





REGULATION ON ORGANIZATION OF  
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Enterprise Law No. 59/2020/QH14;

- Pursuant to the Charter of Hanoi Construction Corporation - Joint Stock Company;

The 2026 Annual General Meeting of Shareholders of Hanoi Construction Corporation - Joint Stock Company shall be organized and conducted in accordance with the following Regulation:

CHAPTER I  
GENERAL PROVISIONS

**Article 1: Scope of Application**

1. This Regulation applies to the organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as "the General Meeting") of Hanoi Construction Corporation - Joint Stock Company (the "Corporation").
2. This Regulation specifically sets out the rights and obligations of shareholders and other parties attending the General Meeting, as well as the conditions and procedures for holding the General Meeting.
3. Shareholders and other parties attending the General Meeting are responsible for complying with the provisions of this Regulation.

**Article 2: Order of the General Meeting**

1. All shareholders or their authorized representatives attending the General Meeting must dress neatly.
2. Shareholders or their authorized representatives, upon entering the meeting room, must comply with the seating arrangements made by the Organizing Committee.

No smoking is allowed in the General Meeting room; no private conversations, no use of mobile phones during the General Meeting; no unauthorized audio or video recording without the Organizing Committee's consent. All mobile phones must be turned off or set to silent mode.

3. Shareholders or their authorized representatives are responsible for attending the General Meeting from its opening until its closing. In case a shareholder or authorized representative, due to force majeure, must leave the meeting before the General Meeting ends, that shareholder or authorized representative shall contact the Organizing Committee to submit their written opinions on matters to be voted on at the General Meeting. In case a shareholder or authorized representative voluntarily leaves the meeting before the General Meeting ends, that shareholder shall be deemed to have



2. Decisions of the Presidium and the Chairperson on matters such as order, procedure, or events arising outside the expected agenda of the General Meeting of Shareholders shall be final.
3. The Presidium shall carry out such work as it deems necessary to conduct the General Meeting validly, orderly, and in a manner reflecting the wishes of the majority of attending shareholders.
4. The Chairperson has the right to adjourn the General Meeting, for which a sufficient number of attendees have registered, for a maximum of three (03) working days from the intended opening date, and may only adjourn the meeting or change the meeting venue in the following circumstances:
  - a. The meeting venue does not have sufficient seating conveniently for all attendees;
  - b. The information facilities at the meeting venue are inadequate for attending shareholders to participate, discuss, and vote;
  - c. There are attendees who obstruct or cause disorder, threatening the conduct of the meeting in a fair and lawful manner.
5. The Secretariat consists of one (01) Head and several members, with the function of preparing the Minutes of the General Meeting and performing other supporting tasks as assigned by the Presidium.

### CHAPTER III

#### PROCEDURES FOR CONDUCTING THE GENERAL MEETING

##### **Article 11: General Meeting Process**

1. The General Meeting shall proceed in accordance with the order of the agenda approved by the General Meeting;
2. The General Meeting shall successively discuss and approve the items on the General Meeting agenda by voting in the manner prescribed in this Regulation;
3. The General Meeting shall close after the Minutes of the General Meeting are approved.

##### **Article 12: Discussion of Meeting Content and Q&A**

After all reports and presentations have been delivered at the General Meeting, the Chairperson shall continue to preside over the discussion session, receive shareholder opinions, and answer questions according to the following principles and methods:

- Shareholders attending the General Meeting shall write down their comments on forms and send them to the Secretariat for compilation and submission to the Chairperson.
- The Chairperson shall only answer directly questions that are central and relevant to the items on the General Meeting agenda and that are representative of many shareholders; the Chairperson shall not answer directly or explain in detail matters that have already been disclosed, are already prescribed by legal documents, or matters requiring professional explanation or detailed information serving the individual requests of a particular shareholder.
- Questions not answered during the General Meeting due to time constraints shall also be answered in writing or on the Corporation's website.



### **Article 13: Passing of Resolutions / Decisions of the General Meeting**

1. Form of voting on items at the General Meeting: by showing Voting Cards.
2. Passing of Resolutions/Decisions of the General Meeting of Shareholders:

A resolution on the following content is passed if approved by shareholders representing at least 65% of the total voting rights of all shareholders attending and voting at the meeting:

- a) Types of shares and total number of shares of each type;
- b) Changes to business lines and sectors;
- c) Changes to the management organizational structure of the Corporation;
- d) Investment projects or sale of assets with a value equal to or greater than 50% of the total asset value recorded in the Corporation's most recent financial statements;
- e) Reorganization or dissolution of the Corporation.

Other resolutions are passed when approved by shareholders representing more than 50% of the total voting rights of all shareholders attending and voting at the meeting, except for cases specified in paragraphs 3, 5, 6 and 8 of Article 35 of the Corporation's Charter.

3. The General Meeting shall vote openly. Shareholders or authorized representatives shall vote on all matters requiring approval at the General Meeting by raising their Voting Cards as directed by the Chairperson.
4. According to the General Meeting Agenda, the Chairperson shall seek a vote of the General Meeting for each issue by inviting shareholders or authorized representatives to raise their Voting Cards in sequence of three options: For, Against, Abstain.
5. The Vote Counting Board shall count the Voting Cards on the spot to determine the voting percentage for each issue submitted to the General Meeting for approval.

### **Article 14: Minutes and Resolutions of the General Meeting of Shareholders**

1. All content of the General Meeting of Shareholders must be recorded in Minutes by the General Meeting Secretary.
2. The Minutes and Resolutions of the meeting shall be read and approved before the close of the General Meeting and shall be kept at the head office of the Corporation.

### **Article 15: Implementation Provision**

This Regulation consists of 3 chapters and 15 articles, taking effect upon approval by the General Meeting of Shareholders. Shareholders and other persons attending the General Meeting are responsible for complying with the provisions of this Regulation.

**REPORT ON PRODUCTION AND BUSINESS RESULTS  
FOR 2025 AND PLAN FOR 2026**

**To: SHAREHOLDERS' GENERAL MEETING**

The Board of Directors of Hanoi Construction Corporation – JSC respectfully reports and submits to the Shareholders' General Meeting for approval the production and business results for 2025 and the plan for 2026 as follows.

**I. PRODUCTION AND BUSINESS RESULTS FOR 2025:**

In 2025, the Board of Directors actively organized and directed production and business activities to implement the production and business plan approved by the SGM and the BOD. The Board of Directors reports and evaluates the achieved production and business results as follows:

**1. Key Production and Business Indicators:**

*Unit: billion VND*

Indicator	2025 Plan	2025	%
1. Output	3.430	3.601	105%
2. Revenue	2.576	2.789	108%
3. Profit Before Tax	54,9	49,3	90%
4. Profit After Tax	45,8	46,6	102%
5. Return on Equity (ROE)	3,2%	3,3%	102%
6. Investment Value	158	161	102%
7. Dividend	3%	3%	100 %

*(The above production and business results are based on the audited financial statements of the Parent Company)*

The year 2025 was a particularly significant year, marking many positive and profound economic, political, and social changes. The national economy continued its growth momentum amidst a mix of opportunities, advantages, difficulties, and challenges.

Regarding advantages, the Government vigorously implemented economic reform policies to usher the country into a new development era, ensuring development goals

and achieving GDP growth of over 10%. It also accelerated administrative reforms towards being streamlined, effective, and efficient. The reorganization of the state apparatus according to Resolution No. 18-NQ/TW of the Party Central Committee created a more favorable institutional environment for production and business activities. The Government continued prioritizing the allocation of public investment capital for national key transportation and urban infrastructure projects, enabling construction enterprises to expand market share and enhance competitiveness. Furthermore, fiscal policies supporting businesses continued to be maintained, including the exemption, reduction, and extension of deadlines for payment of certain taxes and fees as regulated.

However, in 2025, the Corporation also faced considerable difficulties and challenges, specifically:

- Prices of construction materials, especially steel, cement, and other essential supplies, continued to fluctuate upwards, directly impacting construction costs and contract profitability.

- Bank lending rates, although showing a trend of adjustment, were not truly stable, posing difficulties for financial cost planning.

- In addition, competition in the construction sector continued to intensify, demanding increasingly higher capabilities, quality, and contract execution progress..

Against this backdrop, the Board of Directors and the General Management Board proactively and decisively managed and directed operations; focused on mobilizing and allocating resources appropriately; intensified participation in bidding and organized the execution of numerous infrastructure investment projects and key national projects with high quality and schedule requirements. During the year, the Corporation completed and handed over many high-value projects to investors, contributing to affirming its reputation and capability in the construction market. Simultaneously, the Corporation flexibly adjusted its business plans, schedules, and construction progress to suit actual developments, ensuring continuous production and business operations, stable employment, and livelihoods for its employees.

At the end of the 2025 fiscal year, the Corporation completed the production and business plan approved by the 2025 Annual Shareholders' General Meeting. Key financial indicators, including profit before tax, profit after tax, and dividends, met or exceeded the set plans, demonstrating the effective management of the Corporation's leadership in a volatile business environment.

## **2. Investment, Real Estate Business, and Post-Investment Asset Activities:**

The Board of Directors actively directed the implementation of investment activities according to the progress and plan approved by the SGM and BOD, with key projects as follows:

- In 2025, component projects in the Diplomatic Corps Area were implemented, including:

- + Project N01-T67: Completed investment settlement; Completed issuance of house ownership certificates for customers; Performed post-investment building management and operations.

- + NT1 Kindergarten Project: Implemented construction of structural items.

1100  
T  
CÔ  
XÂY  
HÀ  
NH

+ TH1, TH2 School Projects: Implemented construction of structural items.

+ NO-NG High-rise Housing Project, CC3-4 Office and Commercial Services Project, NT1 Kindergarten Project: Performed procedures related to project investment preparation.

- In 2025, the Corporation won bids and was appointed as the investor for the Social Housing Apartment Complex project on a 3.71-hectare land plot in Phuoc An Commune, Dong Nai Province, and participated in a joint venture for the Social Housing project on a 2.1-hectare land plot in Phuoc An Commune, Dong Nai Province. The Corporation implemented project investment preparation work and commenced construction in January 2026. These are two investment projects providing approximately 2,000 social housing apartments, paving the way for a new trend in the Corporation's investment activities in the social housing sector.

- Developed and implemented effective business plans, optimizing economic benefits for the Corporation's post-investment assets.

Investment activities in 2025 were basically implemented on schedule and ensured effectiveness according to the plan, with investment procedures complying with legal regulations. Effective investment activities provided the primary source of profit in the Corporation's production and business results.

### **3. Bidding and Construction and Installation:**

The Corporation successfully performed bidding, construction, and completion of projects, meeting the deadlines set by investors, with some projects exceeding the schedule:

- Market and Bidding Activities: The Corporation participated in price quotes and bidding for many projects, focusing on key projects with large values, funded by the state budget, and projects of complex scale and nature. This leveraged the Corporation's strengths, consolidated and enhanced its competitiveness, while significantly contributing to output value and revenue, and creating jobs for its employees.

- Construction and Installation Management:

+ During the year, the Corporation commenced work on bid packages such as Package No. 19 "Construction and Equipment Supply and Installation for Le Hong Phong Cadre Training School"; Package for fences, foundation, and dining hall structure at Long Thanh; Package 7.8a: Construction of warehouse No. 1 pile items - Long Thanh International Airport; Package 15-DA Construction of Passenger Terminal T2 - Cat Bi Airport, Hai Phong; Package No. 7.8 Construction of warehouse No. 1 superstructure - Long Thanh International Airport; Package for the construction and completion of the main building and flight kitchen - Long Thanh International Airport.

+ The Corporation completed and handed over key national projects with complex technical requirements and very tight deadlines (e.g., Passenger Terminal T3 - Tan Son Nhat; Terminal T2 - Noi Bai Airport). For these projects, the Corporation made significant efforts to mobilize resources to organize construction meeting the schedules required by the Government and investors, ensuring quality and safety. The Corporation also completed and handed over numerous projects for the Ministry of Public Security, such as the H06 Medical Department Headquarters, H07 External Relations Department Headquarters, 30/4 Hospital Project, and 19/8 Hospital Project.

#### **4. Planning, Finance, and Accounting:**

The Corporation's planning, finance, and accounting activities were carried out in compliance with the Accounting Law, accounting regulations and standards; the Charter and internal regulations; and met the requirements of production and business operations.

The Corporation considers the development and implementation of the annual financial plan based on the production and business plan approved by the SGM as a crucial activity significantly impacting the fulfillment of annual production and business tasks.

Implementing financial activities according to the approved Financial Plan enabled the Board of Directors to proactively manage production operations and ensure cash flow for business activities. As of December 31, 2025, the Corporation's total assets amounted to 5,312 billion VND, of which short-term assets were 4,022 billion VND and long-term assets were 1,289 billion VND. In 2025, the Corporation effectively mobilized and utilized capital, flexibly allocating funds to meet the timely needs of its core business segments. Total cash flow reached nearly 4,500 billion VND, of which proceeds from real estate and construction activities were approximately 3,300 billion VND, and budget contributions were 129.6 billion VND.

#### **5. Restructuring and Management of Investment Capital in Enterprises:**

- For the Parent Company:

According to Official Dispatch No. 4903/VPCP-ĐMDN dated June 4, 2025, from the Prime Minister, the Ministry of Construction continues to act as the representative of the state capital ownership at Hanoi Construction Corporation – JSC. The Corporation is not subject to the transfer of state capital ownership representation rights to the State Capital Investment and Trading Corporation (SCIC)

- Regarding the restructuring of subsidiaries and associates:

+ The Ministry of Construction approved the divestment plan for 06 companies in 2025, which was also approved by the 2025 Annual Shareholders' General Meeting. The Corporation carried out the necessary procedures to determine and approve the starting price and transfer plan for the capital in these 06 companies, reporting to the Ministry of Construction. Consequently, in 2025, the Corporation completed divestment in 05/06 companies according to the plan, generating 220 billion VND from an investment value of 167 billion VND. The proceeds supplemented working capital for production and business activities and significantly contributed to the year's results. For the remaining 01 company, the Ministry of Construction is guiding the divestment procedures.

+ Management of the Corporation's investment capital in subsidiaries and associates: Investment capital management is conducted through the activities of capital representatives holding management and executive positions in these companies. In 2025, the production and business performance of subsidiaries and associates improved, with positive changes in business results. Consequently, dividend income from these companies was higher compared to 2024.

#### **5. Organization, Personnel, Corporate Governance, and Other Activities:**

- Regarding the establishment and improvement of the organizational structure:

+ Focused on adjusting the Charter on functions and duties of departments to align with the organizational model after implementing the Organizational and Personnel Restructuring Scheme (Phase 1).

+ Reviewed and arranged management personnel, staff... in line with production orientation and the content of the Restructuring Scheme (Phase 1).

+ Established new Executive Boards, Project Command Boards, and mobilized/recruited additional personnel to implement newly won bid packages.

- Promoted administrative reform, digital transformation, and improved the business environment to enhance competitiveness in the construction industry:

+ Continued implementing the Corporation's Digital Transformation Scheme, evaluating and learning from Phase 1 to improve and upgrade software promptly.

+ Researched and proposed the implementation of the next phase of the Digital Transformation Scheme.

## II. PRODUCTION AND BUSINESS PLAN FOR 2026

Forecasts indicate that 2026 will continue to be a challenging year as the global economy experiences complex fluctuations due to wars and trade tariff policies. This directly impacts the domestic market, causing construction material prices to fluctuate upwards and bank lending rates to remain high. Consequently, the Corporation's production and business activities face significant pressure from rising financial costs, alongside difficulties in accessing preferential loans for social housing projects.

Furthermore, the Corporation faces challenges in recovering capital from certain construction projects, leading to financial shortages and requiring increased bank credit with high interest rates. This significantly raises financial costs, affecting the year's profit targets. Additionally, severe shortages and fierce competition for human resources in the construction industry pose further difficulties. Against this backdrop of economic and market challenges, the Corporation establishes the 2026 production and business plan with the following specific targets:

### 1. Production and Business Plan:

*Unit: billion VND*

Indicator	2025	2026	%
1. Output	3.601	3.960	110%
2. Total Revenue	2.789	2.928	105%
<i>Of which::</i>			
<i>Construction Revenue</i>	2.575	2.475	
<i>Real Estate Trading Revenue</i>	9,2	278	
<i>Revenue from Goods, Services, 205 175 Finance, and Others</i>	205	175	
3. Profit Before Tax	49,3	61,5	124%

4. Profit After Tax	46,6	42,8	92%
5. Return on Equity (ROE)	3,3%	3,0%	92%
6. Investment Value	161	350	217%
7. Dividend	3%	3%	100%

## **2. Investment, Real Estate Business, and Post-Investment Asset Activities:**

The Corporation continues to implement effective business projects, closely adhering to project schedules, and promptly meeting market demands to ensure optimal efficiency.

- Implement investment in component projects in the Diplomatic Corps Area: NT1, NT2 Kindergarten Projects, TH1, TH2 School Projects; P1 Parking Lot; CC3-4 Office and Commercial Services Area Project; Complete investment procedures for N01-NG, N02-NG projects, and CC5 project in the Diplomatic Corps Area.

For the N0-NG High-rise Housing Project: Carry out work related to project investment preparation.

- Implement the Social Housing Apartment Complex project on the 3.71-hectare land plot in Phuoc An Commune, Dong Nai Province: with a total project area of 37,139 m<sup>2</sup>, height of 6-10 floors, total of 1,490 apartments, population of 3,069 people, total estimated investment of approximately 1,500 billion VND, implementation timeline from Q1/2026 to Q1/2028.

- Continue searching for, bidding for, and developing real estate investment projects and social housing projects in several potential provinces and cities.

- Implement effective business plans to optimize economic benefits for the Corporation's post-investment assets.

## **3. Construction and Installation Contracting Activities:**

- In 2026, the Corporation will continue to participate in bidding, focusing on finding packages in transportation, infrastructure, and civil sectors to secure employment for subsequent phases.

- The Corporation will continue to focus on managing and directing the construction and completion handover of key projects, ensuring they meet very tight deadlines, such as Passenger Terminals and Cargo Terminals belonging to the "Long Thanh International Airport Construction Investment Project - Phase 1". The Corporation will also concentrate resources (capital, personnel) to comply with contract schedules and ensure construction quality at newly commenced projects, such as Package No. 15 Passenger Terminal - Cat Bi International Airport, and the Le Hong Phong Cadre Training School.

## **4. Planning and Finance:**

- Focus on flexibly developing and adjusting financial plans with the goal of

diversifying capital sources and balancing cash flow to ensure adequate and timely capital for real estate investment and construction activities, with an expected output of approximately 3,500 billion VND in 2026.

- Promote settlement and debt recovery to increase capital turnover, reduce interest expenses, and avoid overdue debts at commercial banks, which could affect the Corporation's credit rating..

#### **5. Organization, Personnel, Corporate Governance, and Other Activities:**

- Continue to arrange and deploy personnel; provide training; recruit personnel suitable for the organizational structure; handle policies for redundant personnel according to current legal regulations.

- Promote digital transformation to optimize corporate governance and enhance competitiveness in the construction industry.

- Prepare personnel and organize training to lay the foundation for implementing Building Information Modeling (BIM) in construction and installation activities.

#### **6. Regarding Corporation Restructuring:**

- Continue the divestment process at 01 company as approved, following the guidance of the Ministry of Construction.

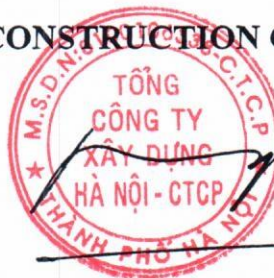
- Implement the Corporation's development orientation for the 2026-2031 period after approval by the Ministry of Construction and the SGM, including the restructuring of the Corporation's capital investments in other enterprises.

The above is the report on production and business results for 2025 and the plan for 2026. The Board of Directors of Hanoi Construction Corporation – JSC submits it to the SGM for review and approval.

Recipients: *Hua*

- As above;
- Filed: BOD;

HANOI CONSTRUCTION CORPORATION – JSC *883*



*TÔNG GIÁM ĐỐC*  
*ThS. Nguyễn Đỗ Quý*

**REPORT ON OPERATING RESULTS OF THE BOARD OF DIRECTORS  
FOR 2025 AND PLAN FOR 2026**

**To: THE GENERAL MEETING OF SHAREHOLDERS**

The Board of Directors of Hanoi Construction Corporation - Joint Stock Company reports to the General Meeting of Shareholders on the operating results for 2025 and the operating plan for 2026 as follows:

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

The Board of Directors consists of 05 members:

1. Mr. Dau Van Dien - Chairman of the Board
2. Mr. Nguyen Do Quy - Member of the Board
3. Mr. Nguyen Minh Cuong - Member of the Board
4. Mr. Duong Ngoc Quang - Member of the Board
5. Mr. Tran Huyen Linh - Member of the Board

**1. General activities:**

Implementing the production and business plan approved by the General Meeting of Shareholders, the Board of Directors actively organized and carried out tasks, work, and functions within its authority under the Charter and internal regulations; thereby directing, managing and supervising the Board of General Directors in implementing the tasks, plans and production and business targets approved by the General Meeting of Shareholders and the Board of Directors.

In 2025, the Board of Directors held 26 meetings and 79 consultations with Board members to adopt 105 resolutions directing, managing and supervising the Board of General Directors in implementing production and business tasks in all areas of the Corporation's activities, specifically:

**1.1. Real estate investment and trading, and post-investment assets:**

The Board of Directors focused on directing and managing real estate investment and trading in 2025 such as: Implementing tasks at component projects of the Diplomatic Corps Area; bidding and being appointed as the investor of the Social Housing Apartment Project on the 3.71 ha land lot in Phuoc An Commune, Dong Nai Province, and participating in a joint venture to implement the Social Housing Project on the 2.1 ha land lot in Phuoc An Commune, Dong Nai Province, providing approximately 2,000 social housing units, creating a premise for a new trend in the Corporation's investment activities in the social



housing sector. Reviewing and adjusting the business plan for post-investment assets of the Corporation.

1.2. Bidding and construction and installation:

- Bidding: The Board of Directors assigned the Board of General Directors to participate in price bidding and tendering for nearly ten packages with a total value of nearly VND 4,000 billion, and continues to conduct bidding for several important packages, creating work sources for the Corporation's next phase and providing jobs for employees.

- Construction and installation management: The Board of Directors provided orientations directing the Board of General Directors to focus on developing plans, schedules and ensuring cash flow for the construction of packages at key projects with very urgent schedule requirements, specifically:

+ Newly commenced: 06 packages with a value of over VND 6,000 billion such as Package: fence, foundation structure and body of the canteen building at Long Thanh; Package 7.8a: Construction of pile items for cargo terminal No. 1 - Long Thanh Airport; Package 15 - Construction of passenger terminal T2 - Cat Bi International Airport, Hai Phong; Package No. 7.8 - Construction of the body of cargo terminal No. 1 - Long Thanh Airport; Package: Finishing construction of main building and canteen building - Long Thanh Airport; Package No. 19 - Construction, supply and installation of equipment for Le Hong Phong Cadre Training School;

+ Completed construction: During the year, the Corporation completed and handed over several national key projects with complex technical requirements and very urgent schedules (such as Passenger Terminal T3 - Tan Son Nhat; Terminal T2 - Noi Bai Airport). For these projects, the Corporation made great efforts to mobilize resources to organize construction to meet the schedule requirements of the Government and the Investor; ensuring quality and safety as required. The Corporation also completed and handed over many projects under the Ministry of Public Security such as: Headquarters of Health Department H06, Headquarters of Foreign Relations Department H07, 30/4 Hospital project, 19/8 Hospital project.

1.3. Planning, Finance and Accounting:

The Board of Directors approved the Financial Plan for 2025 as a basis for the Board of General Directors to organize the implementation of production and business tasks; ensuring capital and cash flow for investment activities and construction and installation work. In addition, the Board of Directors also required the Board of General Directors to continuously review and adjust the financial plan to suit market developments and the Corporation's business activities; apply necessary measures to control and reduce regular expenses and financial costs of the Corporation.

1.4. Restructuring of the Corporation and management of investment capital in enterprises:

- Enterprise restructuring:

+ Plan to divest from 06 companies in 2025 was approved by the Ministry of Construction and the 2025 Annual General Meeting of Shareholders.

+ The Board of Directors directed the Board of General Directors to carry out procedures and formalities to implement the divestment according to regulations. As a result, by the end of 2025, the Corporation completed divestment from 5 out of 6 companies under the scheme approved by the Ministry of Construction.

- Management of investment capital in subsidiaries and associates: management of investment capital in enterprises is carried out in accordance with the Enterprise Law, the Charter, and the Corporation's Regulations; simultaneously, through the activities of capital representatives holding management and executive positions at subsidiaries and associates.

The Corporation organized a Capital Management Conference in June 2025 to evaluate the management of investment capital in enterprises. To date, the Corporation's investment capital management and capital representative management have a full system of regulations and have become strict, ensuring processes and procedures as prescribed.

#### 1.5. Organization, personnel, corporate governance:

- Organization and personnel:

+ The Board of Directors issued Regulations on functions and tasks of departments and divisions suitable to the organizational structure after implementing the restructuring scheme (phase 1);

+ Directed the Board of General Directors to review and arrange management personnel, employees... suitable to the production orientation and content of the Restructuring Scheme (phase 1).

+ Established new Executive Boards, Project Command Boards and mobilized and recruited additional personnel to implement newly won packages during the period.

- Corporate governance: The Board of Directors directed the amendment, updating and improvement of the Charter and internal regulations governing all production and business activities of the Corporation to ensure compliance with corporate governance requirements. At the same time, promoting administrative reform, continuing to implement the Corporation's digital transformation project; evaluating and learning from phase 1 to improve and upgrade software promptly; researching and proposing the implementation of the next phase of the digital transformation project.

#### 1.6. Some key production and business targets achieved in 2025 are as follows:

*Unit: billion VND*

Target	Plan 2025	Actual 2025	Ratio
1. Production and business value	3.430	3.601	105%
2. Revenue	2.567	2.789	108%
3. Profit before tax	54,9	49,3	90%

4. Profit after tax	45,8	46,6	102%
5. Profit after tax / Owner's equity ratio	3,2%	3,3%	102%
6. Investment value	158	161	102%
7. Dividend	3%	3%	100%

## **2. Supervisory activities of the Board of Directors over the Board of General Directors**

- In 2025, the Board of Directors actively supervised and directed the General Director and management officers in the production and business management of the Corporation through the issuance of Resolutions, decisions and directive opinions at periodic briefing meetings; simultaneously, the Board of Directors supervised the Board of General Directors in implementing directive documents issued by the Board.

- The Board of General Directors proactively and flexibly followed the Resolutions of the Board of Directors, adopted reasonable solutions in management, direction and administration; focused on directing and removing difficulties for the Corporation's key investment projects.

- In 2025, although the Corporation's production and business situation still faced many difficulties, with a high sense of responsibility, the Board of General Directors made many efforts to manage the Corporation to complete the set targets according to the plan.

## **3. Performance of duties by Board members**

- Board members were assigned specific tasks for the new term and actively performed their assigned duties. Among them, 03 Board members concurrently holding positions in the Board of General Directors created unified linkage in strategic planning and actual implementation management; at the same time, members had a comprehensive view of the production and business situation to make appropriate and timely governance decisions.

- Each Board member fully performed their responsibilities under the law, the Charter, and the Corporation's internal regulations to ensure the overall operation of the Board, contributing to the completion of the production and business results approved by the 2025 Annual General Meeting of Shareholders.

## **II. OPERATING PLAN OF THE BOARD OF DIRECTORS FOR 2026**

Forecast for 2026 continues to be a challenging year as the global economy fluctuates complicatedly due to the impacts of wars and trade tariff policies. This directly affects the domestic market, causing construction material prices to fluctuate upwards and bank loan interest rates to remain high. As a result, the Corporation's production and business activities face great pressure from high financial costs, along with difficulties in accessing preferential loan capital for social housing projects.

In addition, the Corporation faces difficulties in recovering capital from some construction and installation works, leading to a financial shortage, forcing it to increase outstanding bank credit loans at high interest rates. This significantly increases financial costs, affecting the profit target for the year. Besides, the shortage and fierce competition for human resources in the construction industry also cause many difficulties. In the context of a challenging economic and market environment, the Corporation sets its production and business plan for 2026 with the following specific targets:

*Unit: billion VND*

Target	Actual 2025	Plan 2026	Ratio of 2026 Plan to 2025 Actual
1. Output	3.601	3.960	110%
2. Total revenue, of which:	2.789	2.928	105%
Construction and installation revenue	2.575	2.475	
Real estate trading revenue	9,2	278	
Revenue from goods and services supply, finance, others	205	175	
3. Profit before tax	49,3	61,5	124%
4. Profit after tax	46,6	42,8	92%
5. Profit after tax / Owner's equity ratio	3,3%	3,0%	92%
6. Investment value	161	350	217%
7. Dividend	3%	3%	100%

To achieve the above targets, the Board of Directors will focus on directing, managing and supervising the Board of General Directors in implementing the production and business plan and carrying out the following main tasks:

1. Investment and real estate trading:

- Focus on implementing investment in component projects of the Diplomatic Corps Area: NT1, NT2 kindergarten projects, TH1, TH2 school projects; Office and commercial service area project CC3-4; Complete investment procedures for projects N01-NG, N02-NG, CC5 project in the Diplomatic Corps Area;

- Implement the Social Housing Apartment Project in Phuoc An Commune, Dong Nai Province according to the schedule committed to the Dong Nai City People's Committee;

- Continue to search, bid, and develop real estate investment projects and social housing projects.

- Implement an effective business plan to optimize economic benefits from the Corporation's post-investment assets.

## 2. Bidding and construction and installation management:

- The Corporation focuses necessary resources to organize construction and complete the packages: Package 5.10, Package 7.8, Package 7.8a - Construction investment project of Long Thanh International Airport Phase 1; Package 15 - Cat Bi International Airport.

- Focus on capital recovery from packages completed and handed over in 2025 (Package 11, Package 12 - T3 Tan Son Nhat; Package 12 - T2 Noi Bai...).

- Promote the review, reconciliation and handling of debts in the construction and installation sector.

3. Financial plan, investment supervision: Issue a financial plan for the Board of General Directors to develop a financial plan meeting capital and cash flow needs for real estate business and construction and installation activities; develop a plan for effective recovery and handling of debts.

## 4. Organization, personnel, corporate governance and other tasks:

- Focus on directing the Board of General Directors to review, adjust and implement the Corporation's organizational restructuring project (next phase) to suit the Corporation's current production and business situation towards: organizing the production and business management apparatus according to a block model: Construction and installation, Real estate investment and trading, Financial investment...; simultaneously recruit, arrange, position, and train personnel according to production and business blocks to improve labor productivity.

- Focus on directing the implementation of solutions for digital transformation, technology application in financial planning, corporate governance, personnel organization, bidding, construction and installation management, and management and operation of the Corporation's production and business activities.

- Review the Charter and internal regulations to ensure compliance with legal regulations and the actual situation of the Corporation.

5. Enterprise restructuring: Implement the Corporation's Development Orientation for the 2026-2031 period after approval by the Ministry of Construction as a basis for financial restructuring and corporate governance to increase working capital, reduce financial costs and improve the Corporation's production and business efficiency.

The above is the report on the operating results of the Board of Directors for 2025 and the plan for 2026. The Board of Directors of Hanoi Construction Corporation - JSC respectfully submits to the General Meeting of Shareholders for consideration and approval.

Recipients: *Hm*

- As above;

- Filed: BOD;

ON BEHALF OF THE BOARD OF DIRECTORS



*Nguyễn Minh Cường*  
THÀNH VIÊN H.Đ. Q.T  
*Nguyễn Minh Cường*

## REPORT OF THE BOARD OF SUPERVISORS

SUBMITTED TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

*Respectfully submitted to:*

THE GENERAL MEETING OF SHAREHOLDERS OF  
HANOI CONSTRUCTION CORPORATION – JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on Organization and Operation of Hanoi Construction Corporation – JSC;
- Pursuant to the Operating Regulations of the Board of Supervisors of Hanoi Construction Corporation – JSC;
- Pursuant to the separate financial statements of Hanoi Construction Corporation – JSC for the year 2025 audited by CPA VIETNAM Auditing Co., Ltd.;

The Board of Supervisors of Hanoi Construction Corporation – JSC respectfully reports to the General Meeting of Shareholders on the operating results in 2025 and the operational plan for 2026 as follows:

### I. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025

In 2025, the Board of Supervisors performed the following duties:

- Supervising and inspecting the implementation of the 2025 business and production plan; reviewing the legality and appropriateness of the implementation of the 2025 business and production plan in accordance with the Resolution of the 2025 General Meeting of Shareholders.
- Inspecting and supervising compliance with laws, the Company Charter, and internal regulations in the issuance of resolutions and decisions by the Board of Directors and the Board of Management.
- Reviewing the reasonableness, legality, accuracy, and prudence in accounting organization and preparation of financial statements. Reviewing the Corporation's financial statements which were reviewed and audited by CPA VIETNAM Auditing Co., Ltd.

#### 1. Assessment of the Separate Financial Statements for 2025

The Board of Supervisors approved the audit report on the separate financial statements for the fiscal year 2025 of Hanoi Construction Corporation – JSC, audited by CPA VIETNAM



Auditing Co., Ltd., together with the business performance and cash flow results for the accounting period from January 1, 2025 to December 31, 2025.

Below are several key financial indicators of the Corporation in 2025:

### BALANCE SHEET AS OF DECEMBER 31, 2025

(Unit: VND million)

ASSETS	2024	2025
<b>I. Current Assets</b>	<b>3,381,553</b>	<b>4,022,018</b>
Cash and cash equivalents	309,860	389,496
Short-term financial investments	3,293	3,293
Short-term receivables	2,272,656	2,718,463
Inventories	686,426	767,974
Other current assets	109,316	142,791
<b>II. Non-current Assets</b>	<b>1,407,989</b>	<b>1,289,998</b>
Long-term receivables	1,000	1,000
Fixed assets	35,586	31,872
Investment properties	417,422	438,399
Long-term work in progress assets	4,657	10,601
Long-term financial investments	948,275	807,315
Other non-current assets	1,048	809
<b>TOTAL ASSETS</b>	<b>4,789,542</b>	<b>5,312,017</b>

EQUITY AND LIABILITIES	2024	2025
<b>I. Liabilities</b>	<b>3,303,552</b>	<b>3,816,668</b>
Short-term liabilities	3,158,539	3,596,816
Long-term liabilities	145,012	219,851
<b>II. Owners' Equity</b>	<b>1,485,990</b>	<b>1,495,348</b>
Owners' contributed capital	1,410,480	1,410,480
Development investment fund	37,471	37,908
Undistributed earnings after tax	38,038	46,959
<b>TOTAL EQUITY AND LIABILITIES</b>	<b>4,789,542</b>	<b>5,312,017</b>

### BUSINESS RESULTS FOR 2025

(Unit: VND million)

No.	Items	2024	2025
1	Revenue from sales and service rendering	2,259,179	2,611,063
2	Cost of goods sold	2,100,346	2,541,172
3	Financial income	27,350	97,025
4	Other income	70,008	81,496
5	Net profit from operating activities	76,309	45,795

01063  
TỔNG  
ÔNG T  
ẢY DƯ  
À NỘI-  
H PH

6	Total accounting profit before tax	69,645	49,377
7	Current corporate income tax expense	31,606	2,757
8	Deferred corporate income tax expense	-	-
9	Profit after corporate income tax	38,038	46,619

## 2. Results of Supervision over the Activities of the Board of Directors and the Board of Management

Composition of the Board of Directors and the Executive Management in 2025:

### Board of Directors

1. Mr. Dau Van Dien – Chairman of the Board of Directors
2. Mr. Nguyen Do Quy – Member
3. Mr. Nguyen Minh Cuong – Member
4. Mr. Duong Ngoc Quang – Member
5. Mr. Tran Huyen Linh – Member

### Board of Management

1. Mr. Nguyen Do Quy – General Director
2. Mr. Nguyen Minh Cuong – Deputy General Director
3. Mr. Duong Ngoc Quang – Deputy General Director
4. Mr. Nguyen Duc Toan – Deputy General Director
5. Mr. Hoang Viet Anh – Deputy General Director

The management and administration activities of the Board of Directors and the Board of Management in 2025 were conducted prudently, appropriately, and in compliance with the Company Charter, internal regulations, and applicable laws. The Board of Management operated effectively and closely followed the directions, orientations, and requirements of the Board of Directors.

## 3. Coordination between the Board of Supervisors, the Board of Directors, and the Board of Management

The Board of Supervisors maintained effective coordination with the Board of Directors and the Board of Management. The Board of Directors and the Board of Management provided support and necessary conditions for the activities of the Board of Supervisors. Functional departments of the Corporation also provided the information and documents necessary for inspection and supervision activities of the Board of Supervisors.

## 4. Remuneration of the Board of Supervisors in 2025



Remuneration was paid in accordance with the Resolution of the 2025 General Meeting of Shareholders.

#### 5. Proposal on the Auditing Firm for Fiscal Year 2025

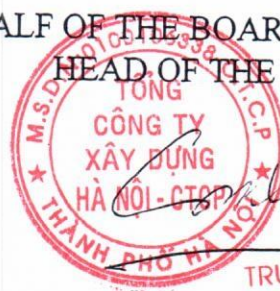
A separate proposal has been submitted.

#### II. OPERATIONAL PLAN FOR 2026

Performing statutory functions, with enhanced supervision over:

- The process of restructuring the Corporation's invested capital in My Duc Cement Joint Stock Company in accordance with the approved restructuring plan;
- Product consumption and implementation of the Corporation's real estate investment projects;
- Final settlement, liquidation, and debt reconciliation of economic contracts having significant impacts on capital balance and profit in 2026.

ON BEHALF OF THE BOARD OF SUPERVISORS  
HEAD OF THE BOARD



TRƯỞNG BAN

*Dinh Công Thuy*

Recipients:

- As above;
- Archived at the Board of Supervisors and the Board of Directors.

No: 735 /TTr-TCT

Hanoi, 09<sup>th</sup> June 2026

**PROPOSAL**

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

**To: THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Charter on Organization and Operation of Hanoi Construction Corporation – Joint Stock Company;
- Pursuant to the Financial Statements for fiscal year 2025 of Hanoi Construction Corporation – Joint Stock Company, which have been audited by CPA Vietnam Auditing Company Limited;
- Pursuant to Resolution No. 24/NQ-HĐQT dated 26/05/2026 of the Board of Directors of Hanoi Construction Corporation – Joint Stock Company.

The Board of Directors of Hanoi Construction Corporation – Joint Stock Company hereby presents to the General Meeting of Shareholders a summary of certain key indicators in the audited Financial Statements for fiscal year 2025 as follows:

*Unit: VND billion*

No.	Particulars	2024	2025
<b>A</b>	<b>Total Assets</b>	<b>4.789</b>	<b>5.312</b>
I	Current Assets	3.381	4.022
II	Non-current Assets	1.407	1.289
<b>B</b>	<b>Total Sources of Funds</b>	<b>4.789</b>	<b>5.312</b>
I	Total Liabilities	3.303	3.816
1	Current Liabilities	3.596	3.158
2	Non-current Liabilities	145	219
II	Equity	1.485	1.495
<b>C</b>	<b>Operating Results</b>		
1	Total Revenue	2.356	2.789
2	Total Expenses	2.307	2.740
3	Profit Before Tax	69,6	49,3
4	Profit After Tax	38,0	46,6

CPA Vietnam Auditing Company Limited has expressed the following audit opinion: "The Financial Statements present fairly, in all material respects, the financial position of Hanoi Construction Corporation – Joint Stock Company as at December 31, 2025, and its business results and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations governing the preparation and presentation of Financial Statements."

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

**Recipients:**

- As above;
- Archived by the Board of Directors.

ON BEHALF OF THE BOARD OF  
DIRECTORS CHAIRMAN

CÔNG TY  
XÂY DỰNG  
HÀ NỘI CONSTRUCTION  
VIỆN H.Đ.Q.T  
THÀNH PHỐ HÀ NỘI  
Nguyễn Minh Cường

**PROPOSAL**

*Regarding the Distribution of Profit for Fiscal Year 2025*

**To: THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Charter on Organization and Operation of Hanoi Construction Corporation – Joint Stock Company;

- Pursuant to the audited separate Financial Statements for the fiscal year 2025 of Hanoi Construction Corporation – Joint Stock Company, audited by CPA Vietnam Auditing Company Limited;

- Pursuant to Resolution No. 24/NQ-HĐQT dated 26/05/2026 of the Board of Directors of Hanoi Construction Corporation – Joint Stock Company;

The Board of Directors of Hanoi Construction Corporation – Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the profit distribution plan for the fiscal year 2025, with the following contents:

**1. The business performance achieved in fiscal year 2025 is summarized as follows:**

*Unit: VND million*

No.	Particulars	2025 Plan Approved by the General Meeting of Shareholders	Actual Results in 2025	Completion Rate (%)
1	Total Revenue	2.567.000	2.789.583	109%
2	Profit Before Tax	54.900	49.376	90%
3	Profit After Tax	45.800	46.621	102%
4	Dividend	3%	3%	100%

**2. Restatement of the 2024 Profit Distribution in accordance with the recommendations of the State Audit Office of Viet Nam:**

Pursuant to the recommendations of the State Audit Office of Viet Nam as set out in Audit Report No. 224/KTNN-TH dated September 15, 2025 regarding the audit of the financial statements and activities related to the management and utilization of State capital and assets in 2024 of Hanoi Construction Corporation – Joint Stock Company, the Corporation has adjusted its 2024 operating results and profit distribution as follows:

Unit: VND million

No.	Particulars	Profit Distribution Plan Approved by the 2025 General Meeting of Shareholders	Profit Distribution Plan Adjusted in accordance with the State Audit Results	Difference
I	<b>Profit After Tax for Fiscal Year 2024</b>	44.751	38.038	-6.713
II	<b>Undistributed Retained Earnings Carried Forward from 2023</b>	0	0	
III	<b>Profit Available for Distribution in 2024 (III = I + II)</b>	44.751	38.038	-6.713
IV	<b>Profit Distribution:</b>	44.751	38.038	-7.052
1	Bonus and Welfare Fund	2.000	2.000	0
2	Development Investment Fund	437	437	0
3	Dividend Distribution, including:	42.314	35.216	-7.052
	+ Dividend Rate	3%	2,5%	-0,5%
	+ State Shareholder (holding 98.83% of Charter Capital)	41.819	34.849	-6.970
	+ Individual Shareholders (holding 1.17% of Charter Capital)	495	412	-82
V	<b>Undistributed Retained Earnings</b>	0	339	339

The above adjustment was disclosed by the Corporation in Information Disclosure Letter No. 2181/CBTT-TCT dated December 4, 2025 and Information Disclosure Letter No. 2245/CBTT dated December 12, 2025.

**1. Proposed Profit Distribution Plan for Fiscal Year 2025 is as follows:**

Unit: VND million

No.	Particulars	Amount
I	<b>Profit After Tax for Fiscal Year 2025</b>	46.621
II	<b>Undistributed Retained Earnings Carried Forward from 2024</b>	339
III	<b>Profit Available for Distribution in 2025 (III = I + II)</b>	46.960
IV	<b>Profit Distribution:</b>	46.960
1	Bonus and Welfare Fund	2.500
2	Development Investment Fund	2.146
3	Dividend Distribution (3%), including:	42.314
	+ State Shareholder (holding 98.83% of Charter Capital)	41.819



	+ Individual Shareholders (holding 1.17% of Charter Capital)	495
<b>V</b>	<b>Undistributed Retained Earnings</b>	<b>0</b>

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

**Recipients:**

- As above;
- Archived by the Board of Directors.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN



THÀNH VIÊN H.Đ.QUẢN  
*Nguyễn Minh Cường*



## PROPOSAL

*Re: Approval of Remuneration for the Board of Directors and the Supervisory Board for 2025 and the Remuneration Plan for 2026*

### To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Charter on Organization and Operation of Hanoi Construction Corporation – Joint Stock Company;
- Pursuant to Resolution No. No. 24/NQ-HĐQT dated 26/05/2026 of the Board of Directors of Hanoi Construction Corporation – Joint Stock Company.

Hanoi Construction Corporation – Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration of the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026 as follows:

#### 1. Implementation in 2025:

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of the Corporation dated June 20, 2025, the General Meeting of Shareholders approved the remuneration for the Board of Directors and the Supervisory Board for 2025 as follows:

- Remuneration for members of the Board of Directors: 1.408 million dong
- Remuneration for members of the Supervisory Board: 550 million dong

The actual remuneration paid to members of the Board of Directors and the Supervisory Board was as follows:

- Remuneration paid to members of the Board of Directors: 1.404 million dong
- Remuneration paid to members of the Supervisory Board: 528 million dong

#### 2. Remuneration Plan for 2026:

The Board of Directors proposes that the General Meeting of Shareholders approve the remuneration for the Board of Directors and the Supervisory Board for 2026 as follows:

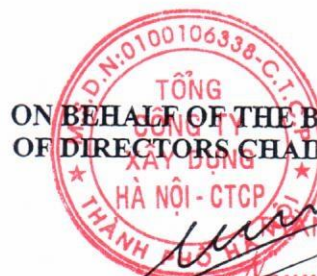
- Remuneration for members of the Board of Directors: 1.644 million dong
- Remuneration for members of the Supervisory Board: 600 million dong

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

#### Recipients:

- As above;
- Archived by the Board of Directors.

ON BEHALF OF THE BOARD  
OF DIRECTORS CHAIRMAN



Nguyễn Minh Cường

**PROPOSAL**

**Re: Proposal for selection of an independent auditing firm to perform the audit of the 2026 financial statements**

**To: THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Charter on organization and operation of Hanoi Construction Corporation – JSC;
- Pursuant to Resolution No. 24/NQ-HĐQT dated 26/5/2026 of the Board of Directors of Hanoi Construction Corporation – JSC.

The Supervisory Board of Hanoi Construction Corporation – JSC respectfully submits to the General Meeting of Shareholders for approval the list of independent auditing firms to conduct the audit of the financial statements and operational review for the fiscal year ending December 31, 2026, and to authorize the Board of Directors to select one of the following firms:

**1. Criteria for selection of the independent auditing firm:**

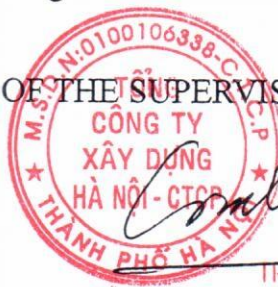
- Being a company legally operating in Vietnam and approved by the Ministry of Finance to audit public-interest entities in 2026 (under Decision No. 3830/QĐ-BTC dated November 14, 2025);
- Being able to satisfy the Corporation's audit schedule requirements;
- Offering reasonable audit service fees.

**2. Proposed list of independent auditing firms for auditing the financial statements:**

- 2.1. CPA VIETNAM Auditing Company Limited
- 2.2. AASC Auditing Firm Company Limited
- 2.3. UHY Auditing and Consulting Company Limited
- 2.4. Vietnam Auditing and Valuation Company Limited (AVA)

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

ON BEHALF OF THE SUPERVISORY BOARD



TRƯỞNG BAN

*Dinh Công Thụy*

Recipients:

- As above;
- Archived by the Board of Directors.

**PRESENTATION**

**On amendments to certain articles of the Charter; Internal Corporate Governance Regulations; and the Regulation on Organization and Operation of the Board of Directors of Hanoi Construction Corporation - JSC**

**To: THE GENERAL MEETING OF SHAREHOLDERS**

*Pursuant to:*

- Enterprise Law No. 59/2020/QH14 and amending and guiding documents;
- Securities Law No. 54/2019/QH14 and amending and guiding documents;
- The Charter on Organization and Operation of Hanoi Construction Corporation - JSC
- Resolution No. 24/NQ-HDQT dated May 26, 2026, of the Board of Directors of Hanoi Construction Corporation - Joint Stock Company;
- Based on the actual situation of the Company.

The Board of Directors of Hanoi Construction Corporation - Joint Stock Company respectfully presents to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Corporation's Charter and internal regulations, as follows:

1. Amendments and supplements to the Charter of Hanoi Construction Corporation - JSC

Pursuant to current legal provisions, in order to update certain contents and definitions in the Charter to align with changes in law and the actual operation of the enterprise, the Board of Directors requests the General Meeting of Shareholders to approve the amendments and supplements to the Charter of Hanoi Construction Corporation - Joint Stock Company.

2. Amendments and supplements to certain articles of the Internal Corporate Governance Regulations

Amendment and supplementation of: Clause 2, Clause 6, Clause 9 of Article 2; Clause 2 of Article 4; Clause 12 of Article 4; Clause 3 of Article 8; Clause 2 of Article 9; Clause 3 of Article 12; Clause 1 of Article 17; Article 20 to align with the amended and supplemented contents of the Charter as presented above.

3. Amendments and supplements to certain articles of the Regulation on Operation of the Board of Directors of the Corporation

Amendment and supplementation of: Clause 3 of Article 3; Clause 1 of Article 6; Clause 1 of Article 7; and Article 32 to align with the contents of the Charter as presented above.

*(Details of the amendments are set forth in the attached documents).*



The Board of Directors respectfully requests the General Meeting of Shareholders to approve the above amendments and supplements and to assign/authorize the Board of Directors to carry out the amendment procedures according to the approved contents.

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

*Recipients:* 

- As above;

- Filed: BOD;

**ON BEHALF OF THE BOARD OF DIRECTORS**



THÀNH VIÊN H.Đ.QUẢN TRỊ

*Nguyễn Minh Cường*



## APPENDIX



**CONTENTS OF AMENDMENTS AND SUPPLEMENTS TO THE CHARTER ON ORGANIZATION AND OPERATION OF  
HANOI CONSTRUCTION CORPORATION – JSC**

*(Updating regulations of the Enterprise Law, Securities Law, Decree No. 155/2020/NĐ-CP and Decree No. 245/2025/NĐ-CP)*

No	Current Charter Charter of the Corporation dated June 25, 2021	Proposed Amendments and Supplements <i>(Italicized and underlined)</i>	Basis for Amendment
1	<b>Introductory Part</b> This Charter was approved by shareholders of Hanoi Construction Corporation - JSC under valid Resolution of the General Meeting of Shareholders No. 01/NQ-DHCD-TCT dated June 25, 2021; amended for the second time under the Enterprise Law 2020 and approved by the General Meeting of Shareholders on June 25, 2021.	<b>Introductory Part</b> <i><u>This Charter of Hanoi Construction Corporation - JSC (hereinafter referred to as “Charter”) was approved under the resolution of the General Meeting of Shareholders of Hanoi Construction Corporation - JSC dated .... June 2026.</u></i>	Amended Charter approved by the SGM
2	<b>Article 1. Interpretation of Terms</b> d) “Enterprise Law” means Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;  e) “Securities Law” means Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;	<b>Article 1. Interpretation of Terms</b> d) “Enterprise Law” means Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 <i><u>and any amendments, supplements, or replacements (if any) applicable at the relevant time;</u></i>  e) “Securities Law” means Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 <i><u>and any amendments, supplements, or replacements (if any) applicable at the relevant time</u></i>	Enterprise Law amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022; Law No. 76/2025/QH15 dated June 17, 2025.  Securities Law 2019 amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024.  The amendments and supplements aim to ensure automatic reference to changes in the Enterprise Law.
3	<b>Article 3. Name, Form, Head Office, Branches, Representative Offices and Operation Term of the Corporation</b>	<b>Article 2. Name, Form, Head Office, Branches, Representative Offices and Operation Term of the Corporation</b>	Amendment according to new administrative boundary names

No	Current Charter Charter of the Corporation dated June 25, 2021	Proposed Amendments and Supplements <i>(Italicized and underlined)</i>	Basis for Amendment
	4. Registered head office of the Corporation: - Address: 57 Quang Trung, Nguyen Du Ward, Hai Ba Trung District, Hanoi City, Vietnam.	4. Registered head office of the Corporation: - Address: 57 Quang Trung, <u>Hai Ba Trung Ward</u> , Hanoi City, Vietnam.	
4	<b>Article 9. Rights of Ordinary Shareholders</b> 4. The request for a meeting must be accompanied by documents and evidence regarding violations of the Board of Directors, the extent of violations or decisions exceeding authority.	<b>Article 9. Rights of Ordinary Shareholders</b> 4. The request for a meeting must be accompanied by documents and evidence regarding violations of the Board of Directors, the extent of violations or decisions exceeding authority. <u>Shareholders or groups of shareholders bear full responsibility before law for the accuracy and truthfulness of documents and evidence provided to the competent authority when requesting a meeting of the General Meeting of Shareholders.</u>	Addition of underlined phrase according to Article 1, Clause 18 of Law No. 76/2025/QH15
5	<b>Article 24. Payment of Dividends</b> 2. Dividends paid on ordinary shares shall be determined based on the net realized profit and the dividend payment is taken from retained earnings of the Corporation.	<b>Article 24. Payment of Dividends</b> 2. Dividends paid on ordinary shares shall be determined based on the <u>post-tax</u> realized profit and the dividend payment is taken from retained earnings of the Corporation.	Amendment according to Article 1, Clause 1, Point a) of Law No. 76/2025/QH15
6	<b>Article 28. General Meeting of Shareholders and Authority to Convene the General Meeting of Shareholders</b> 1. The General Meeting of Shareholders meets annually once a year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The meeting venue shall be where the Chairperson attends and must be on Vietnamese territory.	<b>Article 28. General Meeting of Shareholders and Authority to Convene the General Meeting of Shareholders</b> 1. The General Meeting of Shareholders meets annually once a year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The meeting venue shall be where the Chairperson attends and must be on Vietnamese territory. <u>The General Meeting of Shareholders may be organized in the form of an in-person meeting, an online meeting, or a combination of both. When meeting online, shareholders may attend and vote via online conference, electronic voting, or other electronic means.</u>	Specific regulation on forms of SGM organization

No	Current Charter Charter of the Corporation dated June 25, 2021	Proposed Amendments and Supplements <i>(Italicized and underlined)</i>	Basis for Amendment
7	<p><b>Article 29. List of Shareholders Entitled to Attend the GMS</b></p> <p>1. The list of shareholders entitled to attend the General Meeting of Shareholders is prepared based on the Corporation's shareholder register. The list of shareholders shall be prepared no earlier than 05 days before the date of sending the meeting invitation.</p>	<p><b>Article 29. List of Shareholders Entitled to Attend the GMS</b></p> <p>1. The list of shareholders entitled to attend the General Meeting of Shareholders is prepared based on the Corporation's shareholder register, <u>securities holder register</u>. The list of shareholders shall be prepared [no more than <u>10 days</u> before the date of sending the meeting invitation.</p>	<p>Addition of underlined phrase according to Article 1, Clause 21 of Law No. 76/2025/QH15 Amendment expanding the deadline for sending SGM meeting invitations under Article 141 of the Enterprise Law 2020.</p>
8	<p><b>Article 35. Form and Conditions for Passing Resolutions of the GMS</b></p> <p>3. Resolutions on the following contents shall be passed if approved by shareholders representing at least 65% of the total voting rights of all shareholders present at the meeting, except as provided in paragraphs 5, 6 and 8 of this Article:</p> <p>a) ...</p> <p>4. Other resolutions are passed if approved by shareholders representing more than 50% of the total voting rights of all shareholders present at the meeting.</p>	<p><b>Article 35. Form and Conditions for Passing Resolutions of the GMS</b></p> <p>3. Resolutions on the following contents shall be passed if approved by shareholders representing at least 65% of the total voting rights of all shareholders <u>attending and voting at the meeting</u>, except as provided in paragraphs 5, 6 and 8 of this Article:</p> <p>a) ...</p> <p>4. Other resolutions are passed if approved by shareholders representing more than 50% of the total voting rights of all shareholders <u>attending and voting at the meeting</u></p>	<p>Amendment according to Article 7, Clause 5 of Law No. 03/2022/QH15</p>
9	<p><b>Article 40. Board of Directors</b></p> <p>3. Responsibilities and obligations of the Board of Directors:</p> <p>h) Organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director and other managers of the Corporation.</p>	<p><b>Article 40. Board of Directors</b></p> <p>3. Responsibilities and obligations of the Board of Directors:</p> <p>h) Organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director, <u>the Corporate Governance Officer</u> and other managers of the Corporation.</p> <p><i>(Add paragraph k:)</i></p> <p><u>k) Implement payment of dividends to shareholders under legal provisions after being approved by the annual General Meeting of Shareholders.</u></p>	<p>Addition of underlined phrase according to Article 1, Clause 81, Point a and addition of Clause k) according to Article 1, Clause 81, Point b) of Decree No. 245/2025/NĐ-CP</p>

No	Current Charter Charter of the Corporation dated June 25, 2021	Proposed Amendments and Supplements <i>(Italicized and underlined)</i>	Basis for Amendment
10	<p><b>Article 41. Organizational Structure, Standards, Term, Number of Members of the Board of Directors; Rights and Obligations of Board Members</b></p> <p>1. The Board of Directors has from 03 to 05 members. The composition of the Board shall ensure at least one third (1/3) of total members are non-executive members.</p> <p>4. A member of the Board of Directors must satisfy the following standards and conditions:</p> <p>c) A member of the Board of Directors may concurrently be a member of the Board of Directors in up to five (05) other companies.</p>	<p><b>Article 41. Organizational Structure, Standards, Term, Number of Members of the Board of Directors; Rights and Obligations of Board Members</b></p> <p>1. The Board of Directors has from 03 to 05 members. The composition of the Board shall ensure <u>at least 01</u> non-executive member.</p> <p>4. A member of the Board of Directors must satisfy the following standards and conditions:</p> <p>c) A member of the Board of Directors may concurrently be a member of the Board of Directors <u>or the Members' Council</u> in up to five (05) other companies.</p>	<p>Based on Article 275, Clause 3 of Decree No. 155/2020/NĐ-CP, amended by Article 1, Clauses 78 and 79 of Decree No. 245/2025/NĐ-CP</p> <p>Accordingly, amendments with underlined phrases aim to ensure compliance with legal regulations on criteria for Board of Directors members.</p>
11	<p><b>Article 47. Corporate Secretary and Corporate Governance Officer</b></p> <p>6. The Corporate Governance Officer has the following rights and obligations:</p> <p>c) Advise on meeting procedures;</p> <p>d) Attend meetings.</p>	<p><b>Article 47. Corporate Secretary and Corporate Governance Officer</b></p> <p>6. The Corporate Governance Officer has the following rights and obligations:</p> <p>c) Advise on procedures for <u>meetings of the Board of Directors and meetings of the General Meeting of Shareholders;</u></p> <p>d) Attend <u>meetings of the Board of Directors and meetings of the General Meeting of Shareholders.</u></p>	<p>Addition of underlined phrase to clarify meetings in which the Corporate Governance Officer must advise and attend</p>
12	<p><b>Article 49. Standards, Appointment, Dismissal, Duties, Powers and Responsibilities of the General Director</b></p> <p>4. The General Director of the Corporation must satisfy the following standards and conditions:</p> <p>c) Must not be a relative of the enterprise manager, Controller of the Corporation; the representative of state capital at the Corporation.</p>	<p><b>Article 49. Standards, Appointment, Dismissal, Duties, Powers and Responsibilities of the General Director</b></p> <p>4. The General Director of the Corporation must satisfy the following standards and conditions:</p> <p>c) Must not be <u>a related person</u> of the enterprise manager, Controller of the Corporation; the representative of state capital at the Corporation; <u>the representative of the Corporation's capital contribution at other enterprises.</u></p>	<p>Addition of underlined phrase according to Article 1, Clause 83 of Decree No. 245/2025/NĐ-CP</p>
13	<p><b>Article 74. Resolution of Internal Disputes</b></p>	<p><b>Article 74. Resolution of Internal Disputes</b></p>	<p>Need to add the subject "Arbitration" because Clause 2 of</p>

No	Current Charter Charter of the Corporation dated June 25, 2021	Proposed Amendments and Supplements <i>(Italicized and underlined)</i>	Basis for Amendment
	3. Each party bears its own costs related to negotiation and mediation procedures. Payment of court costs shall be made according to the court's ruling.	3. Each party bears its own costs related to negotiation and mediation procedures. Payment of costs of <u>the Arbitrator or</u> the court shall be made according to the ruling of <u>the Arbitrator or</u> the court.	Article 74 of the Charter already stipulates that parties may choose "Arbitration".
14	<b>Article 76. Effective Date</b> 1. The second amended Charter was unanimously approved by the General Meeting of Shareholders of Hanoi Construction Corporation - JSC and takes effect from June 25, 2021.	<b>Article 76. Effective Date</b> <i><u>1. This Charter consists of 16 chapters and 76 articles, unanimously approved by the General Meeting of Shareholders of Hanoi Construction Corporation - JSC and takes effect under Resolution No. ..../NQ-DHDCD dated June 30, 2026. This Charter replaces the Charter approved by the General Meeting of Shareholders of Hanoi Construction Corporation - JSC on June 25, 2021.</u></i>	Amendment to align with the amended Charter

## APPENDIX

**CONTENTS OF AMENDMENTS AND SUPPLEMENTS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE OF  
HANOI CONSTRUCTION CORPORATION – JSC**

*(Updated in accordance with legal regulations and the draft amended Charter)*

No	Current Internal Regulations on Corporate Governance (Issued on July 26, 2021)	Proposed Amendments and Supplements <i>(Italicized and underlined)</i>	Basis for Amendment
1	<p><b>Article 2. Interpretation of Terms</b> 2. “Enterprise Law” means Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;</p> <p>6. “Affiliated Unit” means a dependent accounting unit and a public service unit within the structure of the Corporation.</p> <p>9. “Charter” means the 2nd amended Charter of the Corporation approved by the Shareholders' General Meeting of the Corporation on June 25, 2021.</p>	<p><b>Article 2. Interpretation of Terms</b> 2. “Enterprise Law” means Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 <i>and any amendments, supplements, or replacements (if any) applicable at the relevant time;</i></p> <p><i>Deleted.</i></p> <p>9. “Charter” means the Charter of Hanoi Construction Corporation – JSC.</p>	<p>Enterprise Law amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022; Law No. 76/2025/QH15 dated June 17, 2025.</p> <p>The amendments and supplements aim to ensure automatic reference to changes in the Enterprise Law and the amended Charter.</p> <p>Deletion of this definition as it is not used in the Regulations.</p>
2	<p><b>Article 4. Procedures for Shareholders' General Meeting to Adopt Resolutions by Voting at SGM Meetings</b> 2. Preparation of the list of shareholders entitled to attend the meeting: The list of shareholders entitled to attend the Shareholders' General Meeting shall be prepared based on the Corporation's register of shareholders. The list of shareholders entitled to attend the</p>	<p><b>Article 4. Procedures for Shareholders' General Meeting to Adopt Resolutions by Voting at SGM Meetings</b> 2. Preparation of the list of shareholders entitled to attend the meeting: The list of shareholders entitled to attend the Shareholders' General Meeting shall be prepared based on the Corporation's register of shareholders, <i>the register of securities holders</i>. The list of shareholders entitled to attend the Shareholders' General</p>	<p>Addition of underlined phrase according to Article 1, Clause 21 of Law No. 76/2025/QH15. Amendment expanding the deadline for sending SGM meeting invitations under Article 141 of the Enterprise Law 2020.</p>

No	Current Internal Regulations on Corporate Governance (Issued on July 26, 2021)	Proposed Amendments and Supplements ( <i>Italicized and underlined</i> )	Basis for Amendment
	Shareholders' General Meeting shall be prepared no more than 05 days before the date of sending the meeting invitation.	Meeting shall be prepared no more than <u>10 days</u> before the date of sending the meeting invitation.	
3	12. Conditions for adoption of resolutions: b. Resolutions on the following contents shall be adopted if approved by shareholders representing 65% or more of the total voting shares of all shareholders present at the meeting, ... c. Other resolutions shall be adopted if approved by shareholders representing more than 50% of the total voting shares of all shareholders present at the meeting, ...	12. Conditions for adoption of resolutions: b. Resolutions on the following contents shall be adopted if approved by shareholders representing 65% or more of the total voting shares of all shareholders <u>participating and voting at the meeting</u> , ... c. Other resolutions shall be adopted if approved by shareholders representing more than 50% of the total voting shares of all shareholders <u>participating and voting at the meeting</u> , ...	Amendment according to Article 7, Clause 5 of Law No. 03/2022/QH15
4	<b>Article 8. Role, Rights and Obligations of the Board of Directors, Responsibilities of Members of the Board of Directors</b> 3. Responsibilities and obligations of the Board of Directors: h. Organizing training and development on corporate governance and necessary skills for members of the Board of Directors, the General Director, and other managers of the Corporation.	<b>Article 8. Role, Rights and Obligations of the Board of Directors, Responsibilities of Members of the Board of Directors</b> 3. Responsibilities and obligations of the Board of Directors: h. Organizing training and development on corporate governance and necessary skills for members of the Board of Directors, the General Director, <u>the Corporate Governance Officer</u> , and other managers of the Corporation. (Addition of Clause k) <u>k. Implement the payment of dividends to shareholders in accordance with legal regulations after being approved by the Annual Shareholders' General Meeting.</u>	Addition of underlined phrase according to Article 1, Clause 81, Point a and addition of Clause k) according to Article 1, Clause 81, Point b of Decree No. 245/2025/NĐ-CP
5	<b>Article 9. Nomination, Candidacy, Election, Dismissal and Removal of Members of the Board of Directors</b> 2. Structure, criteria and conditions for members of the Board of Directors: a. The structure of the Board of Directors of the Corporation must ensure at least one-third (1/3) of the total members of the Board of Directors are non-executive members.	<b>Article 9. Nomination, Candidacy, Election, Dismissal and Removal of Members of the Board of Directors</b> 2. Structure, criteria and conditions for members of the Board of Directors: a. The structure of the Board of Directors of the Corporation must ensure <u>at least 01 non-executive member</u> . b. Members of the Board of Directors must meet the following criteria and conditions:	Based on Article 275, Clause 3 of Decree No. 155/2020/NĐ-CP, amended by Article 1, Clauses 78 and 79 of Decree No. 245/2025/NĐ-CP. Accordingly, amendments with underlined phrases aim to ensure compliance with legal regulations

No	Current Internal Regulations on Corporate Governance (Issued on July 26, 2021)	Proposed Amendments and Supplements ( <i>Italicized and underlined</i> )	Basis for Amendment
	<p>b. Members of the Board of Directors must meet the following criteria and conditions:</p> <p>iii. A member of the Board of Directors may concurrently serve as a member of the Board of Directors in a maximum of five (05) other companies.</p>	<p>iii. A member of the Board of Directors may concurrently serve as a member of the Board of Directors <i>or the Members' Council</i> in a maximum of five (05) other companies.</p>	<p>on criteria for Board of Directors members.</p>
6	<p><b>Article 12. Selection, Appointment, Dismissal of the Corporate Governance Officer</b></p> <p>3. Rights and obligations of the Corporate Governance Officer:</p> <p>c. Advising on procedures of meetings;</p> <p>d. Attending meetings.</p>	<p><b>Article 12. Selection, Appointment, Dismissal of the Corporate Governance Officer</b></p> <p>3. Rights and obligations of the Corporate Governance Officer:</p> <p>c. Advising on procedures of <i>meetings of the Board of Directors and meetings of the Shareholders' General Meeting.</i></p> <p>d. Attending <i>meetings of the Board of Directors and meetings of the Shareholders' General Meeting.</i></p>	<p>Addition of underlined phrase to clarify meetings in which the Corporate Governance Officer must advise and attend.</p>
7	<p><b>Article 17. Appointment, Dismissal, Signing of Contracts, Termination of Contracts for the General Director</b></p> <p>1. Term, criteria and conditions of the General Director:</p> <p>b. The General Director must meet the following criteria and conditions:</p> <p>iii. Must not be a relative of the managers, supervisors of the Corporation; the representative of state capital at the Corporation.</p>	<p><b>Article 17. Appointment, Dismissal, Signing of Contracts, Termination of Contracts for the General Director</b></p> <p>1. Term, criteria and conditions of the General Director:</p> <p>b. The General Director must meet the following criteria and conditions:</p> <p>iii. Must not be a <i>related person</i> of the managers, supervisors of the Corporation; the representative of state capital at the Corporation, <i>the representative of the Corporation's capital contribution at other enterprises.</i></p>	<p>Addition of underlined phrase according to Article 1, Clause 83 of Decree No. 245/2025/NĐ-CP</p>
8	<p><b>Article 20. Implementation Provisions</b></p> <p>1. These Regulations consist of 7 chapters and 20 articles, approved by the Shareholders' General Meeting of the Corporation on June 25, 2021.</p>	<p><b>Article 20. Implementation Provisions</b></p> <p>1. These Regulations consist of 7 chapters and 20 articles, approved by the Shareholders' General Meeting of the Corporation on <i>June 30, 2026.</i></p>	<p>Amendment to align with the amended Charter</p>

## APPENDIX

**CONTENTS OF AMENDMENTS AND SUPPLEMENTS TO THE OPERATING REGULATIONS OF THE BOARD OF DIRECTORS OF  
HANOI CONSTRUCTION CORPORATION – JSC**

*(Updated in accordance with legal regulations and the draft amended Charter)*

No	Current Operating Regulations of the BOD (Issued on July 26, 2021)	Proposed Amendments and Supplements <i>(Italicized and underlined)</i>	Basis for Amendment
1	<b>Article 1. Interpretation of Terms</b> 3. “Charter” means the 2nd amended Charter of the Corporation approved by the Shareholders' General Meeting of the Corporation on June 25, 2021.	<b>Article 1. Interpretation of Terms</b> <u>3. “Charter” means the Charter of Hanoi Construction Corporation – JSC</u>	
2	<b>Article 6. Term and Number of Members of the Board of Directors</b> 1. The Board of Directors shall have from 03 to 05 members. The structure of the Board of Directors of the Corporation must ensure at least one-third (1/3) of the total members of the Board of Directors are non-executive members.	<b>Article 6. Term and Number of Members of the Board of Directors</b> 1. The Board of Directors shall have from 03 to 05 members. The structure of the Board of Directors of the Corporation must ensure <u>at least 01 non-executive member.</u>	Based on Article 275, Clause 3 of Decree No. 155/2020/NĐ-CP, amended by Article 1, Clause 78 of Decree No. 245/2025/NĐ-CP. Accordingly, amendments with underlined phrases aim to ensure compliance with legal regulations on criteria for Board of Directors members.
3	<b>Article 7. Criteria and Conditions for Members of the Board of Directors</b> 1. Members of the Board of Directors must meet the following criteria and conditions: c) A member of the Board of Directors may concurrently serve as a member of the Board of Directors in a maximum of five (05) other companies;	<b>Article 7. Criteria and Conditions for Members of the Board of Directors</b> 1. Members of the Board of Directors must meet the following criteria and conditions: c) A member of the Board of Directors may concurrently serve as a member of the Board of Directors <u>or the Members' Council</u> in a maximum of five (05) other companies.	Based on Article 275, Clause 3 of Decree No. 155/2020/NĐ-CP, amended by Article 1, Clause 79 of Decree No. 245/2025/NĐ-CP. Accordingly, amendments with underlined phrases aim to ensure compliance with legal regulations on criteria for Board of Directors members.
4	<b>Article 32. Implementation Provisions</b> 1. These Regulations consist of 7 chapters and 32 articles, approved by the Shareholders' General Meeting of the Corporation on June 25, 2021.	<b>Article 32. Implementation Provisions</b> 1. These Regulations consist of 7 chapters and 32 articles, approved by the Shareholders' General Meeting of the Corporation on <u>June 30, 2026.</u>	Amendment to align with the approval date of the amended Regulations

No: 740/TTr-TCT

Hanoi, ..09<sup>th</sup>..... June 2026

**SUBMISSION**

*Re: Approval of the Development Orientation of Hanoi Construction Corporation – JSC for the 2026–2030 Period*

**To: THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Charter on the organization and operation of Hanoi Construction Corporation – JSC.

- Pursuant to Resolution No. 24/NQ-HĐQT dated 26/5/2026 of the Board of Directors of Hanoi Construction Corporation – JSC.

In accordance with the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 and Government Decree No. 366/2025/ND-CP dated December 31, 2025 on the management and investment of state capital in enterprises, and based on the Corporation’s production and business requirements, the Board of Directors, in coordination with the Corporation’s Executive Management, has developed the key contents of the Development Orientation of Hanoi Construction Corporation – JSC for the 2026–2030 period. The Board of Directors hereby submits the following contents to the General Meeting of Shareholders for approval:

- Key Growth Indicators for the 2026–2030 Period:

No	INDICATORS	2026 PLAN		2027 PLAN		2028 PLAN		2029 PLAN		2030 PLAN	
		Consolidated	Parent Company	Consolidated	Parent Company	Consolidated	Parent Company	Consolidated	Parent Company	Consolidated	Parent Company
1	Output Value	4.455	3.960	4.900	4.356	5.390	4.792	5.929	5.271	6.522	5.798

- Authorize the Board of Directors to develop detailed contents, promulgate and implement the “Development Orientation of Hanoi Construction Corporation – JSC for the 2026–2030 Period” after obtaining the opinion of the Ministry of Construction.

Respectfully submitted to the General Meeting of Shareholders for approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**Recipients:**

As above;

Filed with: Board of Directors and the Finance and Accounting Department.



NGƯỜI ĐẠI DIỆN H.Đ.Đ. Q.T

Nguyễn Minh Cường