



**CÔNG TY CỔ PHẦN  
XÂY DỰNG 1369  
1369 CONSTRUCTION  
JOINT STOCK COMPANY**  
Số: 13/CBTT-C69.2025  
No: 13/CBTT-C69.2025

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

*Hải Dương, ngày 24 tháng 04 năm 2025  
Hai duong, April 24, 2025*

**CÔNG BỐ THÔNG TIN  
INFORMATION DISCLOSURE**

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

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

1. Tên tổ chức: Công ty Cổ phần Xây dựng 1369/ *Name of company :1369 CONSTRUCTION  
JOINT STOCK COMPANY*

2. Mã chứng khoán: C69/ *Stock symbol: C69*

3. Địa chỉ trụ sở chính: Số 37, 38 phố Dã Tượng, phường Lê Thanh Nghị, Thành phố Hải Dương, tỉnh Hải Dương, Việt Nam: Số 37, 38 phố Dã Tượng, phường Lê Thanh Nghị, thành phố Hải Dương, tỉnh Hải Dương/ *Address of headoffice: No 37, 38 Dã Tượng street, Le Thanh Nghi Ward, Hai Duong city, Hai duong province, Viet Nam*

4. Điện thoại: 0220.3891.898/ *Telephone: 0220.3891.898*

5. Người thực hiện công bố thông tin: Bà Nguyễn Thị Thuý – Phó Tổng Giám đốc /*Nguyen Thi Thuy - Deputy General Director*

6. Loại thông tin công bố: định kỳ/*Type of disclosed information: Periodic.*

7. Nội dung công bố thông tin/*Disclosed information content:*


Công ty Cổ phần Xây dựng 1369 công bố thông tin Tài liệu họp Đại hội đồng cổ đông thường niên năm 2025

*1369 Construction Joint Stock Company announces the documents for the 2025 Annual General Meeting of Shareholders.*



Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 24/04/2025 tại đường dẫn: <http://www.cpxd1369.com.vn/> This information has been published on the company's website on 24/04/2025 at the link: <http://www.cpxd1369.com.vn>.

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

**PHÓ TỔNG GIÁM ĐỐC**   
**DEPUTY GENERAL DIRECTOR**



**NGUYỄN THỊ THUY**  
NGUYEN THI THUY







## 1369 CONSTRUCTION JOINT STOCK COMPANY

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

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### THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

*Hai Duong, April 25, 2025*

#### REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS

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

The Board of Directors (“BOD”) of 1369 Construction Joint Stock Company (“C69”) hereby reports to the Annual General Meeting of Shareholders (“AGM”) 2025 on key activities carried out by the BOD in 2024 and the operational plan for 2025, as follows:

#### **I. REVIEW OF BOD ACTIVITIES IN 2024.**

##### **1. General Overview**

The year 2024 closed with many challenges but also served as proof of the resilience and strategic vision of C69. It marked the fourth year in our 5-year transformation roadmap (2021–2025), during which we remained steadfast in our direction of “Strengthening internal capacity – Flexible adaptation” and gradually realized our goals of sustainable development, laying the groundwork for future breakthroughs.

Despite global economic volatility and the tightening of financial policies affecting the construction and real estate markets, the Company proactively created opportunities instead of waiting for recovery. The BOD led the Company with a flexible strategy, optimized operations, restructured the investment portfolio, and focused on areas capable of generating stable cash flow. Expanding trade and service segments, improving construction quality, and adopting modern technologies not only helped overcome immediate challenges but also built sustainable value and solidified our market position.

2025 will be a pivotal year, marking a strong transformation for the Company. This will not only be a year of growth but also a time to accelerate and reach new heights. With a solid financial foundation, superior construction capabilities, and a well-defined market expansion strategy, the Company is ready to seize opportunities to enhance brand value, affirm its leadership position, and maximize shareholder benefits.

In that spirit, the BOD presents the results of the 2024 AGM Resolution implementation, achievements made, challenges overcome, and strategic steps toward advancing the Company in a new phase of development.

##### **2. Results of 2024 AGM Resolution Implementation**

Under the BOD's guidance, the Company achieved the following business results:

*Đơn vị: tỷ đồng*





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No	Indicator	2024 Plan (VND)	2024 Actual	% Completion
1	Consolidated Revenue	1.260	1.150	91,3%
1.1	- Parent Company Revenue	440	291,5	66,3%
2	Consolidated Net Profit After Tax (NPAT)	20	21,9	109,3%
2.1	- Parent Company NPAT	14,5	14,1	97,4%

*(Source: 2024 Audited Consolidated Financial Statements)*

- Consolidated revenue reached VND 1,150 billion, fulfilling 91.3% of the AGM 2024 target. The shortfall was mainly due to the global economic downturn, which led to decreased demand in construction and real estate and delays in legal procedures for key projects (e.g., the Residential Project in Ca Dong Coi Hamlet, Thuan Thanh Town, and the Do Nha Project in Que Vo Town, Bac Ninh Province).

- Consolidated NPAT reached VND 21.9 billion, achieving 109.3% of the target.

In 2024, the BOD proactively implemented AGM-approved resolutions, ensuring alignment with the Company's development orientation. Specifically:

### *2.1. Selection of Independent Auditor*

Under the AGM's authorization, the BOD negotiated and selected an auditing firm from the top 5 approved firms to conduct the 2024 semi-annual review and year-end audit. On June 27, 2024, the Company signed a contract with the Hanoi Branch of A&C Auditing and Consulting Co., Ltd., ensuring financial transparency and enhancing financial reliability.

### *2.2. Brand Development and Social Responsibility*

2024 marked another year of steady growth. C69 was honored to be listed in the Top 500 fastest-growing enterprises in Vietnam (FAST 500) and the Top 50 best growth companies (Vietnam Best Growth) for the fourth consecutive year, reinforcing its position and competitiveness.

Beyond business expansion, the Company remained committed to social responsibility, launching continuous charity, environmental protection, and community development programs, contributing to sustainable development in the areas it operates.

### *2.3. Human Resources Development*

Recognizing human resources as a core development driver, the Company invested in professional training and skills development. Mentorship programs were regularly conducted to unlock individual potential and enhance performance.

Notably, the Company successfully organized the "International Financial Reporting Standards (IFRS) Training Course" from August 20 to September 26, 2024, helping the finance and





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accounting team align with international standards and strengthen financial management capacity.

Effective implementation of the 2024 AGM Resolutions not only stabilized operations but also laid a solid foundation for stronger growth in 2025 and beyond.

## II. BOD PERFORMANCE IN 2024

### 1. Activities of the Board of Directors

#### 1.1. BOD Members

The 2024 Annual General Meeting of Shareholders elected the Board of Directors of 1369 Construction Joint Stock Company for the 2024–2029 term, consisting of the following members:

No	BOD Member	Position	Date of BOD Appointment/Dismissal		Board Meetings Attended	Attendance Rate
			Date of Appointment	Date of Dismissal		
1	Lê Minh Tân	Chairman	02/05/2024		8/8	100%
2	Lê Tuấn Nghĩa	Member	27/04/2024		8/8	100%
3	Tiêu Thị Bạch Dương	Member	27/04/2024		8/8	100%
5	Vũ Thị Thu Hiền	Member	27/04/2024		8/8	100%
4	Vũ Lê Hoa	Independent Member	27/04/2024		8/8	100%

The BOD operates on the principle of collective leadership with individual responsibility, making decisions based on majority vote. All activities adhere to the Company's Charter, the BOD's operational regulations, and relevant legal provisions. Tasks are assigned to each member based on their strengths, promoting collective intelligence and efficiency in fulfilling the BOD's responsibilities.

#### 1.2. General Assessment of BOD Operations

In 2024, the BOD focused on supervising and directing the implementation of key tasks in accordance with AGM Resolutions. The BOD closely directed the Executive Board (CEO and management team) to ensure business operations were carried out effectively and flexibly amid market fluctuations.

Regular BOD meetings were held, along with extraordinary meetings when needed, to promptly issue strategic decisions that enhanced governance and operational efficiency.

#### 1.3. Corporate Governance Results





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The BOD operated proactively in 2024, strictly adhering to legal regulations and the Company Charter. Through decisive and flexible actions, the BOD effectively guided and supervised the Executive Board in implementing the business plan as outlined.

- The BOD maintained quarterly regular meetings and convened extraordinary meetings as required.
- At least one BOD member attended monthly executive briefings to monitor progress and set strategic direction.
- Eight BOD meetings were held throughout the year with full attendance, and all key resolutions were passed with high consensus.

Resolutions primarily addressed:

- Approval of the 2024 AGM organizational plan;
- Improvement of governance systems to protect the rights of shareholders and stakeholders;
- Personnel adjustments and appointments to strengthen leadership capabilities;
- Approval of related-party transactions and strategic capital contributions, including increasing the ownership in Hai Duong Agricultural Electromechanical JSC from 43.3% to 48%, and capital contribution to Vacvina Technical Services Co., Ltd.

(Detailed resolutions are published in the 2024 Listed Company Governance Report.)

### **2. Remuneration and Salary of BOD Members**

Salaries and remuneration for the BOD in 2023 and salary payments in 2024 were executed in accordance with AGM approvals and are detailed in the 2024 audited consolidated financial statements.

(Detailed figures are available in the annex to this document.)

### **3. Report on transactions between the Company and its subsidiaries or affiliates, as well as transactions involving related parties, including major shareholders, internal persons, and their related individuals**

Transactions between the Company and its subsidiaries/associates, or with major shareholders, insiders, and their related parties were conducted in accordance with regulations and disclosed in the 2024 Corporate Governance Report and Annual Report.

(Details provided in the attached annex.)

### **4. Activities of the Independent BOD Member in 2024**

#### *4.1. Independent BOD Member Activities*





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The independent BOD member played a vital role in ensuring transparency and objectivity in corporate governance and represents 1/5 of the BOD, meeting the legal requirements for balanced governance.

With solid expertise and broad experience, this member contributed to strategic decisions, offered market analysis and investment evaluations, helping reduce risks and seize opportunities. They provided insights and scrutiny in related-party capital investments, ensuring market-value alignment and shareholder protection, contributing to the Company's sustainable development in a volatile market.

The independent member also monitored coordination among the BOD, Supervisory Board, and Executive Board, ensuring effective resource allocation and governance.

This role will continue to be leveraged in future strategies.

A separate report on the activities of the independent BOD member has been submitted for AGM 2025 review.

### **5. BOD's Evaluation of Executive Board Performance**

2024 posed significant challenges, requiring the Executive Board to not only follow strategic direction but also adapt to unpredictable market shifts. Under the BOD's close supervision, the Executive Board demonstrated decisiveness, initiative, and responsibility, delivering positive outcomes for the Company and shareholders.

The BOD recognizes the Executive Board's efforts in maintaining stability and growth, especially in:

- Managing and executing strategic projects: ensuring progress, quality, and effectiveness despite resource and market difficulties;
- Operational efficiency and resource optimization: lean operations and cost controls helped meet financial goals and protect shareholder interests;
- Implementing BOD and AGM Resolutions: directives were seriously implemented, reflecting high discipline and responsibility;
- Market expansion and partner relations: actively engaging new clients and investors while strengthening existing partnerships;
- Strategic adjustments based on market developments: dynamic business planning, capital balancing, HR management, and portfolio adjustments ensured financial stability and performance;





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- Fulfilling labor and community responsibilities: ensuring employee benefits, tax obligations, and community engagement enhanced the Company's brand and reputation;
- Ensuring transparency in information disclosure: all disclosures complied with regulations from the State Securities Commission and Hanoi Stock Exchange, protecting shareholder and stakeholder interests.

### III. STRATEGIC DIRECTION AND OPERATIONAL PLAN FOR 2025

#### 1. Key Targets for 2025 (Consolidated figures)

After reviewing all aspects of the Company's operations in 2024, the Board of Directors unanimously proposes to submit the following key performance targets for 2025 to the General Meeting of Shareholders for approval:

*Đơn vị: Tỷ đồng*

No	Indicator	2024 Actual (vnd)	2025 Plan (vnd)	Growth rate
1	Consolidated Revenue	1.150	1.200	104,3%
	* Parent Company Revenue	291,5	330	113,2%
2	Consolidated Net Profit After Tax	21,9	30	137,2%
	* Parent Company NPAT	14,1	20	141,6%

#### 2. Strategic Direction and Key Tasks for 2025 and Beyond

##### 2.1. General Direction

- ☐ Enhance asset portfolio quality and risk control, expand market share in core sectors, explore new business areas, and optimize existing resources for in-depth growth;
- ☐ Continue innovating and improving governance efficiency toward sustainable development;
- ☐ Strengthen the governance system, regulatory documentation, and digitalize management practices aligned with business realities;
- ☐ Consolidate the leadership team by recruiting capable individuals and aligning headcount with expansion strategies;
- ☐ Seek and develop investment projects across different localities;
- ☐ Optimize capital mobilization and usage, seek diverse, low-cost funding sources for project financing.

##### 2.2. Key Tasks for 2025

- ☐ Accelerate residential and industrial real estate projects;
- ☐ Expand trading and high-growth potential business segments;
- ☐ Grow technical and architectural consulting services;
- ☐ Review and streamline corporate governance documents;





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- ☐ Apply technology to management and operations;
- ☐ Continue human resource training and development;
- ☐ Foster corporate culture;
- ☐ Maintain community engagement activities.

### 3. Implementation Measures

To realize the strategic direction, the BOD will continue strengthening its governance capacity based on compliance with the law and the Company Charter. The BOD will ensure effective orientation, oversight, risk control, and resource utilization.

The BOD will direct the Executive Board to:

- Complete the internal control system, ensuring transparency and minimizing operational risks;
- Improve capital efficiency, develop long-term financial planning, and maintain liquidity while enabling business expansion;
- Diversify funding sources, including partnerships and investment funds, ensuring capital is effectively allocated and yields stable returns;
- Promote sustainable development by aligning business goals with community and environmental responsibilities;
- Foster a flexible and innovative corporate culture, creating a collaborative and adaptive work environment.

2025 is expected to bring continued volatility and challenges. However, with a strong foundation and unified leadership, the BOD believes the Company will fulfill its plan, further strengthening its market reputation and position.

**Sincere./.**

#### **Recipients:**

- Shareholders;
- Members of the Board of Directors, Supervisory Board, and Executive Board;
- Filing Office.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**

**(Signed)**

**LÊ MINH TÂN**



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**APPENDIX 01 – SALARIES AND REMUNERATION OF THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS, AND EXECUTIVE BOARD***Currency: vnd*

No	Full name	Position	Salary 2024	Remuneration 2023	Total income
<b>I</b>	<b>Board of Directors</b>		<b>242.272.800</b>	<b>391.000.000</b>	<b>633.272.800</b>
1	Lê Minh Tân	Chairman of the BOD	160.837.300	180.000.000	340.837.300
3	Lê Tuấn Nghĩa	BOD Member	81.435.500	60.000.000	141.435.500
3	Tiêu Thị Bạch Dương	BOD Member	-	60.000.000	60.000.000
4	Vũ Thị Thu Hiền	BOD Member (since 24/06/2023)	-	31.000.000	31.000.000
5	Vũ Lê Hoa	Independent BOD Member	-	60.000.000	60.000.000
<b>II</b>	<b>Board of Supervisors</b>		<b>167.270.000</b>	<b>139.633.333</b>	<b>306.903.333</b>
1	Lại Thị Lý	Head of Supervisory Board (since 24/06/2023)	118.902.000	43.633.333	162.535.333
2	Nguyễn Thị Hồng Nhung	Member	48.368.000	48.000.000	96.368.000
3	Phạm Thị Doan	Member	-	48.000.000	48.000.000
<b>III</b>	<b>CEO and Chief Accountant</b>		<b>1.000.847.400</b>	<b>-</b>	<b>1.000.847.400</b>
1	Trần Xuân Bản	CEO	224.015.000		224.015.000
2	Nguyễn Thị Thúy	Deputy CEO	199.719.800		199.719.800
3	Phạm Văn Tùng	Deputy CEO	209.919.800		209.919.800
4	Phạm Tiến Quỳnh	Deputy CEO	209.919.800		209.919.800
5	Trần Thị Tuyết	Chief Accountant	157.273.000		157.273.000
	<b>Total</b>		<b>1.410.390.200</b>	<b>530.633.333</b>	<b>1.941.023.533</b>

(Source: 2024 Audited Consolidated Financial Statements)



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**APPENDIX 02 – COMPANY TRANSACTIONS WITH RELATED PARTIES (SUBSIDIARIES/ASSOCIATES)**

No	Organization/Individual Name	Relationship with the Company	Business License No., Date & Place of Issue	Head Office/Contact Address	Transaction Period	Resolution/Decision No.	Description, Quantity, Total Value of Transaction /	Notes
1	Toan Thang Co., Ltd.	Subsidiary	- Business registration number: 0800265622 - date of issue: 20/05/2002 - place of issue: The Department of Planning and Investment of Hai Duong Province	245A Nguyen Luong Bang, Thanh Binh Ward, Hai Duong	12 months 2024	Resolution No. 03/2024/NQ-BOD dated 22/01/2024	Revenue from sales and service provision: 2,684,486,487 VND	
2	Dong A Consulting & Construction Co., Ltd.	Subsidiary	- Business registration number: 0800443995 - date of issue: 23/01/2008 - place of issue: The Department of Planning and Investment of Bac Ninh Province	50 Hoang Ngan, Ninh Xa Ward, Bac Ninh City	12 months 2024	Resolution No. 03/2024/NQ-BOD dated 22/01/2024	Revenue from sales, interest: 78,504,913,562 VND	
3	Hai Duong Agricultural Electromechanics JSC	Associate Company	- Business registration number: 08000008375 - date of issue: 12/11/2004	95 Nguyen Luong Bang, Pham Ngu Lao Ward, Hai Duong	12 months 2024	Resolution No. 03/2024/NQ-BOD dated 22/01/2024	Revenue from sales, interest, and capital contribution: 22,626,094,498	





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								VND	
4	Quang Giếng Đáy Brick JSC	Ninh	Associate Company	- place of issue: The Department of Planning and Investment of Hai Duong Province - Business registration number: 5700478640 - date of issue: 07/01/2004 - place of issue: The Department of Planning and Investment of Quang Ninh Province	Gieng Day Ward, Ha Long City, Quang Ninh	12 months 2024	Resolution No. 03/2024/NQ- BOD dated 22/01/2024	Revenue from construction and interest: 7,664,906,899 VND	

(Source: 2024 Corporate Governance Report))





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## APPENDIX 03 – TRANSACTIONS BETWEEN COMPANY INSIDERS/RELATED PERSONS AND SUBSIDIARIES/CONTROLLED ENTITIES

No	Transaction Performer	Relation to Insider	Position at the Public Company	ID/Passport No., Date & Place of Issue	Address	Subsidiary/Controlled Entity Name	Transaction Date	Description, Quantity, Total Value of Transaction	Notes
1	Trần Xuân Bản		CEO	- Citizen identification number: 034081003870 - date of issue: 11/08/2021 - place of issue: The Department of Police Administration on Social Order	8/2/42 Thanh Binh, Thanh Binh Ward, Hai Duong City.	1369 Industrial Park JSC	05/12/2024	Loan & Interest: 7,024,931,507 VND	

(Source: 2024 Corporate Governance Report)





**CÔNG TY CỔ PHẦN XÂY DỰNG 1369**

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*Hai Duong, April 25, 2025*

**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF  
DIRECTORS  
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
To: The General Meeting of Shareholders of 1369 Construction Joint Stock  
Company**

Dear Shareholders, the Board of Directors, and the Supervisory Board,  
I, Vu Le Hoa, in my capacity as an Independent Member of the Board of Directors (BOD) of  
1369 Construction Joint Stock Company, hereby present the report evaluating the activities of  
the BOD as well as the company's operations in 2024.

**1. Evaluation of the Board of Directors' Activities**

**Management and Supervision of Operations in 2024**

- In 2024, the BOD organized 08 meetings, in which I actively participated in all 08 sessions.
- The company's management continued to improve, adhering to legal regulations.
- As for supervision, the Board of General Directors was closely monitored to ensure effective and strategic alignment with the company's goals.

**2. Evaluation of the Company's Operations**

**2.1. Business Performance in 2024**

- Consolidated revenue reached VND 1,150 billion, equivalent to 91.3% of the annual target.
- Consolidated after-tax profit was VND 21.9 billion, equivalent to 109.3% of the annual target.
- Other financial indicators improved, reflecting the company's sustainable growth.

**2.2. Risk Management and Internal Control**

- The company implemented risk control measures for financial, legal, and operational risks to mitigate negative impacts.
- Compliance with regulations on information disclosure, internal auditing, and financial management was fully ensured.

**2.3. Sustainable Development and Social Responsibility**

- The company continued to implement policies regarding the environment, labor safety, and community responsibility.
- Construction projects met safety and quality standards, in line with the company's sustainable development strategy.





## CÔNG TY CỔ PHẦN XÂY DỰNG 1369

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### 3. Recommendations and Directions for 2025

#### 3.1. Enhancing Transparency and Improving Corporate Governance

- a. Continue to improve the quality of information disclosure to ensure transparency and timeliness.
- b. Strengthen the supervision of the General Director's activities to optimize business performance.

#### 3.2. Strategic Direction for 2025 and the Following Years

- c. Focus on high-efficiency projects, expanding into new markets, and enhancing competitiveness.
- d. Develop a human resource strategy to attract and retain talent, ensuring a high-quality workforce.
- e. Allocate resources to complete ongoing projects and future projects, ensuring revenue and shareholder benefits.

#### 3.3. Enhancing Risk Control

- f. Review and enhance the internal control system to minimize financial and operational risks.
- g. Apply technology and improve governance processes to optimize operational efficiency.

### 2. Conclusion

Overall, 2024 was a year of opportunities and challenges for 1369 Construction Joint Stock Company. As an independent member of the BOD, I highly appreciate the efforts of the BOD and the General Director in maintaining stable business operations, ensuring corporate governance in accordance with regulations, and pursuing sustainable development goals.

I sincerely thank the shareholders, BOD, and General Director for their continuous cooperation, which has contributed to the company's ongoing growth and success.

Sincerely,

#### Recipient:

- Shareholders
- BOD Members, Supervisory Board,
- General Director
- Archive

**INDEPENDENT MEMBER OF THE  
BOD**

(signed)

**VŨ LÊ HOA**





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No: 01/TTT-DHDCD.2025

Hai Duong, April 2025



## PROPOSAL

Re: Approval of the Audited Financial Statements for Fiscal Year 2024

To: The Annual General Meeting of Shareholders 2025

### Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021;
- The Charter on Organization and Operation of 1369 Construction Joint Stock Company ("the Company");
- The 2024 consolidated and separate financial statements of 1369 Construction Joint Stock Company, audited by A&C Auditing and Consulting Co., Ltd – Hanoi Branch.

The Board of Directors of 1369 Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders the 2024 Audited Separate and Consolidated Financial Statements for consideration and approval. These financial statements were audited by A&C Auditing and Consulting Co., Ltd – Hanoi Branch, in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting Regime, and applicable State regulations. These reports have been duly disclosed by the Board of Directors as per current regulations and published on the Company's official website <https://cpxd1369.com.vn/>

Key financial figures are summarized as follows:

No.	Indicator	Separate FS (VND million)	Consolidated FS (VND million)
1	Total Assets	779,263	1,191,589
2	Owner's Equity	662,842	849,752
3	Net Revenue	291,511	1,149,943
4	Profit Before Tax	18,185	28,765
5	Profit After Tax	14,121	21,858
6	Retained Earnings (undistributed PAT)	42,342	51,734

We hereby submit this proposal for your review and approval.

Sincerely,

### Recipients:

- Shareholders
- Board of Directors, Supervisory Board, Executive Board
- Filing

ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN

LE MINH TAN





# 1369 CONSTRUCTION JOINT STOCK COMPANY

Address: No. 37, 38 Da Tuong Street, Le Thanh Nghi Ward, Hai Duong City, Hai  
Duong Province  
Tel: 02203 891 898 Fax: 02203 891 898

No: 02/TT-ĐHĐCĐ.2025

Hai Duong, April 2025



## PROPOSAL

Re: Approval of the 2024 Profit Distribution Plan and Finalization of Salaries and Remuneration for the Board of Directors and Supervisory Board in 2024

To: The General Meeting of Shareholders

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, enacted by the National Assembly of the Socialist Republic of Vietnam, effective from January 1, 2021;
- The Charter of Organization and Operation of 1369 Construction Joint Stock Company ("the Company");
- The functions and duties of the Board of Directors ("BOD").

The Board of Directors of 1369 Construction Joint Stock Company respectfully submits the following matters for the General Meeting of Shareholders' review and approval at the 2024 Annual General Meeting:

### I. Profit Distribution Plan for 2024

According to the audited consolidated financial statements, the undistributed accumulated after-tax profit of the parent company as of December 31, 2024, is VND 42,342,302,180.

The proposed profit distribution for 2024 is as follows:

Item	Amount (VND)	Note
Accumulated undistributed profit as of 31/12/2024	42,342,302,180	
Profit distribution in 2024	1,400,000,000	
• Development Investment Fund allocation	500,000,000	
• Welfare and Bonus Fund allocation	300,000,000	
• Remuneration for the Board of Directors and Supervisory Board (2024)	600,000,000	
Remaining undistributed after-tax profit	40,942,302,180	

Reward for BOD, Supervisory Board, and Executive Board in 2024:

Due to difficult business conditions and market fluctuations in 2024 requiring focused resources for business operations, the Board of Directors, Supervisory Board, and Executive Board have mutually agreed to forgo performance bonuses for 2024.





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## II. Finalization of 2024 Salaries and Remuneration for the BOD and Supervisory Board

No.	Full Name	Title	Remuneration 2024 (VND)
<b>I. Board of Directors</b>			
1	Lê Minh Tân	Chairman	180,000,000
2	Lê Tuấn Nghĩa	Member	60,000,000
3	Tiêu Thị Bạch Dương	Member	60,000,000
4	Vũ Lê Hoa	Independent Member	60,000,000
5	Vũ Thị Thu Hiền	Member	60,000,000
<b>II. Supervisory Board</b>			
1	Lại Thị Lý	Member	84,000,000
2	Nguyễn Thị Hồng Nhung	Member	48,000,000
3	Phạm Thị Doan	Member	48,000,000
<b>Total</b>			<b>600,000,000</b>

The above salaries and remuneration are deducted from the undistributed after-tax profit of the parent company as of 31/12/2024 (as per the audited 2024 separate financial statements).

We respectfully request the General Meeting of Shareholders to review and approve the foregoing.

Sincerely.

### Recipients:

- Shareholders
- Board of Directors, Supervisory Board, Executive Board
- Filing

ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN

LE MINH TAN





# 1369 CONSTRUCTION JOINT STOCK COMPANY

Address: No. 37, 38 Da Tuong Street, Le Thanh Nghi Ward, Hai Duong City, Hai  
Duong Province  
Tel: 02203 891 898 Fax: 02203 891 898



No: 03/TTr-DHĐCD.2025

Hai Duong, April 2025

## PROPOSAL

Re: Approval of 2025 Business Plan and the Proposed Salaries, Remuneration, and Bonuses for the Board of Directors and Supervisory Board

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

### Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly of the Socialist Republic of Vietnam, effective from January 1, 2021;
- The Charter of The Organization and Operation of 1369 Construction Joint Stock Company ("the Company");
- The functions and duties of the Board of Directors ("BOD").

The Board of Directors of 1369 Construction Joint Stock Company hereby submits the following matters to the General Meeting of Shareholders for review and approval at the 2025 Annual General Meeting:

### I. 2025 Business Plan (Unit: million VND)

Unit: million VND

No.	Indicator	Actual 2024	Plan 2025	% Plan vs. Actual
1	Consolidated Revenue	1,149,943	1,200,000	104.3%
–	Parent Company Revenue	291,511	330,000	113.2%
2	Consolidated Net Profit After Tax	21,858	30,000	137.2%
–	Parent Company Net Profit After Tax	14,121	20,000	141.6%

### II. Proposed Salaries, Remuneration, and Bonuses for the BOD and Supervisory Board in 2025

No.	Position	Quantity	Max Monthly Remuneration (VND/person)	Max Total Remuneration for 2025 (VND)
I	Board of Directors	5		420,000,000
1	Chairman	1	15,000,000	180,000,000
2	Members	4	5,000,000	240,000,000





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No.	Position	Quantity	Max Monthly Remuneration (VND/person)	Max Total Remuneration for 2025 (VND)
II	<b>Supervisory Board</b>	3		180,000,000
1	Head of Supervisory Board	1	7,000,000	84,000,000
2	Members	2	4,000,000	96,000,000
III	<b>Total</b>	8		600,000,000

## Time of payment:

The Chairman of the Board of Directors shall be authorized to decide the timing for payment/disbursement of salaries and remuneration to the BOD and Supervisory Board in compliance with applicable laws.

## Expected Bonus for 2025:

Subject to actual business performance, the Chairman of the BOD is authorized to determine the bonus allocation for the BOD and Supervisory Board, not exceeding 2% of net profit after tax.

We respectfully submit this for the General Meeting of Shareholders' consideration and approval.

Sincerely.

## Recipients:

- Shareholders
- Board of Directors, Supervisory Board, Executive Board
- Filing

ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN

(Signed)

LE MINH TAN





# 1369 CONSTRUCTION JOINT STOCK COMPANY

Address: No. 37, 38 Da Tuong Street, Le Thanh Nghi Ward, Hai Duong City, Hai  
Duong Province  
Tel: 02203 891 898 Fax: 02203 891 898

Hai Duong, April 2025

No. 04/TP-PHDCD.2025

DRAFT



## PROPOSAL

Re: Selection of the Auditing Firm for the 2025 Financial Statements

To: The General Meeting of Shareholders

### Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly of the Socialist Republic of Vietnam;
- Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government of the Socialist Republic of Vietnam detailing the implementation of certain articles of the Law on Securities;
- The Charter of Organization and Operation of 1369 Construction Joint Stock Company ("the Company").

The Supervisory Board of 1369 Construction Joint Stock Company respectfully submits the following proposal for review and approval by the General Meeting of Shareholders regarding the selection of an independent auditing firm for the 2025 financial statements:

### 1. Criteria for Selecting the Independent Auditing Firm:

- Legally operating in Vietnam and approved by the Ministry of Finance and the State Securities Commission to audit Public Interest Entities in 2025;
- Reputable in the auditing field, with a team of highly qualified and experienced auditors, particularly in sectors relevant to the Company's operations;
- Able to meet the Company's requirements in terms of audit scope and schedule;
- Free from conflicts of interest during the audit of the Company's financial statements;
- Offers a reasonable audit fee appropriate to the audit scope and plan.

### 2. Proposed Auditing Firms:

It is proposed that the General Meeting of Shareholders authorize the Board of Directors to select one firm from the above list eligible to conduct the semi-annual review and year-end audit for the 2025 financial statements:

Ernst & Young Vietnam Co., Ltd. (E&Y);

- UHY Auditing & Consulting Co., Ltd. (UHY);
- A&C Auditing and Consulting Co., Ltd. (A&C);
- International Auditing and Valuation Co., Ltd. (IAV)

It is proposed that the General Meeting authorize the Board of Directors to select one auditing firm from the above list to perform the review of the semi-annual financial statements and the audit of the 2025 financial statements.

We respectfully request the General Meeting of Shareholders to review and approve this proposal.  
Sincerely,

### Recipients:

- Shareholders
- Board of Directors, Supervisory Board, Executive Board
- Filing

ON BEHALF OF THE SUPERVISORY  
BOARD  
HEAD OF SUPERVISORY BOARD

LAI THI LY





1369 CONSTRUCTION JOINT STOCK COMPANY

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

Tel: 02203 891 898

Fax: 02203 891 898

No: 06/TTT-DHDCĐ.2025

Hai Duong, April 2025



## PROPOSAL

Re: Amendments and Supplements to the Company Charter

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

### Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its implementing regulations;
- Circular No. 116/2020/TT-BTC dated December 31, 2020 guiding corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of provisions of the Securities Law;
- Law No. 03/2022/QH15 dated January 11, 2022, amending and supplementing several laws including the Law on Public Investment, PPP Investment, Investment Law, Housing Law, Bidding Law, Electricity Law, Enterprise Law, Law on Special Consumption Tax, and Law on Civil Judgment Enforcement ("Law No. 03/2022/QH15");
- The Charter of 1369 Construction Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for review and approval the proposed amendments and supplements to the Company Charter, as follows:

Following a comprehensive review of the current Charter, the Board of Directors has determined that certain provisions require updates and supplements to align with current laws and regulations, as well as best practices in corporate governance.

The detailed contents of the proposed amendments and supplements are provided in the Appendix attached to this Proposal. These amendments and supplements shall take effect upon approval by the General Meeting of Shareholders.

We respectfully submit this proposal for your consideration and approval.

Sincerely,

### Recipients:

- Shareholders
- Board of Directors, Supervisory Board, Executive Board
- Filing

ON BEHALF OF THE BOARD OF  
DIRECTORS

CHAIRMAN

LE MINH TAN