall be elected using the cumulative voting method.

5.2. Mỗi cổ đông có tổng số phiếu biểu quyết tương ứng với tổng số cổ phần có quyền biểu quyết (bao gồm sở hữu và được ủy quyền) nhân với số thành viên được bầu.
Ví dụ: Giả sử ĐHĐCĐ cần bầu 02 thành viên HĐQT. Cổ đông Nguyễn Văn A đại diện 1.000 cổ phần có quyền biểu quyết (bao gồm sở hữu và được ủy quyền). Khi đó tổng số phiếu biểu quyết bầu của cổ đông Nguyễn Văn A là: (1.000 x 2) = 2.000 phiếu bầu.
Each shareholder shall have a total number of voting rights equal to the total number of shares with voting rights (including owned shares and authorized shares) multiplied by the number of members to be elected.
Example: If the GMS needs to elect two (02) members of the BOD, and Shareholder Nguyen Van A represents 1,000 shares with voting rights (including owned and authorized shares), then the total number of votes of Shareholder Nguyen Van A shall be: (1,000 × 2) = 2,000 votes.

5.3. Cổ đông có thể dồn hết tổng số phiếu bầu cho một hoặc một số ứng viên trong danh sách ứng viên tham gia bầu HĐQT;
Shareholders may allocate all their votes to one or multiple candidates on the list of nominees for the BOD.

5.4. Tổng số phiếu bầu cho các ứng viên mà một cổ đông đã lựa chọn bầu không vượt quá tổng số phiếu bầu được phép của cổ đông đó.
The total number of votes allocated by a shareholder to candidates must not exceed the total number of votes they are entitled to.

Điều 6. Phiếu bầu và ghi phiếu bầu

Article 6. Ballot and voting procedure

6.1. Mỗi cổ đông/người được ủy quyền dự họp sẽ được cấp một Phiếu bầu cử thành viên HĐQT, trên đó có ghi mã số cổ đông, số cổ phần và tổng số phiếu bầu của cổ đông tương ứng với số thành viên được bầu, danh sách các ứng cử viên được đề cử. Phiếu được đóng dấu của Công ty.
Each shareholder/authorized representative attending the meeting shall be issued a ballot for electing BOD members which shall contain the shareholder's identification number, number of shares held, total votes, and the list of nominated candidates. The ballot must be stamped by the Company.

6.2. Phiếu bầu cử hợp lệ khi có đủ các điều kiện sau:
A valid ballot must meet the following conditions:

a) Phiếu bầu cho ứng viên có tên trong danh sách và trong phạm vi số lượng thành viên cần bầu đã được ĐHĐCĐ thống nhất thông qua trước khi tiến hành bỏ phiếu.
Votes are cast for candidates on the official list and within the number of positions to be elected as approved by the GMS before voting.

b) Tổng số phiếu bầu cổ đông đã dùng để bầu cho các ứng viên phải nhỏ hơn hoặc bằng (≤) tổng số phiếu bầu được phép của cổ đông đó (tổng số phiếu bầu được phép bằng số cổ phần có quyền biểu quyết nhân với số thành viên được bầu)
The total number of votes cast by the shareholder must be less than or equal to the total number of votes they are entitled to (calculated as the number of voting shares multiplied by the number of positions to be elected).

c) Không thuộc trường hợp quy định tại khoản 6.3 Điều này.
The ballot does not fall under any of the invalid cases specified in Article 6.3.

6.3. Phiếu bầu cử không hợp lệ nếu thuộc một trong các trường hợp sau:
A ballot is invalid if it falls under any of the following cases:

a) Phiếu bầu cử không phải do Ban tổ chức Đại hội phát ra;
The ballot was not issued by the Organizing Committee;

b) Phiếu bầu cử không có dấu của Công ty;
The ballot lacks the Company's stamp;

c) Phiếu bầu cử bị rách, gạch, tẩy xóa, sửa chữa, ghi thêm tên ứng viên không thuộc danh sách ứng viên đã được công bố tại Đại hội trước khi tiến hành bỏ phiếu;
The ballot is torn, erased, altered, or includes names of candidates not on the official list announced before voting;

d) Phiếu bầu cử ghi thêm những thông tin khác, thêm ký hiệu không phù hợp;
The ballot contains additional information or improper symbols;

e) Phiếu bầu cử có tổng số phiếu bầu cho những ứng viên vượt quá tổng số phiếu bầu của cổ đông đó được quyền bầu;
The total number of votes allocated exceeds the shareholder's total votes;

f) Phiếu bầu cho tổng số ứng viên vượt quá số lượng thành viên được bầu;
The ballot is marked for more candidates than the number of positions available;

g) Phiếu không ký tên;
The ballot is not signed;

h) Phiếu bầu cử nộp cho Ban kiểm phiếu sau khi việc bỏ phiếu kết thúc và hòm phiếu đã được niêm phong.
The ballot is submitted to Vote Checking Committee after the voting session has ended and the ballot box has been sealed.

6.4. Các Phiếu bầu cử không hợp lệ không được tính vào kết quả bầu cử.
Invalid ballots shall not be counted in the election results.

6.5. Cách ghi Phiếu bầu cử:
Voting instructions:

a) Cổ đông có quyền lựa chọn các cách ghi phiếu như sau:
Shareholders may choose one of the following voting methods:

- Ghi số phiếu muốn bầu vào cột Số phiếu bầu:
  Writing the number of votes in the Number of Votes column:
  - Khi đồng ý bầu cho ứng viên, cổ đông viết số phiếu muốn bầu vào cột Số phiếu bầu tại dòng tương ứng với tên ứng viên đó. Số phiếu này không vượt quá tổng số phiếu biểu quyết của cổ đông.
    If voting for a candidate, shareholders shall write the number of votes they wish to allocate in the corresponding row. This number must not exceed the total votes they hold.
  - Nếu không bầu cho ứng viên nào, cổ đông điền số "0" hoặc bỏ trống cột "Số phiếu bầu" tại dòng tương ứng với tên ứng viên đó.

  If not voting for a candidate, shareholders shall write "0" or leave the column blank in the corresponding row.
- Tích dấu (x) hoặc dấu (✓) vào cột Số phiếu bầu:
  Marking an (x) or (✓) in the "Number of Votes" column:

- Khi đồng ý bầu dồn toàn bộ phiếu cho 1 ứng viên: tích vào cột số phiếu bầu tại dòng tương ứng với tên ứng viên đó.

  To allocate all votes to a single candidate: Mark an (x) or (✓) in the corresponding row.

- Khi bầu đều phiếu cho các ứng viên: tích vào cột Số phiếu bầu tại dòng tương ứng với tên của tất cả ứng viên.

  To distribute votes equally among multiple candidates: Mark an (x) or (✓) in the corresponding rows.

b) Cổ đông/đại diện ủy quyền của cổ đông dự họp có thể dồn phiếu bầu cho một hoặc một số ứng viên hoặc không bầu cho ứng viên nào.
Shareholders/their authorized representatives may allocate votes to one, multiple, or no candidates.

6.6. Trường hợp cổ đông trong quá trình ghi Phiếu bầu cử bị nhầm lẫn, với điều kiện chưa bỏ vào Hòm phiếu, thì được quyền trực tiếp gặp Trưởng ban kiểm phiếu để đổi lại Phiếu bầu cử nhằm đảm bảo quyền lợi cho cổ đông.
If a shareholder makes a mistake while filling out the ballot, they may request a replacement from the Head of the Vote Counting Committee, provided that the incorrect ballot has not yet been placed in the ballot box.

Điều 7. Nguyên tắc bỏ phiếu bầu cử thành viên HĐQT
Article 7. Voting procedures for BOD members

7.1. Ban kiểm phiếu sẽ lập Hòm phiếu bầu thành viên HĐQT. Ban kiểm phiếu tiến hành kiểm tra Hòm phiếu trước sự chứng kiến của các cổ đông.
The Vote Counting Committee shall prepare and inspect the ballot boxes in the presence of the shareholders before the voting begins.

7.2. Việc bỏ phiếu được bắt đầu từ khi có hiệu lệnh của Chủ tọa cuộc họp hoặc Trưởng ban kiểm phiếu và kết thúc khi cổ đông cuối cùng có mặt tại Đại hội bỏ phiếu bầu vào Hòm phiếu hoặc sau 15 phút kể từ thời điểm bắt đầu tùy thuộc vào sự việc nào đến trước. Sau khi kết thúc việc bỏ phiếu, hòm phiếu sẽ được Ban kiểm phiếu niêm phong trước sự chứng kiến của các cổ đông.
The voting session shall start upon the instruction of the Meeting Chairperson or the Head of the Vote Checking Committee and end when the last attending shareholder has cast their vote, or 15 minutes after voting begins, whichever comes first. Once the voting session ends, the ballot box shall be sealed in the presence of the shareholders.

7.3. Việc kiểm phiếu được tiến hành ngay sau khi việc bỏ phiếu kết thúc và Hòm phiếu được niêm phong. Địa điểm kiểm phiếu phải đảm bảo nguyên tắc kín đáo, để đảm bảo các thành viên Ban kiểm phiếu không bị can thiệp hoặc ảnh hưởng bởi những người khác trong toàn bộ quá trình kiểm phiếu.
Vote checking shall begin immediately after the voting session ends and the ballot box is sealed. The vote checking location must be private and to prevent any interference or influence on the Vote Checking Committee members.

7.4. Kết quả kiểm phiếu được lập thành văn bản và được Trưởng Ban kiểm phiếu công bố trước Đại hội.
The voting results shall be documented in minutes and publicly announced by the Head of the Vote Checking Committee at the GMS.

Điều 8. Kết quả bầu cử và nguyên tắc trúng cử

Article 8. Election results and criteria for successful BOD candidates

8.1. Người trúng cử thành viên HĐQTđược xác định theo số phiếu bầu tính từ cao xuống thấp, bắt đầu từ ứng viên có số phiếu bầu cao nhất cho đến khi đủ số thành viên cần bầu cử.

Elected BOD members shall be determined based on the number of votes received, ranked from highest to lowest, until all positions are filled.

8.2. Trường hợp có từ hai (02) ứng viên trở lên đạt cùng số phiếu bầu cao nhất như nhau thì Đại hội đồng cổ đông sẽ tiến hành bầu lại trong số các ứng viên có số phiếu bầu ngang nhau.

In case two (02) or more candidates receive the same highest number of votes, the GMS shall conduct a re-election among these candidates.

Điều 9. Công bố kết quả kiểm phiếu

Article 9. Announcement of election results

9.1. Căn cứ vào Biên bản kiểm phiếu, kết quả bầu cử phải được Ban Kiểm phiếu công bố ngay tại Đại Hội.

Based on the Vote Checking Minutes, the election results must be announced immediately at the GMS.

9.2. Nội dung Biên bản kiểm phiếu bao gồm: Tổng số cổ đông tham gia và ủy quyền dự họp, tổng số cổ đông tham gia bỏ phiếu, số phiếu hợp lệ, số phiếu không hợp lệ, số phiếu bầu cho từng ứng viên vào HĐQT;

The Vote Checking Minutes shall include: The total number of shareholders attending and those who authorized their attendance; The total number of shareholders who cast their votes; The number of valid and invalid ballots; The number of votes each candidate received for the BOD.

9.3. Kết quả trúng cử sẽ được ghi nhận tại Nghị quyết của Đại Hội.

The election results shall be recorded in the GMS Resolution.

Điều 10. Những khiếu nại về việc bầu và kiểm phiếu

Article 10. Complaints regarding the election and vote counting

Những khiếu nại về việc bầu cử và kiểm phiếu tại Đại hội sẽ do Chủ toạ Đại hội giải quyết và được ghi vào biên bản cuộc họp ĐHĐCĐ.

Any complaints regarding the election or vote counting process at the GMS shall be resolved by the Meeting Chairperson and recorded in the GMS meeting minutes.

Điều 11. Hiệu lực thi hành

Article 11. Effectiveness

11.1. Quy chế bầu cử này gồm 03 Chương, 11 Điều, có hiệu lực sau khi được ĐHĐCĐ thông qua và chỉ áp dụng cho việc bầu thành viên HĐQT nhiệm kỳ 2021 - 2026 tại cuộc họp ĐHĐCĐ thường niên năm 2026 của Công ty.

This Election Regulation consists of three (03) chapters and eleven (11) articles. It shall take effect after being approved by the GMS and shall apply exclusively to the election of the BOD member for the 2021–2026 term at the 2026 Annual General Meeting of Shareholders.

11.2. Chủ tịch HĐQT - Chủ tọa Đại hội sẽ thay mặt ký, ban hành Quy chế này sau khi Đại hội đồng cổ đông thông qua toàn văn Quy chế.

The Chairperson of the BOD (Meeting Chairperson) shall sign and issue this

Regulation on behalf of the GMS after its full approval.

TM. HỘI ĐỒNG QUẢN TRỊ
(O/B) BOARD OF DIRECTORS
CHỦ TỊCH/*CHAIRMAN*

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

NGO TAN LONG

Số: 01/BC-BOD

Hanoi, 11 July 2026

REPORT OF THE BOARD OF DIRECTORS

ON ITS ACTIVITIES IN 2025 AND THE BUSINESS PLAN FOR 2026

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

I. REPORT ON THE ACTIVITIES IN 2025

1. General Assessment

The year 2025 took place against the backdrop of Vietnam's economy continuing to maintain stable growth, with macroeconomic conditions remaining under control, while public investment and infrastructure development continued to be promoted, providing momentum for economic growth. However, the construction industry continued to face significant challenges as the real estate market recovered slowly, competitive pressure intensified, input costs remained volatile, and increasingly stringent requirements were imposed on financial capacity and corporate governance. These factors had a direct impact on the operating efficiency of construction enterprises.

Against this backdrop, the Board of Directors closely adhered to the objectives and strategic directions approved by the General Meeting of Shareholders, focusing on its role in providing strategic direction, making timely key decisions, and strengthening the supervision of the Company's executive management in order to enhance corporate governance, strengthen risk management, optimize the utilization of resources, and ensure the Company's stable and sustainable development.

Under the direction of the Board of Directors, together with the proactive and flexible management of the Board of Management and the dedicated efforts of all employees, the Company successfully accomplished its key objectives for 2025, continued to expand its scale of operations, strengthened its financial capacity, enhanced its corporate governance standards, and further reinforced its position in the market.

2. Overview of Business Performance in 2025

In 2025, CDC Construction Joint Stock Company continued to maintain stable business operations despite the ongoing challenges facing the construction market. Under the direction of the Board of Directors and the management of the Board of Management, the Company proactively implemented management solutions, strengthened cost control, improved the efficiency of resource utilization, and ensured the timely implementation of its key projects.

According to the audited Financial Statements for the financial year ended 31 March 2026, the Company's net revenue reached VND 2,694.34 billion, exceeding the target approved by the General Meeting of Shareholders by 2.57% and increasing by approximately 23.1% compared to the previous year. Profit before tax amounted to VND 52.76 billion, equivalent to 91.30% of the approved plan, while profit after tax reached VND 41.76 billion, equivalent to 88.31% of the approved plan. Total assets reached VND 2,596.00 billion, exceeding the planned target by 16.38%, while owners' equity amounted to VND 620.50 billion, equivalent to 98.77% of the approved plan.

During 2025, the Company continued to implement numerous civil and industrial construction projects nationwide, with a focus on ensuring construction quality, project progress, and occupational safety. Key projects, including A&T Sky Garden, Peninsula Da Nang, and Viha Complex, were implemented as planned, further reaffirming CDC's reputation, general contracting capability, and position in the construction market.

In addition to its business achievements, 2025 also marked a significant milestone as the Company successfully completed the listing of CDC shares, which officially commenced trading on the Ho Chi Minh City Stock Exchange (HOSE). This milestone contributed to enhancing the Company's corporate governance standards, strengthening transparency, and expanding its access to the capital market.

The detailed results of the implementation of the 2025 business plan are presented as follows:

Unit: VND

No.	Item	Actual 2025	2025 Plan	Achievement Rate
1	Net revenue from sales and service rendering	2,694,340,220,907	2,626,889,243,735	102.57%
2	Profit before tax	52,763,715,348	57,791,563,362	91.30%
3	Profit after tax	41,756,181,898	47,284,006,387	88.31%
4	Total assets	2,596,004,399,961	2,230,618,249,013	116.38%
5	Owners' equity	620,501,330,906	628,215,810,335	98.77%

3. Activities of the Board of Directors in 2025

3.1. Composition of the Board of Directors

As of 31 March 2026, the Company's Board of Directors consisted of five (05) members, including one (01) Chairman, two (02) Vice Chairmen, one (01) Independent Member of the Board of Directors, and one (01) Non-Executive Member of the Board of Directors. The composition is as follows:

No.	Full Name	Position
1	Mr. Ngo Tan Long	Chairman of the Board of Directors
2	Mr. Tran Van Truong	Vice Chairman of the Board of Directors
3	Mr. Tran Gia Nguyen Tri	Vice Chairman and Non-Executive Member of the Board of Directors
4	Mr. Ngo Quy Nham	Independent Member of the Board of Directors
5	Ms. Dang Thanh Trang	Member of the Board of Directors

3.2. Remuneration, Operating Expenses and Other Benefits

The payment of remuneration, salaries and other benefits to the members of the Board of Directors was made in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders. Within the total remuneration fund approved by the General Meeting of Shareholders, the Board of Directors determined the specific remuneration for each member in accordance with its delegated authority.

According to the audited Financial Statements for the financial year ended 31 March 2026, the remuneration, salaries and other benefits of the members of the Board of Directors were as follows:

STT	Full Name	Position	Thu nhập
1	Mr. Ngo Tan Long	Chairman of the Board of Directors	1,170,863,637
2	Mr. Tran Van Truong	Vice Chairman of the Board of Directors	1,239,671,970
3	Mr. Tran Gia Nguyen Tri	Vice Chairman of the Board of Directors	312,420,000
4	Mr. Ngo Quy Nham	Member of the Board of Directors	-
5	Ms. Dang Thanh Trang	Member of the Board of Directors	1,507,088,068

Source: Audited Financial Statements for the financial year ended 31 March 2026.

3.3. Meetings and Resolutions of the Board of Directors

In 2025, the Board of Directors held 51 meetings to consider and decide on matters within its authority in accordance with applicable laws, the Company's Charter, and the Regulations on the Organization and Operation of the Board of Directors. All meetings were convened, conducted, and resolutions adopted in compliance with the prescribed procedures. Members of the Board of Directors attended the meetings, actively participated in discussions, and exercised their voting rights on matters within the Board's authority.

The attendance rate of each member of the Board of Directors was as follows:

No.	Full Name	Attendance	Attendance Rate (%)	Reason
1	Ông Ngô Tấn Long - Chủ tịch HĐQT	51/51	100%	
2	Ông Trần Văn Trường - Phó Chủ tịch HĐQT	51/51	100%	

No.	Full Name	Attendance	Attendance Rate (%)	Reason
3	Ông Trần Gia Nguyên Trí - Phó Chủ tịch HĐQT	9/51	18%	Appointed on 26 September 2025; submitted his resignation on 8 December 2025
4	Ông Ngô Quý Nhâm - Thành viên HĐQT	51/51	100%	
5	Bà Đặng Thanh Trang - Thành viên HĐQT	51/51	100%	

During 2025, the Board of Directors issued 52 Resolutions and Decisions to perform its governance and management responsibilities within its authority, focusing primarily on the following matters:

- Consolidating the Company's organizational structure, personnel management, and internal governance system;
- Implementing matters within the authority of the Board of Directors to implement the Resolutions of the General Meeting of Shareholders;
- Approving credit transactions, capital mobilization plans, security measures, and financial matters serving the Company's business operations;
- Deciding on investment plans, capital contributions, project implementation, and the execution of contracts and transactions within the authority of the Board of Directors;
- Reviewing and approving related-party transactions in accordance with applicable laws and the Company's Charter;
- Deciding on other governance matters within the authority of the Board of Directors.

3.4. Report on transactions between the Company, its subsidiaries, companies in which the Company holds more than 50% of the charter capital, and members of the Board of Directors and their related persons; and transactions between the Company and companies in which members of the Board of Directors were founding members or enterprise managers within the three (03) years preceding the transaction

These transactions have been disclosed in the 2025 Corporate Governance Report of the Company. All transactions were conducted in compliance with the Law on Enterprises and the Company's Charter regarding internal approval by the competent authorities, as appropriate to the value and nature of each transaction, and were disclosed in accordance with applicable laws. The Board of Directors ensured that transactions with potential conflicts of interest were carefully reviewed to safeguard fairness and the legitimate interests of shareholders. Members of the Board of Directors having related interests proactively reported such interests to the Board of Directors and abstained from voting to ensure compliance with applicable laws and protect the interests of the Company.

3.5. Activities of the Independent Member of the Board of Directors and the Independent Member's Assessment of the Performance of the Board of Directors

During 2025, the Independent Member of the Board of Directors fully performed his rights and obligations in accordance with applicable laws, the Company's Charter, and the Regulations on the Organization and Operation of the Board of Directors.

The Independent Member attended all meetings of the Board of Directors, reviewed meeting materials, provided opinions on matters within the authority of the Board of Directors, and supervised the implementation of the Resolutions of the General Meeting of Shareholders, the Resolutions of the Board of Directors, information disclosure, financial reporting, and transactions that might give rise to conflicts of interest.

Based on the above, the Independent Member concluded that the Board of Directors properly performed its governance and supervisory functions and made decisions on matters within its authority in accordance with applicable laws and the Company's Charter.

3.6. Assessment by the Board of Directors of the Board of Management and Other Executives of the Company

Pursuant to the Company's Charter and internal regulations, the Board of Directors authorizes the General Director to organize and manage the Company's day-to-day business operations and to make decisions on matters within his authority, while periodically reporting to the Board of Directors on the implementation of the Resolutions, business plans, and other duties assigned by the General Meeting of Shareholders and the Board of Directors.

Through its supervisory activities, the Board of Directors concluded that the Board of Management had fully and properly performed its rights and obligations in accordance with applicable laws and the Company's Charter. The Board of Management continued to enhance the effectiveness of the Company's executive management, with particular emphasis on corporate governance and risk management. The Board of Directors acknowledged the efforts of the Board of Management in business development and project implementation, which helped the Company overcome the challenges of the construction market and secure a substantial project backlog for 2026.

Under the direction of the Board of Directors, the Board of Management closely adhered to the objectives approved by the General Meeting of Shareholders, managed the Company's business operations in a proactive and flexible manner, exercised strict cost control, improved the efficiency of resource utilization, and maintained the stability of the Company's operations. According to the audited Financial Statements for the financial year ended 31 March 2026, the Company recorded net revenue of VND 2,694.34 billion, representing an increase of approximately 23.1% compared with the previous year. Profit before tax reached VND 52.76 billion, while profit after tax amounted to VND 41.76 billion. Although the Company did not fully achieve all profit targets set out in the business plan, these results reflected the Board of Management's efforts to maintain operational efficiency amid the challenging market conditions.

In addition to its financial performance, the Board of Management successfully fulfilled its responsibility for organizing construction activities, ensuring project progress and quality. All projects undertaken by CDC during the year complied with regulations on occupational safety, environmental protection, and construction quality requirements. The Board of Directors recognized the Board of Management's close direction in building upon and further developing the established governance foundation, continuously improving executive management, enhancing the effectiveness of progress, quality, cost, and risk management, thereby contributing to the overall operational efficiency of the Company. At the same time, the Board of Management continued to improve the Company's corporate governance system, enhance the quality of its human resources, and meet the governance requirements applicable to a listed company, thereby establishing a solid foundation for the Company's stable and sustainable development in the coming years.

During 2025, the Board of Management also worked closely with the Board of Directors in implementing the necessary tasks for the Company's share listing. The official listing and trading of CDC shares on the Ho Chi Minh City Stock Exchange (HOSE) on 21 April 2025 marked an important milestone, contributing to enhanced corporate governance, greater transparency, and a stronger foundation for the Company's sustainable development.

Overall, the Board of Directors highly appreciated the efforts, sense of responsibility, and management results achieved by the Board of Management in 2025. The Board of Management substantially fulfilled its assigned duties, effectively implemented the Resolutions of the General Meeting of Shareholders and the Board of Directors, and contributed to maintaining stable operations, strengthening the Company's financial capacity, and enhancing its market position.

In addition to the role of the Board of Management, the Chief Accountant and other executives properly performed their assigned duties, proactively coordinated with the Board of Management in managing the Company's business operations and implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors. The Board of Directors recognized that the executive team demonstrated a strong sense of responsibility and effective coordination in management and operation, contributing to improved operational efficiency, strengthened corporate governance, internal control, and risk management, while meeting the Company's development requirements in the new stage.

3.7. Implementation of the Resolutions of the General Meeting of Shareholders

The Board of Directors directed and supervised the implementation of the resolutions adopted by the 2025 Annual General Meeting of Shareholders. Matters within the authority of the General Meeting of Shareholders were implemented in accordance with applicable regulations and the approved implementation schedule.

As of the date of this Report, the Board of Directors has no matters approved by the General Meeting of Shareholders that remain unimplemented or have been changed in a manner requiring submission to the General Meeting of Shareholders for consideration in accordance with Clause 2, Article 272 of Decree No. 155/2020/ND-CP.

II. ORIENTATION AND BUSINESS PLAN FOR 2026

Entering 2026, the Board of Directors has identified strategic directions and key priorities to further enhance operational efficiency, strengthen corporate governance, and ensure the sustainable development of CDC Construction Joint Stock Company, meeting the expectations of shareholders, investors and other stakeholders following the Company's official listing on the Ho Chi Minh City Stock Exchange (HOSE). The main objectives and orientations for 2026 are as follows:

2.1. Business objectives: The Board of Directors has set a prudent yet positive growth plan. The 2026 business plan will be submitted to the General Meeting of Shareholders for consideration and approval and will serve as the basis for the Board of Management to organize its implementation. The Company strives to achieve and exceed the planned targets through market expansion, increasing the number of awarded projects and optimizing operational efficiency.

2.2. Continuing market expansion and customer diversification: In 2026, the Company will continue to strengthen its position in the Northern and Central markets while accelerating the development of the Southern market, where it has achieved initial success. The objective is to increase the proportion of revenue generated from projects in the Southern region, thereby moving toward a more balanced market structure nationwide. The Company will also seek opportunities to participate in infrastructure and industrial projects to diversify its construction portfolio in addition to its traditional strength in civil construction. The Company will continue to maintain strategic partnerships with reputable developers, including Mipec, Van Phu Invest, Apec Group and A&T Group, while expanding its customer base, particularly foreign investors in Vietnam.

2.3. Enhancing construction capability and project management: In 2026, the Board of Directors directs the Board of Management to invest in improving equipment and technologies serving construction activities. The Company will continue to invest in and supplement machinery and equipment, apply new technologies and enhance construction capability to improve productivity, quality and project execution efficiency. In addition, the Company will continue to strengthen the capability of its project management team through specialized training and the recruitment of experienced personnel. The objective is to shorten construction time, improve the capability to undertake multiple complex projects simultaneously, thereby enhancing the Company's competitive position in both the domestic and international construction markets.

2.4. Strengthening financial management and cash flow management: In 2026, the Board of Directors will continue to pursue a prudent financial policy. The top priority is to maintain healthy cash flow, reduce dependence on borrowings and enhance the Company's financial autonomy. The Company will optimize the management of receivables and effectively utilize customer advances to reduce working capital pressure. At the same time, the Company will seek funding sources at reasonable costs to support its operations. The debt ratio is expected to remain below the industry average. The dividend policy will continue to balance reinvestment needs with shareholders' interests to maintain the attractiveness of the Company's shares in the market.

2.5. Corporate governance after listing: Building upon its status as a listed company, the Board of Directors will continue to improve corporate governance in line with good governance practices, enhance transparency, strengthen the internal control system and risk management, and fully comply with information disclosure obligations in accordance with applicable regulations. At the same time, the Company will continue to strengthen communication with shareholders and investors to enhance its reputation and corporate image in the capital market.

2.6. Sustainable development and corporate social responsibility: In 2026, the Company will continue to integrate sustainable development objectives into its business strategy. The Company will maintain high standards of occupational safety and environmental protection across all construction projects. In addition, the Company will continue implementing corporate social responsibility programs, including participating in community welfare projects, contributing to charitable funds and supporting disadvantaged people. Through these activities, the Company aims to contribute to social development while enhancing its image as a responsible and humane enterprise.

2.7. Long-term vision: The Board of Directors has set the vision of becoming one of Vietnam's leading general contractors by 2030, with the capability to compete with the leading construction enterprises in the region. The year 2026 will continue to play an important role in implementing the Company's development strategy for the 2026–2030 period. The Board of Directors believes that, with the right strategy and the collective efforts of the Board of Directors, the Board of Management and all employees, the Company will overcome challenges, capitalize on market opportunities and achieve stable, efficient and sustainable growth in 2026 and the years ahead.

To maintain the achievements attained and successfully accomplish the objectives set for 2026, the Board of Directors will continue to improve the quality of corporate governance, strengthen supervision and work closely with the Board of Management in the management and operation of the Company, ensuring the efficient utilization of resources and the preservation and growth of shareholders' capital.

To achieve these objectives, the Board of Directors looks forward to the continued trust, support and companionship of our shareholders, business partners, customers and all employees. Their continued support will serve as an important foundation for the Company to maintain stable development, enhance its competitiveness and create greater value for shareholders in the years ahead.

On behalf of the Board of Directors, I would like to express my sincere appreciation for the continued trust and support of our shareholders, business partners, customers and all employees throughout the years. I wish you all good health, happiness and success, and wish the 2026 Annual General Meeting of Shareholders of CDC Construction Joint Stock Company every success.

Thank you very much.

Recipients:
- *As addressed above;*
- *Board of Directors, Board of Supervisors;*
- *Filed at the Board of Directors.*

(O/B) OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN XÂY DỰNG CDC
M.S.D.N: 01052... P. HÀ ĐÔNG - TP. HÀ NỘI

NGO TAN LONG

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No.: 01/BC-BOS

Hanoi, 11 July 2026

REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025

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

The Board of Supervisors ("BOS") of CDC Construction Joint Stock Company (the "**Company**") respectfully submits to the 2026 Annual General Meeting of Shareholders ("**GMS**") its report on the activities of the Board of Supervisors during 2025, as follows:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025

1.1. Activities of the Board of Supervisors

- Members of the Board of Supervisors:

No.	Full Name	Position	Date of Appointment/Cessation as BOS Member	Shareholding Ratio as at 31 March 2026
1	Tran Thi Thanh Huong	Head	Được bổ nhiệm ngày 15/09/2021	0,09%
2	Phan Đuc Giap	Member	Được bổ nhiệm ngày 15/09/2021	0,29%
3	Nguyen Thi Le	Member	Được bổ nhiệm ngày 28/07/2023	0,06%

- Number of Meetings and attendance, voting Rate

No.	Member of the Board of Supervisors	Meetings Attended	Attendance Rate	Voting Rate
1	Tran Thi Thanh Huong	04/04	100%	100%
2	Phan Đuc Giap	04/04	100%	100%
3	Nguyen Thi Le	04/04	100%	100%

- Meeting Agenda:

No.	Meeting	Date	Agenda
1	Meeting No. 1	15 May 2025	Implementation of the Board of Supervisors' activities for the financial year 2025.
2	Meeting No. 2	10 September 2025	Proposal to appoint An Viet Auditing Co., Ltd. to conduct the review of the financial statements for the period from 1 April 2025 to 30 September 2025 and the audit of the financial statements for the financial year ended 31 March 2026.

No.	Meeting	Date	Agenda
3	Meeting No. 3	26 December 2025	Activity plan of the Board of Supervisors for the last three months of the financial year.
4	Meeting No. 4	15 March 2026	Review of the Board of Supervisors' activities in 2025 and orientation for its activities in 2026.

1.2. Remuneration of the Board of Supervisors

The remuneration of the Board of Supervisors was implemented in accordance with the resolution approved by the 2025 Annual General Meeting of Shareholders.

No.	Full Name	Position	Total Amount (VND)
I	**Remuneration**		0
1	Tran Thi Thanh Huong	Head	0
2	Phan Đuc Giap	Member	0
3	Nguyen Thi Le	Member	0
II	Operating Expenses		None

1.3. Report on Transactions Involving Internal Persons and Related Persons

During 2025, all transactions between the Company and its related parties were conducted in compliance with applicable laws, on a transparent and publicly disclosed basis, with timely information disclosure to ensure the best interests of the Company and its shareholders.

1.4. Results of the Supervision of the Board of Directors, the General Director and Other Executives

During 2025, the Board of Supervisors performed its supervisory function over the activities of the Board of Directors, the General Director and other executives in accordance with the Law on Enterprises, the Law on Securities, the Company's Charter and the Charter of Operation of the Board of Supervisors.

Based on its supervisory activities, the Board of Supervisors concluded that:

- The Board of Directors performed its functions, powers and duties in accordance with applicable laws, the Company's Charter and the resolutions of the General Meeting of Shareholders; convened meetings and issued resolutions and decisions within its authority, meeting the Company's governance and business operation requirements in a timely manner.
- The Board of Directors regularly supervised the implementation of the resolutions of the General Meeting of Shareholders and directed the Company's business operations, financial management, investment activities and risk management in line with the Company's actual circumstances.

- The General Director and other executives properly performed their assigned functions and duties; promptly implemented the resolutions of the General Meeting of Shareholders and the Board of Directors; and maintained the management of business operations, financial management, investment activities and other management functions in accordance with applicable regulations.
- During 2025, the Board of Supervisors did not identify any violations of applicable laws, the Company's Charter or any acts beyond the delegated authority by the Board of Directors, the General Director or other executives in the performance of their duties.

1.5. Assessment of the Coordination Between the Board of Supervisors, the Board of Directors, the Board of Management and Shareholders

Trong năm 2025, BKS nhận được sự phối hợp chặt chẽ từ Hội đồng quản trị, Tổng Giám đốc và các bộ phận chuyên môn trong quá trình thực hiện nhiệm vụ.

During 2025, the Board of Supervisors received close cooperation from the Board of Directors, the General Director and relevant departments in the performance of its duties.

- The Board of Directors and the Board of Management provided the Board of Supervisors with complete and timely information, documents and reports as requested, enabling it to perform its supervisory function in accordance with applicable regulations.
- The Board of Supervisors maintained regular communication and coordination with the Board of Directors and the Board of Management in supervising corporate governance, executive management, business operations, financial conditions and the implementation of the resolutions of the General Meeting of Shareholders.
- The Board of Supervisors fully complied with the reporting requirements and promptly made recommendations to the Board of Directors and the Board of Management on matters requiring improvement to enhance corporate governance, internal control and legal compliance.
- During 2025, the Board of Supervisors did not receive any requests or recommendations from shareholders that fell within its authority for resolution.

II. RESULTS OF THE SUPERVISION OF THE COMPANY'S OPERATIONS AND FINANCIAL STATUS

2.1. Results of the Supervision of the Company's Operations

The Board of Supervisors supervised the implementation of the resolutions of the General Meeting of Shareholders, the resolutions of the Board of Directors, and the executive management activities of the Board of Management during the financial year ended 31 March 2026.

- Based on its supervisory activities, the Board of Supervisors concluded that the Board of Directors and the Board of Management performed their functions and duties in accordance with the Law on Enterprises, the Company's Charter and internal regulations; and timely issued resolutions and decisions to support corporate governance, executive management and the Company's business operations.
- The Board of Management proactively implemented management measures, supervised construction progress, controlled costs, managed cash flows and performed the duties assigned by the Board of Directors; while fully fulfilling the Company's obligations to the State, employees and other relevant parties in accordance with applicable laws.

2.2. Results of the Supervision of the Financial Status

The Board of Supervisors reviewed the financial statements for the financial year ended 31 March 2026, which were audited by An Viet Auditing Co., Ltd. The independent auditor issued an unqualified opinion, confirming that the financial statements present fairly, in all material respects, the Company's financial position, results of operations and cash flows in accordance with the applicable accounting regulations.

Key financial indicators are as follows:

Unit: VND

Item	Financial Year Ended 31 March 2026	Financial Year Ended 31 March 2025
Net Revenue	2,694,340,220,907	2,189,074,369,779
Profit Before Tax	52,763,715,348	53,401,528,685
Profit After Tax	41,756,181,898	42,288,498,003
Total Assets	2,596,004,399,961	2,083,852,095,276
Equity	620,501,330,906	588,063,803,948
Total Liabilities	1,975,503,069,055	1,495,788,291,328

Compared with the beginning of the financial year, the Company's total assets increased by VND 512.15 billion (24.58%), equity increased by VND 32.44 billion (5.52%), and net revenue increased by VND 505.27 billion (23.08%). Profit after tax reached VND 41.76 billion, representing a slight decrease of 1.26% compared with the previous financial year. The Board of Supervisors considers that the Company continued to maintain the scale of its operations, expand its revenue and sustain its operating efficiency despite the continuing challenges in the construction market.

2.3. Assessment of Financial Management

- Based on its supervisory activities, the Board of Supervisors concluded that:
- The Company carried out its accounting, financial management and preparation of financial statements in compliance with the Law on Accounting, the Vietnamese Accounting Standards and other applicable legal regulations.
- The management and utilization of the Company's capital, assets and funding sources were carried out for their intended purposes and in support of the Company's business operations.
- Revenue, expenses, receivables and payables, assets and funding sources were properly recorded and accounted for in accordance with the prevailing accounting regulations.
- The Board of Supervisors did not identify any acts by the Board of Directors, the Board of Management or the Company's managers that violated applicable laws, the Company's Charter or involved the improper use of the Company's capital or assets.
- The Company complied with the information disclosure requirements and prepared and disclosed its financial statements in accordance with the regulations applicable to listed companies. The retention of accounting records and supporting documents generally met the requirements for management, inspection and supervisory purposes.

III. RECOMMENDATIONS

Based on the functions and duties of the Board of Supervisors and the Company's development orientation, the Board of Supervisors makes the following recommendations:

- Closely monitor market developments and macroeconomic conditions; develop governance and management scenarios to enable the Company to respond promptly to market changes affecting its business activities.
- Implement construction works and projects while ensuring safety, quality and on-schedule completion; strengthen acceptance, final settlement and debt collection activities; and maintain strict control over cash flows and costs. Closely monitor the prices of raw materials, fuels and construction materials, and adopt appropriate measures to minimize the impact of price fluctuations on the progress and economic efficiency of construction works and projects.
- Further strengthen the Company's risk assessment, risk management and compliance control systems across different levels of corporate governance.

IV. ORIENTATION AND PLAN FOR 2026

Based on the Company's development orientation established by the Board of Directors, the Board of Supervisors has identified its key tasks for 2026 as follows:

- Continue to enhance its supervisory role over the Company's business operations to ensure compliance with applicable laws, the Company's Charter and the resolutions of the General Meeting of Shareholders.
- Provide comments and recommendations to the Board of Directors and the Board of Management to promote the timely and effective implementation of specific tasks within the scope of the functions and duties of the Board of Supervisors.
- Supervise the Company's business performance reports and financial statements, while supporting business operations to ensure safety, sustainability, operational efficiency and the maximization of shareholders' interests.

The above is the Report on the Activities of the Board of Supervisors in 2025 submitted to the 2026 Annual General Meeting of Shareholders.

The Board of Supervisors would like to express its sincere appreciation to the shareholders, the Board of Directors, the Board of Management, and all employees of the Company for their attention, cooperation and support, which enabled the Board of Supervisors to successfully fulfill its duties during 2025.

Respectfully submitted.!

Recipients:
- *As above;*
- *Board of Directors, Board of Supervisors;*
- *Filed at the Office.*

(O/B). THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

TRAN THI THANH HUONG

CÔNG TY CỔ PHẦN XÂY DỰNG CDC
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No.: 01/BOM-RPT

Hanoi, 11 July 2026

REPORT OF THE BOARD OF MANAGEMENT

ON THE 2025 BUSINESS PERFORMANCE AND THE 2026 BUSINESS PLAN

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

Pursuant to the functions and duties prescribed by the Law on Enterprises, the Company's Charter, and the Agenda of the 2026 Annual General Meeting of Shareholders, the Board of Management respectfully submits to the General Meeting of Shareholders its Report on the Company's business performance in 2025 and business plan for 2026 as follows:

I. ASSESSMENT OF THE 2025 BUSINESS PERFORMANCE

1. Overview of 2025 and the Construction Industry

1.1. Overview of the Macroeconomic Situation

In 2025, Vietnam's economy continued to maintain positive growth momentum despite ongoing uncertainties in the global economy. The macroeconomy remained fundamentally stable, inflation was kept under control, public investment continued to be accelerated, and a number of key infrastructure projects were implemented, creating momentum for the growth of the construction industry. In addition, foreign direct investment (FDI) continued its positive trend, contributing to increased demand for investment in industrial parks, factories, and infrastructure projects.

However, the construction industry continued to face numerous challenges as the real estate market recovered unevenly, competition among enterprises became increasingly intense, while the prices of certain construction materials, labor costs, and other input costs continued to fluctuate. At the same time, higher requirements for financial capacity, corporate governance, risk management, and transparency, particularly for listed companies, required enterprises to further improve their governance practices and enhance their competitiveness.

1.2. Advantages and Challenges Affecting Business Operations

In 2025, construction enterprises benefited from a number of positive factors:

- **The macroeconomic environment remained stable**: Vietnam's economy continued to maintain positive growth, inflation was kept under control, major economic balances were maintained, and the investment and business environment continued to improve. Interest rates remained at a reasonable level, helping reduce the cost of capital and facilitating enterprises' access to funding for business operations.
- **Public investment and infrastructure development continued to drive growth**: The Government continued to accelerate the disbursement of public investment and the implementation of key national infrastructure projects, creating a stable source of work for construction enterprises. Total social investment continued to increase in 2025, with both public investment and foreign direct investment (FDI) recording positive growth, thereby expanding demand for infrastructure, industrial park, and civil construction projects.
- **The real estate market gradually recovered**: The real estate market recorded positive developments as numerous projects overcame legal obstacles and resumed

implementation. In particular, the Government vigorously promoted the social housing development program, resulting in a significant increase in the number of approved, commenced, and completed projects, thereby creating additional business opportunities for construction enterprises.

- **Enterprises further strengthened their internal capabilities**: Following the restructuring period, construction enterprises continued to enhance corporate governance, optimize costs, promote the application of technology in management and construction, and strengthen risk management and cash flow management. For the Company, the official listing of its shares on HOSE has enhance.

In addition to the above advantages, construction enterprises continued to face numerous difficulties and challenges in 2025:

- Changes in the international business environment: Changes in trade policies, tariffs and global supply chains continued to affect the investment activities of both domestic and foreign enterprises, thereby indirectly impacting construction investment demand, project implementation schedules, and the business plans of enterprises in the industry.
- Uneven recovery of project opportunities: Although the real estate market showed many positive signs, the recovery remained uneven across market segments and regions. Some projects continued to encounter difficulties in completing legal procedures, site clearance, or arranging financing, thereby affecting project implementation progress and construction demand.
- Pressure on cash flow and receivables: Cash flow difficulties experienced by certain project owners continued to affect payment schedules to contractors, increasing pressure on working capital and receivables collection for construction enterprises. Cash flow management therefore remained one of the key priorities for enterprises in the industry.
- Fluctuations in construction material prices: In 2025, the prices of various construction materials, including sand, stone, fill materials, steel and certain other input costs, increased in many localities, placing considerable pressure on construction costs and contract performance, particularly for fixed-price contracts.
- Increasingly stringent corporate governance requirements: The continued improvement of the legal framework applicable to listed companies, together with higher requirements for information disclosure, risk management, internal control and financial transparency, required enterprises to continue investing resources to further strengthen their corporate governance systems.
- Increasing competition within the industry: Competition in bidding activities remained intense as numerous enterprises continued to participate in the market while profit margins in the construction industry remained under pressure. This required enterprises to continuously enhance their construction capability, cost management, construction quality and financial capacity in order to maintain their competitive advantage.

Although the business environment showed more positive signs compared with previous periods, the recovery of the construction industry remained gradual and uneven across different market segments. According to the General Statistics Office's Business Trends Survey for the fourth quarter of 2025, 28.9% of construction enterprises assessed that their business performance had improved compared with the previous quarter, 43.0% considered business conditions to be stable, while 28.1% believed that business operations continued to face difficulties. These figures indicate that business confidence has improved, although enterprises remain cautious about market developments.

Against this backdrop, construction enterprises need to continue proactively strengthening corporate governance, enhancing risk management, optimizing resources, improving cost and cash flow management, and strengthening their competitiveness in order to adapt to market developments and ensure stable and sustainable growth.

2. Business Performance in 2025

In 2025, although the Company's business operations continued to be affected by intense competition in the construction industry, fluctuations in input costs, and the overall difficulties of the real estate market, CDC Construction Joint Stock Company maintained stable operations, ensured the progress of key projects, gradually expanded its scale of operations, and achieved many positive results compared with the previous year, as follows:

Unit: VND

No.	Item	2024 Actual	2025 Actual	2025/2024 (%)
1	Doanh thu thuần về bán hàng và cung cấp dịch vụ	2,189,074,369,779	2,694,340,220,907	123.08%
2	Lợi nhuận trước thuế	53,401,528,685	52,763,715,348	98.81%
3	Lợi nhuận sau thuế	42,288,498,003	41,756,181,898	98.74%
4	Tổng tài sản	2,083,852,095,276	2,596,004,399,961	124.58%
5	Vốn chủ sở hữu	588,063,803,948	620,501,330,906	105.52%

The Company's net revenue in 2025 reached VND 2,694.34 billion, representing an increase of 23.08% compared with 2024. This result reflects the effectiveness of the Company's management, construction execution, and revenue recognition from a number of key projects, including A&T Sky Garden, Peninsula Da Nang, and Viha Complex. Profit after tax for 2025 amounted to VND 41.76 billion, a slight decrease of 1.26% compared with the previous year. The slight decline in profit despite the strong growth in revenue was mainly attributable to fluctuations in input costs and the narrowing gross profit margin of the construction industry due to intense market competition.

Other financial indicators also demonstrated the Company's continued expansion. As of 31 March 2026, total assets reached VND 2,596 billion, an increase of VND 512.15 billion (equivalent to 24.58%) compared with the beginning of the financial year. The increase in total assets was mainly attributable to short-term financial investments (increasing from VND 53 billion to more than VND 348 billion) and inventories serving projects under implementation. Equity increased to VND 620.5 billion, providing a solid financial foundation, while the ratio of liabilities to total capital remained at a controllable level (approximately 76%), which is consistent with the expansion characteristics of a construction enterprise.

Although revenue and total assets continued to record positive growth, the Company's profit for 2025 did not fully achieve the targets approved by the Annual General Meeting of Shareholders, as follows:

Unit: VND

No.	Item	Actual 2025	2025 Plan	Achievement Rate
1	Net revenue from sales and service rendering	2,694,340,220,907	2,626,889,243,735	102.57%
2	Profit before tax	52,763,715,348	57,791,563,362	91.30%
3	Profit after tax	41,756,181,898	47,284,006,387	88.31%
4	Total assets	2,596,004,399,961	2,230,618,249,013	116.38%
5	Equity	620,501,330,906	628,215,810,335	98.77%

During 2025, the Company fully fulfilled its obligations to the State, with total taxes and other statutory payments amounting to VND 19,588,134,138, an increase of approximately VND 2.43 billion (equivalent to 14.2%) compared with the previous financial year. This result demonstrates the Company's responsibility to the State budget as well as its ability to maintain stable business operations throughout the year.

3. Human Resources and Employee Policies

As of 31 March 2026, the Company had a total workforce of 364 employees. The average monthly income of employees in 2025 was VND 22,095,668 per person.

The Company consistently implements policies and benefits for employees, including salaries, salary increases, skill grade promotions, full participation in social insurance, periodic health examinations and other welfare programs, in order to safeguard employees' legitimate rights and interests. Details are as follows:

3.1. Occupational Safety and Health:

- Organizing periodic training on occupational safety and fire prevention and fighting for 100% of employees.
- Providing adequate personal protective equipment (PPE) for employees working at construction sites and factories.
- Conducting periodic risk assessments and workplace safety inspections in accordance with ISO standards.
- Providing first-aid kits at major workplaces.

3.2. Healthcare

- Conducting annual health check-ups for all employees.
- Implementing sick leave, maternity leave and annual leave policies in accordance with the Labour Code.
- Carrying out periodic mosquito control spraying at workplaces.

3.3. **Employee Welfare:**

- Providing bonuses on public holidays, Lunar New Year, birthdays, Mid-Autumn Festival and other special occasions.
- Organizing internal engagement activities such as company trips, team-building events and trade union activities.
- Maintaining a friendly, equal and inclusive working environment, free from discrimination.
- Paying all statutory benefits in full to employees entitled to benefits under applicable regulations.
- Paying close attention to the welfare and living conditions of employees. The Board of Management has created favorable conditions for political and social organizations to operate effectively, contributing to a united working environment and encouraging employees to overcome difficulties and successfully fulfill their assigned tasks.
- Promoting internal training programs, particularly for technical staff and project implementation teams, to update technology and enhance the professional capabilities of key personnel, including occupational safety and fire prevention and fighting training, professional skills training through online and offline courses, interdepartmental operational process training, and competency-based training aligned with job positions, career paths and individual development plans.
- Implementing training sponsorship policies to encourage employees to pursue study, take professional examinations and obtain internationally recognized certifications that support their work requirements and long-term career development.
- Focusing on developing successor personnel and young managers through job rotation programs and appointments to management positions in accordance with established career development plans.

4. Engineering, Tendering and Construction Operations

- The Company consistently identifies specialized development as its strategic direction, leveraging its existing strengths to achieve sustainable growth.
- The preparation of bidding documents and bid prices is carried out under a well-established process to ensure that tendering activities are conducted promptly, accurately and effectively. Legal documents and corporate capability profiles are proactively prepared to ensure readiness for participation in new projects.
- Construction progress at project sites is closely monitored, while difficulties and obstacles are reported in a timely manner to enable the Board of Management to assess the situation and effectively direct and manage the Company's business operations.
- The finalization and settlement of project accounts with project owners are regularly monitored and expedited.
- Construction management and site operation have continued to improve, enabling the Company to accumulate valuable experience and deliver construction works that meet high standards of quality, safety and efficiency.

5. Planning Activities

- Construction management and supervision have been carried out effectively through close monitoring of completed work volumes in line with construction schedules at project sites.
- Contract documentation has been closely reviewed and controlled from the bidding stage through the execution of economic contracts after contract award, thereby contributing to minimizing risks associated with project acquisition.
- The execution and administration of contracts have been carried out in compliance with the Company's contract management authority and internal regulations.
- The consolidation, analysis and evaluation of the performance of each contract have been conducted on a regular basis, providing lessons learned and appropriate adjustments for subsequent contracts.

6. Financial Management

- Receivables have been closely managed through monthly and quarterly reconciliations and debt collection activities for each customer. Funding sources have been appropriately allocated to support the Company's business operations and construction activities.
- The Company has maintained a strong reputation and good relationships with banks, enabling continued access to preferential credit facilities at competitive interest rates, thereby reducing financing costs.

II. BUSINESS PLAN AND ORIENTATION FOR 2026

Based on the results achieved in the financial year ended 31 March 2026, together with a comprehensive assessment of the industry outlook, opportunities, challenges and difficulties in the coming period, the Board of Management has formulated the 2026 business plan and set out the following orientations and key tasks for the implementation of the approved business plan:

1. Business Plan for 2026

Based on the Company's business performance in 2025, the assessment of the macroeconomic environment, the outlook of the construction industry, and the Company's development orientation for the coming period, the Board of Management respectfully submits to the General Meeting of Shareholders the 2026 business plan and key tasks as follows:

Unit: VND

No.	Item	Actual 2025	2026 Plan	Plan/Actual
1	Net revenue from sales and service rendering	2,694,340,220,907	3,098,491,254,043	115.00%
2	Profit before tax	52,763,715,348	61,969,825,081	117.45%
3	Profit after tax	41,756,181,898	49,575,860,065	118.73%
4	Total assets	2,596,004,399,961	3,037,325,147,954	117.00%

No.	Item	Actual 2025	2026 Plan	Plan/Actual
5	Equity	620,501,330,906	670,077,190,971	107.99%

2. Orientations and Key Tasks for the Implementation of the 2026 Business Plan

To achieve the above business plan, the Company will focus on the following key orientations and solutions:

2.1. Market Orientation

The Company will continue to strengthen its market share in civil and industrial construction, which are CDC's traditional strengths. At the same time, the Company will expand into potential market segments such as transport infrastructure projects, social housing projects, and public works (schools, hospitals, etc.) to diversify its sources of work. Customer development policies will continue to focus on establishing cooperation with reputable project owners with sound financial capacity (such as Mipec, Van Phu Invest, A&T, etc.) in order to ensure timely payment and minimize receivables risks. In parallel, the Company will proactively participate in bidding for new projects, particularly those financed by the State budget and ODA funds with high payment certainty. In 2026, the Company targets to secure additional contracts with a total value of at least VND 2,500 billion, creating a solid foundation for growth in the following years.

2.2. Investment and Development Strategy

The Company will continue to pursue a focused investment strategy to enhance its construction capability and competitiveness. In 2026, the Company plans to continue investing in and supplementing modern construction machinery and equipment (such as scaffolding systems, tower cranes, formwork systems and specialized equipment) to meet the requirements of key projects, thereby improving labor productivity, construction quality and asset utilization efficiency. At the same time, the Company will continue to promote the application of advanced construction technologies by expanding the implementation of the Building Information Modeling (BIM) model in design and project management, and applying automation and digitalization solutions in construction to improve productivity and quality. The Management also aims to modernize the Company's management system by further improving the ERP system and the internal control system to optimize work processes and minimize waste. The objective is to maintain a stable gross profit margin, or achieve a higher gross profit margin than in 2025, despite market price fluctuations, through cost optimization and more efficient utilization of resources.

2.3. Human Resource Development

Recognizing that human resources are the key factor for sustainable development, the Company continues to focus on building a professional and highly qualified workforce. In 2026, the Company will continue to implement training programs to improve the qualifications of engineers and managers in areas such as project management, advanced construction techniques, occupational safety and foreign languages. The Company also plans to attract talented professionals, particularly experts with experience in managing large-scale projects and highly qualified engineers, to prepare its workforce for upcoming key projects. The remuneration and incentive policies will continue to be improved to remain competitive, retain talented employees and encourage high performance. In addition, the Company will continue to strengthen its corporate culture by fostering a united, innovative and disciplined working environment, enabling every employee to maximize his or her potential. In 2026, the Company targets to increase average labor productivity by at least 20% compared with 2025, while developing a succession team for key management positions.

2.4. Risk Management and Financial Management

The Company will further strengthen risk management across all of its operations. From a financial perspective, the Company will continue to maintain a prudent liquidity policy to ensure stable cash flows for project financing needs. The finance department will continue to closely monitor the cash flow of each project, with priority given to collecting receivables from project owners immediately upon project completion. The 2026 plan aims to improve the receivables turnover period by at least 15%, thereby accelerating the recovery of working capital. The Company will also maintain prudent debt management. The total credit facilities (including guarantees and loans) granted by banks for 2026 amount to VND 2,700 billion, which will be utilized prudently, primarily to meet short-term funding requirements, while gradually reducing the financial leverage ratio as retained earnings increase. With respect to project management, the Company will continue implementing a real-time project progress and quality monitoring system to promptly identify and address technical and occupational safety risks at construction sites. Compliance management will remain a top priority by ensuring full compliance with regulations on taxation, social insurance, environmental protection and other applicable legal requirements, thereby minimizing legal and reputational risks. The Board of Management will periodically report to the Board of Directors on the Company's risk management activities to facilitate timely direction and decision-making.

With the comprehensive solutions outlined above, the Company is confident that it will successfully achieve its 2026 business plan and continue creating sustainable value for shareholders and other stakeholders.

Finally, on behalf of the Board of Management, I would like to wish the Company's leaders and all shareholders good health, happiness and success. I wish the 2026 Annual General Meeting of Shareholders of CDC Construction Joint Stock Company every success.

Respectfully submitted.

Recipients:
- *As addressed;*
- *Board of Directors, Board of Supervisors;*
- *Archived.*

(O/B) THE BOARD OF MANAGEMENT
GENERAL DIRECTOR

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

DANG THANH TRANG

CÔNG TY CỔ PHẦN XÂY DỰNG CDC
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No.: 01/PR-BOD

Hanoi, 11 July 2026

PROPOSAL

Re: Approval of the Audited Financial Statements for the Financial Year 2025

To: The Shareholders of CDC Construction Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented in 2025, and its implementing regulations;*
- *Pursuant to the Law on Securities 2019 and its implementing regulations;*
- *Pursuant to the Charter of CDC Construction Joint Stock Company.*

The Board of Directors of CDC Construction Joint Stock Company (the "**Company**") respectfully submits to the General Meeting of Shareholders for approval the audited financial statements for the financial year ended 31 March 2026, which were audited by An Viet Auditing Co., Ltd.

According to the Independent Auditor's Report, the financial statements for the financial year ended 31 March 2026 present fairly, in all material respects, the financial position of the Company as at 31 March 2026, as well as its results of operations and cash flows for the financial year then ended, in accordance with the Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises and the relevant legal regulations.

Key financial indicators are as follows:

No.	Description	Amount (VND)
1	Net Revenue from Sales and Services	2,694,340,220,907
2	Profit Before Tax	52,763,715,348
3	Profit After Tax	41,756,181,898
4	Total Assets	2,596,004,399,961
5	Equity	620,501,330,906

The detailed audited financial statements have been published on the Company's website under the Financial Statements section at: https://cdcxd.com.vn/cong-bo-thong-tin/.

Respectfully submitted for the GMS's approval.

Respectfully submitted./.

Recipients:
- *As above;*
- *Board of Directors, Board of Supervisors;*
- *Archived.*

(O/B) THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

NGO TAN LONG

CÔNG TY CỔ PHẦN XÂY DỰNG CDC
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No.: 02/PR-BOS

Hanoi, 11 July 2026July 2026

PROPOSAL

Re: Selection of the List of Audit Firms for the Audit of the Company's 2026 Financial Statement

To: The Shareholders of CDC Construction Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented in 2025, and its implementing regulations;*
- *Pursuant to the Law on Securities 2019 and its implementing regulations;*
- *Pursuant to the Charter of CDC Construction Joint Stock Company.*

The Board of Supervisors of CDC Construction Joint Stock Company (the "**Company**") respectfully submits to the General Meeting of Shareholders for approval the list of audit firms to conduct the audit of the Company's 2026 financial statements as follows:

1. Selection Criteria the audit firm shall: (i) be legally operating in Vietnam and approved by the State Securities Commission of Vietnam to audit public interest entities in the securities sector for 2026; (ii) possess good reputation, professional competence and audit experience; and (iii) offer an appropriate audit scope, implementation schedule and audit fees.

2. List of Audit Firms:

Based on the above selection criteria, the Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval the following list of audit firms to audit the Company's 2026 financial statements:

(1) An Viet Auditing Co., Ltd.;

(2) UHY Auditing and Consulting Co., Ltd. (UHY);

(3) Grant Thornton (Vietnam) Ltd.;

(4) AFC Vietnam Auditing Co., Ltd.

3. Ban he Board of Supervisors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to select an independent audit firm to audit the financial statements for the financial year ending 31 March 2027, giving priority to the audit firms listed in Section 2 above.

Where deemed necessary, the Board of Directors may select another audit firm from the list of audit firms approved by the State Securities Commission of Vietnam, provided that such audit firm satisfies the selection criteria set out in Section 1 above.

Respectfully submitted for approval.

Sincerely.

Recipients:
- As above;
- Board of Directors, Board of Supervisors;
- Archived.

(O/B) THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

TRAN THI THANH HUONG

CÔNG TY CỔ PHẦN XÂY DỰNG CDC
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No.: 03/PR-BOD

Hanoi, 11 July 2026

PROPOSAL

Re: Approval of the Report on the Remuneration of the Board of Directors and the Board of Supervisors for 2025 and the Plan for 2026

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

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented in 2025, and its implementing regulations;*
- *Pursuant to the Law on Securities 2019 and its implementing regulations;*
- *Pursuant to the Charter of CDC Construction Joint Stock Company.*

The Board of Directors of CDC Construction Joint Stock Company (the "**Company**") respectfully submits to the General Meeting of Shareholders for approval the report on the remuneration of the Board of Directors and the Board of Supervisors for 2025 and the plan for 2026 as follows:

1. Report on the Payment of Remuneration to the Board of Directors and the Board of Supervisors

During the financial year ended 31 March 2026, the members of the Board of Directors and the Board of Supervisors unanimously agreed not to receive any remuneration.

2. Remuneration Plan and Operating Expenses for the Board of Directors and the Board of Supervisors

Based on the business plan for the financial year ending 31 March 2027, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the total remuneration and operating expenses of the Board of Directors and the Board of Supervisors, not exceeding 1% of the actual profit after tax for the financial year ending 31 March 2027, as stated in the audited financial statements.

The General Meeting of Shareholders is requested to authorize the Board of Directors to determine the allocation and payment of remuneration to each member of the Board of Directors and the Board of Supervisors within the total remuneration approved by the General Meeting of Shareholders.

Respectfully submitted for approval.

Sincerely.

Recipients:
- *As above;*
- *Board of Directors, Board of Supervisors;*
- *Archived..*

(O/B). THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

NGO TAN LONG

CÔNG TY CỔ PHẦN XÂY DỰNG CDC
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No.: 04/PR-BOD

Hanoi, 11 July 2026

PROPOSAL

Re: Approval of the Profit Distribution Plan for the Financial Year 2025

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

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented in 2025, and its implementing regulations;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its implementing regulations;*
- *Pursuant to the Charter of CDC Construction Joint Stock Company.*

The Board of Directors of CDC Construction Joint Stock Company (the "Company") respectfully submits to the General Meeting of Shareholders for approval the profit distribution plan for the financial year ended 31 March 2026, as follows:

1. Proposed Appropriation to Funds:

Unit: VND

No.	Description	Amount
1	Profit after tax for FY2025 based on the audited financial statements	41,756,181,898
2	**Proposed Appropriation to Funds**	
2.1	Bonus Fund (2% of FY2025 Profit after Tax)	835,123,637
2.2	Welfare Fund (1% of FY2025 Profit after Tax)	417,561,818
2.3	Development Investment Fund (2% of FY2025 Profit after Tax)	835,123,637

The General Meeting of Shareholders is requested to authorize the Board of Directors to appropriate the above funds in accordance with applicable laws and the resolutions approved by the General Meeting of Shareholders.

2. Proposed 2025 Dividend Distribution

- Dividend payment in shares at the rate of 4% of par value. The detailed share dividend issuance plan is attached to this Proposal.
- Source of dividend payment: Undistributed profit after tax for FY2025.
- Implementation period: Within six (06) months from the date of approval by the General Meeting of Shareholders.

Respectfully submitted for approval.

Sincerely.

Recipients:
- *As above;*
- *Board of Directors, Board of Supervisors;*
- *Archived..*

(O/B). THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

NGO TAN LONG

DETAILED PLAN FOR THE ISSUANCE OF SHARES FOR DIVIDEND PAYMENT

(Attached to Proposal No. 04/PR-BOD dated 11 July 2026 regarding the approval of the FY2025 Profit Distribution Plan and Appropriation to Funds)

1. Detailed Share Dividend Issuance Plan

- **Share name**: Shares of CDC Construction Joint Stock Company
- **Stock code**: CCC
- **Type of shares**: Ordinary shares
- **Par value**: VND 10,000 per share
- **Number of listed shares**: 41,054,987 shares
- **Number of outstanding shares**: 41,054,987 shares
- **Number of treasury shares**: 0 shares
- **Share dividend ratio**: 4% (Shareholders holding 100 shares will receive an additional 4 shares as share dividend.)
- **Expected number of shares to be issued**: 1,642,199 shares
- **Expected total issuance value (at par value)**: VND 16,421,990,000
- **Eligible recipients**: Existing shareholders whose names appear on the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the record date for the share dividend entitlement.
- **Source of issuance**: Undistributed profit after tax as stated in the audited financial statements for FY2025.
- **Treatment of fractional shares**: The number of dividend shares allocated to each existing shareholder shall be rounded down to the nearest whole share. Any fractional share (if any) shall be cancelled. For example, a shareholder holding 156 shares will be provisionally entitled to 156 × 4% = 6.24 shares. Accordingly, the shareholder will receive 6 shares, while the remaining 0.24 fractional share will be cancelled.
- **Expected issuance period**: Within six (06) months from the date of approval by the General Meeting of Shareholders and upon approval by the State Securities Commission of Vietnam (SSC).
- **Distribution method**:
  - For deposited securities: Shareholders shall receive the share dividend through the securities companies where their securities accounts are maintained.
  - For undeposited securities: Shareholders shall receive the share dividend at the office of CDC Construction Joint Stock Company, located at LK18-24, Galaxy 8, Ngan Ha Van Phuc Residential Area, Ha Dong Ward, Hanoi City, on working days.

When receiving the share dividend, shareholders must present their Identity Card/Citizen Identity Card and Share Ownership Certificate.

2. All additional shares issued for the share dividend payment mentioned above shall be additionally listed on the Ho Chi Minh City Stock Exchange (HOSE) and additionally registered with the Vietnam Securities Depository and Clearing Corporation (VSDC).

3. The General Meeting of Shareholders authorizes the Board of Directors or the General Director to carry out all necessary procedures to complete the issuance of shares for dividend payment, amend the Enterprise Registration Certificate, and amend and supplement the Company's Charter to reflect the updated charter capital and number of shares based on the actual results of the share dividend issuance, as well as to complete the additional depository registration and listing of the newly issued shares.

Hanoi, 11 July 2026

(O/B) THE BOARD OF DIRECTORS

CHAIRMAN

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

NGO TAN LONG

CDC CONSTRUCTION

CÔNG TY CỔ PHẦN XÂY DỰNG CDC
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No.: 05/PR-BOD

Hanoi, 11 July 2026

PROPOSAL

Re: Amendment and Supplementation of the Company's Business Line

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

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented in 2025, and its implementing regulations;*
- *Pursuant to the Law on Securities 2019 and its implementing regulations;*
- *Pursuant to the Charter of CDC Construction Joint Stock Company.*

Pursuant to Decision No. 36/2025/QD-TTg of the Prime Minister promulgating the Vietnam Standard Industrial Classification, a number of industry codes and industry names have been revised and supplemented. In order to ensure that the Company's Charter complies with the prevailing laws and is consistent with the business lines registered with the business registration authority, the Board of Directors respectfully submits the following matters to the General Meeting of Shareholders for approval:

1. Amendment and Supplementation of the Company's Business Lines

The Company's business lines shall be amended and supplemented to align with the Vietnam Standard Industrial Classification issued together with Decision No. 36/2025/QD-TTg of the Prime Minister and other relevant legal regulations, as follows:

1.1 Addition of the following business lines:

No.	Business Line	Code
1	Wholesale of metals and metal ores	4672
2	Wholesale of construction materials and other installation supplies	4673
3	Wholesale of computers, peripheral equipment and software	4651
4	Retail sale of information and communication technology equipment	4740
5	Retail sale of hardware, paints, glass, construction materials and installation equipment	4752
6	Retail sale of carpets, rugs, blankets, bedding, curtains, wall and floor coverings	4753
7	Retail sale of household electrical appliances, beds, wardrobes, tables, chairs, similar furniture, lighting equipment and other household goods not elsewhere classified	4759
8	Intermediary services for real estate activities	6821
9	Repair and maintenance of machinery and equipment	3312
10	Repair and maintenance of electronic and optical equipment	3313
11	Repair and maintenance of electrical equipment	3314
12	Repair and maintenance of other equipment	3319

13	Intermediary services for educational courses and tutoring	8561

1.2 Removal of the following registered business lines:

No.	Business Line	Code
1	Wholesale of metals and metal ores	4662
2	Wholesale of construction materials and installation equipment	4663
3	Wholesale of computers, peripheral equipment and software	4651
4	Retail sale of audio and video equipment in specialised stores	4742
5	Retail sale of hardware, paints, glass and installation equipment in specialised stores	4752
6	Retail sale of carpets, rugs, blankets, bedding, curtains, wall and floor coverings in specialised stores	4753
7	Retail sale of household electrical appliances, furniture, lighting equipment and other household goods in specialised stores	4759
8	Retail sale of computers, peripheral equipment, software and telecommunications equipment in specialised stores	4741
9	Real estate consultancy, brokerage, auction and land use rights auction	6820
10	Repair of machinery and equipment	3312
11	Repair of electronic and optical equipment	3313
12	Repair of electrical equipment	3314
13	Repair of other equipment	3319
14	Educational support services	8560

1.3 Business lines after amendment

STT	Code	Business Line
1	4649	Wholesale of other household goods
2	4672	Wholesale of metals and metal ores
3	4673	Wholesale of construction materials and other installation supplies
4	4659	Wholesale of other machinery, equipment and spare parts
5	4652	Wholesale of electronic and telecommunications equipment and components
6	4651	Wholesale of computers, peripheral equipment and software
7	4653	Wholesale of agricultural machinery, equipment and spare parts
8	4101 **(Chính)**	Construction of residential buildings

STT	Code	Business Line
9	4102	Construction of non-residential buildings
10	4211	Construction of railways
11	4212	Construction of roads
12	4221	Construction of electric utility projects
13	4222	Construction of water supply and sewerage utility projects
14	4223	Construction of telecommunications and communication utility projects
15	4229	Construction of other utility projects
16	4291	Construction of hydraulic engineering projects
17	4292	Construction of mining projects
18	4293	Construction of manufacturing and processing projects
19	4299	Construction of other civil engineering projects
20	4311	Demolition
21	4312	Site preparation
22	4330	Building completion and finishing
23	6619	Other activities auxiliary to financial services, except insurance and pension funding
24	4740	Retail sale of information and communication technology equipment
25	4752	Retail sale of hardware, paints, glass, construction materials and installation equipment
26	4753	Retail sale of carpets, rugs, blankets, bedding, curtains, wall and floor coverings
27	4759	Retail sale of household electrical appliances, beds, wardrobes, tables, chairs, similar furniture, lighting equipment and other household goods not elsewhere classified
28	4321	Electrical installation
29	4322	Plumbing, heating and air-conditioning installation
30	7110	Architectural and engineering activities and related technical consultancy
31	2391	Manufacture of refractory products
32	2392	Manufacture of clay building materials
33	2393	Manufacture of other ceramic products
34	2394	Manufacture of cement, lime and plaster
35	2395	Manufacture of concrete, cement and plaster products
36	4329	Other construction installation
37	7730	Renting and leasing of other machinery, equipment and

STT	Code	Business Line
		tangible goods without operator
38	6810	Real estate activities with own or leased property and land use rights
39	6821	Intermediary services for real estate activities
40	2511	Manufacture of structural metal products
41	3312	Repair and maintenance of machinery and equipment
42	3313	Repair and maintenance of electronic and optical equipment
43	3314	Repair and maintenance of electrical equipment
44	3319	Repair and maintenance of other equipment
45	3320	Installation of industrial machinery and equipment
46	4390	Other specialised construction activities
47	4933	Freight transport by road
48	5210	Warehousing and storage
49	5221	Service activities incidental to rail transportation
50	5224	Cargo handling
51	5229	Other transportation support activities
52	7710	Renting and leasing of motor vehicles
53	8559	Other education n.e.c. (not elsewhere classified)
54	8561	Intermediary services for educational courses and tutoring
55	8511	Nursery education
56	8512	Kindergarten education
57	5225	Service activities incidental to road transportation

Note: The detailed business lines may continue to be amended in accordance with the requirements or guidance of the competent authorities, including but not limited to the Business Registration Office and the Department of Finance of Hanoi. Any such amendments shall be deemed approved under this Resolution of the General Meeting of Shareholders, provided that they remain consistent with the objectives and nature of the proposed business activities set out above.

2. Amendment of the Company's Charter

2.1. Amend Article 4.1 of the Company's Charter regarding the Company's business lines to reflect the amendments and supplements set out in Section 1 of this Proposal.

2.2. Approve the issuance of the consolidated Charter incorporating the amendments and supplements set out in Section 1 of this Proposal.

3. Implementation:

3.1. Authorize the Company's legal representative to finalize, sign and promulgate the new Charter incorporating the amendments and updates referred to in Section 1 of this Proposal.

3.2. Authorize the Company's legal representative to carry out all necessary procedures to register the amendments and updates to the Company's business lines in accordance with the Company's Charter, applicable laws and the guidance of the competent authorities.

Respectfully submitted for approval.

Sincerely.

Recipients:
- *As above;*
- *Board of Directors, Board of Supervisors;*
- *Archived..*

(O/B). THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

NGO TAN LONG

CÔNG TY CỔ PHẦN XÂY DỰNG CDC
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No.: 06/PR-BOD

Hanoi, 11 July 2026

PROPOSAL

Re: Amendment to the Company's Charter

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

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented in 2025, and its implementing regulations;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its implementing regulations;*
- *Pursuant to the Charter of CDC Construction Joint Stock Company.*

The Board of Directors of CDC Construction Joint Stock Company (the "**Company**") respectfully submits to the General Meeting of Shareholders for approval the amendment to the Company's Charter to update the Company's business lines in accordance with the prevailing laws and to incorporate other related amendments as set out in this Proposal. Details of the proposed amendments are set out in the attached Appendix.

The Company's legal representative shall be authorized to carry out all necessary procedures for the implementation of this Resolution, and to finalize, sign and promulgate the updated Charter incorporating the amendments approved by the General Meeting of Shareholders.

Respectfully submitted for approval.

Sincerely.

Recipients:
- *As above;*
- *Board of Directors, Board of Supervisors;*
- *Archived..*

(O/B). THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

NGO TAN LONG

PHỤ LỤC: SỬA ĐỔI BỔ SUNG ĐIỀU LỆ

(Đính kèm Tờ trình số: 06/TTr-HĐQT của Hội đồng quản trị ngày 11/07/2026)

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

ITEM	CURRENT CHARTER	AMENDED CHARTER	EXPLANATION OF AMENDMENT
Point g, Clause 1, Article 1. Interpretation of Terms	"Executive Officer" means the General Director, Deputy General Director, Chief Accountant and other executive officers as provided for in this Charter.	"Executive Officer of the Company" means the General Director, Deputy General Director and Chief Accountant.	To clearly define the executive officer positions of the Company
Point h, Clause 1, Article 1. Interpretation of Terms	"Enterprise Manager" means a manager of the Company, including the Chairman of the Board of Directors, Vice Chairman of the Board of Directors, members of the Board of Directors, the General Director, the Project Director and other individuals holding managerial positions as prescribed in this Charter.	"Enterprise Manager" includes the Chairman of the Board of Directors, Vice Chairman of the Board of Directors, members of the Board of Directors and the General Director.	To clearly define the managerial positions of the Company.
Point i, Clause 1, Article 1. Interpretation of Terms	"Related Person" means an individual or organization having a relationship in any of the following cases (as prescribed in Clause 46, Article 4 of the Law on Securities): - An enterprise and its internal persons; a public fund or public securities investment company and their internal persons; - An enterprise and any organization or individual owning more than 10% of its voting shares or contributed capital; - Organizations or individuals that directly or indirectly control, are controlled by, or are under common control with another organization or individual; - An individual and his/her biological parents, adoptive parents, parents-in-law, spouse, biological children, adopted children, sons-in-law, daughters-in-law, siblings, brothers-in-law, sisters-in-law; - A fund management company and the investment funds or securities investment companies managed by such fund management company;	"Related Person" means an individual or organization as prescribed in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities.;	To make a direct reference to the relevant provisions of the Law on Enterprises and the Law on Securities.

ITEM	CURRENT CHARTER	AMENDED CHARTER	EXPLANATION OF AMENDMENT
	- Parties to a contractual relationship in which one party acts as the representative of the other; - Other organizations and individuals deemed to be related persons under the Law on Enterprises.		
Article 3. Legal Representatives	1. The Company has 03 Legal Representatives. The Chairman of the Board of Directors, the Vice Chairman of the Board of Directors and the General Director are the Legal Representatives of the Company. (...) 4. A mechanism is established for the transfer of rights and obligations among the Legal Representatives in the event that a Legal Representative is absent from Vietnam, is serving an administrative handling measure at a compulsory drug rehabilitation establishment or compulsory educational institution, has limited legal capacity or has lost legal capacity, has difficulties in cognition or behavioral control, or is prohibited by the Court from holding certain positions, practicing certain professions or performing certain jobs: a) Where the Legal Representative being the Chairman of the Board of Directors or the Vice Chairman of the Board of Directors falls into any of the above circumstances, the General Director shall exercise the rights and perform the obligations of the Chairman of the Board of Directors or the Vice Chairman of the Board of Directors, as applicable. b) Where the Legal Representative being the General Director falls into any of the above circumstances, the Chairman of the Board of Directors shall exercise the rights and perform the obligations of the General Director.	1. The Company has two (02) legal representatives. The Chairman of the Board of Directors and the General Director shall serve as the legal representatives of the Company. (...) 4. A mechanism for the transfer of rights and obligations between the legal representatives shall apply in the event that a legal representative is absent from Vietnam, is subject to an administrative handling measure at a compulsory detoxification establishment or compulsory educational institution, has limited legal capacity or has lost legal capacity, experiences difficulties in cognition or behavioral control, or is prohibited by a court from holding certain positions, practicing certain professions, or performing certain work, as follows: a) If the legal representative who is the Chairman of the Board of Directors falls into any of the above circumstances, the General Director shall exercise the rights and perform the obligations of the Chairman of the Board of Directors. b) If the legal representative who is the General Director falls into any of the above circumstances, the Chairman of the Board of Directors shall exercise the rights and perform the obligations of the General Director.	To streamline the structure of the Company's Legal Representatives and align it with the Company's governance and operational requirements.

ITEM	CURRENT CHARTER	AMENDED CHARTER	EXPLANATION OF AMENDMENT
Clause 1, Article 4. Objectives of the Company			To update the Company's business lines in accordance with the applicable regulations and the Company's operational needs.
Clause 2, Article 4. Objectives of the Company	2. Objectives of the Company: The objectives of the Company are to efficiently utilize capital mobilized from shareholders and domestic and foreign organizations for investment and business development activities; continuously improve its production organization, management and corporate governance to maximize profits; create employment opportunities for employees; continuously enhance shareholders' interests; contribute to the State budget; and promote the sustainable development of the Company, in compliance with the laws of Vietnam.	2. Objectives of the Company: The objectives of the Company are to efficiently utilize capital mobilized from shareholders and domestic and foreign organizations for investment and business development activities; continuously improve its production organization, management and corporate governance to maximize profits; create employment opportunities for employees; continuously enhance shareholders' interests; contribute to the State budget; and promote the sustainable development of the Company.	To remove the content that duplicates the heading of Article 5 of the Charter.
Clause 1, Article 21. Conditions for Adoption of Resolutions of the General Meeting of Shareholders	Resolutions on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting shares of all attending shareholders, except for the cases specified in Clauses 3 (election of members of the Board of Directors and the Board of Supervisors by cumulative voting), 4 (adoption of resolutions by written ballot), and 6 (resolutions adversely affecting the rights and obligations of preference shareholders) of Article 148 of the Law on Enterprises.	Resolutions on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises.	To align with the amended provisions of Article 148 of the Law on Enterprises.
Clause 2, Article 21. Conditions for Adoption of Resolutions of the General Meeting of Shareholders	Resolutions on other matters shall be adopted if approved by shareholders representing at least 51% of the total voting shares of all shareholders attending the meeting, except for the cases specified in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises.	Resolutions shall be adopted if approved by shareholders representing more than 55% of the total voting shares of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 1, 3, 4 and 6 of Article 148 of the Law on Enterprises.	To align with the amended provisions of Article 148 of the Law on Enterprises.

ITEM	CURRENT CHARTER	AMENDED CHARTER	EXPLANATION OF AMENDMENT
Point i, Clause 2, Article 27. Rights and Obligations of the Board of Directors	Elect, dismiss and remove the Chairman and Vice Chairman of the Board of Directors; appoint, dismiss, enter into and terminate employment contracts with the General Director and other key managers as provided for in this Charter; determine their salaries, remuneration, bonuses and other benefits; appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies, and determine their remuneration and other benefits.	- Elect, dismiss and remove the Chairman and Vice Chairman of the Board of Directors; - Appoint, dismiss, remove, enter into and terminate the employment contract with the General Director; determine his/her salary and other benefits (if any); - Decide on the appointment, dismissal and removal of authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies; determine their remuneration and other benefits.	To clearly specify the authority of the Board of Directors with respect to each position.
Clause 8, Article 29. Chairman and Vice Chairman of the Board of Directors	Where the Company has two (02) or more Vice Chairmen of the Board of Directors, the Board of Directors shall convene a meeting and discuss the appointment of one (01) Vice Chairman of the Board of Directors as the Legal Representative of the Company as prescribed in Clause 1, Article 3 of this Charter.	Repealed.	To align with the Company's operational practice.
Article 37A. Rights and Obligations of the Project Director	Article 37A. Rights and Obligations of the Project Director 1. Represent the Company in organizing, managing and coordinating all project activities. 2. Represent the Company in dealings with the employer, contractors, regulatory authorities and consultants. 3. Sign documents, technical dossiers, reports and expense-related documents within the scope of delegated authority. 4. Approve detailed plans, construction methods and technical measures (where authorized). 5. Assign and coordinate the work of project personnel. 6. Develop, manage, supervise and control the overall project plan, including scope, schedule, cash flow, budget, quality and quantities under the contract.	Repealed.	To align with the Company's operational practice.

ITEM	CURRENT CHARTER	AMENDED CHARTER	EXPLANATION OF AMENDMENT
	7. Ensure the project complies with all legal requirements (construction permits, acceptance procedures, occupational safety, environmental regulations, etc.). 8. Organize interim acceptance and final acceptance of the project in accordance with the regulations of the State and the Company. 9. Other rights and obligations as prescribed by the Company's regulations.		
Clause 1, Article 36. Executive Officers of the Company	The Executive Officers of the Company include the General Director, Deputy General Director, Chief Accountant and other executive officers as determined by resolutions or decisions of the Board of Directors.	The Executive Officers of the Company are those specified in Point g, Clause 1, Article 1 of this Charter.	To align with the Company's operational practice.
Clause 2, Article 38. Disclosure of Related Interests	Members of the Board of Directors, Supervisors, the General Director and other managers of the Company shall disclose to the Company their related interests, including: (...)	Members of the Board of Directors, Supervisors and the General Director shall disclose to the Company their related interests, including: (...)	To align with the Company's operational practice.
Clause 6, Article 46. Duty of Honesty and Avoidance of Conflicts of Interest	Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the General Director, other executive officers, and organizations or individuals related to such persons shall not be rendered invalid in the following cases: a) For transactions with a value of less than 35% of the total assets recorded in the latest financial statements, the material terms of the contract or transaction, together with the relationships and interests of the members of the Board of Directors, members of the Board of Supervisors, the General Director and other executive officers, have been reported to the Board of Directors and approved by a majority of the disinterested members of the Board of Directors.	Transactions between the Company and the following individuals or organizations: (i) shareholders and authorized representatives of institutional shareholders holding more than 10% of the total ordinary shares of the Company, and their related persons; (ii) members of the Board of Directors, Supervisors, the General Director, other executive officers of the Company and their related persons; and (iii) enterprises in which members of the Board of Directors, Supervisors, the General Director and other executive officers of the Company are required to declare interests pursuant to Clause 2, Article 164 of the Law on Enterprises, shall be subject to approval as follows: a) The Board of Directors shall approve transactions with a value of less than 35% of the total assets of the	To align with the Company's operational practice.

ITEM	CURRENT CHARTER	AMENDED CHARTER	EXPLANATION OF AMENDMENT
	b) For transactions with a value of 35% or more of the total assets recorded in the latest financial statements, or transactions resulting in the aggregate transaction value arising within 12 months from the first transaction reaching 35% or more of the total assets recorded in the latest financial statements, the material terms of the transaction, together with the relationships and interests of the members of the Board of Directors, members of the Board of Supervisors, the General Director and other executive officers, have been disclosed to the shareholders and approved by the General Meeting of Shareholders through the votes of shareholders having no related interests.	Company as recorded in the latest financial statements. In such case, the Company's Legal Representative signing the contract or transaction shall notify the members of the Board of Directors and the Supervisors of the related parties to such contract or transaction and provide the draft contract or the principal terms of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receipt of the notification. Any member of the Board of Directors having an interest related to the parties to the contract or transaction shall not have the right to vote. b) The General Meeting of Shareholders shall approve the following transactions: (i) Transactions other than those specified in Point a, Clause 6 of this Article; (ii) Loan, lending or asset sale transactions with a value exceeding 10% of the total assets of the Company as recorded in the latest financial statements between the Company and a shareholder holding 51% or more of the total voting shares, or such shareholder's related person.	

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No.: 07/PR-BOD

Hanoi, 11 July 2026

PROPOSAL

Re: Dismissal and Additional Election of a Member of the Board of Directors

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

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented in 2025, and its implementing regulations;*
- *Pursuant to the Charter of CDC Construction Joint Stock Company;*
- *Pursuant to the Letter of Resignation from the position of Member of the Board of Directors submitted by Mr. Tran Gia Nguyen Tri dated 8 December 2025.*

The Board of Directors ("**BOD**") of CDC Construction Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders ("**GMS**") for approval the dismissal of a member of the Board of Directors and the additional election of a member of the Board of Directors for the 2021–2026 term, as follows:

1. Dismissal of a Member of the Board of Directors

On 8 December 2025, Mr. Tran Gia Nguyen Tri submitted his resignation from the position of Member of the Board of Directors for personal reasons. Based on his resignation letter and to ensure compliance with applicable laws, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of Mr. Tran Gia Nguyen Tri from the position of Member of the Board of Directors.

2. Additional Election of a Member of the Board of Directors for the 2021–2026 Term

To maintain the number of members of the Board of Directors in accordance with the structure approved by the General Meeting of Shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the additional election of a member of the Board of Directors for the 2021–2026 term, as follows:

2.1. Number of Additional Members to be Elected: 01 member of the Board of Directors.

2.2. Eligibility Criteria for Candidates:

- Candidates for membership of the Board of Directors must satisfy the eligibility requirements prescribed by the Law on Enterprises 2020, the Law on Securities 2019, Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, and the Company's Charter.
- Candidates may nominate themselves or be nominated by shareholders, groups of shareholders, or authorized representatives of shareholders or groups of shareholders having nomination rights. Candidates may also be nominated by the incumbent Board of Directors in accordance with the Law on Enterprises 2020 and the Company's Charter.

2.3. Information relating to the candidates for the additional election to the Board of Directors will be compiled and disclosed by the Board of Directors after the completion of the nomination process and verification of valid nominations, within the disclosure timeline prescribed by applicable laws and the Company's Charter.

Respectfully submitted for approval.

Sincerely.

Recipients:

- As above;

- Board of Directors, Board of Supervisors;

- Archived..

(O/B). THE BOARD OF DIRECTORS

CHAIRMAN

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

NGO TAN LONG

CÔNG TY CỔ PHẦN XÂY DỰNG CDC
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No.: 08/PR-BOD

Hanoi, 11 July 2026

PROPOSAL

Re: Approval of Contracts and Transactions with Related Parties

Re: Approval of Contracts and Transactions with Related Parties

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented in 2025, and its implementing regulations;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its implementing regulations;*
- *Pursuant to the Charter of CDC Construction Joint Stock Company.*

To ensure compliance with the applicable laws on enterprises and securities in relation to regular and recurring transactions with related parties, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following contracts and transactions with the Company's related parties:

1. Contracts and Transactions

No.	Entity	Relationship with CDC	Principal Contents of Contracts/Transactions	Transaction Value
1	CDC M&E Joint Stock Company	Related party of CDC's internal person	Construction services; supply of materials and labor	Equal to or exceeding 35% of the Company's total assets as recorded in the most recent financial statements
2	SIL LEASING Joint Stock Company	Associate of CDC	Construction services; supply of materials and labor	Equal to or exceeding 35% of the Company's total assets as recorded in the most recent financial statements
3	CDC Real Estate Investment Joint Stock Company	Related party of CDC's internal person	Construction services; supply of materials and labor	Equal to or exceeding 35% of the Company's total assets as recorded in the most recent financial statements

2. This approval shall apply to contracts and transactions arising during 2026 and subsequent years, unless amended or otherwise replaced by a resolution of the General Meeting of Shareholders.

3. The Board of Directors shall supervise and direct the implementation of the above contracts and transactions to ensure compliance with the Company's internal regulations, applicable laws and prevailing market practices.

Kính trình Đại hội đồng cổ đông thông qua.

Trân trọng./.

Recipients:

- As above;

- Board of Directors, Board of Supervisors;

- Archived..

(O/B). THE BOARD OF DIRECTORS

CHAIRMAN

CÔNG TY CỔ PHẦN XÂY DỰNG CDC

NGO TAN LONG