



**CÔNG TY CỔ PHẦN  
XÂY DỰNG 1369  
1369 CONSTRUCTION  
JOINT STOCK COMPANY**  
Số: 22/CBTT-C69.2026  
No: 22/CBTT-C69.2026

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

*Hải Phòng, ngày 20 tháng 06 năm 2026  
Hai Phong, June 20<sup>th</sup>, 2026*

**CÔNG BỐ THÔNG TIN  
INFORMATION DISCLOSURE**

Kính gửi: - Ủy ban Chứng khoán Nhà nước;  
- Sở Giao dịch Chứng khoán Hà Nội;  
- Quý cổ đông.  
To: - *The State Securities Commission;*  
- *HaNoi Stock Exchange;*  
- *Esteemed Shareholders.*

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

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

3. Địa chỉ trụ sở chính: Số 37, 38 phố Dã Tượng, phường Lê Thanh Nghị, Thành phố Hải Phòng, Việt Nam

*Address of headoffice: No 37, 38 Dã Tượng street, Le Thanh Nghi Ward, Hai Phong city, Viet Nam.*

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

5. Người thực hiện công bố thông tin: Ông Lê Tuấn Nghĩa – Tổng Giám đốc  
*Person responsible for information disclosure: Mr. Le Tuan Nghia – 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 Biên bản họp và Nghị quyết Đại hội đồng cổ đông thường niên năm 2026 và các tài liệu liên quan của Đại hội.

*1369 Construction Joint Stock Company announces the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders, along with related documents of the meeting.*

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 20/06/2026 tại đường dẫn: <http://www.cpxd1369.com.vn/> This information has been published on the company's website on 20/06/2026 at the link: <http://www.cpxd1369.com.vn>.

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

**TỔNG GIÁM ĐỐC**  
**GENERAL DIRECTOR**



**LÊ TUẤN NGHĨA**  
**LE TUAN NGHIA**



**1369 CONSTRUCTION JOINT STOCK COMPANY**

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

Tel: 02203 891 898

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

No.: 01/2026/NQ-ĐHĐCĐ.C69

Hai Phong, 20 June 2026

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**GENERAL MEETING OF SHAREHOLDERS**  
**1369 CONSTRUCTION JOINT STOCK COMPANY**

***Pursuant to:***

- *Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of Law on Enterprises No. 59/2020/QH14;*
- *Law on Securities No. 54/2019/QH14 dated 26 November 2019 and Decree No. 155/2020/ND-CP dated 31 December 2020 detailing the implementation of a number of articles of the Law on Securities;*
- *The Charter on Organization and Operation of 1369 Construction Joint Stock Company;*
- *The Internal Regulations on Corporate Governance of 1369 Construction Joint Stock Company (the “Company”);*
- *The Minutes of the 2026 Annual General Meeting of Shareholders (“GMS”) of 1369 Construction Joint Stock Company No. 01/2026/BBH-ĐHĐCĐ.C69 dated 20 June 2026.*

**RESOLUTION:**

**Article 1. The 2026 Annual General Meeting of Shareholders of 1369 Construction Joint Stock Company approves the following matters:**

1. Approval of the Report on the Activities of the Board of Directors;
2. Approval of the Report of the Board of Management;
3. Approval of the Report of the Independent Member of the Board of Directors;
4. Approval of the Report on the Activities of the Supervisory Board;
5. Approval of the Proposal on the Audited Financial Statements for Fiscal Year 2025;
6. Approval of the Proposal on the Profit Distribution Plan for Fiscal Year 2025 and the Finalization of Remuneration for the Board of Directors and the Supervisory Board for Fiscal Year 2024;
7. Approval of the Proposal on the Business Plan for Fiscal Year 2026 and the Proposed Remuneration and Bonus for the Board of Directors and the Supervisory Board for Fiscal Year 2025;



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8. Approval of the Proposal on the Selection of the Auditing Firm for Fiscal Year 2026;
9. Approval of the Proposal on Updating the Company's Registered Business Lines;
10. Approval of the Proposal on the Share Offering Plan for Charter Capital Increase in 2026;
11. Approval of the Proposal on the 2026 Private Placement of Shares;
12. Approval of the Proposal on the 2026 Public Offering of Additional Shares to Existing Shareholders;
13. Approval of the Proposal on Amendments and Supplements to the Company's Charter.

### Article 2. Implementation Provisions

1. This Resolution was approved by 100% of the total voting shares represented by shareholders attending the Meeting either in person or through their duly authorized representatives and shall take effect from the date of signing.
2. The Board of Directors shall be responsible for reporting on the implementation status and results of this Resolution at the next Annual General Meeting of Shareholders.
3. The GMS assigns the Board of Directors to implement the matters approved under this Resolution and to carry out all necessary procedures in accordance with applicable laws and this Resolution.

#### **Recipients:**

- Shareholders;
- Members of the BOD, SB and BOM;
- Archived at the Company.

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



TIEU THI BACH DUONG



**1369 CONSTRUCTION JOINT STOCK COMPANY**

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No.: 01/2026/BBH-ĐHĐCĐ.C69

Hai Phong, 20 June 2026

**MINUTES OF THE MEETING**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**1369 CONSTRUCTION JOINT STOCK COMPANY**

Enterprise name: 1369 Construction Joint Stock Company  
Enterprise Registration Number: Enterprise Registration Certificate No. 0800282385 dated 15 August 2003, with the 22nd amendment issued by the Department of Finance of Hai Phong City on 05 May 2026  
Address: No. 37, 38 Da Tuong Street, Le Thanh Nghi Ward, Hai Phong City.  
Meeting time: Commencing at 08:30 a.m. on 20 June 2026;  
Ending at 12:00 p.m. on the same day.  
Agenda of the General Meeting: In accordance with the agenda and contents of the General Meeting of Shareholders of the Company approved by the General Meeting.  
Chairperson of the General Meeting: Ms. Tieu Thi Bach Duong – Chairwoman of the Board of Directors (“BOD”).  
Secretary of the General Meeting: Ms. Nguyen Thi Mai Lien – Head of the Secretariat;  
Ms. Do Thi Ninh – Member;  
Number of attending shareholders/proxies: 45 shareholders and authorized representatives attending the meeting, representing 47.537.373 shares, equivalent to 76,92% % of the total voting shares of the Company.

**PART I. OPENING OF THE GENERAL MEETING AND ATTENDEES**

- 1. Opening of the General Meeting:** The General Meeting heard the opening speech delivered by Ms. Tieu Thi Bach Duong – Chairwoman of the Board of Directors – on behalf of the Organizing Committee.
- 2. Attendees of the General Meeting.**
  - 2.1. Members of the Board of Directors:**
    - Ms. Tieu Thi Bach Duong – Chairwoman of the Board of Directors
    - Mr. Le Tuan Nghia – Member of the Board of Directors
    - Ms. Vu Thi Thu Hien – Member of the Board of Directors
    - Mr. Tran Xuan Ban – Member of the Board of Directors
  - 2.2. Members of the Board of Supervisors:**
    - Ms. Lai Thi Ly – Head of the Board of Supervisors (“BOS”);
    - Ms. Pham Thi Doan – Member of the BOS;
    - Ms. Nguyen Thi Hong Nhung – Member of the BOS.



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### 2.3. Members of the Board of Management:

- Mr. Le Tuan Nghia – General Director (“GD”);
- Mr. Tran Xuan Ban – Standing Deputy General Director;
- Mr. Pham Tien Quynh – Deputy General Director;
- Ms. Nguyen Thi Thuy – Deputy General Director;
- Mr. Pham Van Tung – Deputy General Director;
- Ms. Tran Thi Tuyet – Chief Accountant

2.4. 45 shareholders and authorized representatives attending the meeting, representing 47.537.373 shares, equivalent to 76,92% of the total voting shares of the Company.

### 3. Report on Verification of Shareholders’ Eligibility.

- The General Meeting heard Mr. Pham Hoang Anh – Head of the Shareholder Eligibility Verification Committee – present the Report on Verification of Shareholders’ Eligibility for attending the meeting.

- Contents of the report:

- + The total number of shareholders of the Company according to the shareholder list finalized on 20 May 2026 was: **1.444** shareholders, representing 100% of the voting shares of the Company.
- + At the time of the opening of the General Meeting, the total number of shareholders and authorized representatives attending the meeting was: **45** shareholders, representing **47.537.373** shares, equivalent to **76,92%** of the total voting shares of the Company.
- + In accordance with the Law on Enterprises and the Charter on Organization and Operation of 1369 Construction Joint Stock Company, the 2026 Annual General Meeting of Shareholders of 1369 Construction Joint Stock Company satisfied all conditions required to proceed.

## PART II. INTRODUCTION OF THE PRESIDIUM, SECRETARIAT, AND VOTE COUNTING COMMITTEE

The Chairperson of the General Meeting – Ms. Tieu Thi Bach Duong proposed and sought approval from the General Meeting of Shareholders for the list of the Presidium, the Secretariat, and the Vote Counting Committee as follows:

### 1. Presidium

- Ms. Tieu Thi Bach Duong – Chairwoman of the Board of Directors – Chairperson
- Mr. Le Tuan Nghia – Member of the Board of Directors
- Ms. Vu Thi Thu Hien – Member of the Board of Directors
- Mr. Tran Xuan Ban – Member of the Board of Directors
- Ms. Nguyen Thi Thuy – Deputy General Director

### 2. Secretariat

- Ms. Nguyen Thi Mai Lien – Head of the Secretariat



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- Ms. Do Thi Ninh – Member

### 3. Vote Counting Committee

- The General Meeting of Shareholders voted to approve the list of the Vote Counting Committee. The result: 100% of the voting shares attending the meeting voted in favor.
- Members of the Vote Counting Committee included:
  - + Mr. Pham Hoang Anh – Head of the Vote Counting Committee
  - + Mr. Le Chi Thu – Member
  - + Ms. Vu Thi Thuy – Member

### 4. Approval of the Regulations on Organization and the Agenda of the General Meeting of Shareholders of 1369 Construction Joint Stock Company.

The Organizing Committee presented the agenda of the General Meeting of Shareholders and the Regulations on Organization of the General Meeting.

The General Meeting proceeded to vote for approval. The result: 100% of the voting shares attending the meeting voted in favor by raising voting cards.

## PART III. REPORTS AND PROPOSALS PRESENTED AT THE GENERAL MEETING

### 1. Reports Presented at the General Meeting

- Ms. Tieu Thi Bach Duong – Chairwoman of the Board of Directors presented the Report on the Activities of the Board of Directors (*attached hereto*);
- Mr. Le Tuan Nghia – General Director presented the Report of the Board of Management (*attached hereto*);
- Ms. Lai Thi Ly – Head of the Board of Supervisors presented the Report of the Independent Member of the Board of Directors; and the Report on the Activities of the Board of Supervisors in 2025 (*attached hereto*).

### 2. Proposals Presented at the General Meeting:

- Mr. Tran Xuan Ban presented the following proposals:
  - + The Proposal on the Audited Financial Statements for Fiscal Year 2025
  - + The Proposal on the Profit Distribution Plan for Fiscal Year 2025 and the Finalization of Remuneration for the Board of Directors and the Supervisory Board for Fiscal Year 2024
- Mr. Le Tuan Nghia presented the following proposals:
  - + The Proposal on the Business Plan for Fiscal Year 2026 and the Proposed Remuneration and Bonus for the Board of Directors and the Supervisory Board for Fiscal Year 2025
- Ms. Lai Thi Ly presented the Proposal on the Selection of the Auditing Firm for 2026;
- Ms. Vu Thi Thu Hien presented the following proposal:
  - + The Proposal on Updating the Company's Registered Business Lines;
  - + The Proposal on Amendments and Supplements to the Company's Charter



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- Ms. Nguyen Thi Thuy presented the following proposal:
  - + The Proposal on the Share Offering Plan for Charter Capital Increase in 2026;
  - + The Proposal on the 2026 Private Placement of Shares;
  - + The Proposal on the 2026 Public Offering of Additional Shares to Existing Shareholders

### PART IV. DISCUSSION

During the discussion session at the General Meeting, shareholders raised questions and provided comments regarding matters submitted for approval at the General Meeting, as well as issues relating to the Company's operations and ongoing projects. All questions and comments raised by shareholders were satisfactorily addressed by the Presidium at the General Meeting.

### PART V. VOTING

1. Mr. Pham Hoang Anh – Head of the Shareholder Eligibility Verification Committee – reported the results of the verification of shareholders' eligibility prior to voting as follows:  
At 11:15 a.m., the total number of shareholders and authorized representatives attending the meeting was: 44 attendees, representing 47,537,363 shares, equivalent to 76,92% of the total voting shares of the Company.
2. Mr. Pham Hoang Anh – Head of the Vote Counting Committee – provided instructions on voting procedures, and the General Meeting conducted voting to approve the Reports and Proposals presented at the General Meeting with the following results:

#### 2.1. Approval of the Report on the Activities of the Board of Directors

- a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:
  - Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;
  - Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;
  - Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.
- b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

#### 2.2. Approval of the Report of the Board of Management

- a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:
  - Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;



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- Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;
  - Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.
- b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

### **2.3. Approval of the Report of the Independent Member of the Board of Directors**

- a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:
- Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;
  - Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;
  - Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.
- b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

### **2.4. Approval of the Report on the Activities of the Supervisory Board**

- a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:
- Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;
  - Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;
  - Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.
- b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

### **2.5. Approval of the Proposal on the Audited Financial Statements for Fiscal Year 2025**

- a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:
- Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;
  - Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;



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- Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.

b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

### **2.6. Approval of the Proposal on the Profit Distribution Plan for Fiscal Year 2025 and the Finalization of Remuneration for the Board of Directors and the Supervisory Board for Fiscal Year 2024**

a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:

- Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;
- Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;
- Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.

b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

### **2.7. Approval of the Proposal on the Business Plan for Fiscal Year 2026 and the Proposed Remuneration and Bonus for the Board of Directors and the Supervisory Board for Fiscal Year 2025**

a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:

- Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;
- Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;
- Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.

b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

### **2.8. Approval of the Proposal on the Selection of the Auditing Firm for Fiscal Year 2026**

a. a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:

- Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;



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- Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;
- Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.

b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

### **2.9. Approval of the Proposal on Updating the Company's Registered Business Lines**

a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:

- Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;
- Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;
- Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.

b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

### **2.10. Approval of the Proposal on the Share Offering Plan for Charter Capital Increase in 2026**

a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:

- Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;
- Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;
- Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.

b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

### **2.11. Approval of the Proposal on the 2026 Private Placement of Shares**

a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:

- Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;
- Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;



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- Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.
- b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

### **2.12. Approval of the Proposal on the 2026 Public Offering of Additional Shares to Existing Shareholders**

- a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:
  - Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;
  - Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;
  - Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.
- b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting

### **2.1.3. Approval of the Proposal on Amendments and Supplements to the Company Charter**

- a. The total number of valid voting ballots: 44 ballots, representing 47,537,363 shares, equivalent to 100% of the total voting shares represented at the Meeting, of which:
  - Votes in favor: 47,537,363 shares, representing 100% of the total voting shares represented at the Meeting;
  - Votes against: 0 shares, representing 0% of the total voting shares represented at the Meeting;
  - Abstentions: 0 shares, representing 0% of the total voting shares represented at the Meeting.
- b. The total number of invalid voting ballots: 0 ballots, representing 0 shares, equivalent to 0% of the total voting shares represented at the Meeting.

## **PART VI. APPROVAL OF THE MINUTES AND RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

1. Ms. Do Thi Ninh – on behalf of the Secretariat – read the Minutes of the General Meeting and the draft Resolution of the General Meeting.
2. The General Meeting voted and unanimously approved the Minutes of the General Meeting and the draft Resolution of the 2026 Annual General Meeting of Shareholders.

## **PART VII. CLOSING OF THE GENERAL MEETING**



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Ms. Tieu Thi Bach Duong – on behalf of the Organizing Committee – conducted the procedures for declaring the closing of the General Meeting.

These Minutes were made in 02 originals and shall be kept at 1369 Construction Joint Stock Company.

The meeting ended at 12:00 p.m. on 20 June 2026.

**SECRETARY**

**NGUYEN THI MAI LIEN**

**CHAIRPERSON**



**TIEU THI BACH DUONG**



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**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

*Hai Phong, 20 June 2026*

**REPORT ON THE BOARD OF DIRECTORS' ACTIVITIES**

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

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

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

**1. General situation**

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

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

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

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

**2. Results of Implementation of the 2025 General Meeting of Shareholders' Resolution**

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



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*Unit: VND billion*

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

*(Source: Audited Consolidated Financial Statements for 2025)*

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

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

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

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

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

### **3. Selection of Independent Auditing Firm**

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

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

### **4. Brand Development**



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

### **5. Training and Human Resource Development**

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

### **6. Environmental – Social Activities**

#### ***Environmental Protection Commitment***

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

#### ***Occupational Safety Management***

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

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

#### ***Social Responsibility and Community Impact***

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

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

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

### **1. Activities of the Board of Directors**

#### ***1.1. Structure of the Board of Directors***

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



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

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

***1.2. Overall assessment of the Board of Directors' activities***

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

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

***1.3. Results of the Board of Directors' governance activities***

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

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



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

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

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

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

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

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

### **4. Activities of Independent Board Members in 2025**

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

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

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

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

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

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

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



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

- Monitoring and implementing investment projects, ensuring progress, quality, efficient use of capital, and alignment with long-term development orientation;

- Managing business and production activities efficiently, optimizing resources, streamlining the organizational structure, and controlling costs appropriately to improve financial performance and protect shareholders' interests;

- Proactively reviewing and adjusting the business plan in line with market developments; balancing capital resources, human resources, and investment portfolio to ensure operational stability;

- Ensuring full, transparent, and timely disclosure of information in accordance with legal regulations and the rules of the Hanoi Stock Exchange (HNX);

- Coordinating the preparation of reports and submissions for the 2025 Annual General Meeting of Shareholders, ensuring completeness, accuracy, and compliance with regulations;

- Monitoring the implementation of Resolutions of the General Meeting of Shareholders and the Board of Directors; maintaining periodic reporting regimes to enhance governance efficiency and risk control;

- Strengthening the management of capital contributions in subsidiaries and affiliated companies to preserve and grow invested capital;

- Continuing to carry out social welfare and community responsibility activities in line with the Company's sustainable development objectives;

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

### III. ORIENTATION FOR IMPLEMENTATION OF TASKS AND 2026 BUSINESS PLAN

#### 1. Key targets for 2026 (consolidated figures)

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

*Unit: VND billion*

No.	Indicators	2025 Actual	2026 Plan	Growth
1	Consolidated Revenue	910	1,000	110%
*	Parent Company Revenue	256	400	163%
2	Consolidated Profit After Tax	43	80	186%
*	Parent Company Profit After Tax	40	56	140%

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

##### 2.1. General orientation for the 2026–2030 period



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

### ***2.2. Key tasks for 2026***

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

#### ***Accelerating the implementation of key real estate projects***

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

### **3. Implementation measures**

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

#### ***Improving corporate governance efficiency***

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

#### ***Financial control and improvement of capital efficiency***

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



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### ***Strengthening cooperation and leveraging M&A opportunities***

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

### ***Development of technical and architectural consulting services***

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

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

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

Sincerely./.

**Recipients:**

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

ON BEHALF OF THE BOARD OF DIRECTORS



TIEU THI BACH DUONG

**1369 CONSTRUCTION JOINT STOCK COMPANY**

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



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



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



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

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



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**APPENDIX 03 – TRANSACTIONS OF THE COMPANY WITH RELATED PARTIES**

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



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



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

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



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**APPENDIX 04 – TRANSACTIONS OF INTERNAL PERSONS OF THE COMPANY AND RELATED PERSONS OF INTERNAL PERSONS WITH SUBSIDIARIES AND COMPANIES CONTROLLED BY THE COMPANY**

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

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



THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hai Phong, 20 June 2026

**REPORT OF THE BOARD OF MANAGEMENT  
PRESENTED AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

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

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

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

**I. Report on Business and Production Results in 2025**

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

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

**1. Business and Production Results in 2025**

*Unit: VND billion*

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

*(Source: Audited Consolidated Financial Statements for 2025)*



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

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

### 2. Business Performance by Company Segments

#### a. Construction segment

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

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

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

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

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

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

#### b. Real estate segment

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

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



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

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

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

### **c. Trading segment**

#### ***Construction materials trading:***

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

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

#### ***Automotive trading:***

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

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

### **d. Financial investment**

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

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

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

### **3. Policy on Personnel Management and Employee Welfare**

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



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

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

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

### 4. Report on Social and Environmental Activities

#### *Social responsibility activities*

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

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

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

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

#### *Commitment to environmental protection and sustainable development*

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

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

## II. Business Plan for the Year 2026



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### 1. Production and Business Plan for 2026

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

#### Business objectives for 2026:

*Unit: VND billion*

Indicators	2025 Results		2026 Plan	
	Parent Company	Consolidated	Parent Company	Consolidated
Total revenue	256	910	400	1.000
Profit after tax (PAT)	40	43	56	80

#### Orientation and Implementation Strategy:

##### *- Flexible adaptation to the market*

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

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

##### *- Financial control and cost optimization*

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

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

##### *- Enhancing efficiency of core business segments*

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

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

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

##### *- Human resource development and technological innovation*

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

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

### 2. Action Plan for 2026



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### 2.1. Implementation of the Company's key business segments

#### *a. Construction activities and real estate project development*

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

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

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

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

#### *b. Trading activities*

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

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

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



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### *c. Financial activities*

- Continue implementing financial solutions in cash flow management and receivables collection, and work with banks to ensure sufficient capital supply for business operations as well as funding preparation for the Company's key projects;

- Periodically review the investment portfolio; strengthen risk management and restructure asset allocation to optimize operational efficiency;

- Continue promoting M&A activities with companies operating in the same sectors, aligned with C69's development orientation, with priority given to reputable companies owning clean land banks and transparent legal status.

### **2.2. Enhancing governance and management efficiency**

- Improve a modern governance system with flexible adjustments in accordance with actual conditions;

- Strengthen internal control, closely monitor financial and operational activities to ensure transparency and maximum efficiency;

- Apply digital technology in operations, moving toward intelligent data-driven governance and improved labor productivity;

- Enhance forecasting capabilities and risk management to proactively respond to economic and policy fluctuations.

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

- Provide in-depth training for project management teams and construction engineers to improve practical execution capabilities;

- Recruit strategic personnel, particularly for management positions, technical experts, and business development roles;

- Build a professional working environment that encourages innovation and creativity, thereby attracting and retaining talent.

### **2.4. Legal affairs and risk management**

- Ensure legal compliance and risk control to maintain sustainability in investment and operations;

- Proactively review contracts and project legal documentation to minimize potential risks.

### **2.5. Brand development and external relations expansion**

- Develop a strong communication strategy to enhance C69 brand recognition;

- Strengthen connections with strategic partners, banks, and regulatory authorities to build a solid foundation for long-term growth;

- Develop products and services in a distinctive direction, ensuring superior quality and long-term value.



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

**Respectfully submitted./.**

**Recipients:**

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

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



**LE TUAN NGHIA**



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**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

*Hai Phong, 20 June 2026*

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

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

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

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

**1. Assessment of the Board of Directors' Structure**

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

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

**2. Assessment of the Board of Directors' Activities**

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

**2.1. Performance of the Independent Board Member**

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

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

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



## ***2.2. Risk Management and Internal Control***

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

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

## ***2.3. Sustainable Development and Corporate Social Responsibility***

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

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

## **3. Recommendations and Future Orientation**

### ***3.1. Enhancing Corporate Governance Quality***

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

### ***3.2. Development Orientation for the Next Phase***

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

### ***3.3. Strengthening Risk Management***

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

## **4. Conclusion**

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

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

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



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

**Respectfully.**

**Recipients:**

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

**INDEPENDENT MEMBER OF THE  
BOARD OF DIRECTORS**





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*Hai Phong, 20 June 2026*

## **REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS**

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

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

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

##### **1. Personnel and Organizational Structure:**

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

##### **2. Supervisory Activities and Remuneration of the BOS**

###### ***2.1. Supervisory Activities Performed in 2025:***

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

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

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

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

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

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

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



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- + Results of the successful organization of the 2025 Annual General Meeting of Shareholders held on 25 April 2025;
- + Business performance results for 2024 and 2025 at quarterly and semi-annual milestones;
- + Preparation of financial statements for 2024 and quarterly 2025 reports of both the parent company and its subsidiaries;
- + Implementation of GMS resolutions; compliance by members of the BOD, Executive Board, and other management positions in the Company in 2025.

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

- Salary in 2025: VND 232,096,000;
- Remuneration in 2024, paid in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders: Head of BOS VND 7 million/month and BOS members VND 4 million/month. Total remuneration paid: VND 180 million, details as follows:

*Unit: VND*

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

## **II. Supervisory Results of the Board of Supervisors**

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

#### ***1.1. Profit Distribution and Dividend Payment for 2024***

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

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

#### ***1.2. Business Performance Results in 2025***

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

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

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

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

**2. Results of Supervising Financial and Audit Activities:**

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

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



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

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

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

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

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

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

#### ***3.1. Regarding the Board of Directors (BOD)***

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

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

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



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General Meeting of Shareholders and approved plans, while ensuring transparency and efficiency in corporate governance.

### ***3.2. Regarding the Board of Management***

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

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

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

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

### ***3.3. Regarding Shareholders:***

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

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

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

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

### **5. Supervisory Assessment Report on Related-Party Transactions:**

This includes transactions between the Company and related parties such as subsidiaries and associated companies, as well as transactions conducted by key management personnel with related parties. In 2025, these transactions mainly related to construction activities, goods trading, and financial activities. All transactions were conducted in a transparent manner, within



## 1369 CONSTRUCTION JOINT STOCK COMPANY

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authorized approval limits, and have been fully presented in the audited Consolidated Financial Statements for 2025; they were also fully disclosed in periodic Corporate Governance Reports. The Board of Supervisors has not detected any unusual transactions or transactions that may potentially cause conflicts of interest or affect the rights and interests of the Company and its shareholders.

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

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

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

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

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

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

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

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

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



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2.3. Acceleration and Legal Completion of Projects: The management should focus on accelerating the progress of ongoing projects such as: the terraced housing project in Ca – Dong Coi residential area; the residential project in Ninh Xa, Thuan Thanh District, Bac Ninh Province;..., in order to optimize capital utilization and reduce inventory levels. At the same time, proactive engagement with relevant authorities should be enhanced to complete legal documentation for real estate projects, and emerging issues during construction should be promptly addressed to ensure project progress and quality.

### IV. Work Plan of the Board of Supervisors for 2026

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

#### 1. Maintaining Close Supervision over Management and Administration Activities:

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

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

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

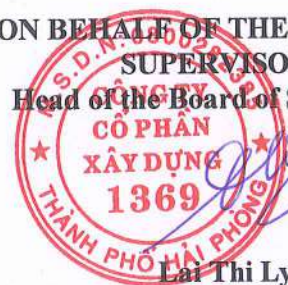
The above is the report of the Board of Supervisors on the Company's performance in 2025 and its orientation for 2026. The Board of Supervisors respectfully submits this report to the General Meeting of Shareholders for consideration and approval.

**Respectfully submitted./.**

#### Recipients:

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

ON BEHALF OF THE BOARD OF  
SUPERVISORS  
Head of the Board of Supervisors



Lai Thi Ly



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No.: 01 /TTr-ĐHĐCĐ.2026

Hai Phong, 20 June 2026

### PROPOSAL

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

To: The Annual General Meeting of Shareholders 2026

**Pursuant to:**

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

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

The key indicators are summarized as follows:

Unit: VND billion

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

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

Respectfully ./.

**Recipients:**

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

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRWOMAN



TIEU THI BACH DUONG



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**No.: 02 /TTr-ĐHĐCĐ.2026**

*Hai Phong, 20 June 2026*

**PROPOSAL**

*Re: Approval of the 2025 Profit Distribution Plan and Finalization of Remuneration for the Board of Directors and the Board of Supervisors for 2024*

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

**Pursuant to:**

- *Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;*
- *Law on Securities No. 54/2019/QH14 dated 26 November 2019 and the relevant implementing regulations;*
- *Decree No. 155/2020/NĐ-CP dated 31 December 2020 of the Government detailing and guiding the implementation of a number of articles of the Law on Securities;*
- *Charter of Organization and Operation of 1369 Construction Joint Stock Company (the "Company");*
- *Rights and responsibilities of the Board of Directors (the "BOD").*

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

**I. Profit Distribution Plan for 2025**

1. According to the audited separate financial statements for 2025, the accumulated undistributed profit after tax as of 31 December 2025 of the Parent Company is VND 77,209,734,952:

*Unit: VND*

No.	Item	Amount	Remarks
1	<b>Accumulated undistributed after-tax profit according to the separate financial statements as at 31 December 2025</b>	<b>77.209.734.952</b>	
2	<b>Profit distribution for 2025</b>	<b>38.479.983.200</b>	
	- <i>Appropriation to the Development Investment Fund</i>	500.000.000	
	- <i>Appropriation to the Bonus and Welfare Fund</i>	300.000.000	
	- <i>Remuneration of the Board of Directors and</i>	600.000.000	

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	<i>the Board of Supervisors for 2025</i>		
	<i>- Dividend distribution to shareholders for 2025</i>	37.079.983.200	
<b>3</b>	<b>Remaining undistributed after-tax profit</b>	<b>38.729.751.752</b>	

**2. Bonus Payment for the Board of Directors, the Board of Supervisors and the Executive Board for 2025**

As the Company prioritizes its financial resources for business operations and investment activities in 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the proposal not to pay bonuses to the Board of Directors, the Board of Supervisors and the Executive Board based on the operating results of 2025.

**3. 2025 Dividend Distribution Plan**

- Dividend payout ratio: 06% of par value (equivalent to VND 600 per share), calculated based on the total number of outstanding shares as at the record date for entitlement to cash dividends.

- Form of payment: Cash dividend

- Eligible recipients: Existing shareholders whose names appear on the shareholders' list as at the record date for entitlement to cash dividends in accordance with applicable laws.

- Funding source: Undistributed after-tax profits of the Company according to the audited consolidated financial statements for 2025

- Total estimated dividend payment: VND 37,079,983,200.

- Authorization to the Board of Directors to determine and decide the dividend payment date and to decide upon and carry out all procedures related to the payment of dividends to shareholders at the rate approved by the General Meeting of Shareholders, ensuring compliance with applicable laws.

**II. Finalization of Remuneration for the Board of Directors and the Board of Supervisors for 2024***Unit: VND*

No.	Full Name	Position	Remuneration for 2024
<b>I. Board of Directors</b>			
1.	Le Minh Tan	Chairman of the Board of Directors	180.000.000
2.	Le Tuan Nghia	Member of the Board of	60.000.000



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		Directors	
3.	Tieu Thi Bach Duong	Member of the Board of Directors	60.000.000
4.	Vu Le Hoa	Independent Member of the Board of Directors	60.000.000
5.	Vu Thi Thu Hien	Member of the Board of Directors	60.000.000
<b>II. Board of Supervisors</b>			
1.	Lai Thi Ly	Head of the Board of Supervisors	84.000.000
2.	Nguyen Thi Hong Nhung	Member of the Board of Supervisors	48.000.000
3.	Pham Thi Doan	Member of the Board of Supervisors	48.000.000
<b>Total</b>			<b>600.000.000</b>

The remuneration of the Board of Directors and the Board of Supervisors for 2024 (as approved by the 2025 Annual General Meeting of Shareholders) was allocated from the accumulated undistributed after-tax profits of the Parent Company as at the end of 2024 (according to the audited consolidated financial statements for 2025) and was paid during 2025.

The Board of Directors respectfully submits this matter to the General Meeting of Shareholders for consideration and approval.

**Respectfully submitted./.**

**Recipients:**

- Shareholders;
- Board of Directors, Board of Supervisors and Executive Board;
- Filed at the Company.

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



**TIEU THI BACH DUONG**



No.: 03 /TTr-DHĐCĐ.2026

Hai Phong, 20 June 2026

**PROPOSAL**

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

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

**Pursuant to:**

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

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

**I. Business Plan for 2026**

*Unit: VND billion*

No.	Indicator	Actual 2025	Plan 2026	2026 Plan / 2025 Actual (%)
1	Consolidated total revenue	910	1.000	110%
-	Parent company revenue	256	400	156%
2	Consolidated profit after tax (PAT)	43	80	186%
-	Parent company profit after tax (PAT)	40	56	140%

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

*Unit: VND*

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



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

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

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

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

**Respectfully./.**

**Recipients:**

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

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



**TIEU THI BACH DUONG**



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**No.: 04/TTr-DHĐCĐ.2026**

*Hai Phong, 20 June 2026*

## **PROPOSAL**

*Re: Selection of the Auditing Firm for 2026*

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

### **Pursuant to:**

- *The Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14;*
- *The Law on Securities No. 54/2019/QH14 dated 26 November 2019;*
- *Decree No. 155/2020/ND-CP dated 31 December 2020 detailing the implementation of a number of articles of the Law on Securities;*
- *The Charter on Organization and Operation of 1369 Construction Joint Stock Company (the "Company").*

The Supervisory Board of 1369 Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the selection of an independent auditing firm to audit the Company's financial statements for 2026 and other reports as required for the Company's operations, as follows:

### **1. Criteria for selecting an independent Auditing Firm:**

- Being a company legally operating in Vietnam and approved by the Ministry of Finance and the State Securities Commission of Vietnam to conduct audits for public interest entities in 2026;
- Having a reputable standing in the auditing field and a team of auditors with strong professional qualifications and extensive experience in sectors similar to the Company's business activities;
- Being capable of meeting the Company's requirements regarding audit scope and audit plan;
- Having no conflict of interest in conducting the audit of the Company's financial statements;
- Offering audit fees appropriate to the Company's audit scope and audit plan.

### **2. Specific Proposal on the Selection of an Independent Auditing Firm:**

Based on the above criteria, the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the following list of auditing firms from which one firm shall be selected to conduct the review of the Company's semi-annual financial statements and the audit of the Company's financial statements for 2026, including:

- Ernst & Young Vietnam Limited ("E&Y");



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- 
- UHY Auditing and Consulting Company Limited (“UHY”);
  - A&C Auditing and Consulting Company Limited (“A&C”);
  - International Auditing and Valuation Company Limited (“IAV”);
  - RSM Vietnam Auditing & Consulting Company Limited (“RSM”);
  - CPA Vietnam Auditing Company Limited;

To authorize the Board of Directors of the Company to select auditing firm from the above list to conduct the review of the Company’s semi-annual financial statements, the audit of the Company’s financial statements for 2026, and other reports as required for the Company’s operations.

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

**Sincerely./.**

***Recipients:***

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

**ON BEHALF OF  
THE SUPERVISORY BOARD  
HEAD OF THE SUPERVISORY BOARD**





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No. : 05/TTr-ĐHĐCĐ.2026

Hai Phong, 20 June 2026

## PROPOSAL

*Re: Update of the Company's Registered Business Lines System*

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

### Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of Law No. 59/2020/QH14;*
- *Law on Securities No. 54/2019/QH14 dated 26 November 2019;*
- *Decree No. 155/2020/NĐ-CP dated 31 December 2020 detailing the implementation of a number of articles of the Law on Securities;*
- *Decision No. 36/2025/QĐ-TTg dated 29 September 2025 promulgating the Vietnam Standard Industrial Classification System;*
- *The Charter on Organization and Operation of 1369 Construction Joint Stock Company.*

On 29 September 2025, the Prime Minister of the Socialist Republic of Vietnam issued Decision No. 36/2025/QĐ-TTg promulgating the Vietnam Standard Industrial Classification System, effective from 15 November 2025. Accordingly, Decision No. 27/2018/QĐ-TTg dated 06 July 2018 of the Prime Minister promulgating the Vietnam Standard Industrial Classification System expired as of 15 November 2025.

With the objective of continuously updating new legal regulations to ensure that the Company always operates in compliance with regulations, transparently, and in alignment with the current legal framework, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the update of the Company's registered business lines system in accordance with Decision No. 36/2025/QĐ-TTg.

This amendment to the registered business lines does not alter the Company's core business orientation, nor does it give rise to any new conditional business lines beyond the scope of its established operations. The primary purpose is to standardize business line codes and business line descriptions in accordance with the new legal regulations, thereby providing a complete and consistent legal basis for the Company in conducting business operations, entering into contracts, participating in bidding activities, and implementing investment projects.

### **1. Amendment of certain registered business lines as follows:**

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No.	Current registered business lines of the Company (under Decision No. 27/2018/QĐ-TTg. expired as of 15 November 2025)		Amended contents (under Decision No. 36/2025/QĐ-TTg. effective from 15 November 2025)	
	Business Line	Business Code	Business Line	Business Code
1.	Short-term accommodation services Details: Hotel and guesthouse services	5510	Other short-term accommodation services Details: Hotel and guesthouse services	5520
2.	Wholesale of solid, liquid and gaseous fuels and related products Details: Wholesale of coal and coal-related products	4661	Wholesale of solid, liquid and gaseous fuels and related products Details: Wholesale of coal and coal-related products	4671
3.	Wholesale of metals and metal ores Details: Wholesale of iron and steel	4662	Wholesale of metals and metal ores Details: Wholesale of iron and steel	4672
4.	Wholesale of construction materials and other installation supplies	4663	Wholesale of construction materials and other installation supplies	4673
5.	Other specialized wholesale not elsewhere classified Details: Wholesale of cement production additives; wholesale of processed stone minerals; wholesale of solar power materials and equipment. (Excluding goods for which foreign-invested economic organizations are not permitted to conduct distribution, export, or import activities in accordance with Vietnam's WTO Commitments Schedule, Decree No. 09/2018/NĐ-CP dated 15 January 2018 of the Government, and Circular No. 03/2024/TT-BCT dated 30 January 2024 of the Ministry of Industry and Trade.)	4669	Other specialized wholesale not elsewhere classified Details: Wholesale of cement production additives; wholesale of processed stone minerals; wholesale of solar power materials and equipment. (Excluding goods for which foreign-invested economic organizations are not permitted to conduct distribution, export, or import activities in accordance with Vietnam's WTO Commitments Schedule, Decree No. 09/2018/NĐ-CP dated 15 January 2018 of the Government, and Circular No. 03/2024/TT-BCT dated	4679



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			30 January 2024 of the Ministry of Industry and Trade.)	
6.	Repair of machinery and equipment		3312	3312
7.	Wholesale of automobiles and other motor vehicles		4511	4661
8.	Management consultancy activities Details: Project management and project management consultancy (Excluding financial, accounting, and legal consultancy services)	7020		7020
9.	Travel agency activities Details: Travel agency services (Excluding outbound travel services for tourists traveling from Vietnam to overseas destinations)	7911		7911
10.	Retail sale of passenger cars (9 seats or less)	4512		4781
11.	Real estate consultancy, brokerage, auction, and land use rights auction services (Excluding real estate valuation services) (Excluding real estate valuation services and business lines under Section A5 – business lines not yet open to foreign investors as prescribed in Appendix I of Decree No. 31/2021/NĐ-CP)	6820		6821
				6829



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			foreign investors as prescribed in Appendix I of Decree No. 31/2021/NĐ-CP)	
12.	Repair and maintenance of transport vehicles (excluding automobiles, motorcycles, mopeds, and other motor vehicles)	3315	Repair and maintenance of transport vehicles (excluding automobiles, motorcycles, mopeds, and other motor vehicles)	3315
13.	Retail sale of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and lighting equipment, and other household articles not elsewhere classified in specialized stores	4759	Retail sale of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and lighting equipment, and other household articles not elsewhere classified	4759

**1369 CONSTRUCTION JOINT STOCK COMPANY**

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

Tel: 02203 891 898 Website: <https://cpxd1369.com.vn/>**2. Removal of certain registered business lines:** due to such business lines no longer being provided for under Decision No. 36/2025/QĐ-TTg

No.	Business line	Business Code
1	Agency activities for automobiles and other motor vehicles	4513
2	Wholesale of automobiles and other motor vehicles	4511
3	Other specialized wholesale not elsewhere classified Details: Wholesale of cement production additives; wholesale of processed stone minerals; wholesale of solar power materials and equipment. (Excluding goods for which foreign-invested economic organizations are not permitted to conduct distribution, export, or import activities in accordance with Vietnam’s WTO Commitments Schedule, Decree No. 09/2018/NĐ-CP dated 15 January 2018 of the Government, and Circular No. 03/2024/TT-BCT dated 30 January 2024 of the Ministry of Industry and Trade.)	4669
4	Retail sale of passenger cars (9 seats or less)	4512
5	Real estate consultancy, brokerage, auction, and land use rights auction services (Excluding real estate valuation services) (Excluding real estate valuation services and business lines under Section A5 – business lines not yet open to foreign investors as prescribed in Appendix I of Decree No. 31/2021/NĐ-CP)	6820

**3. Amendment to the Company Charter**

To amend Article 4.1 on the Company’s business lines in the Company Charter to reflect the update of the Company’s registered business lines system in accordance with Decision No. 36/2025/QĐ-TTg.

**4. Implementation**

To approve the authorization of the General Director, concurrently the legal representative of the Company, to implement matters relating to the amendment of the Company’s registered business lines, including but not limited to the following tasks:

Carrying out procedures relating to the amendment of registered business lines with competent State authorities, including adjustments to detailed contents within the scope of business line codes approved by the General Meeting of Shareholders under this Proposal;



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Performing other tasks relating to the amendment of the Company's registered business lines in accordance with applicable laws.

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

**Respectfully./.**

**Recipients:**

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

ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIR WOMAN



**TIEU THI BACH DUONG**



**1369 CONSTRUCTION JOINT STOCK COMPANY**

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No.: 06 /TTr-ĐHĐCĐ.2026

Hai Phong, 20 June 2026

**PROPOSAL**

*Re: Approval of the Share Offering Plan for Charter Capital Increase in 2026*

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

**Pursuant to:**

- *Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of Law on Enterprises No. 59/2020/QH14, and relevant implementing regulations;*
- *Law on Securities No. 54/2019/QH14 dated 26 November 2019 and relevant implementing regulations;*
- *Law No. 56/2024/QH15 dated 29 November 2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations;*
- *Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing and guiding the implementation of a number of articles of the Law on Securities;*
- *The Charter on Organization and Operation of 1369 Construction Joint Stock Company (the "Company");*
- *The Company's actual capital mobilization needs.*

**I. NECESSITY OF THE CHARTER CAPITAL INCREASE**

The period from 2020 to 2025 has been an extremely challenging and critical phase for the economy in general and for 1369 Construction Joint Stock Company in particular. Nevertheless, with strong determination from the Board of Directors ("BOD"), the management of 1369 Construction Joint Stock Company has undertaken the restructuring of its traditional business segments, continuously sought new markets, promoted trade activities, and explored new business opportunities. In particular, strengthening cooperation in the fields of trading and construction materials, restructuring real estate business activities, and especially expanding into the industrial park real estate segment, have generated and continue to generate positive business results, contributing significant value to the Company and its shareholders. These initiatives constitute one of the key strategic orientations of the management. Therefore, raising additional capital to enhance the Company's business performance is highly necessary.

The additional capital raised through the 2026 charter capital increase will enable the Company to expand its scale of operations and enhance its proactiveness in production and



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business activities. Furthermore, the new capital will strengthen the Company's financial capacity, facilitating access to other sources of funding, including bank loans, financing from financial institutions in the market, as well as capital from business partners and foreign investors.

### II. SHARE OFFERING PLAN

- Name of shares to be offered: Shares of 1369 Construction Joint Stock Company
  - Type of shares: Ordinary shares
  - Charter capital before the offering: VND 617,999,720,000.
  - Number of outstanding shares: 61,799,972 shares.
  - Number of treasury shares: 0 shares.
  - Par value: VND 10,000 per share.
  - Maximum number of shares to be additionally offered: 30,000,000 shares.
  - Including:
    - Private placement: Up to 20,000,000 shares (Details of the Private Placement Plan are set out in Proposal No. 06.1/TTr-ĐHĐCĐ.2026 of the Board of Directors of 1369 Construction Joint Stock Company);
    - Public offering of additional shares to existing shareholders: Up to 10,000,000 shares (Details of the Public Offering Plan of Additional Shares to Existing Shareholders are set out in Proposal No. 06.2/TTr-ĐHĐCĐ.2026 of the Board of Directors of 1369 Construction Joint Stock Company);
  - Total value of shares to be offered at par value (estimated): Up to VND 300,000,000,000.
  - Proposed sequence of implementation of the offering:
    - (i) Private placement of shares;
    - (ii) Upon completion of the private placement, the Company shall proceed with the public offering of additional shares to existing shareholders.
- The General Meeting of Shareholders ("GMS") authorizes the Board of Directors ("BOD") to determine the sequence of the offerings, including but not limited to combining both offering methods into a single offering tranche or adjusting the above sequence based on actual circumstances, provided that such implementation complies with applicable laws. The BOD shall report the implementation results to the GMS at its nearest meeting.
- Plan to address any shortfall in the expected proceeds in the event the offering does not raise sufficient capital: The BOD shall proactively seek and arrange alternative funding



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sources from the Company's business operations and credit facilities with reasonable financing costs in order to meet the Company's capital requirements at the relevant time.

### III. AUTHORIZED MATTERS

The General Meeting of Shareholders ("GMS") approves the Offering Plan and authorizes the Board of Directors ("BOD") to decide and carry out all matters relating to the implementation of the 2026 Share Offering Plan for Charter Capital Increase in accordance with applicable laws and regulations, ensuring the interests of both the shareholders and the Company, including but not limited to the following matters:

- To prepare, finalize and, where necessary, amend the Offering Plan (excluding the proposed number of shares to be issued and the offering price) for submission to the State Securities Commission of Vietnam ("SSC") for approval;
- To determine the appropriate timing for the implementation of the offering based on actual conditions;
- To decide on the detailed share offering plan and/or amend, supplement or adjust the offering plan when necessary in accordance with the Company's actual circumstances;
- To finalize and approve the offering dossier and carry out all procedures relating to the issuance for charter capital increase in accordance with the plan approved by the GMS;;
- To proactively provide explanations and clarifications regarding the issuance application dossier submitted to the SSC; and to proactively amend and supplement the offering plan and offering dossier as required by the SSC and other competent authorities;
- To determine the offering structure to ensure compliance with foreign ownership limits as prescribed by law;
- To approve the detailed plan for the use of proceeds. Depending on the timing of receipt of proceeds from the share offering, the BOD shall consider allocating the proceeds among the purposes approved by the GMS in a manner that maximizes business efficiency;
- To allocate and utilize the proceeds from the offering for the aforementioned purposes in a reasonable manner based on the actual timing of the issuance.

Based on the Company's business situation, the BOD is authorized to adjust, amend or supplement the plan for the use of proceeds from the offering within the scope of the purposes approved by the GMS; and to adjust, amend or supplement the detailed use-of-proceeds plan to ensure efficiency and maximize benefits for the Company and its shareholders, with any such changes to be reported to the GMS at its nearest meeting;

- To handle fractional shares and shares not subscribed for or not paid for by shareholders in accordance with applicable regulations;



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- To resolve any issues arising (if any) during the implementation of the charter capital increase;
- To report the offering results to the SSC and carry out information disclosure procedures in accordance with applicable regulations;
- To amend and supplement the Company's Charter regarding provisions related to charter capital following the successful completion of the capital increase; and to carry out procedures for amendment of the Enterprise Registration Certificate to reflect the new charter capital;
- To register the offered shares for centralized depository with the Vietnam Securities Depository and Clearing Corporation (VSDC) and to carry out procedures for additional listing of the successfully offered shares on the relevant Stock Exchange.
- To decide on and handle any other matters arising in connection with the implementation of the 2026 Share Offering Plan and the completion of the charter capital increase.
- The BOD is authorized to delegate the implementation of certain matters set out above to the Chairman of the BOD and/or the General Director.

The Board of Directors respectfully submits this Proposal to the General Meeting of Shareholders for consideration and approval.

**Respectfully submitted with thanks./.**

**Recipients:**

- GMS;
- BOD, Supervisory Board, Board of Management;
- Archived at the Company.

**ON BEHALF OF THE BOARD OF DIRECTORS**



**TIEU THI BACH DUONG**



**1369 CONSTRUCTION JOINT STOCK COMPANY**

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No.: **06.1 /TTr-ĐHĐCĐ.2026**

*Hai Phong, 20 June 2026*

**PROPOSAL**

*Re: Approval of the Private Placement Plan in 2026*

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

**Pursuant to:**

- *Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of Law on Enterprises No. 59/2020/QH14 and relevant implementing regulations;*
- *Law on Securities No. 54/2019/QH14 dated 26 November 2019 and relevant implementing regulations;*
- *Law No. 56/2024/QH15 dated 29 November 2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations;*
- *Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing and guiding the implementation of a number of articles of the Law on Securities;*
- *The Charter on Organization and Operation of 1369 Construction Joint Stock Company (the "Company");*
- *The Company's actual needs.*

The Board of Directors ("BOD") of 1369 Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders ("GMS") for consideration and approval the private placement of shares for the purpose of increasing the Company's charter capital, with the principal contents as follows:

**I. PRIVATE PLACEMENT PLAN**

**1. Purpose of the Offering**

The period from 2020 to 2025 has been an extremely challenging and critical phase for the economy in general and for 1369 Construction Joint Stock Company in particular. Nevertheless, with strong determination from the Board of Directors ("BOD"), the management of 1369 Construction Joint Stock Company has undertaken the restructuring of its traditional business segments, continuously sought new markets, promoted trade activities, and explored new business opportunities. In particular, strengthening cooperation in the fields of trading and construction materials, as well as restructuring its real estate business activities, especially through the addition of the industrial park real estate segment, has generated and continues to generate positive business results, contributing significant value to the Company and its shareholders. These initiatives constitute one of the key strategic orientations of the



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management. Accordingly, identifying and pursuing merger and acquisition (M&A) opportunities is also one of the key strategies emphasized by the management to expand the Company's scale of operations and create new growth drivers.

The 2026 private placement of shares for charter capital increase is intended to raise funds for the acquisition of companies that the Company considers suitable for enhancing and strengthening its business capabilities in the Company's key industries and business sectors during the period from 2026 to 2030, with a vision toward 2035.

### 2. Offering Plan

1. Issuing Organization	1369 Construction Joint Stock Company
2. Name of Shares to be Offered	Shares of 1369 Construction Joint Stock Company
3. Type of Shares to be Offered	Ordinary shares
4. Par Value	VND 10,000 per share
5. Number of Outstanding Shares	61,799,972 shares ( <i>In words: Sixty-one million seven hundred ninety-nine thousand nine hundred seventy-two shares</i> )
6. Offering Method	Private placement of shares
7. Proposed Number of Shares to be Offered	Up to 20,000,000 shares ( <i>In words: Twenty million shares</i> )
8. Principles for Determining the Offering Price	<ul style="list-style-type: none"><li>- Book value of C69 shares as of 31 December 2025 (based on the audited consolidated financial statements for 2025): VND 11,523 per share</li><li>- Average closing price of C69 shares over 30 trading sessions (calculated as the arithmetic mean) from 09 April 2026 to 25 May 2026: VND 16,263 per share</li></ul> <p>In order to ensure the feasibility of the offering, the BOD proposes a private placement to professional securities investors at an offering price of VND 10,000 per share.</p>
9. Offering Price	VND 10,000 per share
10. Total Offering Value (Estimated)	Up to VND 200,000,000,000 ( <i>In words: Two hundred billion Vietnamese Dong</i> )
11. Proposed Offerees (Estimated)	<ul style="list-style-type: none"><li>- The offerees shall be domestic and foreign investors that satisfy the criteria of professional securities investors in accordance with applicable laws.</li></ul>



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	<p>- Investor selection criteria:</p> <ul style="list-style-type: none"> <li>• Individuals and/or organizations with extensive experience in corporate management and administration.</li> <li>• Employees of the Company who have made significant contributions and are committed to a long-term association with the Company.</li> <li>• Individuals and/or organizations with extensive business networks and cooperative relationships; individuals and/or organizations capable of developing the Company's business segments, expanding markets, and generating benefits for the Company's business operations and shareholders in both the short and long term.</li> <li>• Individuals and/or organizations with strong financial capacity, capable of supporting the successful completion of the Company's capital raising activities and ensuring sufficient financial resources for the Company to accelerate and implement investments in real estate projects and other new business sectors during the 2026–2030 period.</li> </ul> <p>- The GMS authorizes the BOD to select and approve the list of investors and the number of shares to be purchased by each investor, provided that the offering is successfully completed and serves the interests of both the Company and its shareholders.</p>
<p>12. Transfer Restrictions</p>	<p>Shares offered to professional securities investors shall be subject to a transfer restriction of 100% of the shares for a period of one (01) year from the completion date of the offering, except for transfers between professional securities investors, transfers pursuant to a legally effective court judgment or decision, an arbitral award or decision, or inheritance in accordance with applicable laws.</p>
<p>13. Treatment of Unsold Shares</p>	<p>- In the event that not all offered shares are subscribed for by investors, the GMS authorizes the BOD to offer the remaining shares to other eligible investors meeting the investor selection criteria approved by the GMS, in compliance with applicable laws and at a price not lower than VND 10,000 per share.</p> <p>- If, upon expiry of the offering period as prescribed by law,</p>



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	there remain unsubscribed shares, such unsold shares shall be cancelled and the offering shall be terminated.
14. Implementation Period	During 2026 and no later than the date of the 2027 Annual General Meeting of Shareholders, provided that the offering is completed within ninety (90) days from the date on which the State Securities Commission of Vietnam (“SSC”) issues a notice confirming receipt of a complete application dossier for the private placement.

**3. Other Matters Relating to the Proposed Investors**

The number of investors proposed to participate in the offering shall be fewer than ten (10) investors.

Other investors: The GMS authorizes the BOD to select other investors that satisfy the foregoing criteria, with the objective of ensuring the successful completion of the offering at the highest possible subscription rate.

**4. Plan for the Use of Proceeds from the Offering**

Purpose of Use	Allocation of Proceeds (VND)
Mergers and Acquisitions (M&A) Activities	200.000.000.000
<b>TOTAL</b>	<b>200.000.000.000</b>

- The proceeds raised from the private placement shall be used for M&A transactions involving companies that are assessed to be aligned with the Company's development orientation and capable of strengthening and enhancing the Company's core business sectors under its development strategy for the next five (05) to ten (10) years. The target companies include, but are not limited to, Thang Long 369 Real Estate Trading Floor Joint Stock Company, Tan Hung Company Limited, Hoang Thuan Loc Investment Group Joint Stock Company,...
- The GMS authorizes the BOD to determine and negotiate the percentage of shares and/or capital contributions to be acquired in such target companies in accordance with the Company's strategy, actual circumstances, and the negotiation process with the shareholders and/or capital contributors of the target companies, including cases where, following the completion of the M&A transaction, the target company may become a subsidiary or an associate company of the Company.
- Plan to address any shortfall in the expected proceeds in the event the offering does not raise sufficient capital: The BOD shall proactively seek and arrange alternative funding



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sources from the Company's business operations and credit facilities with reasonable financing costs in order to meet the Company's capital requirements at the relevant time.

### II. AUTHORIZED MATTERS

The GMS approves the aforementioned offering plan and authorizes the BOD to decide on and carry out all matters relating to the implementation of the 2026 Private Placement Plan in accordance with applicable laws and regulations, ensuring the interests of both the shareholders and the Company, including but not limited to the following matters:

- + To determine the detailed list of investors eligible to purchase the additional shares in this offering, provided that such investors satisfy the investor selection criteria set out in the Offering Plan, and to determine the number of shares to be offered to each investor;
- + To determine the timing of the offering following approval by the State Securities Commission of Vietnam ("SSC"); and to adjust the offering price for partners and investors if the approved offering price is deemed inappropriate under prevailing market conditions.
- + To determine the offering structure to ensure compliance with foreign ownership limits as prescribed by applicable laws.
- + To finalize and approve the offering dossier and carry out all procedures relating to the issuance for charter capital increase in accordance with the plan approved by the GMS.
- + To proactively provide explanations and clarifications regarding the issuance application dossier submitted to the SSC; and to proactively amend and supplement the offering plan and offering dossier as required by the SSC and other competent authorities.
- + To approve the detailed use-of-proceeds plan; to allocate and utilize the proceeds from the offering for the purposes set out above in a reasonable manner based on the actual timing of the issuance. Based on the Company's business situation, the BOD is authorized to adjust, amend or supplement the plan for the use of proceeds from the offering within the scope of the purposes approved by the GMS; and to adjust, amend or supplement the detailed use-of-proceeds plan to ensure efficiency and maximize benefits for the Company and its shareholders, with any such changes to be reported to the GMS at its nearest meeting.
- + To resolve any issues arising (if any) during the implementation of the charter capital increase.
- + To report the offering results to the SSC and carry out information disclosure procedures in accordance with applicable regulations.
- + To amend and supplement the Company's Charter regarding provisions related to charter capital following the successful completion of the capital increase; and to carry out procedures for amendment of the Enterprise Registration Certificate to reflect the new charter capital.



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- + To register the offered shares for centralized depository with the Vietnam Securities Depository and Clearing Corporation (VSDC) and to carry out procedures for additional listing of the successfully offered shares on the relevant Stock Exchange.
  - + To decide on and handle any other matters arising in connection with the implementation of the Offering Plan and the completion of the charter capital increase.
  - + The BOD is authorized to delegate the implementation of certain matters set out above to the Chairwoman of the Board of Directors and/or the General Director.

The Board of Directors respectfully submits this Proposal to the General Meeting of Shareholders for consideration and approval.

**Respectfully submitted with thanks./.**

**Recipients:**

- GMS;
- BOD, SB, BOM;
- Archived at the Company.

**ON BEHALF OF THE BOARD OF**

**DIRECTORS**

**CHAIRWOMAN**



**TIEU THI BACH DUONG**



No.: **06.2 /TTr-ĐHĐCĐ.2026**

*Hai Phong, 20 June 2026*

## **PROPOSAL**

*Re: Approval of the Public Offering of Additional Shares to Existing Shareholders in 2026*

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

### **Pursuant to:**

- *Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of Law on Enterprises No. 59/2020/QH14 and relevant implementing regulations;*
- *Law on Securities No. 54/2019/QH14 dated 26 November 2019 and relevant implementing regulations;*
- *Law No. 56/2024/QH15 dated 29 November 2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations;*
- *Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing and guiding the implementation of a number of articles of the Law on Securities;*
- *The Charter on Organization and Operation of 1369 Construction Joint Stock Company (the “Company”);*
- *The Company's actual capital raising needs.*

The Board of Directors (“BOD”) of 1369 Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders (“GMS”) for consideration and approval the Public Offering of Additional Shares to Existing Shareholders in 2026, with the principal contents as follows:

### **I. OFFERING PLAN**

#### **1. Purpose of the Offering**

The period from 2020 to 2025 has been an extremely challenging and critical phase for the economy in general and for 1369 Construction Joint Stock Company in particular. Nevertheless, with strong determination from the Board of Directors (“BOD”), the management of 1369 Construction Joint Stock Company has undertaken the restructuring of its traditional business segments, continuously sought new markets, promoted trade activities, and explored new business opportunities. In particular, strengthening cooperation in the fields of trading and construction materials, as well as restructuring its real estate business activities, especially through the addition of the industrial park real estate segment, has generated and continues to generate positive business results, contributing significant value to the Company and its



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shareholders. These initiatives constitute one of the key strategic orientations of the management. Accordingly, raising additional capital to enhance the Company's business performance is highly necessary.

The 2026 public offering of additional shares to existing shareholders is intended to raise funds for the acquisition of companies that the Company considers suitable for enhancing and strengthening its business capabilities in its key industries and business sectors during the period from 2026 to 2030, with a vision toward 2035; and for the repayment of bank loan principal and interest in order to strengthen the Company's financial capacity.

### 2. Offering Plan

1. Issuing Organization	1369 Construction Joint Stock Company
2. Name of Shares to be Offered	Shares of 1369 Construction Joint Stock Company
3. Type of Shares to be Offered	Ordinary shares
4. Par Value	VND 10,000 per share
5. Number of Outstanding Shares	61,799,972 shares ( <i>In words: Sixty-one million seven hundred ninety-nine thousand nine hundred seventy-two shares</i> )
6. Offering Method	Public offering of additional shares
7. Proposed Number of Shares to be Offered (Estimated)	Up to 10,000,000 shares ( <i>In words: Ten million shares</i> )
8. Principles for Determining the Offering Price	<ul style="list-style-type: none"><li>- Book value of C69 shares as of 31 December 2025 (based on the audited consolidated financial statements for 2025): VND 11,523 per share</li><li>- Average closing price of C69 shares over 30 trading sessions (calculated as the arithmetic mean) from 09 April 2026 to 25 May 2026: VND 16,263 per share</li></ul> Based on general market conditions and other factors affecting the success of the offering, while also creating an opportunity for existing shareholders to continue contributing to the Company's development, the BOD proposes an offering price of VND 10,000 per share for existing shareholders.
9. Offering Price	VND 10,000 per share



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10. Total Offering Value (Estimated)	Up to VND 100,000,000,000 ( <i>In words: One hundred billion Vietnamese Dong</i> )
11. Offerees	Existing shareholders whose names appear on the list of shareholders as of the record date for determining entitlement to subscription rights, as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC) (the "Shareholders List").
12. Proposed Exercise Ratio	<p>82:10 (<i>On the record date for determining shareholders entitled to exercise subscription rights, a shareholder holding 82 shares shall be entitled to purchase 10 new shares; each subscription right entitles the holder to purchase one (01) new share</i>)</p> <p>The proposed exercise ratio is determined on the assumption that the private placement is successfully completed. The GMS authorizes the BOD to determine and adjust the final exercise ratio based on actual circumstances, provided that the total number of additional shares offered does not exceed the number specified in Item 7 above.</p>
13. Rounding Method and Treatment of Fractional Shares	<p>The number of shares to be subscribed for by each shareholder shall be rounded down to the nearest whole share. Any fractional shares (if any) arising from the allocation shall be handled by the BOD and redistributed to other investors in accordance with applicable regulations.</p> <p>Example: Shareholder Nguyen Van A owns 100 shares. The number of subscription rights received shall be calculated as follows: <math>100 \div 82 \times 10 = 12.19</math> subscription rights, corresponding to the right to purchase 12.19 new shares.</p> <p>Accordingly, Shareholder Nguyen Van A shall be entitled to purchase 12 new shares, while the fractional 0.19 share shall be redistributed by the BOD to other investors in accordance with applicable regulations.</p>
14. Transferability of Subscription Rights	Existing shareholders whose names appear on the Shareholders List as of the record date shall be entitled to transfer their subscription rights to other persons during the prescribed period. Subscription rights may only be transferred once ( <i>the transferee may not further</i>



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	<p><i>transfer such rights to a third party</i>). Treasury shares shall not be entitled to subscription rights. The transferor and transferee shall be responsible for arranging payment and fulfilling all obligations relating to the transfer of subscription rights in accordance with applicable regulations.</p>
15. Transfer Restrictions	<p>- Shares subscribed for by existing shareholders through the exercise of subscription rights, and shares purchased by investors through acquired subscription rights, shall be freely transferable.</p> <p>- Fractional shares redistributed by the BOD to other investors, and shares not subscribed for or not paid for by existing shareholders and subsequently redistributed by the BOD to other investors, shall be subject to a transfer restriction period of one (01) year from the completion date of the offering in accordance with Article 42 of Decree No. 155/2020/ND-CP dated 31 December 2020 detailing and guiding the implementation of a number of articles of the Law on Securities.</p>
16. Treatment of Shares Unsubscribed for, Unpaid Shares and Fractional Shares	<p>Shares not subscribed for, shares for which payment is not made by existing shareholders, and fractional shares shall be redistributed by the BOD to other investors (<i>including existing shareholders wishing to subscribe for additional shares</i>) at a price not lower than the offering price applicable to existing shareholders, in order to ensure full distribution of all offered shares.</p> <p>Criteria for selecting investors to receive redistributed fractional shares and unsubscribed shares:</p> <ul style="list-style-type: none"><li>✓ Having strong financial capacity, professional expertise, and experience relevant to the Company's business activities;</li><li>✓ Having experience in advising and supporting the Company in corporate governance, market development, technical matters, technology, and business expansion;</li><li>✓ Satisfying the requirements relating to capital contribution and investment in parent companies and subsidiaries as prescribed in Clause 2, Article 195 of the 2020 Law on Enterprises.</li></ul>



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	<p>Investors purchasing shares not subscribed for, unpaid shares, and fractional shares must satisfy the conditions set out in Clause 3, Article 42 of Decree No. 155/2020/ND-CP dated 31 December 2020.</p> <p>In the event that the BOD is unable to distribute all such shares, the remaining shares shall be cancelled and the BOD shall issue a decision to terminate the offering.</p>
17. Implementation Period	Immediately upon obtaining approval from the State Securities Commission of Vietnam (SSC).

### 2.1. Other Matters Relating to the Public Offering of Additional Shares to Existing Shareholders:

a. *Minimum Successful Subscription Rate:* Not applicable.

b. *Contingency Plan in the Event the Offering is Unsuccessful:*

The Company shall utilize funds generated from its business operations and credit facilities with reasonable financing costs to implement the intended use of proceeds in the event that the offering is unsuccessful. In addition, should the offering fail, the Company undertakes to settle the rights and interests of shareholders who have paid for the subscribed shares in accordance with applicable laws within the shortest possible time, thereby minimizing any potential losses to shareholders.

c. *Share Dilution Risks:*

- *Market Price Dilution Risk:*

On the ex-rights date relating to the subscription rights offered to existing shareholders (the "Ex-Rights Date"), the reference price of the shares shall be adjusted by the Hanoi Stock Exchange in accordance with the following formula:

Where:

$$P_{tc} = \frac{P_{t-1} + (I_1 \times P_1)}{1 + I_1}$$

$P_{tc}$  : Reference price on the Ex-Rights Date

$P_{t-1}$  : Closing price of the shares on the most recent trading day immediately preceding the Ex-Rights Date

$P_1$  : Offering price applicable to existing shareholders

$I_1$  : Additional capital ratio resulting from the offering of subscription rights to existing shareholders.

- *EPS Dilution Risk:*

The projected diluted earnings per share ("EPS") shall be calculated as follows:

$$\text{Diluted EPS} = E / Q_{bq}$$



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Where:

+ Diluted EPS: Diluted earnings per share after the successful completion of the offering.

+ E: Total profit attributable to holders of ordinary shares.

+ Q<sub>bq</sub>: Weighted average number of outstanding shares during the period (after the offering).

Basic earnings per share (EPS) may decrease as earnings are allocated over a larger number of outstanding shares following the offering.

### - *Book Value per Share Dilution Risk*

The projected diluted book value per share ("BV") shall be calculated as follows:

$$BV = \text{Equity Attributable to Shareholders} / (Q - \text{Treasury Shares})$$

Where:

+ Equity Attributable to Shareholders: Shareholders' equity attributable to shareholders

+ Q: Total number of issued shares

+ Treasury Shares: Total number of treasury shares

+ BV: Book value per share

Following the share offering, the book value per share (BV) may decrease if the growth rate of the total number of shares exceeds the growth rate of shareholders' equity.

### - *Ownership and Voting Rights Dilution Risk:*

The ownership percentage and voting rights of existing shareholders may be diluted if such shareholders elect not to exercise their subscription rights in the offering.

The GMS authorizes the BOD to assess, based on actual conditions at the time of implementation, the expected level of share dilution following the offering and to provide a more detailed evaluation thereof.

## 2.2. Plan for the Use of Proceeds from the Offering

No.	Purpose of Use of Proceeds	Allocated Amount (VND)
1	Mergers and Acquisitions (M&A) Activities	91.000.000.000
2	Repayment of Bank Loan Principal	9.000.000.000
	<b>TOTAL</b>	<b>100.000.000.000</b>

Plan to Address Any Shortfall in the Expected Proceeds from the Offering: In the event that the offering does not raise the expected amount of capital, the BOD shall proactively seek and arrange alternative funding sources from the Company's operating cash flows and credit



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facilities with reasonable financing costs to meet the Company's capital needs at the relevant time.

### II. AUTHORIZED MATTERS

The GMS approves the aforementioned offering plan and authorizes the BOD to decide on and carry out all matters relating to the implementation of the 2026 Public Offering of Additional Shares to Existing Shareholders in accordance with applicable laws and regulations, ensuring the interests of both the shareholders and the Company, including but not limited to the following matters:

- To prepare, finalize and, where necessary, amend the offering plan, excluding any amendment to the proposed number of shares to be offered, for submission to the State Securities Commission of Vietnam ("SSC") for approval;
- To determine the appropriate timing for implementing the public offering of additional shares based on actual circumstances;
- To determine the detailed offering plan and/or amend, supplement or modify the offering plan as necessary in accordance with the actual situation of the Company;
- To finalize and approve the offering dossier and carry out all procedures relating to the issuance for charter capital increase in accordance with the plan approved by the GMS;
- To proactively provide explanations and clarifications regarding the issuance application dossier submitted to the SSC; and to proactively amend and supplement the offering plan and offering dossier as required by the SSC and other competent authorities;
- To determine the offering structure to ensure compliance with foreign ownership limits as prescribed by applicable laws;
- To approve the detailed use-of-proceeds plan. Depending on the timing of receipt of proceeds from the public offering of additional shares, the BOD shall consider allocating the proceeds among the purposes approved by the GMS in a manner that maximizes the Company's business efficiency;
- To allocate and utilize the proceeds from the offering for the purposes set out above in a reasonable manner based on the actual timing of the issuance.

Based on the Company's business situation, the BOD is authorized to adjust, amend or supplement the plan for the use of proceeds from the offering within the scope of the purposes approved by the GMS; and to adjust, amend or supplement the detailed use-of-proceeds plan to ensure efficiency and maximize benefits for the Company and its shareholders, with any such changes to be reported to the GMS at its nearest meeting;

- To handle fractional shares, shares not subscribed for by shareholders, and shares for which payment is not made by shareholders in accordance with applicable regulations;



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- To resolve any issues arising (if any) during the implementation of the charter capital increase;
- To report the offering results to the State Securities Commission of Vietnam (“SSC”) and carry out information disclosure procedures in accordance with applicable regulations;
- To amend and supplement the Company's Charter regarding provisions related to charter capital following the successful completion of the capital increase; and to carry out procedures for amendment of the Enterprise Registration Certificate to reflect the new charter capital;
- To register the offered shares for centralized depository with the Vietnam Securities Depository and Clearing Corporation (VSDC) and to carry out procedures for additional listing of the successfully offered shares on the relevant Stock Exchange.
- To decide on and handle any other matters arising in connection with the implementation of the Offering Plan and the completion of the charter capital increase.
- The BOD is authorized to delegate the implementation of certain matters set out above to the Chairwoman of the Board of Directors and/or the General Director.

The Board of Directors respectfully submits this Proposal to the General Meeting of Shareholders for consideration and approval.

**Respectfully submitted with thanks./.**

**Recipients:**

- GMS;
- BOD, SB, BOM;
- Archived at the Company.

ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRWOMAN

**TIEU THI BACH DUONG**



No.: 07 /TTr-ĐHĐCĐ.2026

Hai Phong, 20 June 2026

## PROPOSAL

*Re: Amendment and Supplementation of the Company Charter*

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

**Pursuant to:**

- Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of Law on Enterprises No. 59/2020/QH14;
- Law on Securities No. 54/2019/QH14 dated 26 November 2019;
- Decree No. 155/2020/NĐ-CP dated 31 December 2020 detailing the implementation of a number of articles of the Law on Securities;
- Decision No. 36/2025/QĐ-TTg dated 29 September 2025 promulgating the Vietnam Standard Industrial Classification;
- The Charter on Organization and Operation of 1369 Construction Joint Stock Company.

**The Board of Directors respectfully submits to the General Meeting of Shareholders the proposal for the amendment and supplementation of the Company Charter as follows:**

Details of the proposed amendments and supplements to the Company Charter are set out in the Appendix attached to this Proposal. The amended and supplemented provisions of the Company Charter shall become effective from the date of approval by the General Meeting of Shareholders.

The Board of Directors respectfully submits this matter to the General Meeting of Shareholders for consideration and approval.

**Respectfully submitted./.**

**Recipients:**

- General Meeting of Shareholders;
- Board of Directors, Board of Supervisors and Executive Board;
- Filed at the Company.

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



**TIEU THI BACH DUONG**



**AMENDMENTS AND SUPPLEMENTS TO THE CHARTER OF 1369 CONSTRUCTION JOINT STOCK COMPANY**

**Notes:**

- The proposed amendments under the section "Provisions of the Current Charter" are indicated in **bold and underlined text**.
- The contents to be amended and supplemented under the section "Proposed Amendments" are presented in *italicized, bold, and red-colored text*.
- Any contents not listed in the comparison table below shall remain unchanged.
- Decision 36 refers to Decision No. 36/2025/QĐ-TTg promulgating the Vietnam Standard Industrial Classification System, effective from November 15, 2025.

NO.	ARTICLE/CLAUSE	CURRENT CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS AND BASIS
1	Preamble	This Charter was adopted pursuant to <b><i>Resolution No. 01/2025/NQ-DHĐCĐ.C69 of the General Meeting of Shareholders dated April 25, 2025</i></b>	This Charter was adopted pursuant to <b><i>Resolution No. 01/2026/NQ-DHĐCĐ.C69 of the General Meeting of Shareholders dated June 20, 2026</i></b>	Pursuant to the Resolution of the General Meeting of Shareholders approving the Charter
2	Article 2.3	3. The registered head office of the Company is: - Head office address: <b><u>No. 37, 38 Da Tuong Street, Le Thanh Nghi Ward, Hai Duong City, Hai Duong Province, Vietnam.</u></b> - Telephone: (+84) 220 3 891 898 - E-mail: <a href="mailto:cpxd1369@1369.vn">cpxd1369@1369.vn</a> - Website: <a href="https://cpxd1369.com.vn/">https://cpxd1369.com.vn/</a>	3. The registered head office of the Company is: - Head office address: <b><i>No. 37, 38 Da Tuong Street, Le Thanh Nghi Ward, Hai Phong City, Vietnam.</i></b> - Telephone: (+84) 220 3 891 898 - E-mail: <a href="mailto:cpxd1369@1369.vn">cpxd1369@1369.vn</a> - Website: <a href="https://cpxd1369.com.vn/">https://cpxd1369.com.vn/</a>	Amended due to changes in administrative boundaries



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3	Article 4.1	1. The business lines and sectors of the Company are: (Details are provided in Proposal No. 05/TTr-DHDCD.2026)	1. The business lines and sectors of the Company are: (Details are provided in Proposal No. 05/TTr-DHDCD.2026)	Amended in accordance with Decision 36
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