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COTECCONS

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Future inside YOU

ESG
COTECCONS

ESG REPORT
FISCAL YEAR 2026



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1.1 LIST OF ACRONYMS & ABBREVIATIONS

3R	Reduce, Reuse, Recycle
ACA	Airport Carbon Accreditation
ACGS	ASEAN Corporate Governance Scorecard
AI	Artificial Intelligence
AOP	Annual Operating Plan
APEC	Asia-Pacific Economic Cooperation
BIM/Revit	Building Information Modeling / Autodesk Revit
BOD	Board of Directors
BOM	Board of Management
CAGR	Compound Annual Growth Rate
CDE	Common Data Environment
CEO	Chief Executive Officer
CSI	Corporate Sustainability Index
CSR	Corporate Social Responsibility
CTD	Coteccons
CapEx	Capital Expenditure
DEI	Diversity, Equity and Inclusion
EDGE	Excellence in Design for Greater Efficiencies
EIA	Environmental Impact Assessment
ERM	Enterprise Risk Management
ERP	Enterprise Resource Planning
ESG	Environmental, Social and Governance
EXCOM	Executive Committee
FDI	Foreign Direct Investment
FIDIC	Fédération Internationale des Ingénieurs-Conseils (International Federation of Consulting Engineers)
FY	Fiscal Year
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HCMC	Ho Chi Minh City
HGBA	Ho Chi Minh City Green Business Association
HSE	Health, Safety and Environment
HVAC	Heating, Ventilation and Air Conditioning
HoSE	Ho Chi Minh Stock Exchange
IFC	International Finance Corporation, a member of the World Bank Group
IFRS	International Financial Reporting Standards
IOSH	Institution of Occupational Safety and Health (UK)
IR	Investor Relations
ISO	International Organization for Standardization
ISSB	International Sustainability Standards Board
KPI	Key Performance Indicator
L&OD	Learning & Organization Development
LEED	Leadership in Energy and Environmental Design
LOTUS	LOTUS Green Building Rating System
M&A	Mergers and Acquisitions
MEP	Mechanical, Electrical and Plumbing
MOU	Memorandum of Understanding
MarComs	Marketing Communications
OSH	Occupational Safety and Health
PMP	Project Management Professional
PPE	Personal Protective Equipment
PR	Public Relations
QA	Quality Assurance
QC	Quality Control
QS	Quantity Surveyor
RCA	Risk, Compliance & Internal Audit Committee
ROIC	Return on Invested Capital
SASB	Sustainability Accounting Standards Board
SC	Supply Chain
SDG	Sustainable Development Goal
SOP	Standard Operating Procedure
SSC	State Securities Commission of Vietnam
STF	Saigon Times Foundation
VBCSD	Vietnam Business Council for Sustainable Development
VCCI	Vietnam Chamber of Commerce and Industry
VGBC	Vietnam Green Building Council
VND	Vietnamese dong
VNSI	Vietnam Sustainability Index
VNU-HCM	Vietnam National University Ho Chi Minh City
VSCF	Vietnam Sustainable Construction Forum

1.2 REPORTING METHODOLOGY

COTECCONS PREPARES THIS SUSTAINABILITY REPORT TO PROVIDE STAKEHOLDERS WITH TRANSPARENT, VERIFIABLE INFORMATION, RECORD AND VERIFY THE RESULTS ACHIEVED, AND BUILD A REFERENCE DATABASE FOR THE NEXT PHASE OF ACTION PLANNING. ONE PRINCIPLE APPLIES THROUGHOUT: ALL DISCLOSED DATA MUST BE TRACEABLE TO THEIR SOURCE, REPORTING PERIOD AND CALCULATION SCOPE.

STEP	ACTIVITIES
1. Define the reporting scope	■ Research trends and practices in sustainability reporting, particularly standards applicable to construction companies. ■ Review short- and long-term plans and the ESG targets set for the year. ■ Define the report's organizational and operational boundaries and the level of impact on each stakeholder group. ■ Determine material topics based on the company's five strategic ESG goals.
2. Develop the report structure and reporting indicators	■ Benchmark against domestic and international frameworks and standards, including GRI, ISSB, SASB, IFC, the 17 United Nations Sustainable Development Goals, Circular 96/2020/TT-BTC, the Vietnam Sustainability Index (VNSI) and the Corporate Sustainability Index (CSI). ■ Conduct a materiality assessment and identify ESG indicators appropriate to the company's operations. ■ Develop the content structure focusing on material topics.
3. Collect data and cross-check information	■ Collect data from related departments using standardized templates, interviews with relevant specialists and coordination meetings. ■ Coordinate verification and cross-check among relevant focal points to ensure data accuracy and consistency. ■ Calculate and review the results, then perform a final check before including them in the report. ■ For indicators with insufficient data, clearly state the current status and the plan to address the data gaps rather than use estimates.
4. Prepare the Report	■ Develop the Report through a rigorous process, ensuring consistency between the data and the accompanying narrative. ■ Present the content in an appropriate format to make information readily accessible to stakeholders. ■ Submit the Report to the ESG Subcommittee for review and to the Board of Directors for approval before publication.
5. Communication	■ Disclose the Report to relevant authorities, the media and stakeholders in accordance with applicable requirements. ■ Publish the Report on the Company's official website at www.coteccons.vn and in the ESG yearbook. ■ Use the Report as a reference for communication programs, internal training, and partner engagement.

1.3 REPORTING STANDARDS

INTERNATIONAL POLICY FRAMEWORKS AND REFERENCE STANDARDS

- Global Reporting Initiative (GRI): GRI Standards (2020)
- SASB Standards issued by the Sustainability Accounting Standards Board (SASB)
- IFRS Sustainability Disclosure Standards: IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information, issued by the International Sustainability Standards Board (ISSB)
- IFRS Sustainability Disclosure Standards: IFRS S2 – Climate-related Disclosures, issued by the International Sustainability Standards Board (ISSB)
- 7 United Nations Sustainable Development Goals (UN SDGs)
- ASEAN Corporate Governance Scorecard (ACGS)
- SO 14001:2015 – Environmental management systems – Requirements with guidance for use
- ISO 14064-1:2018 – Greenhouse gases – Part 1: Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals
- Greenhouse Gas Protocol (GHG Protocol)

VIETNAMESE REGULATIONS AND ESG PRACTICE STANDARDS

- Circular 96/2020/TT-BTC: Guidance on information disclosure on the securities market
- Vietnam Sustainability Index (VNSI), developed by the Ho Chi Minh Stock Exchange (HoSE) as a basis for assessing the ESG performance of listed companies.
- Corporate Sustainability Index (CSI), issued by the Vietnam Chamber of Commerce and Industry (VCCI) to measure sustainable development practices among Vietnamese enterprises.
- Vietnam Corporate Governance Code of Best Practices for Public Companies, issued by the State Securities Commission of Vietnam (SSC) and the International Finance Corporation (IFC) (2026)
- ESG Disclosure Guidelines for the Real Estate - Construction Sector, recommended by UK PACT and the State Securities Commission of Vietnam (SSC) (2025)

1.4 REPORTING BOUNDARIES

- Reporting period: **1 July 2025 - 30 June 2026**
- Organizational boundaries: **20 subsidiaries and 3 affiliates**

1.5 ABOUT THE REPORT

Coteccons hereby publishes its ESG Report 2026, covering FY2026 (1 July 2025 to 30 June 2026), in accordance with the regulations of the State Securities Commission of Vietnam.

- **Key content**: The Report provides a comprehensive record and assessment of our commitments, actions and implementation results across the three ESG pillars - Environmental, Social and Governance. Any data outside this reporting period are clearly explained or noted.
- **Official publication date**: 12/10/2026
- **Publication channels**: The Report is disclosed to relevant authorities and the media and published on Coteccons' official website: www.coteccons.vn.

Coteccons affirms the accuracy and transparency of all disclosed data. We welcome feedback and comments from relevant authorities and stakeholders to help us continually improve the quality of our disclosures.

Note:

The ESG Report 2026 will be printed only in limited quantities for specific purposes. To help Coteccons reduce the use of paper and printing materials and contribute to environmental protection, readers are encouraged to access the electronic version on the Company's official website, www.coteccons.vn. under the ESG section.

The preparation of Coteccons' Sustainability Report 2026 involves contributions from:

- Content Coordination: **ESG Department**
- Graphic Design: **MarComs Department**
- Art Consultant: **Ngô Hữu Khang**
- Content Consultants: **AnPR; Phạm Nguyễn Thiên Thuỷ & Lê Thị Thanh Lan**
- English Translation: **Quỳnh Anh**
- Production: **AnPR**
- Image Sources: **Government News; Nhan Dan Newspaper; Trần Ngọc Tiến (Saigon Locomotive Enterprise) & Bùi Văn Tuấn (HiVOOC)**
- Visual Direction: **Vũ Khánh Tùng (hellos)**
- Project Leads: **IR & MarComs**

With information and data contributions from departments, divisions and units across the company, as well as its subsidiaries and affiliates.

1.6 CONTACT INFORMATION

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Proactively pursuing breakthroughs, embracing the "DARE TO BUILD THE IMPOSSIBLE" spirit, accelerating digital transformation and strengthening modern governance standards in pursuit of Quality Growth - All these efforts come down to one core principle at Coteccons: delivering real value for the company, shareholders and investors and, above all, CREATING LONG-TERM VALUE for communities and society.

PART II

Message

FROM THE BOARD OF DIRECTORS



MR. BOLAT DUISENOV
Chairman of the Board of Directors, Coteccons Construction JSC

IN CONVERSATION WITH CHAIRMAN -
BOLAT DUISENOV

The DNA of "Dare to Build the Impossible" OPENS A LONG-TERM GROWTH TRAJECTORY

PROUD OF TODAY, BUILT FOR WHAT COMES NEXT

Coteccons closed fiscal year 2026 (FY26) with impressive results: Revenue increased by 38% and profit after tax rose by 73%. With this strong momentum, what is the biggest question the leadership team is asking for the next growth cycle?

Today, Coteccons is the leader of Vietnam's construction industry, and we have every right to be proud of that. But we cannot stop there. For an Olympic champion, the gold medal is not the finish line. The moment you think you have arrived, someone else is already training harder. If we stand still, we do not stay in place. We fall behind.

So the biggest question for us today is not, "How much can we grow?" It is, "**How long can we keep growing?**"

Our next destination is clear: To become the true Industry Leader in Vietnam, the company that sets the new standard, not only the biggest builder, and a Global Industry Leader in the niches we choose.

The shift from pure "Growth" to "Quality Growth" requires a new standard of discipline. What "red lines" has the Board set to keep the system on track?

As the Company grows in scale and complexity, growth itself can move faster than the operating system behind it. Today's growth can become tomorrow's risk if our own standards do not rise with it. That is why we have shifted from a mindset of "winning more projects" to the capability of "choosing the right projects."

Our record-high backlog of VND 70,000 billion would become a burden if it did not come with margins. We refuse to compete on price alone, and we are prepared to turn down trillion-dong projects if they threaten our margins or cash flow.

To control this, we have established five non-negotiable principles:

- **Prioritize efficiency**: Revenue without efficiency has no value.
- **Protect cash flow**: Revenue must be converted into real cash. Debt collection and working-capital management are everyone's job, not only the responsibility of the finance department.
- **Zero accidents**: Safety is the prerequisite for brand credibility.
- **Say no to "red-zone" projects**: By tightening selection criteria and assessing partners' financial capacity more rigorously, we eliminate projects with potential receivables risks. Because of this, Coteccons' current backlog is not merely a committed number; it is a guarantee of quality and financial safety for the years ahead.
- **Expand globally with selectivity**: Choose the right markets and niche segments to build a real competitive advantage.

A new standard protects what we have built. But protecting it is not enough to reach the next level.

A NEW PARADIGM FOR THE NEXT LEVEL

You have set the goal of becoming the Industry Leader in Vietnam and a global leader in selected niches. What will it take to get there?

It takes a new way of thinking about what a contractor can be. We see four paths to the next level.

- **A wider client base, closer to end customers**:
For a long time, our world was mainly developers and investors. Today, we also build for brands that people know and love. Coteccons was the general contractor for LEGO factory in Binh Duong, the largest LEGO factory in the world, and the main contractor for Pandora factory, the world's largest jewelry crafting facility. The toys and jewelry made there reach families all over the world. Step by step, we want to serve end customers more directly.

- **Specialization**:
We do not want to be good at everything. We want to be the best where it matters most: data centers, high-tech factories, deep foundations, and complex MEP. For GE Vernova factory in Hai Phong, one of only three GE Vernova facilities in the world making large transformers for high-voltage direct current transmission. Through GEO Foundations, which carries BAUER's German geotechnical legacy, we also control foundations and underground works, the riskiest part of any complex project.

- **Lifetime construction**:
At Coteccons, we are building a model where our relationship with people does not end on handover day. For a long time, a contractor's story ended when the keys were handed over. We want to stay longer in the lives of our clients and the people who use what we build, through more touchpoints: Early design advice, operation, maintenance, upgrades, and the next phase of their growth. Today, 72% of our sales is repeat clients. That trust is where lifetime construction begins. A building lives for decades. Our relationship with it should, too.

- **Larger and more complex projects**:
We are now building the APEC Convention Center in Phu Quoc for APEC 2027. We are not afraid of difficult projects. In fact, we need them. Difficult projects challenge our people, push our capabilities further, and give us the opportunity to solve the toughest problems for our clients. That is how our builders grow, and that is how our builders earn trust & respect. The harder the challenge, the more meaningful it is when we deliver. Projects like this are where Coteccons proves what it can do.

Each path brings us closer to our clients and further away from competing on price alone.



RIDING THE INFRASTRUCTURE WAVE WITH A HIGH-TECH FOOTPRINT

Looking at the bigger picture, where will Coteccons' momentum to keep its Quality Growth trajectory over the next five to ten years come from?

First, we are fully confident in our current position and capabilities in Vietnam. With large-scale infrastructure investment ahead, we have built specialized teams for metro, transport, airport, expressway, and urban railway projects.

At the same time, with our current capabilities, Coteccons wants to seek challenges that match our ambition in international markets. Beyond Vietnam, Coteccons has expanded its presence to the United States, Kazakhstan, Georgia, Taiwan, India, and other markets.

In reality, going global is not about planting more flags on a map. It is about bringing the best of Vietnam's construction industry to the world. The first driver is ambition. We want to claim our rightful place on the global construction map.

The second driver is selective leadership. We do not aim to win everywhere, in every market, or in every segment. Like the Olympic Games, we must choose the events where we can prepare seriously, build specialization, and compete for our own gold medals - both in Vietnam and internationally.

Our goal of winning "gold medals" on the international stage is being realized by proactively positioning ourselves for global technology waves such as AI, semiconductors, and data centers. One early proof: we won the MEP package for a national-scale data center project in Georgia, a new market with very demanding standards.

THE SPIRIT TO DARE, TOGETHER WITH ONE TEAM

Great organizations are built by great people. With Coteccons' renewed corporate values, how are you promoting the culture of "Dare to Build the Impossible" and "OWN IT" across the organization? How can corporate culture become a lasting competitive advantage that helps the Company withstand market volatility?

People and culture are our core assets. As Coteccons moves to the next level, we need to create an environment where every individual can grow, contribute fully, and see their own future inside the Company. "Dare to Build the Impossible" builds aspiration. It pushes our people beyond their comfort zones, into new fields, new capabilities, and a higher position for Vietnam's construction industry. The culture of "OWN IT" turns aspiration into accountability. Through empowerment of Project Directors and the "mini-CTD" mindset, leaders are expected to own the client, own the risks, and own the results.

We also need to reignite the pride of being a builder. By builders, I mean everyone who helps turn a plan into something real. At Coteccons, not everyone wears a helmet. Our engineers build on site. Our people in Finance, Legal, Human Capital, IT, and Marketing build the systems, the trust, and the teams behind every site. I am not an engineer myself, but I have never felt less of a builder. Together, we create the places where people live, work, heal, and learn. As we step onto the global stage, we will win not with low-cost labor, but with strong governance, modern technology, and the value of a national brand.

• **Culture must be supported by systems**: clear SOPs, clear authority, clear timelines, and clear accountability. Trust and mutual respect are the foundation of One Team. We respect differences, learn from one another, and move toward a shared dream that is bigger than any individual interest. The portrait of a Cotecconer is clear: humble, hungry for achievement, committed to self-development, and loyal to what we build. This culture becomes a competitive advantage when the market changes. A team with ownership, trust, and adaptability can respond faster, protect Quality Growth, and continue moving forward when conditions become more difficult.



As Coteccons enters the starting line of the new fiscal year FY27, what is the most practical commitment you would like to deliver to the market and to the Group internally?

For Coteccons, FY27 is about a new standard of discipline, stronger systems, and real teamwork. From a governance perspective, we will promote the "OWN IT" culture - empowering every project leader to truly own their arena, own the risks, and take full accountability for the final outcome.

• **To shareholders and investors**: real, lasting margin growth, backed by healthy cash flow.

• **To clients and partners**: Coteccons will continue strengthening its superior technical foundation and professional service mindset, with the determination to become a trusted partner - a place where partners can confidently place their expectations and work with us to create enduring value.

• **To the Coteccons team**: Do the right things, hold yourselves to the highest standards, and stand together under one unified team spirit. Our future will be shaped by a team moving forward as one.

We are proud of today. And we are built for what comes next.

Thank you.



OUR NEXT DESTINATION IS CLEAR: TO BECOME THE TRUE INDUSTRY LEADER IN VIETNAM, THE COMPANY THAT SETS THE NEW STANDARD, NOT ONLY THE BIGGEST BUILDER, AND A GLOBAL INDUSTRY LEADER IN THE NICHES WE CHOOSE.

REPORT ON THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) COMMITTEE'S OVERSIGHT ACTIVITIES

BUILDING ON A FINANCIAL FOUNDATION RAISING THE BAR FOR green competitiveness

(Included In Coteccons' 2026 ESG Report And Annual Report)

To: The General Meeting of Shareholders, the Board of Directors, and Stakeholders,

In carrying out its independent oversight of the Board of Management under the company's Charter and resolutions of the Board of Directors, the Environmental, Social and Governance Committee (ESG Committee) hereby presents its FY2026 oversight report, covering July 1, 2025, to June 30, 2026. This report focuses on two core matters:

- The extent of the Board of Management's commitment to the Board of Directors' strategic direction of "Quality Growth," and its capability to execute that direction;
- The quantitative progress and economic effectiveness of sustainable development initiatives across the Coteccons ecosystem.

PART I:

OVERSIGHT FINDINGS ON THE BOARD OF MANAGEMENT AND OPERATIONAL DISCIPLINE

1. COMMITMENT TO TURNING STRATEGY INTO MEASURABLE RESULTS

The Committee recognizes the Board of Management's strong execution capability and a high degree of discipline in implementing the Board of Directors' strategic resolutions. With construction industry profit margins still under pressure and the real estate market still in recovery, the business results published in the 2026 Annual Report and the company's ESG performance show how these two areas reinforce each other:

- **Economic Growth Alongside Financial Discipline**: Consolidated net revenue reached VND 34,340 billion (up 38% year over year and 115% of plan), while profit after tax reached VND 788 billion (up 73% year over year and 113% of plan). These results provide internally generated resources for the company to reinvest in technology and support its workers.
- **Protecting Shareholder Value**: The Board of Directors maintained continuous oversight of the implementation of resolutions of the General Meeting of Shareholders, transparent information disclosure, compliance with industry-specific laws, and rigorous governance of related-party transactions.
- **Tangible Progress Across The Three ESG Pillars**:

The Committee's assessment: At Coteccons, ESG has moved beyond commitments on paper to become embedded in day-to-day operations. However, as operations expand, with a backlog of approximately VND 70 trillion and a network of nearly 30,000 partners, the ESG data governance system needs further strengthening to improve data consistency, enable real-time reporting of discrepancies, and reinforce accountability at every level of project management.

Pillar	FY2026 Quantitative Review Findings
Environment (E)	• Steel with recycled content: **87.7%** (310,782 / 354,278 metric tons). • Low-emission concrete: **28.3%** (608,122 / 2,146,245m³). • Green-labeled cement: **42.4%** (47,476 / 112,009 metric tons). • Unfired bricks: **31.4%** (88,765 / 282,326m³). • Recycled **170 tonnes of steel** and sold **1,871 tonnes** of scrap, generating **VND 12.735 billion** in cash proceeds. • Added a new material topic: Impacts on Ecosystems. Total emissions reduction from the use of green materials: 334,845 tCO_2e
Social (S)	• Total safe working hours reached **68.11 million** across **89 projects** involving more than **32,000 workers**, demonstrating a strong commitment to maintaining a safe workplace and protecting worker health. • Provided technical training on greenhouse gas inventories to more than **350 employees**. • The "Xây Tết 2026" Program (Building Tet reached 73 construction sites across 20 provinces and cities; distributed **more than 40,000 gift packages**; and provided medical examinations for **1,263 workers**. The program expanded its reach to workers in environmental services and urban drainage in Hanoi, Ho Chi Minh City, and Da Nang. • The "Xây Nền Ước Mơ" ("Building Foundations For Dreams") Scholarship Program awarded 615 scholarships, supporting workers' children as they pursue their education and their dreams for the future.
Governance (G)	• Strengthened the Business Conduct Policy and the Code of Conduct for Business Partners. • Operated an independent whistleblowing mechanism with a commitment to respond within 24 hours. • Successfully prepared for the implementation of Workday - an international human capital management platform. • Standardized 3D-4D Building Information Modeling (BIM) across the company's projects. • Added a new material topic: Integrating Digital Transformation.

2. BALANCING REVENUE GROWTH WITH LONG-TERM RISK CONTROL

Consistent with the "Quality Growth" strategy, the Committee provides independent oversight to ensure that the Board of Management does not sacrifice long-term sustainability for short-term results:

- **Establishing Six Non-Negotiable Red Lines**: Even on projects under intense schedule pressure, the Board of Management must never lower standards or compromise on six critical areas: (1) occupational safety; (2) technical quality; (3) legal compliance; (4) working conditions; (5) environmental obligations; and (6) the site management team's actual ability to maintain control.

- **Procurement Discipline Based On Total Life-Cycle Cost**:
  The lowest bid does not mean the best choice. Bid evaluation must consider material durability, transparency about carbon origins, partner reliability, and the risk of supply chain disruption.

- **Assessing The Effectiveness Of ESG Capital Investment**:
  For every sustainable investment, the strategic objective, cost, financial return, nonfinancial brand value, payback period, accountable personnel, and method for verifying results must be clearly defined. Growth is truly high quality only when the value created exceeds the total cost of capital and the costs associated with environmental and social risks.

PART II:

PROGRESS AND EFFECTIVENESS OF KEY SUSTAINABILITY INITIATIVES

ESG PERFORMANCE MONITORING FRAMEWORK

(Integrated into Coteccons' 2026 ESG Report and Annual Report)

1. THREE-DIMENSIONAL KPI MONITORING FRAMEWORK

The Committee maintains an independent assessment mechanism and reports directly to the Board of Directors using three integrated groups of indicators:

- **Financial KPIs**:
  The Committee monitors the share of revenue and backlog from green buildings (LEED, Green Mark, and LOTUS), while cross-checking profit margins on green projects against those of conventional projects. This provides a practical basis for demonstrating that pursuing ESG standards does not undermine business performance but drives progress toward the compound annual growth rate (CAGR) target of 20%–30%.

- **Nonfinancial KPIs (Environmental And Social)**:
  Greenhouse gas inventory coverage reached 61.8% of construction sites (55 sites), with data symtematically recorded into the Data Management System. The Board of Management's primary goal is to reach 100% coverage in FY2027. On the social side, ensuring the safety of more than 30,000 subcontractor workers helps mitigate legal risks and the costs of construction disruptions.

- **Governance KPIs**:
  The Board of Directors focuses on tracking the proportion of ESG data independently verified and the proportion of managers whose compensation includes ESG KPIs. FY2026 data establishes the baseline. The Committee upholds this principle: Targets should not simply be raised; each new target must be accompanied by a specific plan for the budget, technology, and personnel needed to deliver it.

SYSTEMIC PROGRESS ACROSS THE SUPPLY CHAIN AND COMMUNITIES

- **A Circular Supply Chain And Centralized Procurement**:
  Moving from decentralized procurement to a companywide centralized model has delivered two benefits: stronger bargaining power to optimize input costs, and shorter transport distances and less inventory held across dispersed locations, reducing logistics emissions (Scope 3). Working with partners that process site scrap under controlled conditions helps turn site scrap into VND 12.735 billion in revenue, marking a shift in mindset away from "end-of-pipe waste treatment" and toward circular-economy principles applied from the construction-method planning stage.

- **Sustained Social Impact For The Construction Workforce**:
  The annual Xây Tết 2026 program continues to affirm Coteccons' human-centered identity. Reaching **73 construction sites** in **20 provinces and cities**, the program not only distributed **more than 40,000** gift packages but also arranged medical care for 1,263 workers. This engagement helps the company maintain a stable construction workforce, an essential foundation for completing large-scale infrastructure and building contracts on schedule.

PART III:

CONCLUSIONS AND OVERSIGHT RECOMMENDATIONS FOR FY2027

The ESG Committee recognizes the Board of Management's strong sense of responsibility and the substantive results delivered in FY2026. To help Coteccons maintain its industry-leading position and prepare to access international green finance, the Subcommittee recommends the following priorities for FY2027:

- **Standardizing Processes And Ensuring Data Integrity**:
  Eliminate manual estimates entirely; ensure that safety, emissions, and waste management from every construction site is recorded automatically in the company's digital system for reconciliation.

- **Roadmap For Independent Assurance**:
  Gradually introduce independent third-party assurance of Scope 1 and Scope 2 emissions indicators and occupational safety data, laying the groundwork for reporting in accordance with the IFRS Sustainability Disclosure Standards: IFRS S1 and IFRS S2..

- **Linking Accountability To Compensation**:
  Move forward with a mechanism that ties achievement of ESG targets to annual performance evaluations and variable compensation for executives and project directors.

The ESG Committee commits to maintaining its independence and objectivity while working with the Board of Management to make ESG principles part of Coteccons' "operational DNA," ensuring sustainable growth and lasting value for shareholders and society.

Coteccons leaders and construction workers make a workplace safety pledge at Trạm An toàn during Xây Tết 2026 at the APEC Convention Center project (An Giang).



2026–2030 DIRECTION: INTEGRATING ESG INTO OUR OPERATING DNA

As Coteccons enters a new phase of growth in its journey toward becoming an Industry Leader, the Committee recommends five core governance priorities:

1/ **Integrate ERM**: Bring climate, environmental, safety and supply chain risks into a single Enterprise Risk Management (ERM) system aligned with IFC standards.

2/ **Link Compensation To Performance**: Integrate sustainability KPIs into performance assessment and variable remuneration for senior executives.

3/ **Establish A Green Finance Framework**: Build a standards-aligned green investment portfolio to position Coteccons to access green credit and international sustainability bond financing.

4/ **Raise Transparency Standards**: Move toward integrated disclosures in line with international standards and maintain a leading position in the Vietnam Sustainability Index (VNSI).

5/ **Foster A Culture Of Responsible Autonomy**: Bring "Future Inside You" to life. ESG truly becomes part of the company's DNA only when every engineer on site makes responsible decisions independently, without requiring supervision from the Subcommittee.

In the next phase, sustainability must be integrated even more deeply into Coteccons' strategy, governance and business operations. The goal is not simply to meet increasingly demanding ESG standards, but to turn those standards into governance capabilities, competitive advantage and long-term value for the company and its stakeholders.

Aiming to become an Industry Leader, Coteccons has the opportunity not only to raise sustainability standards within its own operations, but also to promote responsible practices among subcontractors, suppliers, partners and the community.

The ESG Committee will continue to provide oversight and advice to the Board of Directors, while working alongside Executive Management to strengthen ESG capabilities, enhance governance and deliver the 2026–2030 sustainability roadmap.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)
(Person in charge of Information Disclosure at Coteccons)

ĐINH THỊ HỒNG THẮM

Ms. NGUYỄN TRÌNH THÙY TRANG
Deputy CEO, Operations Division, Coteccons

ESG

THE FOUNDATION OF A LONG-TERM DEVELOPMENT STRATEGY

While ESG implementation at Coteccons in 2021-2022 began with top-down requirements, 2026 marks an important shift: ESG is being integrated into the operational strategy and has become a foundation for Coteccons' long-term development.

According to Ms. Nguyễn Trình Thùy Trang, Deputy CEO, Operations Division, Coteccons, the biggest achievement of 2026 lies not only in specific ESG initiatives or outcomes, but also in the way an ESG culture has taken root in how Coteccons people think and operate. In the early years, leaders had to constantly remind people to follow through. Today, Coteccons can take pride in having a team that understands what needs to be done, acts on its own initiative, and even proactively looks for ways to do better.

"From the office to construction sites, people are practicing ESG on their own initiative. It's like the rule that if you drink, you don't drive," Ms. Trang said, likening Coteccons' ESG culture to something that has become second nature.

According to Ms. Trang, the construction industry is facing a "new set of rules": to create truly sustainable buildings, the process of "going green" must be planned from the outset, with people at the center. Once an ESG culture is deeply embedded in each person across the organization, Coteccons proactively optimizes design, material selection, solutions, construction methods and long-term operating strategies in every activity to reduce emissions and improve building performance. This helps ensure that every project Coteccons delivers is not only functional and safe, but also more sustainable, greener and better for future generations-each one contributing to the mark Coteccons leaves behind.

This is also the result of a journey on which Coteccons has made a clear choice: ESG is neither a standard reserved for companies that have already succeeded, nor an obligation fulfilled merely for form's sake or a cost incurred for image-building. Rather, the company chooses to take responsibility and hold itself to rigorous ESG standards in every activity and at every stage of development.



In 2026, that transformation is reflected in the way ESG is embedded across operations. Coteccons focuses on material topics, from reducing emissions and respecting and developing people to transparent governance, digitalizing information, proactively raising standards, and turning ESG awareness into consistent action across the organization.

When leadership and employees speak with one voice, the journey toward new heights and greater impact becomes even more meaningful. Ms. Trang therefore believes that becoming an Industry Leader in ESG practice is well within Coteccons' reach. Today, the company is proactively raising its own standards and strengthening collaboration with scientists, experts and partners. Together with them, Coteccons develops initiatives to address industry challenges while creating differentiated value through products and services, helping to advance and share sustainable, effective solutions that benefit multiple stakeholders.

This transformation is giving the "Future Inside You" journey increasingly clear and profound meaning. As Ms. Trang emphasized: "The future depends on how we think. Sustainable development is the result of a forward-looking mindset that puts people and the environment first." It is a journey from awareness to understanding, from understanding to action, and from action to change that spreads outward.

Looking back, 2026 marks the point at which ESG at Coteccons has reached a new level of maturity: from a direction set by leadership to shared awareness; from awareness to self-motivated behavior; and from individual behavior to an organization-wide culture. This is the launchpad and the strength that will enable Coteccons to work toward a greener, more transparent, human-centered future, while helping raise standards and create more sustainable value for the construction industry and society as a whole.

"If I could live another 50 years, what kind of lives would my children be living then? What would the planet be like? When I am gone, what do I want to leave behind for this world?"

Ms. **Nguyễn Trình Thùy Trang**
Deputy CEO, Operations Division, Coteccons



Coteccons leaders and engineers working through Tet at Phu Quoc International Airport (An Giang) gather around the fire to cook bánh chưng during the Tết Công trường 2026 ("Tet at the Construction Site 2026") program.

We celebrate today,

BUT WHAT WILL WE LEAVE BEHIND?

From a leader's perspective, Ms. Nguyễn Trình Thùy Trang is clear: Coteccons must move toward a greener future and create greater impact!

Looking back over the past year, which ESG achievement are you most satisfied with?

Ms. Nguyễn Trình Thùy Trang: One of the achievements that makes me happiest is that, since mid-2025, I no longer have to be personally hands-on with every aspect of the work, yet I can still be confident that we have a team taking ESG seriously.

Back in 2021 and 2022, I had to be involved in everything-raising my voice, pushing people from the top down and sometimes even threatening them into action (laughs). We did all that because the leadership wanted ESG practice to become part of Coteccons' culture. That was Chairman Bolat's vision: for people to understand what ESG meant, absorb it day by day, and gradually change their habits and behavior in line with the way the organization wanted to operate. Today, I can proudly say that Coteccons has a team that understands ESG, practices it without being told, and actively wants to do even better.

Getting here was not easy; it took time. Most Coteccons people are engineers. They need to see it, hear it and experience it for themselves before they believe it. What matters is results. Without results, forget about convincing them. LEGO is the clearest example. At the beginning, many members of the Safety team on site complained that the client kept asking about ESG-related requirements. But because Coteccons had already been putting ESG into practice, the team realized that what we were doing was real, that we were doing it properly, and that they had plenty of information to report. They understood it, internalized it, and became more confident in the ESG path we had chosen. They then began proposing initiatives themselves, making ESG second nature.

What, then, has made you happy and strengthened your confidence in the company's ESG journey?

Last year, we were fortunate to have a meeting with General Secretary Tô Lâm. We had been told that each delegation would have only 20 minutes, but he spent 31 minutes with us. He also told Mr. Bolat Duisenov, Chairman of the Board of Directors: "I know Coteccons is a pioneer in putting ESG into practice."

More recently, I met some experts from the Ministry, and they said, "Wow, Coteccons is a construction company that has only just finished restructuring, and it is already practicing ESG as well." Clearly, we no longer have to talk about ourselves. People can see it and recognize that Coteccons is genuinely putting ESG into practice. More than that, other companies are starting to follow Coteccons down the same path.
.

Along that journey, were there times when things felt too difficult, when you hesitated, or when there was something you were dissatisfied with?

Of course. I used to work for a foreign corporation. They had a Helpline or Speak Up number. If employees had a problemsuch as being targeted, bullied or facing a lack of transparency -they could simply call that number. I had long wanted to introduce



PRACTICING ESG IS NOT SOMETHING WE DO BECAUSE SOMEONE MIGHT REWARD US OR PUNISH US; WE DO IT UNCONDITIONALLY. INVESTING IN ESG IS THE SAME. IF THE COMPANY BELIEVES SOMETHING NEEDS TO BE DONE, WE DO IT. WHETHER IT WORKS OR NOT, WE ONLY KNOW BY TRYING.

1. Coteccons leaders with the site management team and workers at Sycamore (HCMC) during Xây Tết 2026.

2. Ms. Nguyễn Trinh Thùy Trang meets with workers whose children received scholarships through the Xây Nền Ước Mơ 2026 program at BWID SCC2 Bình Dương (HCMC).

something similar at Coteccons, and we did roll it out. We also hired professional external providers to operate it, but it still wasn't working the way we wanted, so we paused it.

I still feel some regret that we haven't made it work, because it carries risks that are difficult to control. For example, people could exploit the channel to settle scores with one another. I still think about it. Sometimes, even something you want to do for the right reasons can carry significant risks, so you have to weigh them carefully and pause when necessary.

In many previous messages, Coteccons' leadership has spoken about "FUTURE INSIDE YOU." What experience has stayed with you most deeply and made you want to follow that path, despite the risks you mentioned?

Whenever we choose to take the lead or invest in new initiatives, we develop risk management scenarios and clearly define an acceptable "margin of failure." At Coteccons, ESG is not a short-term program or campaign. It starts with mindset, becomes part of our business ethics and the way Coteccons people behave, and underpins our strategy and every action we take. We say no to "greenwashing." We do not practice ESG superficially or for appearances' sake; we put people at the center of our sustainable development goals.

Do you remember the film "Interstellar"? It made me think deeply about many things. It is more than a science-fiction story; to me, it is a profound metaphor for humanity's fate and enduring values. It opens on peaceful cornfields on an Earth whose capacity to sustain life is slowly being depleted. Cooper's journey takes him across such different dimensions of space and time that when he returns, the world is no longer the one he left.

What stays with me most is the book-filled room of the protagonist's daughter, Murph. Separated by space and time, her father Cooper still finds a way to send her messages through the books on the shelf. To me, that room is more than a setting in the film; it is a symbol of knowledge, memory and continuity between generations. We may not live long enough to see the distant future, but we can still send the best of what we have forward into it. Each generation inherits a legacy from the one before and has a responsibility to improve it before passing it on.

Perhaps that is also the deepest meaning of the message Coteccons has long embraced: "FUTURE INSIDE YOU." The future is not somewhere out there. It lies in the choices we make today, the knowledge we build, the values we persistently nurture, and the responsibility we take for the next generation.

In the film, Cooper and the scientists give up peaceful lives and even sacrifice time with their families to search for a path that will secure humanity's future. It leaves me with a simple thought: the greatest legacy we leave behind may not be material wealth, but knowledge, courage and a spirit that never gives up. If I could live another 50 years, what would the planet be like? What kind of lives would our children and grandchildren have? And when I am gone, what do I want to leave behind for this world?

That is why I always try to do the small things well today, believing that, little by little, they can create a positive impact that grows over time. ESG at Coteccons is the same. Only



by planting a good seed can we hope for a good harvest. We start with the basics: supporting our employees' health and mental well-being, caring for the environment, preserving and strengthening positive values within the organization, and extending those values to the community. Ultimately, sustainable development is not only about leaving future generations a better planet; it is also about passing on values that will help future generations achieve more than our generation has.

What bigger impacts are you and the leadership hoping to create for people and for the construction industry?

For Coteccons, that means Building Futures and making an impact on society. A building is a simple example: if we build it irresponsibly, 9,000 people could be affected. If we do it responsibly, we can make life better for many people.

Next year, I plan to make further improvements. The team is already doing a good job measuring emissions, but we need to turn this into a common standard. We will continue investing in digitalization and bring together external experts and our own team to refine the system. Once it is ready, we can share the approach with others in the industry.

My bigger ambition is to turn ESG into a business model. Today, our focus is mainly on supporting workers. If we can combine what we are already doing with technology, we could create a workforce management company-something like LinkedIn for the construction industry. It is still only an idea, and making it work would take careful thought and time. (Laughs)

What do you feel you have gained most from practicing ESG?

Honestly, it is GRATITUDE.
When we bring Xây Tết (Building Tet, a Lunar New Year community program) to workers at construction sites, we see just how genuine and unassuming they are. They work hard, persevere and save every bit they can to support their children's dreams. We have so much to thank them for!

We practice ESG because we want to make things better for each person. It can be as simple as a desk, a chair, greenery in the office, cooler uniforms made from better fabric for our people, or proper rest shelters for workers. At first, some people said, "They've got money to burn and too much time on their hands." But now others are copying what we do—and still struggling to catch up.

The Chairman often encourages people to give each other a hug before a meeting. Imagine what happens when you step forward and hug someone: your state of mind changes. Even if you were about to tear into each other, a hug can change the whole dynamic. What would that look like?

In the past, ESG practice was top-down-a mandate, something people were required to do. Today, people take the initiative, follow the standards and feel that they are part of Coteccons' culture. On top of that, people are proposing many initiatives of their own, making ESG practice far more meaningful going forward.
Thank you, Madam.

COTECCONS INTERNAL AUDIT'S INDEPENDENT ASSURANCE OPINION ON

The ESG report 2026

No: 01/2026/

Re: Assurance Of Certain Sustainability Indicators

To: **The General Meeting of Shareholders, the Board of Directors, and Stakeholders**

To enhance the reliability of externally disclosed information, Coteccons' Risk Management, Compliance, and Internal Audit conducted a limited assurance engagement on selected FY2026 sustainability indicators before publication of the Sustainability Report.

Responsibilities Of The Board Of Management

Coteccons' Board of Management is responsible for preparing, presenting, and disclosing the ESG Report 2026 based on the GRI Standards issued by the Global Reporting Initiative (GRI).
The Board of Management is responsible for establishing and maintaining an internal control system to ensure that the information and data in the Report are transparent and accurate.

Responsibilities And Approach Of Risk Management, Compliance, and Internal Audit (RCA)

Risk Management, Compliance and Internal Audit (RCA) provides an independent, objective opinion on the selected indicators. Its work followed Coteccons' Internal Audit Regulations and Procedures and was consistent with Government Decree No. 05/2019/NĐ-CP dated January 22, 2019, on internal audit. Throughout the engagement, from planning and execution through to conclusion, RCA adhered to professional ethical standards and applied a risk-based approach.
The assurance work consisted primarily of interviews, document reviews, and checks of the figures against the original data from the relevant departments and units.
The assurance results were discussed with the leaders of the relevant functional departments and units.

Scope Of Assurance

At this stage, limited assurance was performed on the following 06 sustainability indicators identified under the GRI Standards:

- **GRI 201-1**: Direct economic value generated and distributed;
- **GRI 2-7**: Employees;
- **GRI 308-1**: New suppliers that were screened using environmental criteria;
- **GRI 403-5**: Worker training on occupational health and safety;
- **GRI 405-1**: Diversity of governance bodies and employees;
- **GRI 413-1**: Operations with local community engagement, impact assessments, and development programs.

Conclusion

Within the scope of the work performed, Risk Management, Compliance, and Internal Audit (RCA) provides limited assurance that the 06 selected sustainability indicators for the reporting period beginning July 1, 2025, and ending June 30, 2026, as presented in the ESG Report 2026, are fairly presented, in all material respects, in accordance with the GRI Standards.

RISK MANAGEMENT, COMPLIANCE, AND INTERNAL AUDIT
HEAD OF RCA



VŨ HOÀNG NAM

At Coteccons, we believe sustainability begins with each of us.

FUTURE INSIDE YOU

Start

"An enduring asset within our reach."

A greener future
A better future
Sustainable growth

Awareness
Responsibility
Vision

"Moving Forward Together"

Everyone
All stakeholders
Every community
Every project
Our planet

To carry out the mission of **making ESG visible and meaningful to all stakeholders, especially Coteccons' employees**, the Company has built the philosophy and communication message Future Inside You.

The future depends on how we think. Sustainable development is the result of a forward-looking mindset that puts human lives and the environment first. If our goal only focuses on short-term and immediate profits, development will not be sustainable. The path of the future is opened from the right mindset about sustainable development in each individual and each business.

KEY FIGURES

Fiscal Year 2026 (July 1, 2025-June 30, 2026)

BUSINESS RESULTS

NET REVENUE

VND

34,340

BILLION

▲ Up 38% year over year,
Reaching 115% of the business plan

TOTAL ASSETS

VND

38,696

BILLION

▲ Up 30% year over year.

EQUITY CAPITAL

VND

9,652

BILLION

▲ Up 8% year over year

Economic Growth & Performance

GROSS PROFIT

VND

1,446

BILLION

▲ Up 77% year over year.

PROFIT AFTER TAX

VND

788

BILLION

▲ Up 73% year over year,
Reaching 113% of the business plan.



NEW CONTRACT AWARDS

VND

60,307

BILLION

▲ Up 107% year over year.

REPEAT SALES AS A SHARE OF TOTAL CONTRACT VALUE WONU

72%

CARRYOVER BACKLOG

VND

70,000

BILLION

▲ Up 98% year over year.
A record high

Sustainable Brand

TOTAL SOCIAL WELFARE BUDGET

VND

176,137,405,188

CONTRIBUTIONS TO THE STATE BUDGET

VND

434,184,059,123



SUSTAINABLE DEVELOPMENT PRACTICES (ESG)

Standards For Green Construction, Environmental Protection And Comprehensive Social Responsibility

Occupational Health And Safety

SAFE WORKING HOURS

68,110,908

HOURS

NUMBER OF PROJECTS UNDERWAY (AS OF JUNE 30, 2026)

89

PROJECTS

PERCENTAGE OF EMPLOYEES AND WORKERS WHO RECEIVED SAFETY TRAINING

100%

Knowledge and Capacity Building

AVERAGE TRAINING HOURS PER EMPLOYEE

25.6 HOURS/ PERSON

Ecological Impacts

REFORESTATION

33,063

NATIVE TREES

Happy Workplace

DIRECT EMPLOYEES

4,080

PEOPLE

AVERAGE NUMBER OF WORKERS ON CONSTRUCTION SITES

32,245

PEOPLE

3R Optimization Toward A Circular Economy

AMOUNT RECOVERED FROM SURPLUS CONSTRUCTION MATERIALS

VND

12.74

BILLION

Green Supply Chain

NUMBER OF SUPPLIERS PERIODICALLY ASSESSED AGAINST CRITERIA THAT INCLUDE ESG

2,055

SUPPLIERS/ SUBCONTRACTORS



Corporate Social Responsibility

XÂY TẾT

>40,000

GIFTS FOR WORKERS

TOTAL SPENDING ON SOCIAL PROGRAMS

VND

13,300,629,156

Greenhouse Gas Emissions

ESTIMATED GHG EMISSIONS REDUCTION FROM THE USE OF GREEN MATERIALS

334,845.43

tCO_2e



PART III

COTECCONS

Overview

After crossing the USD 1 billion revenue mark in 2025, Coteccons continued to expand its ecosystem, setting a new revenue record of more than USD 1.3 billion in 2026. The company also made a strong mark in infrastructure, continued to rise in the Fortune Southeast Asia 500 ranking and earned recognition through numerous prestigious awards. Amid all this growth and change, one thing has remained constant: Coteccons' COMMITMENT TO SUSTAINABLE DEVELOPMENT.

Vietnamese Name:
CÔNG TY CỔ PHẦN XÂY DỰNG COTECCONS

English Name:
COTECCONS CONSTRUCTION JOINT STOCK COMPANY

Abbreviation:
COTECCONS

Enterprise Registration:
Certificate No. 0303443233, initially issued by the Ho Chi Minh City Department of Planning and Invest ((now the Ho Chi Minh City Department of Finance) on 24 August 2004.

Charter Capital:
VND 1,140,264,670,000

Equity Capital:
VND 9,652,381,832,998

Headquarters:
Coteccons Building, 236/6 Dien Bien Phu Street, Gia Dinh Ward, Ho Chi Minh City

Telephone:
+84.28.3514 2255 - +84.28.3514 2266

Fax:
+84.28.3514 2227

Website:
www.coteccons.vn

Ticker Symbol:
CTD



CORPORATE HISTORY & Strategic development

2004 - Inception founding of Coteccons JSC

Coteccons Construction Joint Stock Company was established under Decision No. 1242/QD-BXD dated July 30, 2004, by the Minister of Construction, and officially commenced operations as a joint stock company on August 24, 2004, with an initial charter capital of VND 15.2 billion.

2007 - Strengthening financial capacity

Successfully secured capital from reputable investment funds, elevating its charter capital to VND 120 billion.

2010 - Public listing official HoSE debut

On January 20, 2010, CTD shares were officially listed and commenced trading on the Ho Chi Minh City Stock Exchange (HoSE).

2012 - Foreign partnership strategic alliance with Kustocem

Coteccons executed a strategic cooperation agreement with Kustocem Pte. Ltd. (Singapore), and issued 10,430,000 shares valued at VND 525 billion.

2013 - Strengthening the business ecosystem

Coteccons increased its ownership in Unicons to 51.24%, further strengthening its business ecosystem and officially operating under a group model.

2014 - Developing the design & build model

Coteccons recorded early successes in implementing the Design & Build (D&B) model. Construction of The Landmark 81 began, marking an important milestone in the company's journey toward delivering large-scale, technically demanding projects.

2016 - Making its mark with Landmark 81

Coteccons carried out construction of The Landmark 81 - one of the world's tallest buildings - demonstrating its capabilities as a general contractor and reinforcing its leading position in Vietnam's construction industry.

2017 - Commencement of the Nam Hoi An Casino project

Coteccons broke ground on the Nam Hoi An Casino project, boasting a total contract value approaching VND 7 trillion.

2019 – Reinforcing its leading position

Coteccons was named among Vietnam's Top 50 Best and Largest Enterprises in 2019.

2020 – Comprehensive restructuring

Coteccons embarked on a comprehensive restructuring process aimed at strengthening its governance foundation, enhancing operational efficiency, and preparing for a new phase of development.

2022 – Brand renewal and securing a billion-dollar project

Coteccons unveiled its new brand identity. During the same period, the company was selected as the general contractor for key packages of the LEGO Manufacturing Vietnam project, which had a total investment of more than USD 1 billion.

2023 – Advancing diversity, equity and inclusion

Coteccons was honored with the Best Companies For Diversity, Equity & Inclusion (DEI) award, recognizing its efforts to build an equitable and sustainable workplace.

2024 – Strengthening the brand and expanding the ecosystem

Coteccons was named to the Fortune Southeast Asia 500 and recognized as a Vietnam National Brand.

The company also acquired 100% equity in Sinh Nam Facade and UG M&E, expanding its construction services ecosystem into aluminum and glass and M&E services.

2025 – Reaching the usd 1 billion revenue mark

The Group's revenue hit USD 1 billion.

Coteccons was honored in the Top 50 Corporate Sustainability Awards for the third consecutive year.

The company also acquired 100% equity in GEO Foundations, strengthening its capabilities in infrastructure and foundation engineering while further advancing digital transformation.

2026 – Record revenue and a growing infrastructure presence

In FY2026, Coteccons posted record revenue, further expanded its presence in infrastructure, continued its rise in the Fortune Southeast Asia 500, and received recognition through a number of prestigious awards.

1.

BUSINESS MODEL OVERVIEW

- Coteccons is Vietnam's leading construction enterprise, operating primarily across general contracting, design and build (D&B), mechanical and electrical (M&E) engineering, specialized engineering solutions, and comprehensive project lifecycle services.

- The business model is anchored in integrated general contracting capabilities, enabling the Company to partner with clients from conceptualization and value engineering through to execution, stringent quality-safety-schedule control, handover, and warranty phases.

2.

MARKET SEGMENTS & TARGET CLIENTS

- **Project Segments**: Civil, commercial, hospitality & resorts, industrial, infrastructure, and highly complex technical developments.

- **Client Base**: Domestic real estate developers, multinational corporations, FDI enterprises, industrial park developers, and partners with rigorous demands for technical expertise, safety, environmental compliance, and project management.

- **Project Selection Strategy**: Prioritizing developments that align with core competencies, risk management standards, and long - term sustainable growth trajectories.

MARKET PRESENCE



Northern Region	Central Region	Southern Region	International	
• Bắc Ninh	• Đà Nẵng	• An Giang	• Laos	• Singapore
• Hải Phòng	• Đắk Lắk	• Cần Thơ	• Cambodia	• China
• Hà Nội	• Hà Tĩnh	• Đồng Nai	• Myanmar	• Israel
• Hưng Yên	• Khánh Hòa	• Tây Ninh	• India	• Saudi Arabia
• Lào Cai	• Nghệ An	• Ho Chi Minh City	• Taiwan (China)	
• Ninh Bình	• Quảng Ngãi		• Kazakhstan	
• Quảng Ninh	• Huế		• Georgia	
	• Thanh Hóa		• USA	

STEP 1
BUSINESS DEVELOPMENT:
Selecting projects aligned with core capabilities, corporate strategy, and risk appetite.

STEP 2
BIDDING & TENDERING:
Demonstrating competitive advantages through empirical experience, data analytics, engineering expertise, and bespoke solutions tailored to client objectives.

STEP 3
PROCUREMENT & SUPPLY CHAIN:
Ensuring stringent schedule adherence, quality control, cost efficiency, and ESG compliance across the supply chain.

STEP 4
EXECUTION & PROJECT CONTROL:
Ensuring paramount safety while simultaneously optimizing quality, schedule, and cost parameters, mitigating risks throughout the project lifecycle.

STEP 5
HANDOVER & WARRANTY:
Fortifying brand equity, client trust, and cultivating long-term strategic partnerships.

Outcomes:

VALUE CREATION FOR STAKEHOLDERS

- **Clients**:
  High-quality, safe, on-schedule, and cost-optimized deliverables.

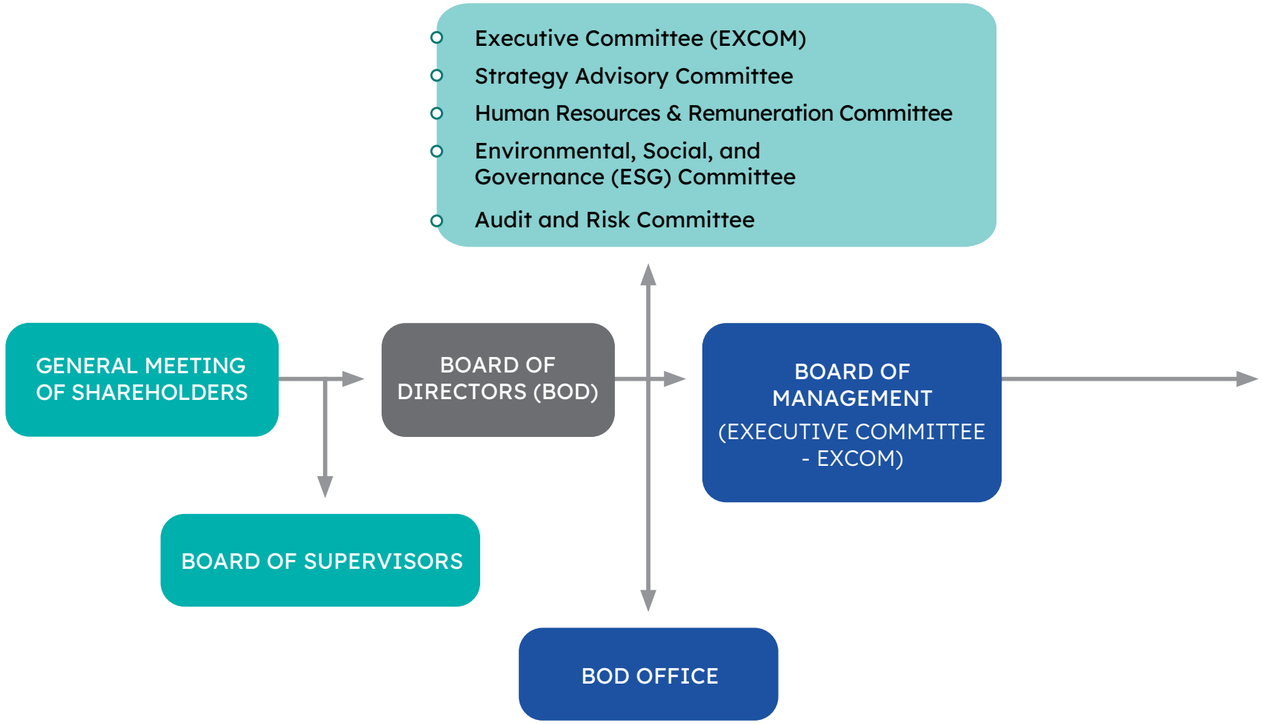
- **Shareholders & Investors**:
  A foundation for sustainable growth via a selective project portfolio, operational efficiency, and stringent risk management.

- **Employees**:
  A professional and safe workplace offering robust career advancement and capacity - building opportunities.

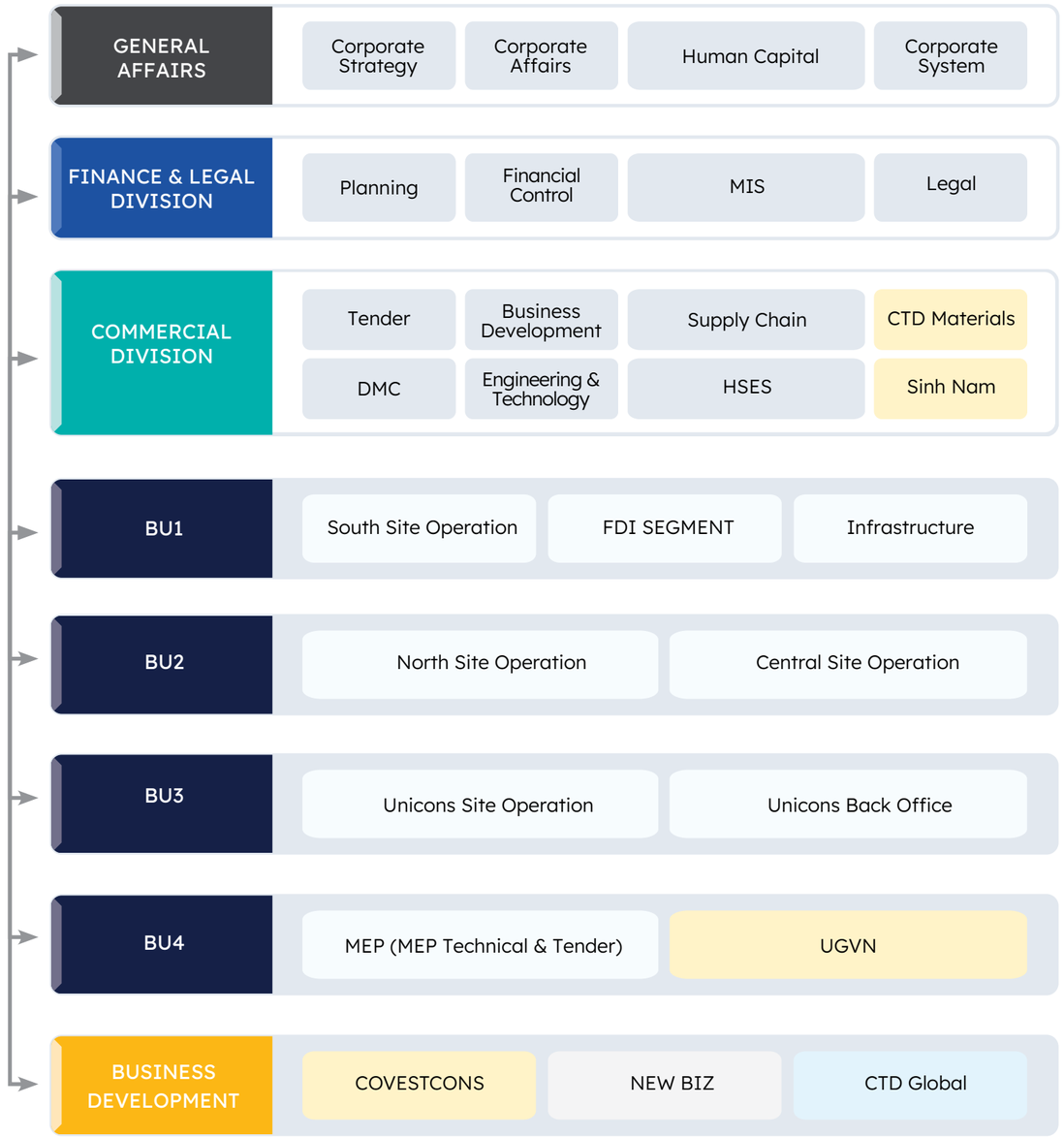
- **Suppliers & Subcontractors**:
  Collaborative partnerships rooted in standardized metrics, transparency, and mutual growth.

- **Community & Environment**:
  Contributions through durable infrastructure, job creation, strict safety practices, corporate social responsibility (CSR), and active environmental impact reduction initiatives.

Driven by operational imperatives and specific corporate characteristics, Coteccons has adopted a joint-stock corporate governance model incorporating a Board of Supervisors, in strict accordance with the 2020 Law on Enterprises. In executing this governance framework, the Company ensures rigorous compliance with statutory enterprise regulations, prevailing governmental decrees on corporate governance, and aligned international best practices.



CORPORATE GOVERNANCE MODEL & Organizational structure



SUBSIDIARIES

UNICONS INVESTMENT CONSTRUCTION LLC

Principal business activities
Construction and equipment installation services.

Enterprise Registration No.
0304472276

Head Office/Contact Address
236/6 Dien Bien Phu, Gia Dinh Ward, HCMC

Charter Capital (VND Billion/As Noted)
94.5

Coteccons Ownership (%)
100%

COVESTCONS LLC

Principal business activities
Real estate trading, proprietary or leased land use rights.

Enterprise Registration No.
0314326002

Head Office/Contact Address
12th Floor, Coteccons Building, 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC

Charter Capital (VND Billion/As Noted)
1,872

Coteccons Ownership (%)
100%

SINH NAM FACADE LLC

Principal business activities
Design, construction, and installation of aluminum, glass, and metal products.

Enterprise Registration No.
3700349560

Head Office/Contact Address
16 Huu Nghi Blvd, Vietnam-Singapore Industrial Park, Binh Hoa Ward, Binh Duong

Charter Capital (VND Billion/As Noted)
100

Coteccons Ownership (%)
100%

COTECCONS CONSTRUCTION KZ LTD.

Principal business activities
Construction services.

Enterprise Registration No.
250540900749

Head Office/Contact Address
55/17 Mangilik El Ave., C3.2., Z05T3D8, Astana, Republic of Kazakhstan

Charter Capital (USD)
1,000,000

Coteccons Ownership (%)
100%

COTECCONS CONSTRUCTION (CAMBODIA) CO. LTD.

Principal business activities
Construction works.

Enterprise Registration No.
1000502664

Head Office/Contact Address
House/Building No. H548, Street No. 371, Ta Lei, Dangkao, Dangkao, Phnom Penh, Kingdom of Cambodia

Charter Capital (USD)
1,500,000

Coteccons Ownership (%)
100%

COTECCONS INDIA CONSTRUCTION PRIVATE LIMITED

Principal business activities
Construction works.

Enterprise Registration No.
U41001TN2024FTC175881

Head Office/Contact Address
OlympiaCyberspace,1st,3rd, office,No21/22,alandur rd, Guindy Industrial Estate, Chennai City Corporation, Chennai 600032, Tamil Nadu, Republic of India

Charter Capital (USD)
2,000,000

Coteccons Ownership (%)
100%

UG VIETNAM MECHANICAL AND ELECTRICAL LLC

Principal business activities
Civil and industrial construction; project management consulting; design and installation of M&E systems.

Enterprise Registration No.
0305140668

Head Office/Contact Address
8th Floor, Coteccons Building, 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC

Charter Capital (VND Billion/As Noted)
6.4

Coteccons Ownership (%)
100%

COTECCONS CONSTRUCTION, INC.

Principal business activities
General contracting and construction management.

Enterprise Registration No.
2523854

Head Office/Contact Address
8 The Green Ste D Street, City of Dover, Country of Kent, USA

Charter Capital (USD)
15,000,000

Coteccons Ownership (%)
100%

COTECCONS CONSTRUCTION LLC

Principal business activities
Residential construction of all types.

Enterprise Registration No.
1009197613

Head Office/Contact Address
Ground Floor, Levels 1 & 2, Building S4, Roshn Business Front, Airport Road, Riyadh, Kingdom of Saudi Arabia

Charter Capital (USD)
5,000,000

Coteccons Ownership (%)
100%

COTECCONS CONSTRUCTION SINGAPORE PTE. LTD.

Principal business activities
Holding company operations and general contracting.

Enterprise Registration No.
202544767Z

Head Office/Contact Address
36 Robinson Road, #13-01, City House, Singapore 068877

Charter Capital (USD)
10,000,000

Coteccons Ownership (%)
100%

GEO FOUNDATIONS VIETNAM LLC

Principal business activities
Civil engineering construction services.

Enterprise Registration No.
0304742518

Head Office/Contact Address
7th Floor, Coteccons Building, 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC

Charter Capital (VND Billion/As Noted)
404.3

Coteccons Ownership (%)
100%

SINH NAM METAL (MYANMAR) LLC

Principal business activities
Design, construction, and installation of aluminum, glass, and metal products.

Enterprise Registration No.
119456215

Head Office/Contact Address
Upper Pansodan Road, Room 301, MI Building, Kandawgyi Yeikmon Housing, Mingalar Taung Nyunt, Yangon, Myanmar

Charter Capital (USD)
346,700

Coteccons Ownership (%)
100%

SUBSIDIARIES

CTD FUTURE IMPACT JSC

Principal business activities
Renting and leasing of other machinery, equipment and tangible goods without operators

Details
Rental and leasing of solar water-heating machinery and equipment, and energy-saving machinery and equipment.

Enterprise Registration No.
0316921381

Head Office/Contact Address
236/6 Dien Bien Phu, Gia Dinh Ward, HCMC

Charter Capital (VND Billion/As Noted)
110.05

Coteccons Ownership (%)
99.54%

SOLARESCO-1 LLC

Principal business activities
Renting and leasing of other machinery, equipment and tangible goods without operators

Details
Rental and leasing of solar water-heating machinery and equipment, and energy-saving machinery and equipment.

Enterprise Registration No.
0316438470

Head Office/Contact Address
47 Le Van Thinh, Quarter 5, Binh Trung Ward, HCMC

Charter Capital (VND Billion/As Noted)
110

Coteccons Ownership (%)
99.54%

CTD MATERIALS LLC

Principal business activities
Wholesale of construction materials and other installation supplies.

Details
Wholesale of bamboo, reed bamboo, logs and processed wood; cement; building bricks, roof tiles, stone, sand and gravel; construction glass; paints and varnishes; wall and floor tiles and sanitary ware; hardware; and other construction materials and installation supplies.

Enterprise Registration No.
0317515248

Head Office/Contact Address
Lầu 9, 236/6 Điện Biên Phủ, P. Gia Định, TP.HCM

Charter Capital (VND Billion/As Noted)
51

Coteccons Ownership (%)
100%

"COTECCONS KZ" LLP

Principal business activities
Construction services.

Enterprise Registration No.
071140010779

Head Office/Contact Address
151 Mynbaeva Street, Office 140, Bostandyk District, 050000 Almaty, Republic of Kazakhstan

Charter Capital (KZT)
250,000,000

Coteccons Ownership (%)
100%

COTECCONS GEORGIA CONSTRUCTION LLC

Principal business activities
Construction services.

Enterprise Registration No.
404805957

Head Office/Contact Address
Georgia, Tbilisi, Mtatsminda district, Rustaveli Avenue, N37

Coteccons Ownership (%)
100%

COTECCONS NEST LLC

Principal business activities
Real estate trading, proprietary or leased land use rights.

Enterprise Registration No.
0317508201

Head Office/Contact Address
9th Floor, Coteccons Building, 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC

Charter Capital (VND Billion/As Noted)
781.5

Coteccons Ownership (%)
100%

SAN CHOI MOI LLC

Principal business activities
Real estate business involving owned or leased properties and land-use rights.

Details
Other real estate activities (leasing space within buildings).

Enterprise Registration No.
0317587852

Head Office/Contact Address
9th Floor, 236/6 Dien Bien Phu, Gia Dinh Ward, HCMC

Charter Capital (VND Billion/As Noted)
30

Coteccons Ownership (%)
100%

VN SOLUTIONS LLC

Principal business activities
Software production and computer programming.

Details
Software development; computer programming.

Enterprise Registration No.
0318134397

Head Office/Contact Address
2nd Floor, Saigon Paragon Building, 3 Nguyen Luong Bang, Tan My Ward, HCMC

Charter Capital (VND Billion/As Noted)
10

Coteccons Ownership (%)
100%

ASSOCIATES

FCC INFRASTRUCTURE INVESTMENT JSC

Principal business activities
Civil and industrial construction.

Enterprise Registration No.
0106605407

Head Office/Contact Address
2nd Floor, CEO Tower, Pham Hung Street, Tu Liem District, Hanoi

Charter Capital (VND Billion/As Noted)
376.8

Coteccons Ownership (%)
42.36%

QUANG TRONG TRADING JSC

Principal business activities
Real estate trading, project management.

Details
Real estate business.

Enterprise Registration No.
3500740022

Head Office/Contact Address
427/9 Nguyen An Ninh, Tam Thang Ward, HCMC

Charter Capital (VND Billion/As Noted)
100

Coteccons Ownership (%)
36%

HITECCONS INVESTMENT JSC

Principal business activities
Real estate trading and constructio.

Enterprise Registration No.
0108007089

Head Office/Contact Address
Hoa Lac Hi-Tech Park, Km 29, Thang Long Avenue, Hoa Lac Commune, Hanoi

Charter Capital (VND Billion/As Noted)
300

Coteccons Ownership (%)
31%

OUR CORE VALUES
GIÁ TRỊ CỐT LÕI



H

HUMBLENESS
KHIÊM NHƯỜNG

We respect people, stay open to learning, and never let ego get in the way of doing what is right.

Tôn trọng, lắng nghe không phán xét, luôn học hỏi và đặt điều đúng đắn cho tổ chức lên trên cái tôi cá nhân.

R

ROOTED IN LEGACY
GÌN GIỮ DI SẢN

We respect CTD's history, stay proud of our Vietnamese roots, and build on that foundation for the future.

Trân trọng những giá trị và lịch sử đã tạo nên Coteccons hôm nay, đồng thời tiếp tục bồi đắp di sản ấy cho các thế hệ mai sau.

E

EXCELLENCE
XUẤT SẮC

We hold high standards in how we think, work, and deliver, always aiming for quality and continuous improvement.

Chúng tôi duy trì tiêu chuẩn cao trong tư duy, cách làm việc và kết quả bàn giao; Theo đuổi sự xuất sắc trong từng chi tiết để hôm nay luôn tốt hơn hôm qua.

T

TALENT UNLOCKING
KHAI MỞ TIỀM NĂNG

We unlock potential, grow capability, and create opportunities for people to excel and lead.

Tạo cơ hội và trao quyền vì chúng tôi tin vào tiềm năng trong mỗi con người, ngay cả khi họ chưa nhìn thấy điều đó ở chính mình.

A

AMBITION
KHÁT VỌNG

We bring energy, drive, and determination to achieve more, grow stronger, and create greater impact.

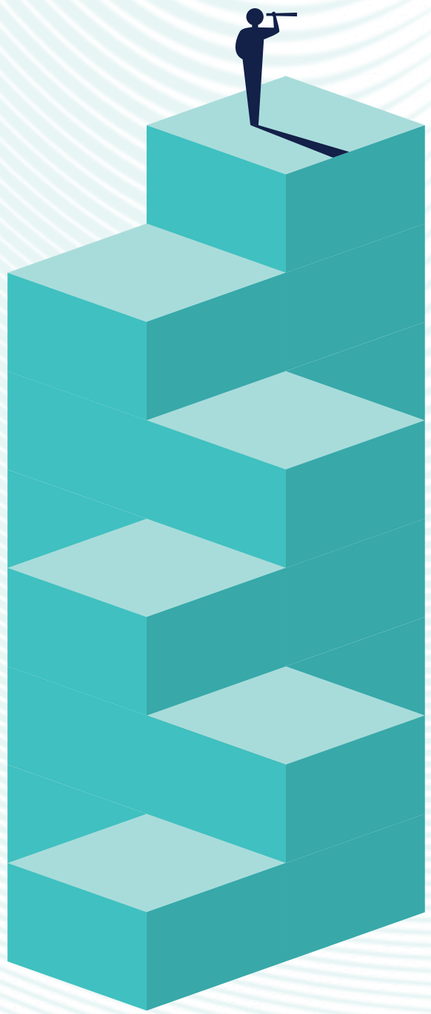
Dám nghĩ lớn, dám nhận việc khó và kiên định theo đuổi những mục tiêu có ý nghĩa.

Vision/Mission/

COMMITMENT TO SUSTAINABILITY

At Coteccons, sustainability is neither a standalone initiative nor a separate plan alongside the core business. It is embedded in how we make decisions, allocate resources and create long-term value. From executive offices to major construction sites, and from our employees to the vast construction workforce across our sites, as well as subcontractors, suppliers and local communities, sustainability has become an integral and consistent part of how we operate.

The spirit of **FUTURE INSIDE YOU** reflects an enduring belief: A sustainable future is not an abstract destination shaped from the outside. It starts from within: with people developing their capabilities, managers at every level being accountable, and technical decisions made each day with responsibility for the future in mind.



Strategic vision

Leading The Way In Green Competitiveness:
Coteccons remains committed to becoming a sustainability pioneer in the construction industry, turning Environmental (E), Social (S) and Governance (G) principles into a core source of competitiveness that helps protect margins and strengthen the company's financial resilience through market cycles.

Leading And Raising Industry Standards:
In pursuing recognition as an Industry Leader, Coteccons does not define this position solely by trillions of VND in revenue or the scale of its project portfolio, but by its ability to inspire and mobilize partners and reshape standards across Vietnam's construction industry toward greater transparency, safety and lower emissions.

Mission in action

Embedding ESG Across Our Operations:
Coteccons puts its commitment to sustainability into practice by integrating ESG standards across the value chain, from design review, green material selection, construction method optimization and rigorous safety control to responsible supply chain management and ecosystem conservation.

Putting People At The Center Of Every Transformation:
Throughout the green transition, people remain our most valuable asset. Every Coteccons member is empowered to take charge of their own learning, develop to their full potential and take responsibility for their decisions. This "**OWN IT**" culture turns sustainability principles into everyday habits, laying a strong foundation for the company to deliver projects that stand the test of time.

Pillars of our COMMITMENT TO SUSTAINABILITY



1.

ECONOMIC COMMITMENT – QUALITY GROWTH & ENDURING VALUE:

Coteccons is committed to pursuing a “Quality Growth” model built on operational efficiency, strict discipline in risk management and the ability to adapt with agility. Growth is not pursued through reckless financial risk-taking. Instead, we aim to generate healthy cash flow, preserve shareholder capital, maintain a steady flow of work for our partner network and create lasting value for the economy.

2.

ENVIRONMENTAL COMMITMENT – RESOURCE OPTIMIZATION & ROBUST CLIMATE ACTION

Coteccons is committed to using resources responsibly by strictly applying the 3R circular economy principle standardizing modular temporary works, and maximizing the share of low-emission materials, including recycled steel, low-emission concrete, green cement and unfired bricks. We are proactively standardizing data and conducting transparent GHG inventories in accordance with international standards, while working toward implementing a decarbonization roadmap aligned with Vietnam’s Net Zero 2050 commitment. Our environmental responsibility also extends to biodiversity conservation and the restoration of headwater forest ecosystems in the localities where Coteccons operates.

3.

PEOPLE & SOCIAL COMMITMENT – ABSOLUTE SAFETY & HUMAN-CENTERED DEVELOPMENT:

Coteccons places people’s lives, health, dignity and equitable opportunities for development above all else. We are building a workplace grounded in Diversity, Equity and Inclusion (DEI), while extending occupational safety protections and human-centered welfare policies from our direct employees to all workers employed by subcontractors on our construction sites. For communities, Coteccons is committed to sharing the benefits of development, creating livelihoods and helping improve the quality of life of vulnerable groups in society.

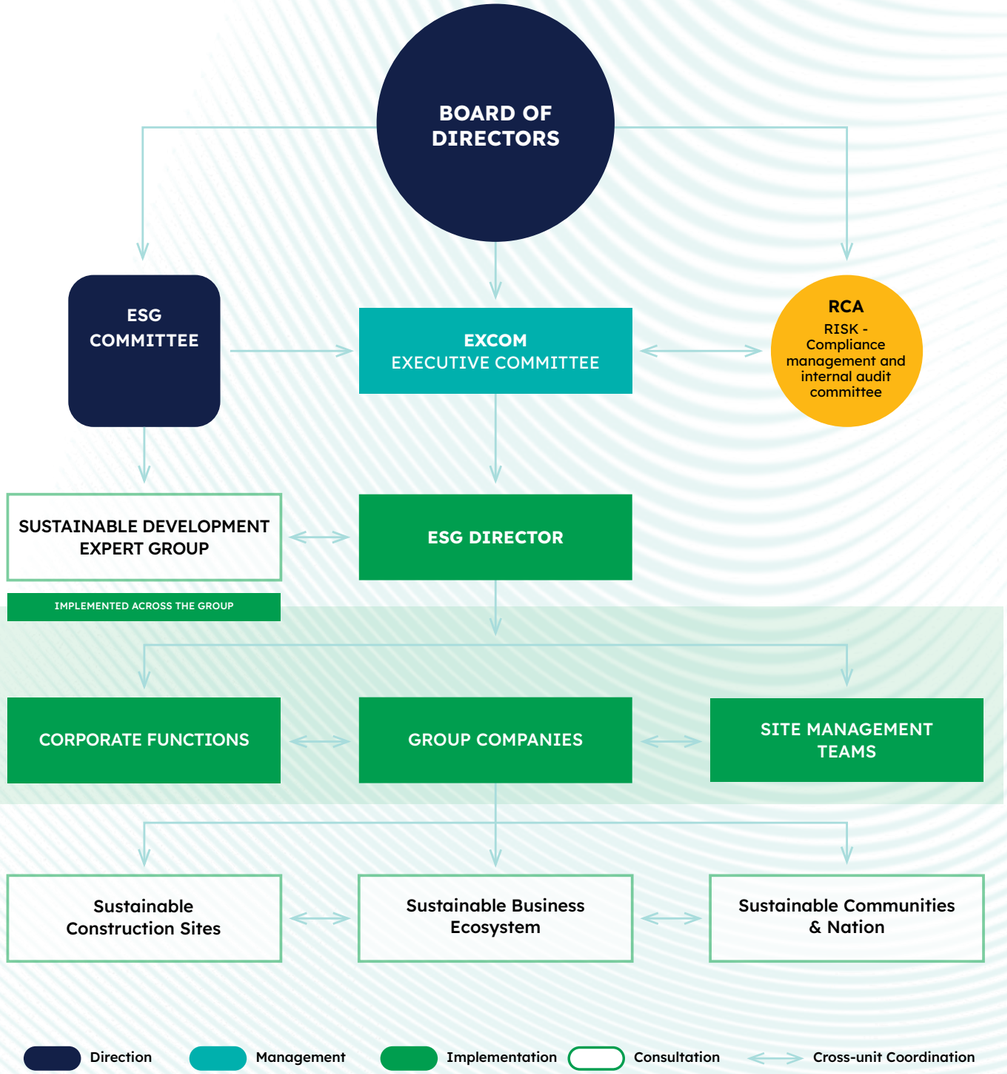
4.

GOVERNANCE COMMITMENT - FAIRNESS - TRANSPARENCY - RESPONSIBILITY - ACCOUNTABILITY:

Coteccons is committed to maintaining a professional and independent corporate governance system grounded in integrity, where all ESG risks and impacts are identified and quantified as a prerequisite for investment approval. We unequivocally reject “greenwashing,” standardize measurement methodologies, strengthen the integrity of digital data and establish clear accountability at every management level. Transparent disclosure is the most credible commitment we can make to investors, customers and international financial institutions.

For Coteccons, sustainability is not a fixed destination but a continuous journey of self-improvement. The value of that journey lies not only in the achievements recorded in annual reports, but also in the deeper changes it brings to organizational culture, the professional pride of our engineers and the social conscience of an industry leader.

This is how FUTURE INSIDE YOU is brought fully to life: the green future of Vietnam’s construction industry is being shaped and built by the responsible choices Coteccons makes and the standards it upholds today.



Governance structure

FOR SUSTAINABLE DEVELOPMENT

Coteccons continually reviews and refines its sustainability governance structure to ensure consistency and effectiveness across four functions:

DIRECTION - MANAGEMENT - IMPLEMENTATION - CONSULTATION.

ESG COMMITTEE

Head Of Committee:
Mr. HERWIG GUIDO H. VAN HOVE
Promotes international engagement and advises the Board of Directors in sponsoring sustainable development strategies that align with the company's goals and values.

Executive committee (EXCOM):
Ms. NGUYỄN TRÌNH THÙY TRANG
Sets the strategic direction for sustainability and drives its implementation across all business activities. Engages with partners, non-governmental organizations and regulators to advance sustainability initiatives and ensure compliance with relevant regulations.

Director of sustainable development:
Ms. NGUYỄN TRÌNH THÙY TRANG
Manages and coordinates sustainability activities across three areas: construction, the environment and sustainable communities.

Consultant - Sustainable materials - Independent committee member:
Mr. ĐẶNG MẬU CHIẾN
Advises and conducts research to promote the development and application of innovative green materials in construction.

SUSTAINABLE CONSTRUCTION SITES

COLLABORATION WITH STAKEHOLDERS

- Construction workers
- Project owners
- Subcontractors / Suppliers
- Local authorities and relevant agencies
- Press and media
- Independent consultants
- Trade unions / Worker representatives
- Environmental audit organizations

SUSTAINABLE BUSINESS ECOSYSTEM

COLLABORATION WITH STAKEHOLDERS

- Leadership
- Investors / Shareholders
- Clients / Strategic partners
- Supply chain
- Press and media
- ESG certification and audit organizations
- Internal departments

SUSTAINABLE COMMUNITIES & NATION

COLLABORATION WITH STAKEHOLDERS

- Local communities
- Local authorities
- Education system
- Non-governmental organizations (NGOs)
- International organizations
- Social experts
- Audit organizations
- Press and media

Members of the ESG

COMMITTEE OF COTECCONS CONSTRUCTION JOINT STOCK COMPANY:

No.	Full Name	Position
1	Herwig Guido H. Van Hove	Head Of Committee
2	Nguyễn Trình Thùy Trang	Member
3	Trần Ngọc Hải	Member
4	Võ Hoàng Lâm	Member
5	Nguyễn Chí Thiện	Member
6	Nguyễn Thị Thanh Hương	Member
7	Đinh Minh Đoan Trinh	Member
8	Đinh Thị Hồng Thắm	Member
9	Nguyễn Tấn Tiến	Member
10	Vũ Thanh Hà	Member
11	Trần Duy Thanh	Member
12	Đặng Mậu Chiến	Independent Member

Coteccons leaders and construction workers make a workplace safety pledge at Trạm An toàn during "Xây Tết 2026" at the APEC Convention Center project (An Giang).



THEMATIC STRATEGIC AOP FY2027

DISCIPLINE. FROM GROWTH TO QUALITY GROWTH



KỶ LUẬT. TỪ TĂNG TRƯỞNG ĐẾN TĂNG TRƯỞNG CHẤT LƯỢNG

Chúng ta không chỉ chạy theo những con số,
mà tập trung làm đúng, làm thật để mỗi bước tiến
đều chắc chắn và mang lại giá trị bền vững.

FY2027 STRATEGIC PRIORITIES

01 ENHANCE GOVERNANCE AND STRENGTHEN COLLABORATION THROUGH STANDARD OPERATING PROCEDURES (SOPS)

Improve cross-functional collaboration, standardize business processes, and strengthen governance to enable faster execution and better accountability through Financial discipline, reduce CCC & overdue debt, risk control, and operational discipline.

02 PROTECT QUALITY GROWTH IN CORE CONSTRUCTION AND BUILD FUTURE GROWTH ENGINES

Grow CTD beyond traditional construction by expanding into new markets, new sectors, and new business areas through protecting core construction quality growth, diversifying into new segments, expanding globally, growing vertical integration, and developing new businesses such as B2C, B2G, and financial services.

03 GROW HUMAN CAPITAL

Build organizational capability, talent, culture, and a high-performance team, upgrade productivity and organizational capability, and build a leadership pipeline and a high-performance, value-driven culture.

04 GROW THE BRAND

Build a differentiated and trusted industry brand by defining a clear, differentiated brand positioning and strengthening CTD's leadership brand through visible impact programs.

05 GROW PARTNERS

Build a stronger network of partners by building strategic clients & JV partnerships, integrated supply chain & workforce strategy and enhance engagement with investors and key stakeholders.

IMPLEMENTATION ROADMAP THROUGH 2030 & STRATEGIC TARGETS FOR 2027

THREE-STAGE ROADMAP THROUGH 2030

With a strong governance foundation now in place, Coteccons' sustainability (ESG) strategy has evolved beyond compliance to become a core operational capability and a competitive advantage. Looking ahead to 2026–2030, Coteccons is adopting an Industry Leader mindset—placing green standards at the heart of its business model, creating long-term value for shareholders and leading efforts to raise standards across Vietnam's construction industry.

INITIATE ESG (2023)	GOOD ESG PRACTICES (2024–2025)	INDUSTRY LEADER IN ESG (2026–2030)
• Develop strategies, commitments and policies. • Establish the governance structure (ESG Committee, RCA, and ESG Implementation Team). • Identify stakeholder needs and expectations. • Develop an overall plan and budget. • Build the infrastructure and tools needed to put ESG into practice across business areas. • Provide consultation and training, and establish reporting channels. • Transform CSR initiatives into sustainability projects closely aligned with the ESG strategy.	• Build a responsible value chain across operations, covering labor practices, supply chain management and environmental protection. • Establish a transparent ESG monitoring, evaluation and reporting sy stem, supported by KPIs and tools to measure performance. • Launch projects that contribute to sustainability goals, including circular economy models. • Join sustainability-focused professional organizations, connect with like-minded organizations and gain recognition through awards.	• Gain domestic and international recognition for governance and ESG practices. • Embed sustainability in the Coteccons brand. • Extend Coteccons' impact and influence across its partner ecosystem. • Reinforce Coteccons' Industry Leader position, including through its ESG practices.

COTECCONS' SPECIFIC SUSTAINABILITY TARGETS

At Coteccons, we view sustainability as a long-term direction closely linked to our business strategy and corporate culture. Accordingly, our commitments are translated into targets across three stages and organized under the three Environmental, Social and Governance pillars. Each target is linked to measurable indicators and a specific implementation roadmap, providing a basis for the company to monitor, assess and disclose progress annually:

PILLAR FOCUS AREA	SHORT TERM (FY2027)	MEDIUM TERM (FY2028–FY2029)	LONG TERM (FY2030 AND BEYOND)
ENVIRONMENTAL PILLAR **Green Contractor**	▸ Standardize and quantify environmental data at each project across waste, water, air, energy and ecosystems, ensuring that data are complete, consistent, traceable and verifiable. ▸ Expand GHG inventory coverage to 100% of active construction sites. ▸ Maintain and expand the green supply chain through the ESG Scorecard for strategic suppliers and subcontractors.	▸ Deploy renewable energy solutions at selected construction sites, assessing their technical, financial and ESG feasibility as a basis for scaling them across the organization. ▸ Conduct a Scope 3 GHG inventory covering material emission sources across the supply chain. ▸ Establish a set of quantitative indicators for GHG emissions reduction, water management and conservation, and construction waste management and recycling, creating a strong foundation for the roadmap toward Net Zero 2050.	▸ Officially publish a GHG emissions reduction roadmap aligned with Vietnam's Net Zero 2050 commitment. The roadmap will be based on scientific methodologies, with clear targets and independent verification. ▸ Achieve a 70% rate of material reuse and recycling at construction sites, putting the circular economy commitment into practice across the construction value chain. ▸ Put at least two circular economy models into operation in the construction sector, building on initiatives piloted and proven effective during the medium-term phase.
SOCIAL PILLAR **Compliance And Community Value Creation**	▸ Maintain full compliance with environmental and labor laws, with a target of zero violations or penalties. ▸ Collaborate with universities and specialized research institutions on research programs linked to business operations, creating positive impacts for the construction industry and society. ▸ Expand community programs to deliver deeper, longer-term impact for clearly defined beneficiary groups.	▸ Complete and publish research findings from collaborations with universities and specialized research institutions. ▸ Proactively provide policy recommendations to government authorities, drawing on Coteccons' practical experience and research findings, to help strengthen the regulatory framework for sustainable development in the construction industry.	▸ Become a benchmark for ESG practices in Vietnam's construction industry, promoting best practices and helping shape industry-wide standards. ▸ Share tools, GHG inventory methodologies and best ESG practices with other companies in the industry through industry dialogue platforms, workshops and multi-stakeholder collaboration.
SOCIAL PILLAR **Business Impact**	▸ Integrate ESG capabilities into bid submissions and develop a set of ESG credentials that showcase Coteccons' competitive advantages to domestic and international project owners. ▸ Maintain and strengthen Coteccons' standing in the capital markets, supported by recognition from reputable domestic and international organizations.	▸ Strengthen Coteccons' ability to meet the ESG requirements of international project owners, enabling participation in overseas projects and FDI projects with high sustainability standards. ▸ Access green finance to support the company's long-term sustainability strategy.	▸ Maintain Coteccons' Industry Leader position in Vietnam's construction industry.
SOCIAL PILLAR **Employer Brand**	▸ Ensure that 100% of workers, including workers employed by subcontractors, receive safety training and are fully equipped with personal protective equipment. ▸ Maintain the Lost Time Injury Frequency Rate (LTIFR) at 1.5 or below, working toward the long-term goal of zero accidents. ▸ Strengthen grievance and worker protection mechanisms to ensure transparency, timely response and respect for workers' rights.	▸ Expand Diversity, Equity and Inclusion (DEI) programs from offices to all construction sites, creating an equitable work environment for all workers. ▸ Evolve social programs into long-term welfare initiatives for workers at Coteccons construction sites, while extending their benefits to wider groups.	▸ Lead the industry in labor relations, worker welfare, and occupational safety and health. ▸ Extend Coteccons' labor policies across its partner ecosystem.
GOVERNANCE PILLAR **Governance Leadership**	▸ Adhere to four governance principles: Fairness - Transparency - Responsibility - Accountability. ▸ Finalize the ESG KPI framework and annual assessment process. ▸ Integrate ESG risks into the enterprise risk management system.	▸ Obtain independent assurance for more than 50% of material ESG indicators. ▸ Link ESG KPIs to performance evaluations for managers. ▸ Establish a green finance framework with defined criteria and a post-disbursement reporting mechanism.	▸ Obtain independent assurance for 100% of material ESG indicators. ▸ Provide full disclosures in accordance with IFRS S1 and IFRS S2. ▸ Rank among the leading companies in HoSE's Vietnam Sustainability Index (VNSI).

Execution discipline:

TURNING TARGETS INTO ORGANIZATIONAL CAPABILITY

The Board of Directors and the ESG Committee have established a guiding governance principle: the aim is not simply to add more targets on paper. Every commitment milestone between now and 2030 must be supported by three pillars of execution:

▸ **APPROPRIATE RESOURCE ALLOCATION**:

Every ESG target must be translated into a capital expenditure (CapEx) plan, operating expenditure (OpEx) budget and clearly assigned personnel before implementation is approved.





▸ **VERIFIABLE DATA DISCIPLINE**:

Eliminate subjective estimates; 100% of disclosed information must be traceable to source data from construction sites through digital platforms and be ready for independent audit.

▸ **END-TO-END ACCOUNTABILITY**:

Hold each Project Director and the Board of Management (ExCom) accountable for sustainability outcomes, bringing the "OWN IT" spirit and "FUTURE INSIDE YOU" mission to life in every business decision, every day.



The site management team strides purposefully across the construction site.



PART IV

Sustainability

REPORTING FRAMEWORK

To optimize the use of resources for sustainable development, Coteccons has standardized its sustainability reporting framework with reference to international frameworks and standards, including GRI, IFRS S1 and IFRS S2, and SASB. By integrating double materiality assessment with stakeholder consultation, the company brings greater transparency to its risk management system and reinforces its commitment to the Net Zero 2050 goal.

Identifying
MATERIAL TOPICS

Coteccons applies the double materiality approach in line with GRI, IFRS S1 and IFRS S2, and SASB. This approach enables a comprehensive assessment across two dimensions: the company's impacts on the environment and society, and the effects of environmental and social factors on its finances, supporting effective risk management.

Material topics are topics that represent an organization's most significant impacts on the economy, environment, and people, including impacts on human rights (as defined in GRI 3: Material Topics 2021).

Based on GRI 3: Material Topics 2021, Coteccons reviews and identifies material topics to enable the efficient use of resources for sustainable development. Since 2025, in addition to impact materiality, Coteccons has incorporated a financial materiality assessment, in conjunction with the IFRS Sustainability Disclosure Standards: IFRS S1 and IFRS S2, to conduct a double materiality assessment across two dimensions: the company's impacts on the environment and society, and the effects of environmental and social factors on its finances.

In 2026, Coteccons continued to comprehensively assess and update its list of material topics against international frameworks and standards - the Global Reporting Initiative (GRI), the United Nations Sustainable Development Goals (SDGs), the standards issued by the Sustainability Accounting Standards Board (SASB), and the IFRS Sustainability Disclosure Standards: IFRS S1 and IFRS S2 - as well as the domestic legal framework, including the National Green Growth Strategy, Circular Economy Plans And Policy Directions for the Construction sector and, most notably, Vietnam's Net Zero 2050 commitment. Coteccons also referred to key sustainability indices, such as the Vietnam Sustainability Index (VNSI) and the Corporate Sustainability Index (CSI).

At the same time, Coteccons consulted stakeholders, including project owners, subcontractors, suppliers, employees, communities, and ESG assessment organizations. The consultation results are integrated into the enterprise risk management framework, ensuring that ESG risks and opportunities are identified, assessed, and monitored systematically.

The review and assessment results show that the list of material topics is broadly appropriate to Coteccons' operating context across its value chain. Several new topics have also been added to more closely reflect current developments in the construction industry and the broader direction of national development. The scope of governance and implementation has also been expanded to meet increasingly stringent requirements for transparent disclosure, supply-chain due diligence, and climate change response. Coteccons conducts these reviews annually or whenever significant changes in context occur.

Coteccons' process for assessing material topics comprises the following steps:

Identifying Material Topics Through Double Materiality

No.	Details
Step 1: Understand Coteccons' Context	▸ Review all of Coteccons' business activities, construction processes, supply chain, and stakeholders across its value chain. ▸ Assess global trends and ESG issues that are currently affecting or will affect the construction industry, based on Vietnam's legal framework for the environment, labor, construction safety, and related areas. Also refer to international standards, such as GRI, IFRS S1 and S2, SASB, and the United Nations Sustainable Development Goals (SDGs). ▸ Combine international standards with requirements specific to Vietnam's construction industry enabling Coteccons to develop a comprehensive assessment approach suited to its actual operating context.
Step 2: Identify Actual And Potential Impacts	▸ Consult stakeholders to identify the actual, potential, positive, and negative impacts associated with material topics. ▸ Assess which functions may be affected by positive and negative impacts, and to what extent. ▸ Identify management measures to mitigate or remediate negative impacts
Step 3: Assess Materiality	▸ Assess the magnitude of impacts associated with material topics across Coteccons. ▸ Assess the magnitude of material topics' impacts on stakeholders in Coteccons' value chain: investors, shareholders, suppliers, subcontractors, workers, relevant authorities, local communities, and others.
Step 4: Prioritize Impacts for Reporting	▸ Establish thresholds and a matrix to identify material topics. ▸ Group impacts into specific topics. ▸ Integrate these impacts into the enterprise risk management system, using them as a basis for developing sustainability strategy and setting sustainability targets. ▸ Propose material topics to be managed and disclosed in the Report.

MATERIALITY ASSESSMENT AT COTECCONS

Based on the SASB Standards for industry-specific material topics and the concerns expressed by stakeholders across the value chain, Coteccons identifies topics using the double materiality approach. This approach combines stakeholder expectations (horizontal axis) with the prioritization of those topics within Coteccons' Annual Operating Plan (AOP) (vertical axis), resulting in the following material topics:

ASSESSMENT OF MATERIAL ISSUES AT COTECCONS



ECONOMIC

1. Economic Growth & Performance
2. Sustainable Branding

SOCIAL

8. Occupational Health and Safety
9. Happy Workplace
10. Knowledge and Capacity Building
11. Corporate Social Responsibility

ENVIRONMENTAL

3. Legal Environmental Waste Compliance
4. Greenhouse Gas Emissions
5. Sustainable Supply Chain
6. 3R Optimization Toward A Circular Economy
7. Ecological Impacts

GOVERNANCE

12. Business Ethics and Integrity
13. Adopting National Sustainable-development Orientations
14. Solid Strategic Partnerships
15. Digital Transformation

MATERIAL ISSUES MATRIX



ESG opportunities

AND RISKS RELATED TO MATERIAL TOPICS

Following the materiality matrix assessment, Coteccons evaluates related opportunities and risks to ensure that risks are identified in advance as part of the company's risk management strategy. At the same time, Coteccons identifies potential opportunities in the company's operations and sustainable development.

Based on the materiality matrix, Coteccons proactively identifies risks and opportunities at an early stage across its operations.

The table below summarizes Coteccons' opportunities and risks related to material topics:

Pillar	SDGs	Aspect	Related ESG Risks	Risk Type	Opportunities
Economic		Economic Growth & Performance	▸ **Operational disruption risk:** Disruptions in the supply of materials to construction sites. ▸ **Natural disaster and climate risk:** The impacts of climate change, such as storms and flooding, on construction progress. ▸ **Risk related to access to capital and new customers:** FDI and other international customers require stringent ESG standards, and access to capital is limited for high-emission sectors or sectors without ESG commitments.	▸ Transition risk ▸ Physical risk	▸ **Market expansion opportunity:** Enhanced competitiveness and ability to win contracts with FDI customers that have high ESG requirements. ▸ **Opportunity to access green finance:** Effective ESG practices help build a "Green Profile" to access preferential funding and green credit.
		Sustainable Branding	▸ **Reputational risk:** Inconsistent or inaccurate communications (greenwashing) reduce stakeholder trust.	▸ Transition risk	▸ **Opportunity to position the brand as an "Industry Leader":** A sustainable brand helps strengthen trust capital, retain a loyal customer base, attract FDI customers, investors, and talents.
Environmental		Compliance with Environmental & Waste Regulations	▸ **Legal risk:** Violations of environmental laws lead to penalties and operational disruptions. ▸ **Reputational risk:** Damage to the company's reputation.	▸ Transition risk	▸ **Opportunity to strengthen credibility through compliance:** Rigorous compliance with environmental laws helps avoid penalties and build trust with relevant authorities and project owners in construction activities.
		Greenhouse Gas Emissions	▸ **Transparency and reporting risk:** Failure to meet requirements for measuring, reporting, and verifying emission sources across all three scopes (Scopes 1, 2 and 3).	▸ Transition risk	▸ **Opportunity to enhance data reliability:** IT integration enables accurate emissions measurement, saves time, and supports strategic decision-making by the BOD and the ESG Committee. ▸ **Opportunity to prepare in advance for GHG inventory requirements:** Preparedness to meet GHG inventory requirements (Scope 1, 2 and 3) before they become mandatory. ▸ Opportunity to access green finance: Transparent emissions data are an essential first step in preparing for the Government's policy direction on GHG inventories. Establishing a GHG inventory system provides a basis for accessing preferential funding and reaching international customers.
		Sustainable Supply Chain	▸ **Operational disruption risk:** Disruptions in the supply of materials when suppliers do not adequately meet ESG criteria or are affected by climate change (storms, flooding, etc.).	▸ Transition risk ▸ Physical risk	▸ **Opportunity to strengthen the value chain:** Build a network of ESG-compliant suppliers, improve supply stability, work alongside like-minded partners, and reduce the risk of supply disruptions. In addition, achieve cost savings through centralized

Pillar	SDGs	Aspect	Related ESG Risks	Risk Type	Opportunities
Environmental					procurement strategies. ▸ **Brand positioning opportunity**: Become a preferred partner for project owners seeking sustainable supply chains and green materials to meet green building standards.
		3R Optimization Toward A Circular Economy	▸ **Financial and operational risk**: Failure to optimize material circularity increases costs, emissions, and environmental compliance risks while causing waste.	▸ Transition risk	▸ **Opportunity to generate new revenue**: Recovering surplus materials (steel scrap) generates revenue and reduces waste treatment costs. ▸ **Opportunity to promote the circular economy**: Optimize material life cycles; reduce emissions and resource waste by reusing surplus steel to make guardrails and barriers for deep excavations and other areas, thereby ensuring safety.
		Ecological Impacts	▸ **Strategic risk**: Failure to achieve effective emissions reductions or to have carbon credits recognized. ▸ **Natural disaster and climate risk**: Direct impacts of climate change reduce the contribution of planted trees to ecosystems and the habitats of rare animals such as the Hatinh langur (Trachypithecus hatinhensis)... (activities Coteccons is undertaking in collaboration with relevant authorities, businesses, and local communities).	▸ Transition risk ▸ Physical risk	▸ **Opportunity to generate carbon credits**: Planted forests have the potential not only to reduce emissions but also to generate carbon credits in preparation for government regulations on emissions quotas. ▸ **Opportunity to fulfill environmental responsibility and respond to climate change**: Affirm the commitment to protect ecosystems and biodiversity and raise awareness of them, while creating sustainable livelihoods for ethnic communities.
Social		Occupational Health And Safety (OHS)	▸ **Operational and legal risk**: Occupational accidents at construction sites or deteriorating worker health may prevent the workforce from meeting project demands during peak construction periods. ▸ **Financial risk**: Compensation costs, penalties, and production disruptions arising from safety deficiencies or occupational accidents.	▸ Transition risk	▸ **Opportunity to increase productivity**: A healthy, safe workforce helps ensure that construction milestones are met, especially during peak periods. ▸ **Cost-saving opportunity**: Reduce compensation costs, administrative penalties, and losses from operational disruptions arising from occupational accidents.
		Happy Workplace	▸ **Policy effective risk**: Policies on employees' rights and responsibilities are designed in a balanced manner and effectively communicated internally to prevent conflicts of interest.	▸ Transition risk	▸ **Opportunity to develop employee-engagement policies**: Policies that ensure a happy workplace help increase motivation, retain talents, and foster a positive corporate culture. ▸ **Talent attraction opportunity**: Efforts to build a happy workplace, marked by Great Place To Work and HR Asia Award recognitions, provide a foundation for attracting and retaining talents.
		Knowledge and Capacity Building	▸ **Workforce skills-gap risk**: Employees' skills have not kept pace with technological requirements, new construction-industry standards, and digital transformation, affecting productivity and work quality while widening capability gaps among employees. ▸ **Effectiveness risk**: Training content that lacks practical relevance and does not align with work needs leads to wasted resources.	▸ Transition risk	▸ **Opportunity to enhance productivity and quality**: A highly skilled workforce increases productivity, reduces errors, and meets new and stringent external standards. ▸ **Opportunity to attract and retain talents**: Building a learning culture and clear capability-development pathways increases engagement.

Pillar	SDGs	Aspect	Related ESG Risks	Risk Type	Opportunities
Social		Corporate Social Responsibility	▸ **Strategic risk:** Corporate social responsibility (CSR) programs are implemented in isolation from Coteccons' value chain, are not aligned with a long-term community-development strategy, and are not sustained consistently from year to year. This reduces their lasting impact on communities and employees. ▸ **Reputational risk:** Programs that lack transparency or do not reach their intended beneficiaries will affect the company's reputation.	▸ Transition risk	▸ **Opportunity to create sustainable community impact:** The series of programs (such as Xây Tết (Building Tet), Chuyến tàu Hạnh phúc (Happiness Train), Xây Nền Ước Mơ (Building Foundations For Dreams) Scholarship,... is sustained annually and expanded in reach, helping engage employees and local communities.
Governance		Business Ethics And Integrity	▸ **Governance and reputational risk:** Inaccurate or inconsistent ESG/climate disclosures reduce investor trust, particularly among FDI investors. ▸ **Governance risk:** Legal and financial issues and loss of bidding eligibility due to weak governance.	▸ Transition risk	▸ **Opportunity to strengthen investor trust:** Transparent, consistent disclosures help attract FDI and enhance the company's ESG rating. ▸ **Opportunity to enhance governance capacity:** Effectively implemented mechanisms and policies, such as anti-corruption measures, reinforce ethical and transparent business conduct and protect eligibility to participate in bidding.
		Adopting National Sustainable-development Orientations	▸ **Strategic risk:** A slow or uncoordinated transition toward sustainable development makes it difficult for the organization to promptly meet new legal, market, and technological requirements.	▸ Transition risk	▸ **Opportunity to build a sustainable culture:** Embed ESG in the day-to-day practices of departments and build awareness and capacity for company-wide transformation aligned with the Government's sustainability priorities.

Pillar	SDGs	Aspect	Related ESG Risks	Risk Type	Opportunities
Governance		Solid Strategic Partnerships	▸ **Implementation risk:** Research findings may lack practical relevance and may not align closely with the specific characteristics of the construction industry, limiting their application in practice. ▸ **Coordination risk:** Weak coordination, limited information sharing, and unclear allocation of responsibilities may reduce the effectiveness of program implementation, resulting in overlapping efforts and delays in implementation involving stakeholders.	▸ Transition risk	▸ **Innovation opportunity:** Implementing the "Ba nhà" (Government–Academia–Business) collaboration model supports the application of sustainable construction materials, technical solutions, and worker-related policies. ▸ **Opportunity to expand partnerships:** Cooperation with relevant authorities helps Coteccons enhance credibility, receive early policy updates, and maintain long-term coordination.
		Digital Transformation	▸ **Operational risk:** Uncoordinated digitization across departments and construction sites may disrupt work processes during the transition period, particularly when personnel have not kept pace with digital skills requirements. ▸ **Data security risk:** Digitized data may be at risk of leakage or inadequate protection.	▸ Transition risk	▸ **Opportunity to enhance operational efficiency:** Digitizing work processes saves time, reduces errors, and increases data transparency across departments and construction sites. ▸ **Opportunity to build a digital governance platform:** Centralized and synchronized data supports fast and accurate decision-making.

The joy of engineers and construction workers working on the Eaton Park project in Ho Chi Minh City.

Stakeholder engagement

With its extensive partner network, Coteccons considers listening to and understanding stakeholders' expectations a foundation of its sustainable development strategy, strengthening transparency and accountability.

Stakeholder engagement results are not merely a record of opinions; they inform the company's identification of material topics, enhancement of governance effectiveness, and building of consensus across the ecosystem.

Engagement Principles

Coteccons engages with stakeholders in accordance with five principles:

- **Direction From The Board Of Directors (BoD)**: Through the Risk - Compliance Management and Internal Audit Committee (RCA), the BoD sets the direction, risk appetite, strategy, and organizational structure for the RCA function, ensuring that the system supports the company's operations as effectively as possible.ly as possible.
- **Identify Stakeholders Based On Two-Way Influence**: The extent to which the company's operations affect stakeholders and the extent to which stakeholders influence the achievement of the company's strategic objectives.
- **Use Appropriate Channels**: Use channels suited to each group's characteristics rather than applying a single approach to all.
- **Integrate Engagement Outcomes Into the Governance System**: All feedback received is used as input for identifying material topics, refining policies or adjusting action plans..
- **Maintain Regular Engagement While Conducting Ad Hoc Consultations**: Conduct ad hoc consultations when significant legal or policy changes occur, extraordinary events have significant impacts, or new ESG risks are identified.

The following table summarizes the engagement channels Coteccons uses to proactively capture the concerns of each stakeholder group: employees and workers, partners, customers, investors, communities, and relevant authorities.

STAKE-HOLDER GROUPS	BOUNDARIES	ENGAGEMENT CHANNELS	KEY SUSTAINABILITY CONCERNS	KEY HIGHLIGHTS IN 2026	NEXT STEPS
Employees And Workers	▸ More than 4,000 employees (including personnel from Coteccons, Unicons, Sinh Nam, UG M&E and GEO Foundations). ▸ More than 32,000 subcontractor workers.	▸ Surveys, consultations, and assessments of capabilities and needs. ▸ Conduct in-depth research. ▸ Direct dialogue through safety meetings and pro-fessional sessions. ▸ Coteccons main-tains a centralized reporting channel overseen by Risk Management, Compliance and Internal Audit (RCA), available to both employees and business partners. Hotline: 028-35142277 Email: baocaotuan-thu@coteccons.vn ▸ Employee satis-faction surveys. ▸ Capability-building training. ▸ A psychological counseling center (The Happy Coteccons initiative).	▸ A safe and fair work environment. ▸ Stable compensation and benefits. ▸ Career development and training. ▸ Career advancement pathways. ▸ Harmonious and constructive labor relations. ▸ Work–life balance.	▸ 1,136 survey responses collected at selected construction sites in 2026, including specialized surveys. ▸ Survey conducted during Xây Tết (Building Tet): 559 responses. ▸ Specialized gender survey at Hon Thom: 130 responses. ▸ Collaborated on surveys for two research studies: 200 responses from Vietnam National University Ho Chi Minh City (VNU-HCM) and 247 from The OpusK (Metropole 1.14) Metropole. ▸ 89,561 training hours for employees.	▸ Listen to and incorporate employee feedback to foster a happy workplace. ▸ Strengthen and ensure a safe, fair, and equitable working environment. ▸ Maintain employee and worker engagement through various mechanisms and channels.
Project Owners Customers Shareholders	▸ Domestic and international	▸ Press releases. ▸ Website. ▸ Investor newsletters. ▸ Annual General Meeting of Shareholders. ▸ Investor meet-ings (Shareholders' Day, Earnings Call, Site tour). ▸ Investor conferences.	▸ Long-term financial performance linked to sustainable growth. ▸ The company's development strategy. ▸ Corporate governance and the extent of ESG integration. ▸ Management of specific, financial, and operational risks.	▸ Attendance at the FY2025 Annual General Meeting of Shareholders: 61% of the company's total voting shares represented. ▸ Investor meetings: more than 1,000 shareholders attended. ▸ 37 engagements with investors and securities companies.	▸ Receive and re-spond to feedback from shareholders, investors, and secu-rities companies. ▸ Apply best prac-tices for transparent information disclo-sure. ▸ Incorporate inves-tor and shareholder feedback into the company's operations and ESG practices. ▸ Identify and ana-lyze related risks to establish effective response processes.

STAKE-HOLDER GROUPS	BOUNDARIES	ENGAGEMENT CHANNELS	KEY SUSTAINABILITY CONCERNS	KEY HIGHLIGHTS IN 2026	NEXT STEPS
Partners Suppliers Subcontrac-tors	▸ 29,378 partners, suppliers, and subcontractors in the supply chain.	▸ Organize supplier conferences. ▸ Organize capability-building workshops. ▸ Disseminate the ESG Scorecard. ▸ Conduct labor-relations risk assessments, incorporating human rights provisions into contracts. ▸ Collaborate on ESG programs. ▸ Foster the "Đồng chí hướng" network ("Like-Minded Network") for sustainable development	▸ Construction quality, safety, and stability throughout the project life cycle. ▸ A sustainable and responsible construction supply chain. ▸ Ethical business practices and compliance with relevant regulations. ▸ Occupational health and safety during construction and collaboration. ▸ Information transparency and accountability in project management and communications. ▸ The capacity of value chain partners to adapt and transition sustainably.	▸ Held a supplier recognition day and presented commemorative medals. ▸ Conducted periodic assess-ments of 2,055 subcontractors and suppliers, including ESG criteria. ▸ Conducted ESG Scorecard assess-ments with 347 entities-partners, suppliers, and subcontractors-in the construction supply chain. ▸ Co-organized ESG activities, including Marathon, Xây Tết, and Hái trăng về làng ("Harvesting the Moon for the Village").	▸ Incorporate engagement out-comes into refining the selection and evaluation criteria for contractors and partners. ▸ Promote training and capability-building to ensure compliance with ESG standards in the supply chain. ▸ Strengthen govern-ance of quality, safety, and business ethics throughout the construction value chain. ▸ Develop long-term collaborative relationships based on transparency, accountability, and a commitment to sustainability.
Relevant Authorities	▸ Government, relevant authorities, and specialized agencies overseeing compliance from central to local levels.	▸ Keep abreast of new Government policies and directives. ▸ Operate compli-ance reporting systems for environmental and policy matters. ▸ Participate in Government–Business Dialogue. ▸ Participate in industry workshops, training, and policy dissemination	▸ Compliance with laws and regulations. ▸ Contributions to the development of the construction industry. ▸ Business ethics. ▸ Socioeconomic contributions.	▸ Attended 14 industry workshops, training sessions, and policy-dissemi-nation events. ▸ Cooperated with 288 relevant government agencies. ▸ Coordinated with relevant ministries, departments, agencies, and organizations, including the Ho Chi Minh City Department of Home Affairs, PC07, Nhan Dan Newspaper, Saigon Times Foundation, and local government agencies.	▸ Ensure full compliance with legal requirements. ▸ Proactively participate and provide input. ▸ Participate in and coordinate the implementation of industry and local economic development programs.

STAKE-HOLDER GROUPS	BOUNDARIES	ENGAGEMENT CHANNELS	KEY SUSTAINABILITY CONCERNS	KEY HIGHLIGHTS IN 2026	NEXT STEPS
Public Communities	▸ Across 34 provinces and cities nationwide, particularly localities where projects operate.	▸ Engage in dialogue with neighboring communities around active construction sites regarding environmental impacts. ▸ Establish mechanisms for receiving feedback and recommenda-tions at project sites. ▸ Consult with communities and assess their needs. ▸ Establish trans-parent information disclosure channels, including partner-ships with the press and media. ▸ Collaborate with local authorities on environmental and social initiatives.	▸ Environmental impacts from construction activities. ▸ Transparent information disclosure. ▸ Information accessibility and feedback mechanisms. ▸ Corporate social responsibility (CSR) programs. ▸ Biodiversity and sustainable livelihoods. ▸ Climate change adaptation and response.	▸ 100% of construction sites have channels for receiving questions and complaints. ▸ Implementation outcomes were assessed for 100% of CSR programs. ▸ Cooperated with local authorities and communities on community pro-jects, implementing more than 100 social responsibil-ity programs that received extensive coverage from numerous press and media outlets.	▸ Improve environmental impact management and maintain information transparency. • Refine and digi-tize mechanisms for receiving and responding to community feedback. • Strengthen local cooperation and create sustainable value. • Support climate change adaptation and response.
Social And Professional Organiza-tions	▸ Research institutes, universities, and domestic and international organizations.	▸ Research collaboration. ▸ Information sharing. ▸ Workshops, forum participation, and professional contributions.	▸ The company's business ethics and transparency. ▸ Sustainable construction in the company's role as a general contractor. ▸ Research on integrating and applying green materials in construction. ▸ Best practices and corporate sustainability planning.	▸ Implemented three collaborative scientific research projects with VNU-HCM. ▸ Participated in domestic and international workshops and forums. ▸ Maintained membership of the Vietnam Green Building Council (VGBC) and the Ho Chi Minh City Green Business Association (HGBA).	▸ Gather input from associations and professional organizations to inform policy refinements and help shape the company's sustainability direction. ▸ Collaborate on initiatives to take the lead in sustainable construction and green supply chains.

PART V

Economic

By integrating Environmental, Social and Governance (ESG) indicators throughout its decision-making processes, Coteccons' 2026 business results show that the company not only delivers returns to shareholders but also translates growth into sustainable value across the entire construction ecosystem.

Healthy finances

GO HAND IN HAND WITH A GREEN FUTURE

In 2026, Coteccons delivered a strong financial performance, with revenue reaching VND 34,340 billion and profit after tax rising 73% to VND 788 billion. These results affirm that ESG is not an add-on cost but a core part of financial decision-making: a healthy financial foundation provides resources to invest in green technology, transparent governance, and the well-being of employees and workers.

In 2026, the Ministry of Construction set a target of approximately 14.5% annual growth for the construction sector, contributing to a GDP growth target of more than 10% a year and the goal of double-digit growth over 2026–2030. Key targets include an urbanization rate above 50%, with a modern, integrated urban system driving regional and national development; and the completion of 1,655 kilometers of expressways and 645 kilometers of railways, including 200 kilometers of urban rail.

Against this backdrop, Coteccons recorded revenue of VND 34,340 billion in fiscal year 2026, up 38% from 2025 and achieving 115% of its plan. Gross profit reached VND 1,446 billion, profit before tax VND 1,020 billion, and profit after tax VND 788 billion, up 73%. Its healthy financial foundation provides internal resources for the company to continue investing in technological, governance, and environmental solutions while supporting the well-being of employees and workers throughout the value chain. ESG practices also strengthen its bidding capabilities, expand its presence in the FDI market, help maintain its backlog, and reduce long-term operating costs through more efficient use of resources.

Coteccons remains the leader in Vietnam in terms of the number of projects underway. In FY2026, the company successfully bid for 70 projects/bidding packages.

Unit (VND billion)	2025	2026
Revenue	24,885	34,340
Profit Before Tax	552	1,020
Profit After Tax	456	788
Backlog Value	35,353	~70,000

The value of contracts won during the year reached VND 60,307 billion, bringing its total backlog to VND 70,000 billion, up 98%. This ensures a continuous flow of work for workers, subcontractors, and suppliers throughout the supply chain. Notably, 60 of the 70 projects won came from its “repeat sales” strategy, accounting for 72% of the total value of contracts won.. This reflects the reputation and trust the company has built through construction quality, customer service, and added value.

Coteccons’ revenue mix continued to diversify: civil construction projects accounted for approximately 72%; industrial projects, most of them FDI projects, approximately 14%; tourism and resort projects approximately 3%; infrastructure approximately 7%; and other project types 4%. This mix reduces Coteccons’ dependence on any single business segment or customer group, limits its exposure to market fluctuations, and supports stable long-term growth.



The Suntory PepsiCo Vietnam factory project in Tay Ninh, with Coteccons serving as the general contractor for design and construction, showcases the use of green materials and energy-efficient production equipment, maximizes renewable energy use, and meets LEED Gold standard, part of a globally recognized green building certification system.



1.

TOWARD Green finance

Coteccons is moving toward green finance by allocating resources to projects and activities that reduce negative environmental impacts throughout the construction lifecycle. Its goal is to use materials, energy, and water more efficiently in support of sustainable development and its "Green Profile"

The company is also building a transparent governance system and putting ESG into practice throughout the value chain. In line with this approach, it is developing the capacity to meet project owners' requirements for green building standards (LEED, LOTUS, EDGE, and Green Mark) through low-emission materials, energy-efficient construction, and effective construction waste management. It also integrates environmental and social considerations into bidding, supplier selection, and decisions on equipment investment.

In 2025, Coteccons expanded construction solutions that use renewable energy and recycled materials to improve resource efficiency and reduce environmental impacts. Specifically, the company encouraged the installation of solar power systems at some of its construction sites to help offset electricity consumption. Recovering and recycling formwork, scaffolding, and ancillary materials across construction sites promotes the circular economy and helps limit emissions under the 3R principle. The wider use of Building Information Modeling (BIM) helps optimize material quantities and reduce errors and the need for demolition. It also supports a sustainable construction value chain, improves operational efficiency after project handover, and reduces negative impacts on ecosystems.

In short, the company directs financial resources toward green projects, solutions, and technologies that reduce negative environmental impacts.

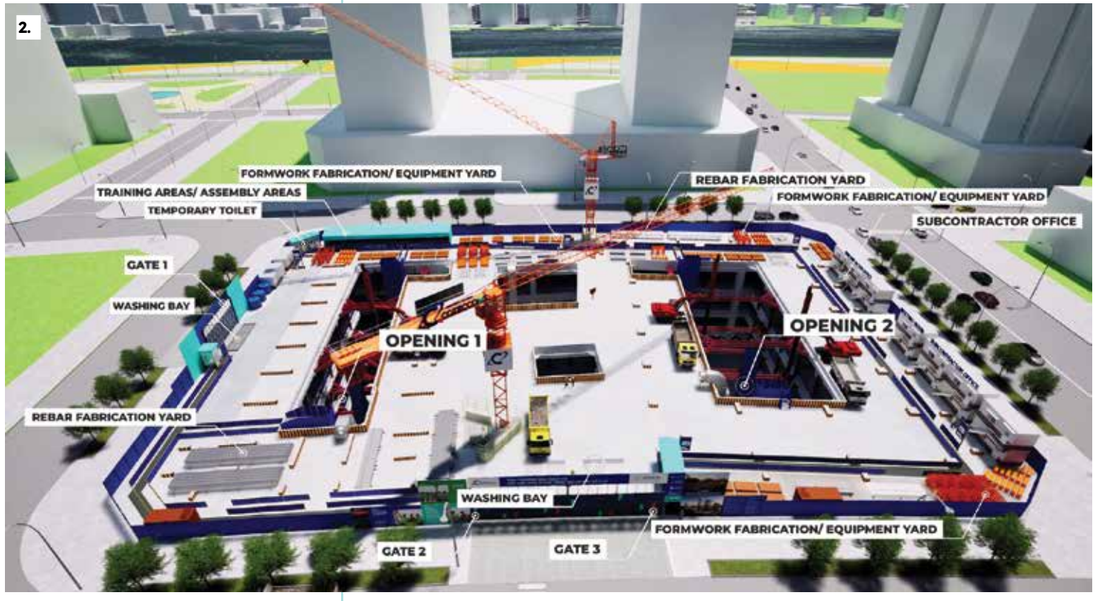
Coteccons considers more than a project's profitability. It also takes environmental, social, and governance factors into account when selecting, evaluating, and carrying out projects. ESG is therefore part of financial decision-making, rather than an activity separate from the business.

Over the long term, investments in ESG activities may increase upfront costs, but they help reduce energy and material use, waste, emissions, or risks over a project's lifecycle. They can therefore generate long-term economic benefits for the business.

At the same time, the company is gradually rolling out these efforts with suppliers across the value chain in the spirit of "United To Rise," bringing the construction value chain together to create positive value for workers and communities while supporting the industry's sustainable development.

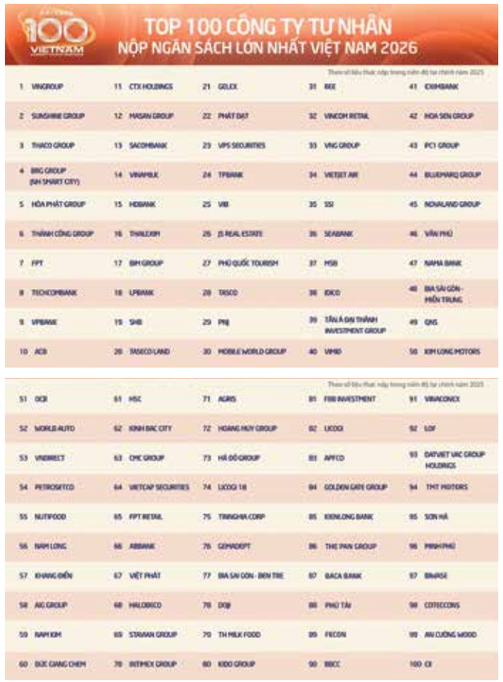
1. The OpusK project (Metropole 1.14), with Coteccons' involvement, was planned and designed to meet the LEED Gold standard (a green building certification developed by the U.S. Green Building Council) as well as the Green Mark Gold standard.

2. Application of BIM technology at The OpusK project (Metropole 1.14) in Ho Chi Minh City.



Tax & Social welfare

Coteccons has fully met its tax obligations and is among the 100 private companies contributing the most to the state budget.



Coteccons ranked among Vietnam's top 100 private companies in terms of contributions to the state budget in 2026. Image source: Government News.

Coteccons determines that fulfilling its tax and social welfare obligations is more than a compliance requirement; it is also part of the company's responsibility to the State, workers, and the localities where it operates.

Underpinned by transparent, honest, and responsible governance, Coteccons files its tax returns and pays its taxes in full and on time, accurately reflects the economic substance of its transactions, and complies with applicable laws. Tax management is integrated into the internal control system, with responsibilities clearly assigned across management levels, relevant departments, and lines of control to ensure data accuracy, consistency, and accountability throughout the process.

This responsibility extends beyond the company. In working with subcontractors and suppliers, Coteccons is gradually encouraging them to fully meet their tax and social insurance obligations and ensure workers receive their related benefits. In this way, the principles of fairness - transparency - responsibility - accountability extend across the supply chain, helping build a more responsible and sustainable business ecosystem.

Contributions to the state budget:
VND 434.18 billion

Total social welfare budget:
VND 176.14 billion



1. Coteccons provides annual health check-ups for all employees.

2. Coteccons employees receive Tet gifts as part of the company's annual employee support activities, contributing to their welfare and strengthening engagement.

COTECCONS' JOURNEY

To create indirect value

With 89 projects, more than 32,000 workers, and nearly 30,000 partners, Coteccons is reinforcing its position as an industry leader while creating broader sustainable value and fostering shared progress and growth across the value chain.

Coteccons recognizes that the economic value a company creates lies not only in revenue, profit, or project scale, but also in the effects its operations have on people, the supply chain, and communities. As a leader in the construction industry, Coteccons aims to create value through a consistent journey: **People - Site - Ecosystem - Community**.

At construction sites, this approach translates into quality, safety, and effective project delivery. Each project generates a network of jobs and related economic activity involving workers, subcontractors, material suppliers, logistics service providers, and local businesses. At the same time, applying increasingly high standards for safety, quality, the environment, and risk management helps the parties involved strengthen their capabilities and improve how they operate.



1.


2.

Within the ecosystem, Coteccons uses its scale and position to promote standards for transparency, compliance, safety, quality, and sustainable development in its relationships with subcontractors, suppliers, customers, and other partners. Rather than optimizing benefits within individual projects alone, the company aims to build long-term relationships based on trust, capabilities, and shared values, helping strengthen the overall health and competitiveness of the construction value chain.

For communities, economic impacts extend through infrastructure development, job creation, workforce development, and bringing together the resources of businesses and stakeholders. When a project is completed, the value Coteccons seeks to create extends beyond the asset handed over to include capabilities developed, livelihoods sustained, and new conditions that support local development.

Through the People > Site > Ecosystem > Community journey, Coteccons is gradually turning its growth into broader positive impacts on the industry and society. This is also how the company fulfills its role toward an Industry Leader: raising its own standards while working with stakeholders to improve the quality, capabilities, and sustainability of the entire construction ecosystem.

Key Figures:

Projects under construction:
89 projects

Number of workers:
32,245 workers

Number of subcontractors/ suppliers/partners:
29,738 partners

1. A recognition ceremony marking 1.5 million safe working hours at the BWID Pho Noi project in Hung Yen.

2. The project management team at the Suntory PepsiCo Vietnam factory project in Tay Ninh, together with the project owner, subcontractors and workers, proudly achieved the milestone of 3.5 million safe working hours.

PART VI

Environment

Through the proactive adoption of green solutions, energy-transition initiatives, circular-economy practices and other measures, Coteccons is working to reduce GHG emissions across its construction sites and offices. The company also proactively collaborates with experts to conduct GHG inventories, continues to refine its methodology and remains committed to data transparency, with the aim of driving substantive action toward sustainable development.

Professor **ĐẶNG MẬU CHIẾN**, PhD
Consultant – Independent Member Of Coteccons' ESG Subcommittee

TAKING THE LEAD TO build an advantage

Preparing GHG inventories lays the foundation for managing GHG emissions based on data rather than commitments alone. At the same time, the 3R principle not only helps protect the environment but also delivers economic benefits directly at construction sites. Having worked alongside Coteccons on GHG inventories and the implementation of the 3R principle, Professor Dang Mau Chien, PhD, Consultant and Independent Member of the ESG Committee, shared his perspectives on this work and the next stage of Coteccons' journey.



The Infiniti (Riviera Point – Phase 1C) in Ho Chi Minh City is Vietnam's first high-rise project to use CO_2-mineralized concrete, helping reduce carbon emissions during construction.

EXAMINING THE DATA, LOOKING AT THE REALITY ON THE GROUND

While current legislation requires GHG inventories only for certain high-emitting facilities, Coteccons has proactively taken the lead in preparing GHG inventories for its projects and construction sites. This is a strategic movement that not only helps the company mitigate legal risks, but also enhances its brand reputation and optimizes operating costs.

THE LONG JOURNEY OF GHG INVENTORY PREPARATION...

Coteccons has been preparing GHG inventories since 2023. At the outset of his work with Coteccons, Professor Chien said that he made only the adjustments needed to reflect actual conditions.

Fundamentally, preparing GHG inventories for a general contractor differs markedly from doing so for a manufacturing company. A general contractor may have around a hundred construction sites spread across Vietnam, with emissions sources that are mobile and temporary, depending on project locations and construction phases. GHG inventory work therefore requires a different approach from that used by typical manufacturing companies with only a few fixed factories.

Nearly 62% of Coteccons' projects/sites conduct GHG inventories. Given the nature of the construction industry, personnel move between sites quickly and frequently, which also affects GHG inventory training and guidance. For this reason, conducting GHG inventories in the construction industry, especially for general contractors, is not simply a matter of applying a standard template.

In 2025, when he began working with Coteccons on GHG inventory, Professor Chien recommended to the ESG Committee that certain aspects of the GHG inventory software be adjusted. For example, the inventory data from each construction site showed an aggregate emissions figure. The question was: what activities had the site carried out to generate those emissions? Some small sites recorded high emissions, while some large sites recorded low emissions.

WHY CONSTRUCTION COMPANIES MUST PREPARE GHG INVENTORIES

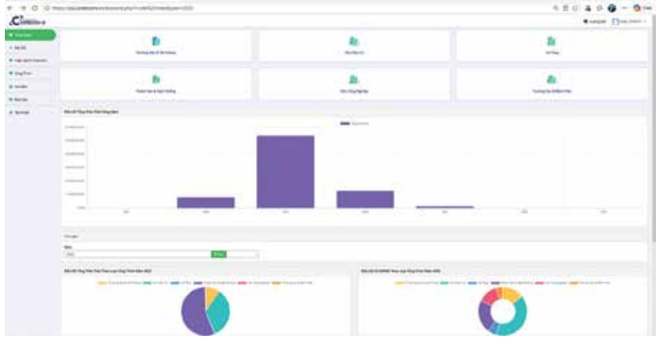
- Comply With Applicable Laws and Regulations
- Optimize Costs and Improve Operational Efficiency
- Provide a Basis for Reducing Emissions and Ensure Transparency for Relevant Partners
- Enhance Corporate Brand Value and Strengthen Competitiveness in Tenders, Particularly for FDI Projects

"We cannot determine whether this is right or wrong, because each project and construction site is of a different scale. To know whether emissions are low or high, we need to know which activities were carried out to generate them," Professor Chien observed.

His research found that Coteccons' civil projects have seven main construction phases, each comprising multiple detailed work activities. Therefore, in addition to entering activity data for the GHG inventory period, personnel also need to record which construction activities were carried out during that period. This provides a logical basis for interpreting each site's emissions: whether they are high or low depends on the work carried out during the period.

ACTING EARLY TO AVOID BEING CAUGHT UNPREPARED

Nearly 62% of Coteccons' projects/sites conduct GHG inventories.
The Government recently issued Decision No. 42/2026/QD-TTg, dated August 10, 2026, requiring 2,441 businesses across the following sectors to conduct greenhouse gas inventories: energy; transport; construction; agriculture, forestry and land use; industrial processes; and waste.



Coteccons' GHG inventory system.

According to international reports, the buildings and construction sector accounts for approximately 34–39% of global CO_2 emissions. A sector responsible for nearly 40% of CO_2 emissions will inevitably come under stricter government oversight. Where, then, will the Ministry of Construction obtain data to allocate allowances? Professor Chien believes that, in the near future, competent authorities will request major general contractors, particularly leading companies, to provide GHG inventory reports as a basis for allocating emissions allowances.

"Coteccons' GHG inventory preparation at this stage is therefore both necessary and strategically sound. Taking action before it becomes mandatory helps us stay in control," Professor Chien said.

If a company's emissions are lower than its allocated allowance, what does it gain? The surplus may become a tradable asset on the carbon market. If emissions exceed the allowance, the company must purchase carbon credits to make up the shortfall.

According to Professor Chien, as of the end of July 2026, the construction industry was not yet required to prepare GHG inventories. Therefore, any company taking the lead is doing so voluntarily. New initiatives require trial and error. For example, the model being implemented has shown some positive results and has been registered for intellectual property protection. Professor Chien added that, at Coteccons, emissions are measured using actual site data, and the team works out solutions as issues arise. Entering activity data also requires a method and supporting documentation to ensure accurate calculations.

Modular fencing can be used for an average of four projects, with a recovery rate of approximately **85%** after each project.

For material costs alone, over a four-project cycle, the traditional fencing option costs approximately VND 3,200,000 per meter, while the modular option costs approximately VND 1,160,000 per meter, representing savings of approximately **63.75%**.

(Excerpt from the article "Applying the Circular Economy to Temporary Works in Construction...", published in the Vietnam Journal of Science, Technology and Engineering on 24 June 2026; Professor Dang Mau Chien, PhD, and Engineer Nguyen Minh Sang)



THE 3R PRINCIPLE THROUGH MODULAR, REUSABLE SITE FENCING

Many Coteccons construction sites are piloting a modular temporary site fencing system that can be dismantled, recovered and reused in line with the 3R principle, an initiative that delivers economic benefits and meets ESG standards.

The 3R hierarchy starts with reduction, followed by reuse and, only then, recycling. According to Professor Chien, it is important to reduce material use first, then reuse materials, and recycle only as the final step. Coteccons has recently completed a successful pilot involving the design and manufacture of several modular site fences that are compact, easy to assemble and reusable. This puts the 3R principle and circular-economy practices into action.

As a result of this initiative, whenever a new project is secured, the site

management team no longer needs to call in a subcontractor to build a temporary fence. It simply needs to notify the company of the required number of meters of fencing and modules. The Equipment Department keeps the components in stock, transports them to the site and assembles them. This speeds up installation and reduces the workload for the site management team. More importantly, it puts the 3R principle into practice directly at the construction site. The fencing is designed and manufactured from purlins, posts and materials already in storage, without the need to purchase new materials. This is the Reduce element in practice: minimizing the need for new materials.

When a project is completed, the company dismantles and recovers the fencing, then redeploys it to the next project as a company asset. This is the Reuse element in practice. At the end of the use cycle, when the components reach the end of their useful life, they are disposed of and sent for recycling, completing the Recycle stage. In this way, the temporary fencing system puts all three elements of the 3R principle into practice at Coteccons construction sites.'

A preliminary estimate suggests that this type of fencing can be used for at least four consecutive projects. This approach saves both money and time while improving asset management.

Under this approach, Coteccons is continuing to roll out modular temporary offices for site management teams, which can be dismantled, recovered, stored and reused across multiple projects.



1.

Energy

The construction industry is one of the most energy-intensive and GHG-emitting sectors of the economy. By proactively working with experts and scientists, Coteccons is increasing the use of green energy and implementing a range of solutions to reduce GHG emissions across its construction sites.

For Coteccons, these emissions-reduction efforts need to be backed by reliable data and measurement, rather than simply by a figure presented for appearances' sake. In FY2026, the company is therefore focusing on three priorities: Expanding GHG inventory coverage to every construction site; Standardizing calculation methodologies in line with the GHG Protocol and ISO 14064-1:2018; and Integrating inventory data directly into the SAP/ERP system to ensure that all disclosed data is traceable.

As an initial step, Coteccons is working with project owners to reduce GHG emissions throughout project delivery. Measures include installing solar panels and applying the 3R principle at its office and selected construction sites. With guidance from experts and scientists, the company is also adopting new initiatives, technologies and solutions across design, construction and the use of green materials to further reduce emissions. The company continues to refine this process so that GHG emissions reductions can be measured and tracked across the system.



2.

We disclose both indicators that are still being refined and remaining data gaps, because Coteccons believes that transparency about what has yet to be achieved is essential to substantive improvement, rather than presenting only favorable results.

ENERGY CONSUMPTION

Indicator	Unit	FY2026
Total electricity consumption	kWh	15,195,004
Total renewable energy consumption (solar power)	kWh	122,826

1. Coteccons has installed a solar power system at its Ho Chi Minh City office, helping optimize electricity consumption and reduce emissions from its operations.

2. At the Eaton Park project in Ho Chi Minh City, Coteccons uses solar power for the site management office, helping save electricity and reduce emissions.

Greenhouse gas INVENTORY

GHG INVENTORY IN ACCORDANCE WITH THE GHG PROTOCOL AND ISO 14064-1:2018

Coteccons prepares its GHG inventory in accordance with the GHG Protocol Corporate Standard and ISO 14064-1:2018. Under the GHG Protocol, emissions are classified into three scopes. Data from each construction site is integrated into the centralized GHG inventory system. This allows the ESG Subcommittee under the Board of Directors to access data by project and construction stage, rather than relying on a single end-of-period consolidation.

FY2026 GHG INVENTORY RESULTS

Emissions Scope	Main Emission Sources	FY2025 (tCO_2e)	FY2026 (tCO_2e)
Scope 1 - Direct Emissions	Fuel combustion at construction sites, in generators and company-owned vehicles	**8,187.64**	**9,245.69**
Scope 2 - Indirect Emissions from Purchased Energy	Grid electricity consumed at construction sites and offices	**16,016.66**	**16,579.48**
Total Scope 1 + Scope 2		**24,205.30**	**25,825.17**

GHG INVENTORY COVERAGE

Indicator	Unit	FY2026
Number of construction sites reporting through Coteccons' GHG inventory system	Sites	**55**
Total number of active construction sites during the reporting period (1 July 2025 to 30 June 2026)	Sites	**89**
Number of personnel trained in GHG inventory	People	**More than 350**

GREEN BUILDINGS AND EMISSIONS REDUCTION COMMITMENTS

This indicator reflects Coteccons' ability to meet the requirements of FDI project owners - a client group that prioritizes contractors able to demonstrate green-building credentials from the tender stage. The number of green suppliers rose from 61 to 64 compared with the previous period, showing the growing reach of the company's green procurement policy, although the number remains modest relative to the scale of its partner network.

Indicator	Unit	FY2026
Number of projects applying green building standards (LEED, Green Mark, LOTUS)	Projects	**51**
Number of suppliers meeting green supplier criteria	Suppliers	**64**

FY2027 PRIORITIES

- Increase GHG inventory coverage from 61.79% to 100% of construction sites within the reporting scope, including newly awarded projects and those completed and handed over during the period.
- Establish a Scope 3 inventory for significant emission sources in the materials supply chain, fully distinguishing it from avoided emissions resulting from the use of green materials.
- Publish a methodology note on calculating avoided emissions, setting out the emission factors and counterfactual scenarios for each material category.
- Disclose quantified annual emissions-intensity reduction targets, using FY2026 as the base year.
- Progressively implement independent assurance for material emissions indicators.

FY2026 GHG EMISSIONS MANAGEMENT PERFORMANCE

In 2026, Coteccons continued to manage greenhouse gas emissions effectively as its operations expanded significantly. While the number of projects increased by 59%, Scope 2 emissions from electricity consumption rose by only around 3.5% compared with 2025. This result reflects the effectiveness of the expanded use of LED lighting and solar power at construction sites. Although the 80.97 tCO_2e reduction accounts for only about 0.5% of total Scope 2 emissions, these initiatives have demonstrated the effectiveness and practical feasibility of energy-saving solutions at construction sites. This provides an important foundation for Coteccons to expand their use across all projects in the coming years. The company will also continue to standardize calculation methods and data management to improve the effectiveness of its GHG inventory process, gradually strengthening the impact of its efforts to reduce emissions and advance sustainable development.



From waste minimization and segregation to recovering materials and resources for direct reuse on site, Coteccons is progressively embedding circular-economy thinking across its construction activities.

THE PATH TO
A circular economy
AT CONSTRUCTION SITES

Coteccons has made the circular economy a priority in its environmental management and part of its long-term business strategy. Keeping materials and assets in use for as long as possible reduces the resource intensity and emissions of construction activities. The company also seeks to optimize material costs, limit exposure to supply volatility and strengthen its competitiveness.

To advance its "Sustainable Construction Site" objective, Coteccons is taking this commitment a step further by setting a circular-economy goal and reshaping its sustainability management in three areas:

- **From The Site To The Value Chain**:

The scope extends across the entire project lifecycle and supply chain, from design and construction to use, dismantling, recycling and material reuse. This enables environmental impacts to be identified and managed both upstream and downstream.

- **From Compliance Management To Long-Term Value Creation**:

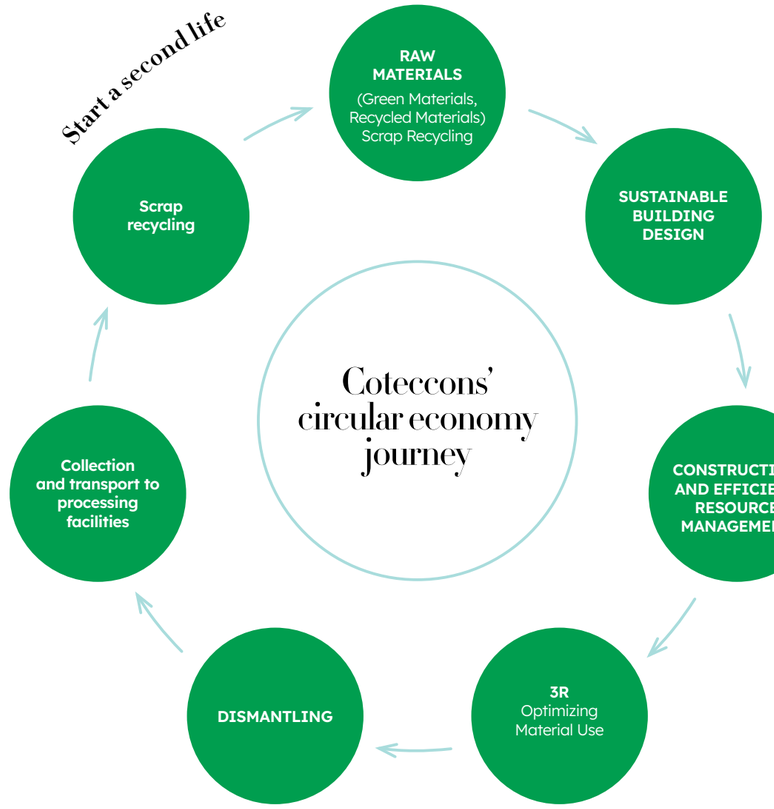
Resource and waste management goes beyond meeting legal requirements and becomes a source of business value through cost savings, recovery of value from surplus materials, expanded markets for recycled products and stronger stakeholder trust.

- **From "Reducing Impacts" To "Regeneration And Restoration"**:

This means prioritizing green and recycled materials, extending their useful life and supporting ecosystem restoration to create positive outcomes for natural resources and the environment.

CIRCULAR ECONOMY DIAGRAM AT COTECCONS

COTECCONS APPLIES THE **3R** PRINCIPLE OF REDUCE, REUSE AND RECYCLE



DON'T TURN IT INTO SCRAP JUST YET

IDENTIFY CORRECTLY → SEGREGATE CORRECTLY → CONTROL CORRECTLY → GIVE MATERIALS A SECOND LIFE

FROM MATERIAL REUSE TO A 3R-BASED CIRCULAR SYSTEM FOR TEMPORARY WORKS

The 3R mindset is reshaping how the construction industry uses materials: reducing waste, using materials more efficiently, conserving resources and creating new value from materials that might otherwise be discarded.



The modular fencing system, designed for disassembly and reuse, has been deployed at the Celesta Gold project in Ho Chi Minh City.

One area Coteccons is exploring is how circular-economy principles can be applied to temporary works. These are common across most construction sites, including site fencing, site management offices, stairs, walkways, guardrails, canopies and ancillary structures. Although needed only during construction, they recur across projects and require significant quantities of steel.

Traditionally, many of these components are fabricated separately at each site. When a project ends, they are dismantled, with some materials lost or sold as scrap, reducing the value that can be recovered.

In response, Coteccons has undertaken the research project "Applying The Circular Economy To Temporary Works In Construction: A Case Study Of Modular, Reusable Site Fencing." The solution uses available scaffolding materials such as steel tubes, purlins, clamps and bolts to create modular fencing, replacing conventional welded connections with demountable ones.

The company has also developed a lifecycle management process for these materials, covering preparation, inspection, release from storage, installation, use, dismantling, segregation, maintenance and storage, followed by redeployment to the next project and recycling at the end of their useful life.

Results show that the modular fencing system can be used across an average of four projects, with a recovery rate of approximately 85% after each project. Considering material costs alone over a four-project cycle, the modular option costs approximately VND 1.16 million per linear meter for fencing about 2.2 meters high, compared with approximately VND 3.20 million per linear meter for the conventional option. This represents savings of around VND 2.04 million per linear meter, or 63.75%. More importantly, the model reduces the need for new steel, limits losses after dismantling, improves asset control and reduces the amount of material discarded after each project.

Building on these results, Coteccons is extending the same circular principles to temporary site offices through the research project "Research On The Design And Standardization Of Reusable Prefabricated Temporary Site Offices For Coteccons Construction Sites Under The 3R Principle And Circular-Economy Principles."

THE RESEARCH FOCUSES ON TWO AREAS:

- **For Rented Container Offices**: Coteccons is studying how auxiliary components such as stairs, walkway flooring, guardrails, canopies, toilets and connection systems can be standardized as modular, bolted assemblies that can be dismantled, maintained, stored and transferred between projects.
- **For Temporary Panel Offices**: The research aims to develop a standardized Coteccons modular system for common sizes of approximately 250–400 m², instead of having each construction site design and fabricate its own solution.

Beyond the technical solutions, the study also aims to establish a lifecycle management system for these components, covering coding, records, usage logs, condition checks, maintenance and transfer planning between sites. This turns temporary components from materials consumed by individual projects into assets that can be reused across multiple project cycles. It can also shorten site preparation time, improve installation safety and create a consistent Coteccons visual identity.

Together, the two studies illustrate Coteccons' step-by-step approach to the circular economy: piloting, assessment, standardization and scaling up. From modular fencing that has already proven effective in practice to temporary site offices now being studied for standardization, Coteccons is gradually building a circular system for temporary works. The priority is to reduce demand for new materials, reuse components across multiple projects and recycle them only when further reuse is no longer possible.

This approach creates value across all three ESG dimensions. Environmentally, it conserves resources and reduces discarded materials. Socially, it improves working conditions, occupational safety and professionalism on site. From a governance perspective, it supports standardized design, lifecycle asset management, component coding and better control of material transfers between projects. In this way, the circular economy is not only an environmental approach. It also improves management effectiveness and creates long-term value in Coteccons' construction operations.

Mr. LÊ DANH DUYÊN
Deputy Manager of Construction Engineering Department

COTECCONS' SUSTAINABLE CONSTRUCTION SITES:

From unfired bricks to automation

ESG is becoming a mandatory "passport" for construction companies to access green finance and seize opportunities arising from FDI inflows. Recognizing this, Coteccons has taken the lead in reshaping its operating model, embedding green principles into management and operations at every level, from individual construction sites to the entire organization.



TECHNOLOGY AND GREEN MATERIALS

According to Mr. Lê Danh Duyên, Deputy Manager of Construction Engineering Department, a truly sustainable construction site must go beyond the traditional focus on concrete, steel and handover schedules. It must also protect workers, use resources efficiently and minimize environmental impacts.

“Before any activity begins, each task undergoes a risk assessment, while method statements are reviewed and approved to ensure workers can carry out their work safely. Rest areas, drinking water and sanitation facilities are also provided and maintained on site, improving working conditions and reducing the risk of occupational accidents,” Mr. Duyên said.

Alongside its focus on people, Coteccons has invested in digital technology and technical innovation. Since 2015, the company has applied Building Information Modeling (BIM) across numerous projects nationwide. BIM enables clashes among structural, architectural and MEP systems to be detected and resolved early, reducing issues that arise on site, shortening timelines and optimizing costs.

At projects such as LEGO, Pandora, Vietnam National University Ho Chi Minh City (VNU-HCM) and Lotus Tower, Coteccons has incorporated AI-enabled surveillance cameras and automated equipment into site management. These solutions support occupational safety monitoring, identify operator activity inside tower crane cabins, and track project progress while providing near-real-time risk alerts.

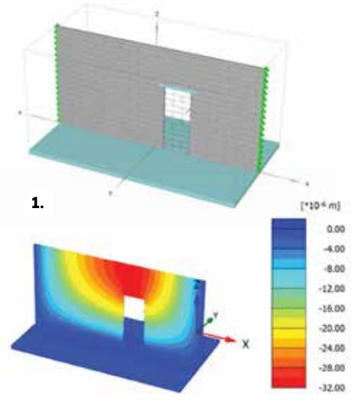
In tandem with its digital transformation, Coteccons has expanded the use of mechanized and automated equipment on site to replace manual tasks that pose safety risks. Mortar mix spraying machines, mini concrete pumps and pile-head breaking machines, for example, reduce physical strain and accident risks while improving productivity.

“Instead of workers carrying buckets of mortar up to elevated work areas, mixing and pumping systems deliver mortar directly to the point of use, making construction faster and safer,” a representative of the Construction Engineering Department noted.

Beyond equipment automation, another key technical advancement is Coteccons’ adoption of unfired brick wall systems across multiple projects. Coteccons is currently working with Ho Chi Minh City University of Technology (VNU-HCM) on research to further refine this solution and mitigate wall cracking, with the aim of improving finishing quality, lowering warranty costs and reducing carbon emissions compared with conventional fired bricks.

According to Mr. Duyên, end-to-end control of unfired bricks from the factory to the construction site also helps reduce construction waste while encouraging subcontractors and suppliers to gradually transition toward low-emission materials.

> “A sustainable construction site is not simply a place where a project is completed. It is a place where every technical decision is guided by the need to protect people, conserve resources and create long-term value for the environment.”
>
> Mr. **Lê Danh Duyên**
> Deputy Manager of Construction Engineering Department





1. Simulation of the structural behavior of an unfired brick wall as part of research into improving unfired brick wall systems.

2. Coteccons and Ho Chi Minh City University of Technology conduct an on-site survey at Global City CT8-9 in Ho Chi Minh City as part of research into improving unfired brick wall quality.

PRACTICAL BARRIERS AND THE THREE PILLARS OF SUSTAINABLE DEVELOPMENT

The transition still faces several practical barriers, including uneven awareness across the industry, high upfront investment costs, and limited waste treatment infrastructure in Vietnam. Nevertheless, Coteccons continues to pursue this direction and has worked on numerous projects with stringent sustainability requirements. One notable example is LEGO’s approximately USD 1.3 billion factory in Bình Dương. The project owner has announced that the factory meets LEED standards and aims to become LEGO’s first carbon-neutral factory.

Mr. Lê Danh Duyên believes the construction industry needs to focus on three pillars to prepare for its next stage of development. The first is green materials, with priority given to low-emission and circular materials. The second is data and digital technology, with BIM as the foundation, progressing toward the use of Big Data to integrate operational data at scale and Digital Twin technology to digitally simulate buildings, supporting lifecycle management, optimizing operations and reducing risks. The third is people management: technology can only deliver its full value when teams are properly trained and a strong safety culture is maintained on site.

According to Mr. Duyên, ESG only becomes meaningful when it is translated into measurable criteria for each project rather than remaining a set of commitments on paper. Even when project owners do not place strong emphasis on ESG requirements, Coteccons still proactively applies green solutions within the limits of cost and technical feasibility.

SUSTAINABILITY IS NO LONGER A SLOGAN. IT IS BECOMING A CORE COMPETITIVE CAPABILITY FOR COTECCONS, ENABLING THE COMPANY TO MEET THE STRINGENT REQUIREMENTS OF INTERNATIONAL PROJECT OWNERS, SAFEGUARD ITS RESOURCES AND REINFORCE ITS POSITION AS AN INDUSTRY LEADER.

Mr. NGUYỄN MINH SANG
Head of Equipment Department, Coteccons

THE JOURNEY OF OPTIMIZING ASSETS AND protecting the environment AT COTECCONS



Construction is widely regarded as a major pillar of the economy, yet it is also one of the most resource- and carbon-intensive sectors. In Vietnam, Coteccons aims to be a responsible force in the industry by taking the circular economy and the 3R principle beyond the ESG reports and bringing them to life at every construction site.

Traditionally, construction equipment management has often been associated with high operating costs and the burden of waste left after each project. However, Nguyễn Minh Sang - Head of Equipment Department, Coteccons - takes a different approach. At Coteccons, the 3R principle is a core tool that enables the company to conserve resources and optimize business efficiency. Discussing the implementation roadmap, Mr. Sang said that, from the outset, the company had set out to select equipment solutions aligned with modern, sustainable trends and designed to maximize service life. While many believe that complying with green standards will create significant financial pressure, Mr. Sang maintains that, when implemented systematically, this is in fact an effective cost-reduction strategy. For example, The installation of site fencing clearly illustrates this in practice. Previously, contractors typically had to purchase new materials, cut and weld them manually, and then discard them when a project was completed.

To put ESG into practice, Mr. Sang and the engineers of the Equipment Department explored ways to make use of existing construction equipment. Rather than using high-powered cutting and welding machines that generate carbon emissions and affect workers' health, the new modular, reusable site fencing is assembled entirely with pins and bolts. Installation is quicker, dismantling is easier, and the fencing can then be reused on other projects. Although the initial investment is slightly higher, the long-term economic benefits are substantial.

Addressing concerns about the logistics costs of reusing equipment, Mr. Sang explained that these standardized modules do not require costly cutting or melting processes. They can be flexibly assembled on site into fencing, guardrails or temporary canopies. This approach reduces the logistics burden and fuel consumption while still meeting demanding construction schedules.

As part of its ESG efforts, the company has also switched most of its lifting equipment to electric power to reduce GHG emissions. Mr. Sang and his colleagues continue to explore high-capacity battery technology for construction machinery.

> "Implementing the 3R principle turns equipment from a cost burden into an asset that continues to create value, while ensuring occupational safety and advancing sustainable development."
>
> Mr. **Nguyễn Minh Sang** - Head of Equipment Department, Coteccons

Beyond machinery, standardizing temporary site offices is another highlight. To avoid waste from each site management team setting up its own office, the company has introduced common specifications covering floor area, lighting systems, cooling equipment and furnishings. This brings greater consistency to tendering and procurement, secures more favorable pricing, saves teams time on preparation, and allows office components and materials to be easily dismantled and transferred to subsequent projects.
In the period ahead, Coteccons' Management Team and the Equipment Department will focus on key product lines and clearly identify technology trends so that a single investment can meet multiple construction needs.

Building a green supply chain also requires rigorous partner selection. Rather than focusing on low upfront prices, Coteccons prioritizes partnerships with manufacturers that offer solutions to minimize environmental impacts and support long-term sustainability. In an emissions-intensive industry, ending the practice of purchasing equipment for short-term use and instead investing in durable product lines is the most practical way to reduce the carbon footprint.

Initial doubts about changing construction practices have gradually faded as various departments, together with the Equipment Department, have successfully demonstrated these approaches on selected projects.

From uniforms woven from recycled fibers and the smart redeployment of tower cranes to green material standards, the circular economy is becoming a guiding principle in the operations of the modern construction industry. Experience shows that, when technology goes hand in hand with responsibility, green, clean and beautiful structures can indeed stand tall without burdening the environment.

MANY BELIEVE THAT COMPLYING WITH GREEN STANDARDS WILL CREATE SIGNIFICANT FINANCIAL PRESSURE; HOWEVER, WHEN IMPLEMENTED SYSTEMATICALLY, THIS IS IN FACT AN EFFECTIVE COST-REDUCTION STRATEGY.

EXAMPLES OF Sustainable CONSTRUCTION SITES

Coteccons' selection by LEGO as the general contractor for the LEGO Manufacturing Vietnam project in Binh Duong demonstrates the company's outstanding construction capabilities and ESG practices.

Mr. NGUYỄN VĂN PHONG
Acting Project Director, Gia Binh Airport Project, Coteccons

Gia Binh airport:

GOING GREEN STARTS WITH BALANCING INTERESTS

Gia Binh International Airport is a key national infrastructure project whose investment policy has been approved by the National Assembly. Built to international standards, it is envisioned as a new-generation, smart, green and sustainable airport meeting five-star standards. At Gia Binh, Coteccons has demonstrated its construction and site management capabilities, working alongside other contractors to overcome challenges and maintain progress through round-the-clock efforts in "three shifts and four crews", in line with the Prime Minister's direction and encouragement.



Coteccons is building the air traffic control (ATC) tower at Gia Binh International Airport (Bac Ninh) to keep the project on schedule.



BALANCING INTERESTS

Under the Ministry of Construction's 2021–2030 plan, Gia Binh Airport is expected to have an annual capacity of approximately 30 million passengers and 1.6 million tonnes of cargo. By 2050, capacity is projected to reach around 50 million passengers and 2.5 million tonnes of cargo a year. More recent updates on the investment plan indicate that the project is set to expand further in scale, with an initial capacity of 30 million passengers before increasing to 50 million in a later phase.

At the project, Coteccons is part of the general contractor consortium delivering several key work packages. The Company applies Environmental, Social and Governance (ESG) principles consistently across its work, supporting the broader vision for Gia Binh as a modern, smart and green airport built to international standards, with a focus on carbon management. The project management team sees ESG as a shared responsibility, involving teams across engineering, construction, human resources and logistics, while integrating it with established practices in HSE, site management and subcontractor control.

According to Mr. Nguyễn Văn Phong, Acting Project Director of the Gia Binh Airport Project at Coteccons, the Company implements ESG across three specific pillars. "On the Environmental side, we control dust, mud and soil, wastewater, construction waste, fuel and equipment. On the Social side, the

AT GIA BINH, THE PROJECT MANAGEMENT TEAM HAS ESTABLISHED ONE OVERRIDING PRINCIPLE: NEVER TRADE SAFETY FOR SPEED. ANY TECHNICAL SOLUTION THAT SHORTEN CONSTRUCTION TIME BUT INCREASES OCCUPATIONAL SAFETY RISKS OR THREATENS THE ENVIRONMENT MUST BE HALTED. PEOPLE'S SAFETY AND ADHERENCE TO THE RULE OF LAW REMAIN THE ULTIMATE BENCHMARKS FOR DECISION-MAKING.



1.



2.

1. Standing Deputy Prime Minister Pham Gia Tuc inspects progress at Gia Binh International Airport (Bac Ninh). Photo: Viet Nam Government News.

2. Coteccons serves as the general contractor for the air traffic control (ATC) tower and several other major components of Gia Binh International Airport (Bac Ninh).

> "Going green means using resources more wisely, wasting less, generating less waste and leaving less of a burden for the operational phase."
>
> Mr. Nguyễn Văn Phong
> Acting Project Director, Gia Binh Airport Project, Coteccons

focus is on safety, health, working conditions and workers' welfare. On the Governance side, the Company focuses on process control, clear lines of authority, data management and accountability."

For a key project such as Gia Binh, keeping construction on schedule while meeting its commitment to green operations is a significant challenge. The project calls for several components to target LEED Gold certification, the deployment of solar power with a capacity of more than 30 MWp, and carbon management toward Net Zero by 2050.

Asked how these competing pressures can be balanced, Mr. Phong said that "balancing interests" must come first. When the team first began working on the project and implementing ESG, some insisted that ESG would hinder progress, as traffic routing, materials handling or stopping equipment for inspection could all slow construction. For Mr. Phong, balancing interests means keeping sight of the shared long-term goal: completing the project on schedule without leaving behind risks of accidents or environmental harm.

"When faced with difficult situations, I always come back to three things: people must be safe; site data must be recorded truthfully; and the rule of law, transparency and accountability must be upheld. If an option gets us there faster but increases the risk of accidents or environmental harm, we have to rethink it," Mr. Phong said.

GREEN GOALS

At Gia Binh, several components - particularly the passenger terminal - are being designed to satisfy LEED Gold standard. Developed by the U.S. Green Building Council, LEED is a widely used green building rating system that assesses a comprehensive range of criteria, including energy, water, materials, indoor environmental quality and waste management.

Mr. Phong believes the real challenge of LEED lies not in the final documentation, but in the discipline required every day on site. If the terminal is to meet green building standards, the site must get it right from day one. During construction, contractors need the knowledge, experience, teams and systems required to manage LEED criteria effectively. Measures to reduce electricity consumption, optimize natural light and use renewable energy are all factored in as early as the design stage.

Another important part of ESG at Gia Binh is emissions management. The airport will implement the Airport Carbon Accreditation (ACA), a global carbon management accreditation programme for airports, with 663 airports across 94 countries currently participating. ACA assesses efforts to measure, manage and reduce emissions across multiple levels, with the aim of progressing toward Net Zero by 2050. Making the project's green goals a reality is a shared responsibility across the project, from engineering, occupational safety and procurement to subcontractors, human resources and logistics. As Mr. Phong puts it: "Going green means using resources more wisely, wasting less, generating less waste and leaving less of a burden for the operational phase."

TAKING CARE OF THE 'GREEN MOMENTUM KEEPERS'

According to Mr. Phong, workers who are short on sleep or come to work hungry can easily lose concentration, creating safety risks. Recognizing this, the contractor proposed going further than usual in caring for workers. Coteccons seeks to provide quality worker accommodation, clean drinking water, adequate meals and regular health checks. These measures are not simply about welfare; they are also part of site risk management. Mr. Phong describes the workforce as "the 'green momentum keepers' of the project."

In that sense, Gia Binh is more than a major infrastructure project. It is also a test of a new approach to construction: fast but never careless, green but measurable, and modern without losing sight of people. Ultimately, a sustainable construction site begins with everyday things: a clean walkway, properly operated equipment, honestly recorded data, and a worker returning home safely after a shift.

As a subcontractor responsible for reinforced concrete works on the Phu Quoc International Airport Expansion Project, a major infrastructure project for APEC Economic Leaders' Week 2027, Coteccons is not contractually required to implement ESG practices, nor does it have a dedicated budget for sustainability activities. So what keeps the project team committed to these strict standards?

The answer lies in a choice: to go beyond what is required.



Mr. HOÀNG THANH BÌNH
Project Director for the Phu Quoc Airport project at Coteccons

PHU QUOC AIRPORT PROJECT:

ESG driven by Coteccons' dedication

CREATING GREEN VALUE THROUGH EVERYDAY ACTIONS

According to Mr. Hoàng Thanh Bình, Project Director for the Phu Quoc Airport project at Coteccons, ESG implementation at the construction site is not treated as an additional task or a measure taken merely in response to inspections. Instead, it is how the Coteccons team puts professional ethics into practice and builds brand credibility through positive actions every day.

For example, at many sites, construction waste often receives attention only when an inspection is due. At the Phu Quoc Airport project, however, the Coteccons team proactively identified and segregated waste from the outset.

On site, domestic waste and construction waste are segregated at the source and handled in designated areas in accordance with project and client requirements. These seemingly simple practices help keep the site orderly and clean while demonstrating responsibility toward the environment and the surrounding community.

The Coteccons team has also applied the 3R principle throughout the project. Concrete quantities are carefully calculated to minimize surplus and waste. During construction, the project reused 645 m^3 of concrete and avoided generating an additional 1,050 m^3 of surplus concrete, saving more than VND 405 million.



For steel, the site management team proactively sorts surplus material left after fabrication for reuse in suitable work items or redistribution to other projects. This approach has put 1,218 tonnes of steel to effective use while preventing an additional 1,680 tonnes of surplus steel from going to waste, resulting in savings of approximately VND 462 million.

“Saving a single steel bar may not make much difference, but making use of thousands of tonnes of material has significantly reduced material losses and waste generated on site,” Mr. Hoàng Thanh Bình said.

CREATING A BETTER WORKING ENVIRONMENT

The Phu Quoc Airport project is moving at full speed to stay on schedule for APEC 2027. For the Coteccons team, this means a heavy workload and intense schedule pressure. At certain stages, construction has continued around the clock under a three-shift, four-crew rotation to keep the project on track.

In these circumstances, the site management team has taken several measures to protect workers’ health and support their morale. Centralized worker accommodation has been set up to provide stable living conditions on site. Other tangible forms of support, including drinks on hot days, the Happy Café and Happy Truck programs, and regular health check-ups organized by Coteccons, have also been a great encouragement to workers.

At the same time, a “green, clean construction site” culture is continually reinforced through internal communications, helping everyone from engineers to workers understand their role in waste segregation and in maintaining disciplined, professional working practices

THE MARK OF AN INDUSTRY LEADER

- **645m³ of concrete reused**
- **1,218 tonnes of steel put to effective use**
- **VND 867 million in total savings from material optimization.**
- **Significant reduction in construction waste generated on site**

1. Reusable modular aluminum formwork helps shorten construction time and reduce emissions and construction waste at the Phu Quoc International Airport Project (An Giang).

2. Rendering of Phu Quoc International Airport (An Giang), a major infrastructure project for APEC Economic Leaders’ Week 2027.

RESULTS OF A DIFFERENT APPROACH

What stands out at the Phu Quoc Airport project, where Coteccons is a subcontractor, is that ESG practices are consistently maintained as part of the company’s day-to-day operations. When schedule pressure is at its peak, cutting spending on environmental protection or on the welfare of staff and workers is often the easiest option. Absolutely, Coteccons has chosen not to.

Instead, the project team continues to uphold high standards for safety, hygiene and welfare even during the final push. The value of that choice is also reflected in tangible economic results: material optimization initiatives generated more than VND 867 million in savings through the efficient use of concrete and steel, while significantly reducing construction waste treatment costs. These results directly support the project’s goals of resource efficiency and minimizing negative environmental impacts.

The benefits go beyond giving workers greater peace of mind and a stronger sense of connection. They also reinforce Coteccons’ corporate culture and commitment to responsible conduct. That reputation is built by people who take responsibility for their work and do what is right every day, even when no one asks them to.

At Phu Quoc Airport, ESG is not a contractual obligation for Coteccons. It is a choice. This helps set Coteccons apart on projects of national significance. It is also how Coteccons helps present a professional image of Vietnam to the international community.



Putting ESG into practice at construction sites is creating a quiet yet profound transformation in the mindset and working habits of Coteccons' workforce.



Mr. NGUYỄN PHI LONG
Site Manager, The OpusK (Metropole 1.14), Coteccons

ESG ON THE CONSTRUCTION SITE:

From strategy to practical implementation

SMALL CHANGES, GREATER PEACE OF MIND

At Coteccons construction sites such as The OpusK (Metropole 1.14), which is aiming to meet stringent LEED Gold standards, ESG practices have moved beyond a box-ticking exercise to become a guiding principle in the day-to-day work of every engineer and construction worker.

Mr. Nguyễn Phi Long, Site Manager of The OpusK (Metropole 1.14) Project, noted that more than 800 workers and engineers are working on site. Seeing how hard hundreds of workers worked each day, with some even having to economize on meals and drinking water, the site management team introduced several small improvements: setting up temporary worker accommodation, providing drinking water, and installing toilets in separate areas. These small steps brought ESG into everyday life. Together, these improvements in worker accommodation and daily living conditions on site have had a positive impact on productivity, engagement and occupational safety across the entire construction workforce.

At The OpusK (Metropole 1.14), thoughtfully arranged rest areas are available across different work zones. All workers need is a simple hammock to have a cool, well-ventilated place to rest, complete with fans and free Wi-Fi - amenities that even some low-cost rental rooms may not offer.

Improving living conditions and standardizing temporary site offices and rest areas help workers feel respected and more connected to their work. When workers feel well cared for, they are also more proactive in following safety requirements and the contractor's general rules.

Mr. Long said these improvements also have a direct impact on productivity: "When basic living needs are adequately met, workers can stay focused on their

WHEN WORKERS FEEL WELL CARED FOR, THEY ARE ALSO MORE PROACTIVE IN FOLLOWING SAFETY REQUIREMENTS AND THE CONTRACTOR'S GENERAL RULES. AS A RESULT, LABOR PRODUCTIVITY INCREASES SIGNIFICANTLY.

> **“ESG practices have moved beyond a box-ticking exercise to become a guiding principle for day-to-day operations, shaping even the smallest actions of every engineer and construction worker.”**
>
> Mr. **Nguyễn Phi Long**
> Site Manager, The OpusK (Metropole 1.14), Coteccons

work without having to leave the site unnecessarily. As a result, labor productivity increases significantly, particularly during evening overtime shifts.”

He added that Coteccons’ leadership has shaped and implemented its ESG strategy over the years. Extending Environmental, Social and Governance values from the executive level to every department and construction site is a continuous process, reinforced and strengthened over time.

STAYING THE COURSE ON STANDARDIZATION

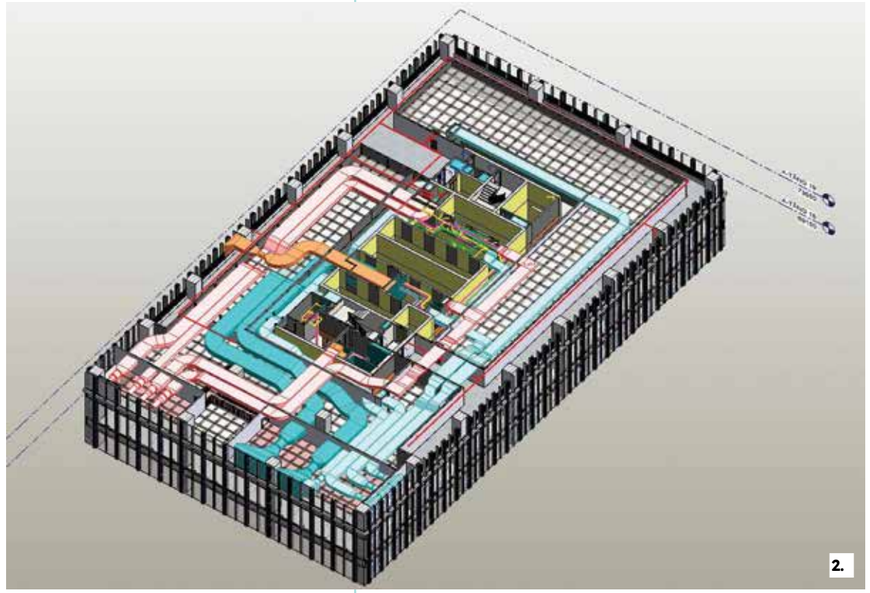
From the bidding stage, the developer set very high requirements for sustainability and emissions reduction at The OpusK (Metropole 1.14), with the project targeting LEED Gold and Green Mark.

To meet these goals, the project management team worked closely with the ESG team and the cost estimating team to develop a comprehensive control process and assign dedicated personnel for close monitoring. The aim was to achieve the best possible score against the applicable criteria.

From an environmental perspective, green building assessment criteria clearly set stringent requirements throughout the project lifecycle assessment, including design, material selection, on-site construction and future building operations.

At The OpusK (Metropole 1.14), ESG requirements are applied from the design stage through the selection of materials and suppliers, ensuring that all incoming materials, including concrete, aluminum, glass, steel, and stone, meet GHG emissions criteria and have green certifications from independent verifications.





1. Coteccons engineers work with Vietnam National University Ho Chi Minh City (VNU-HCM) to survey and assess test walls at The OpusK (Metropole 1.14) as part of research into improving unfired brick wall quality.

2. Coteccons works with project partners to apply BIM, providing clearer, more detailed information for more efficient review and coordination.

During the construction phase, environmental controls are rigorously implemented. Waste generated on site is segregated at source into three categories: solid waste, domestic waste, and hazardous waste.

To treat construction and domestic wastewater, the project has installed sedimentation and filtration tanks as well as biological treatment tanks. Quarterly environmental monitoring is also conducted to ensure that the wastewater meets applicable standards before being discharged into the municipal wastewater system.

In addition, practical energy-saving measures, such as using air-conditioning condensate to water plants and solar power to light temporary site offices, are tracked and quantified.

In terms of governance, the site maintains daily construction oversight and stays up to date with legal requirements. Risk analysis is carried out at crew level, helping workers move away from subjective judgment, carry out proactive safety checks, and follow procedures on their own initiative.

Through consistent site standardization focused on safety, sustainability and human-centered practices, ESG rules and requirements have gradually become more practical and easier to integrate into day-to-day work. In turn, they have had a positive impact on workers, partners and contractors, making a practical contribution to the sustainable development of the construction industry.



Rather than focusing solely on waste treatment at construction sites, Coteccons has redesigned the entire process, from collection and segregation to sale and value creation, while embedding ESG into decisions made on site.

For this very reason, site security managers have sometimes found themselves reluctantly cast as “the enforcers,” as site scrap had previously provided a significant source of income for a small number of people.



Waste collection and segregation area at a Coteccons construction site, supporting effective waste management at source.

Mr. VƯƠNG DŨNG TRÍ
Security Manager, Coteccons

“The recycling enforcer”

GIVING SITE SCRAP A SECOND LIFE

TURNING SITE SCRAP INTO A VALUABLE RESOURCE

In 2025, Coteccons generated more than VND 9 billion from surplus site scrap for the first time. At the same time, Coteccons has continued to standardize and strengthen practices in occupational safety, emissions reduction and community responsibility. This clearly shows that ESG is not merely a complex theory; it can deliver direct financial benefits.

Mr. Vương Dũng Trí, Security Manager at Coteccons, modestly notes that members of the Security team are still learning by doing and addressing challenges step by step. Most importantly, throughout this journey, he has had the support of Coteccons’ leadership through timely encouragement, clear guidance and a strong commitment to effective ESG implementation.

“At first, when I heard the leadership team talk about ESG, the 3R principle and the circular economy, it all felt quite unfamiliar. But when we got into practical issues like recycling materials, giving site scrap a second life and ensuring occupational safety, I realized that we were already doing

many of these things on our construction sites," Mr. Trí says. However, it takes time for everyone to develop a shared understanding and change established habits.

Mr. Trí says that applying the 3R principle (Reduce, Reuse and Recycle) and circular-economy practices as part of ESG implementation makes construction sites cleaner, safer and more professionally run. It also creates economic value by lowering waste treatment costs, generating revenue and improving the efficiency of material use, while reducing greenhouse gas (GHG) emissions. However, he acknowledges that ESG implementation also poses many challenges for his team.

One practical challenge arose when the company searched for iron and steel recycling plants that met environmental criteria, including the use of renewable energy and modern processing technology. The required recycling volumes did not align with the amount of scrap Coteccons could recover.

"Recycling plants in Ho Chi Minh City need thousands of tonnes of scrap each month to secure sufficient feedstock, while Coteccons recovers only around 1,000–1,200 tonnes in the area each year. This mismatch in scale and volume is one of the challenges we face in implementing the circular economy," Mr. Trí says.

Faced with this challenge, his team took the initiative to propose that the company work with intermediary collection partners closely linked to recycling plants and meeting stringent environmental standards.

BUILDING AN ESG CULTURE STARTING WITH WORKERS

In addition to the tens of billions of VND in revenue generated from scrap, a clear waste segregation process has transformed once-cluttered construction sites into cleaner, more orderly workplaces. Disputes that disrupted site security and order have also become noticeably less frequent, creating a safer working environment.

The Security team's biggest challenge, however, is persuading workers to change their mindsets and earning their trust through discipline and understanding.

"Implementing ESG is like giving workers more work and responsibility. If they do not understand the benefits, they will not do it," Mr. Trí says.

To set up new habits, the company holds regular training sessions, and its safety guidelines are grounded in hard-won practical experience on construction sites. Mr. Trí recalls one memorable moment. After noticing that small pits on a construction site could endanger workers, he submitted three written proposals to the BOD over three consecutive weeks, recommending that the pits be covered with metal grates made from scrap. The recommendation was approved and gradually became a mandatory safety requirement across Coteccons construction sites.

He says the company's ESG efforts all stem from a desire to provide workers with a safe, modern working environment and help them build better lives over time.

"When more people share the same perspective, it helps me improve and gives me more motivation to keep innovating," Mr. Trí says.

In practice, for ESG to become an advantage, businesses need well-coordinated processes and everyone's active participation. On sun- and wind-swept construction sites, Mr. Trí and the workers are making gradual changes and contributing wholeheartedly to Coteccons' sustainability journey.



Coteccons signs an MOU to launch circular-economy collaboration in the construction industry.







The 3R principle in practice at Coteccons construction sites.

> **"In the past, site scrap was a source of income for a small number of people, so when we shifted to the 3R approach, the Security team faced quite a few threats. We had to monitor the situation, persuade people and follow the company's rules and regulations. Over time, people began to understand and change their behavior. The sites became cleaner and safer, and productivity improved as well."**
>
> Mr. **Vương Dũng Trí**
> Security Manager, Coteccons

Financial

BENEFITS FROM SUSTAINABLE CONSTRUCTION SITES

Sustainable construction sites are increasingly seen as investments that can generate financial value while strengthening brand reputation. Material reuse, energy optimization, water recirculation and other ESG initiatives can reduce environmental impacts while delivering measurable financial benefits.

Coteccons approaches sustainable construction sites as measurable investments rather than compliance costs. At each project, the costs of on-site solutions, from material reuse and high-efficiency lighting to construction water recirculation, are broken down and the resulting savings quantified. This allows the financial benefits of on-site ESG practices to be measured alongside their environmental benefits.

▸ **Surplus material liquidation:**
FY2026 liquidation records show 233 transactions across 67 projects/construction sites, involving **1,871,879 kg** of materials and **VND 12,735,606,850** in realized proceeds.

▸ **Reuse of surplus materials:**
Project teams proactively reuse steel to make guardrails, steps and protective frames for fire extinguishers, helping ensure site safety for engineers and workers.

▸ **Modular, reusable site fencing:**
The fencing system can be used across an average of four projects, with a recovery rate of approximately 85% after each project and savings of approximately **VND 2.04 million per linear meter**.

▸ **Energy efficiency:**
Measures include solar power, solar-powered outdoor lighting and inverter LED lighting in temporary site offices and worker accommodation. Together, they reduce annual grid electricity consumption by **122,826 kWh, save more than VND 345 million** in electricity costs and reduce Scope 2 CO_2 emissions by **80,97 tonnes**.

▸ **Construction water recirculation:**
Treated water is being assessed for reuse in wheel washing, cleaning construction equipment and dust suppression on site.

Sustainable construction sites not only reduce environmental impacts but also generate long-term financial benefits. They also strengthen the company's reputation among shareholders, customers and partners, demonstrating that sustainability can be a worthwhile investment with future returns. Going forward, Coteccons will continue refining its cost-breakdown methodology and financial impact analysis to ensure the approach remains practical and effective.

Ms. ĐINH MINH ĐOAN TRINH
Coteccons Supply Chain Director

BUILDING ON ESG: CREATING AN ECOSYSTEM FOR SHARED GROWTH

By developing "Green Profiles" for supply chain partners, digitizing supply chain data, and creating tools to measure actual emissions, Coteccons is embedding ESG into day-to-day management. Step by step, commitments on paper are being translated into a management system that works in practice, with performance that can be measured and verified.



THE E-PORTAL AND SC CONTROL TOWER ARE STILL BEING ESTABLISHED, AND THEY WILL PROVIDE THE FOUNDATION FOR TURNING ESG FROM COMMITMENTS ON PAPER INTO A PRACTICAL, VERIFIABLE OPERATIONAL CAPABILITY.

"GREEN PROFILE": LIVING DATA, NOT PAPERWORK

Ms. Đinh Minh Đoan Trinh, Coteccons Supply Chain Director, said that when the company first began applying Environmental, Social and Governance (ESG) standards across its supply chain, ESG was never treated as an added cost or a box-ticking exercise. For Coteccons, it is a strategic investment in long-term competitiveness, one that also carries a broader mission to promote safety and social responsibility across the industry ecosystem and its partner network.

That is why "Green Profiles" of our partners are not designed simply to look good on paper. They are meant to function as a living data system, continuously updated as conditions change, giving an accurate picture of each supply chain partner's compliance. This requires the procurement team to continuously assess whether partners meet requirements on emissions, material origin, and occupational safety.

Faced with the challenge of reducing GHG emissions while maintaining cost efficiency, Coteccons has successfully reconciled the two through a clear two-stage supplier selection process. The first serves as the "entry ticket," comprising a set of non-negotiable requirements on occupational safety, environmental compliance, material origin, and minimum emissions standards. Only suppliers that clear this rigorous screening move to the second stage, where price and construction schedule come into play.

This comprehensive approach allows Coteccons to fully address cost pressure without compromising ESG standards. A low price only becomes meaningful once a supplier has fully met the fundamental sustainability requirements.

Ms. Trinh stressed that this principle stands firm even when steel, cement and fuel prices or exchange rates fluctuate sharply.

According to Ms. Trinh, as a general contractor, Coteccons consistently applies two sets of criteria when evaluating suppliers. The first comprises non-negotiable baseline requirements, such as occupational safety, environmental protection, and the prohibition of illegal labor practices. The second consists of additional scoring criteria, including carbon-related certifications, recycled material content, and sustainable sourcing. Depending on the stage, Coteccons can flexibly adjust the priority given to these additional criteria to maintain a balance between schedule, cost, and practical needs.

Even so, Ms. Trinh said the biggest challenge remains measuring suppliers' indirect GHG emissions, particularly among small and medium-sized enterprises, which often do not have internal carbon audit systems. To verify information self-reported by suppliers, Coteccons must invest in spot checks, cross-checks against supporting documents, and on-site assessments. Such verification is essential to making ESG a genuine management capability.

CRITICAL LINKS IN THE ESG CHAIN

In that broader picture, one area has proved unexpectedly powerful: logistics. It has become both a clear ESG lever and the most effective tool for managing GHG emissions. Since Coteccons cannot fully control production operations at its partners' factories, it focuses on the part it can manage directly: maintaining strict control over how goods move from manufacturing to destination.

Recognizing that transport-related emissions can be measured directly, Ms. Trinh said Coteccons is developing the a GHG emissions management system within its Supply Chain Control Tower (SC Control Tower). It quantifies carbon emissions in real time, while creating a single, consistent data source across the organization and removing subjective judgment from the process. This marks an important shift from "talking about ESG" to "measuring ESG."

Ms. Trinh also noted that, alongside managing emissions across the logistics chain, ESG practices help Coteccons proactively control risks and reduce supply costs through flexible sourcing strategies. By diversifying its sources of supply, Coteccons avoids dependence on any single market and can tap a broader range of suppliers, while remaining resilient to disruptions and material-price volatility, backed by pre-negotiated contracts.

At the same time, localizing material sourcing to shorten transport distanc-es helps Coteccons reduce GHG emissions, lower logistics costs, and improve delivery times. Combined with circular-economy practices - recovering, reusing, and recycling materials across projects - this approach further reduces both the need to purchase new materials and the volume of construction waste released into the environment.

Taken together, these efforts deliver operational benefits and serve as a "passport" to high-value projects commissioned by FDI clients such as LEGO and Pandora, which both treat ESG as a mandatory prequalification requirement. The same trend is beginning to reshape domestic business thinking, as raising international capital and accessing green finance increasingly require general contractors to maintain transparent ESG data systems.

THE INDUSTRY LEADER MINDSET: EMPOWERING THE ECOSYSTEM

Aspiring to become the Industry Leader, Coteccons takes a partnership-led approach so that the entire ecosystem can grow together. Rather than treating ESG as a barrier or immediately excluding partners that have not yet met the standards, Coteccons follows a structured ESG roadmap with distinct tiers.

Large strategic partners will have opportunities to pilot advanced solutions, while small and medium-sized enterprises will receive training support, access to technical standards, and basic assessment templates and methods. The E-Portal will be a key enabler of this process, providing a digital platform for two-way data exchange between Coteccons and its partners and helping the green transition unfold organically and effectively. Although the E-Portal and SC Control Tower are still being established, they will provide a solid foundation for ESG to become a real, day-to-day operational capability.

For Coteccons, becoming an Industry Leader is not simply about meeting ESG standards. It is about moving forward with partners so the wider ecosystem can grow together. The most important goal on that journey is to turn ESG compliance requirements into a catalyst for building an ecosystem for shared growth.

Over the long term, Ms. Trinh highlighted three priorities: standardizing ESG criteria under a unified scoring system, deepening dialogue with suppliers, and bringing procurement and ESG data together on a single digital platform.

"Sustainable procurement is not about paying more for green materials. At its core, it means buying the right product, of the right quality, from the right source, and at the right time so that waste is minimized throughout the project lifecycle."

Ms. **Đinh Minh Đoan Trinh**
Coteccons Supply Chain Director

Overview of the Pandora Production Vietnam and LEGO factory projects in Binh Duong.



United to rise

Coteccons is extending its ESG approach from construction sites to the entire supply chain, encouraging suppliers and partners to jointly raise environmental, safety and sustainability standards.

BY CENTRALIZING PROCUREMENT, COTECCONS CAN SHORTEN LEAD TIMES, KEEP PROJECTS ON SCHEDULE AND PLAN MATERIAL DELIVERIES MORE EFFICIENTLY, REDUCING GHG EMISSIONS FROM LOGISTICS. PRIORITIZING LOCAL SUPPLIERS ALSO BRINGS ECONOMIC BENEFITS TO THE COMMUNITIES WHERE PROJECTS ARE DELIVERED.

Given the nature of the construction industry, most of Coteccons' emissions fall outside its Scope 1 operational boundary. They arise primarily from the materials, equipment and services supplied by its supplier and subcontractor network. The company therefore identifies the supply chain as its most important lever for reducing emissions and extending ESG practices across its entire partner ecosystem. Coteccons' approach goes beyond supplier screening: it works alongside partners through measurement, feedback, support for improvement and recognition.

CENTRALIZED PROCUREMENT STRATEGY

Amid continued volatility in material prices, logistics and supply conditions, Coteccons is strengthening its centralized procurement model. It leverages economies of scale, diversifies supply sources and builds a network of strategic suppliers to jointly develop a green supply chain.

Coteccons also proactively enters into **6-12-month** framework agreements for selected key material categories, secures supply early, and stages materials at construction sites in line with construction schedules.

As of June 30, 2026, the system recorded approximately **29,738 suppliers and partners**, including **26,473 domestic partners and 320 overseas partners**. Coteccons added 1,685 new suppliers, comprising 1,648 domestic suppliers and 37 overseas suppliers. The number of **green suppliers increased from 61 to 64**, indicating a trend toward broader collaboration with partners that meet environmental standards.

In locations with specific supply conditions, such as Phu Quoc, where a key national project is being delivered on a demanding schedule, Coteccons explores long-term partnerships with local suppliers to secure a more reliable supply while reducing transport-related risks and emissions. This also puts the spirit of "United To Rise" into practice, bringing the construction value chain together to create positive value for workers and communities while supporting the industry's sustainable development.

AVOIDED EMISSIONS FROM GREEN MATERIALS

Coteccons identifies material selection as the most significant lever for reducing Scope 3 emissions and separately tracks the avoided emissions resulting from these procurement decisions.

Avoided emissions are neither added to nor deducted from the Scope 1, Scope 2 and Scope 3 inventory results. This metric is reported separately in accordance with GHG Protocol principles, as a measure of the wider impact of the green procurement policy across the supply chain, rather than as an emissions offset.

In FY2026, the company's core materials portfolio shifted significantly toward lower-emission materials. All steel received during the year came from manufacturers holding ISO 14001:2015 certification and providing documentation required for LEED; 87.7% of this volume met the recycled-content criterion. For cement and concrete, 42.4% of purchased cement volume had third-party green credentials (an SGBC Green Label, an EPD, or a green label issued by the Vietnam Institute for Building Materials). As a result, 28.3% of ready-mixed concrete output qualified as low-emission concrete.

For bricks used in perimeter wall construction, total usage during the period was 189.9 million units, of which 28.7 million, or 14%, were unfired bricks. Coteccons also used 45,742 m^3 of AAC/ALC blocks. The remainder consisted of conventional fired bricks, indicating considerable room for further transition as Coteccons continues to increase its use of low-emission materials.

Thanks to its green procurement strategy, Coteccons avoided 334,845.43 tCO_2e of emissions in FY2026. Green steel accounted for the largest share at 252,043.85 tCO_2e, followed by green concrete at 52,298.50 tCO_2e, green cement at 18,074.30 tCO_2e, and unfired bricks at 12,428.78 tCO_2e.

The company is focusing on two priorities: increasing the share of green-certified cement and concrete in its procurement portfolio, and publishing a methodology note setting out the emission factors and counterfactual scenarios for each material category, allowing avoided emissions to be compared across reporting periods and verified by a third party.

SHARE OF GREEN MATERIALS IN COTECCONS' KEY MATERIALS PORTFOLIO (FY2026)

Material Category	FY2026 Qualifying Volume	Total Purchased	Share
Steel (recycled content)	310,782 tonnes	354,278 tonnes	87.7%
Low-emission ready-mixed concrete	608,122m^3	2,146,245m^3	28.3%
Cement with third-party green credentials	47,476 tonnes	112,009 tonnes	42.4%
Unfired Bricks (Concrete masonry units and AAC/ALC)	88,765m^3	282,362m^3	31.4%

What our partners SAY ABOUT COTECCONS

SUPPLIER ASSESSMENT USING THE ESG SCORECARD

The ESG Scorecard is a supplier assessment tool covering environmental, social and governance criteria and is integrated into the initial partner selection and assessment process. Scores are shared directly with each supplier, together with recommendations for improvement, rather than being used as grounds for exclusion. The rollout is still in its early stages, with 347 suppliers assessed to date. In addition, the supply chain team has conducted periodic assessments of 2,055 subcontractors and suppliers, incorporating ESG criteria into the assessment process.

At the same time, Coteccons is steadily expanding its network of local suppliers around each construction site. Shorter material transport routes help reduce fuel consumption and carbon emissions from logistics, while supporting local economic development. This also helps ensure a reliable supply of materials to construction sites, keeping projects on schedule.

Expanding this network increases the proportion of low-emission materials, recycled materials and materials with traceable origins used in projects delivered by Coteccons.

Fifteen partners were honored at the Coteccons Partner Excellence Awards ceremony.



IMPRESSED BY THE GREEN SUPPLY CHAIN

“Throughout our collaboration, Dulux Professional has been particularly impressed by the tangible ways Coteccons has put ESG into practice. Among the most notable are Coteccons’ material supplier assessment scorecard, which shows how ESG is being integrated into its supply chain and partner selection and evaluation, and its green building projects, which demonstrate how sustainability standards are being put into practice.
We look forward to continuing our work with Coteccons and deepening the partnership. In particular, we hope to share solutions, data and experience on sustainable materials and green buildings, while helping improve ESG performance across projects.”

Ms. **Nguyễn Thị Cẩm Vân**
Brand Manager, Dulux Professional



TOGETHER IN SERVICE TO SOCIETY

“We have worked with Coteccons on many challenging projects across Vietnam, from north to south. I remember that during difficult times, Coteccons’ leadership would tell me: ‘If a project is difficult, that’s exactly why we have to make it happen, and when we manage to deliver a landmark project, that’s when we truly have something to be proud of.’ Those words of encouragement have inspired me throughout my years with Coteccons. I hope to continue working alongside Coteccons as we take on new projects, grow and serve society.”

Mr. **Hồ Phi Sơn**
Representative, Truong Phong Construction Co., Ltd.



WE HOPE TO CONTINUE WORKING WITH COTECCONS

“We deeply value the work we have done with Coteccons to contribute to society - from giving schools a fresh coat of paint and bringing thoughtful gifts to workers through "Xây Tết", to recognizing long-standing partners who have supported Coteccons over the years. We hope to continue partnering with Coteccons on the development of the Zero Carbon program, under which Jotun has set future targets for its products. At the same time, we look forward to continuing our joint efforts on initiatives that create a positive impact on society.”

Ms. **Trương Ngọc Liên**
Sales Manager/Key Accounts, Decorative Paints, Jotun Paints Vietnam Co., Ltd.

EXPANDING THE GREEN SUPPLIER NETWORK

To mark its 21st anniversary, Coteccons held its first series of Coteccons Day events, with the Gala Appreciation Night themed “Coteccons 20+1: Serve To Lead” as the highlight. The event brought together more than 200 Coteccons leaders and over 220 partners, providing an opportunity for the company to thank and honor the suppliers and subcontractors that have worked alongside Coteccons, while spreading the spirit of service and jointly raising standards in Vietnam’s construction industry.

As part of the event, Coteccons held the “Coteccons Partner Excellence Awards” (CPEA) for the first time. The awards are intended to strengthen partnerships, build collective strength and create new milestones together. With that in mind, Coteccons plans to make CPEA an annual awards program, carrying forward the “United To Rise” spirit and connecting the construction value chain to create positive value for workers and communities while supporting the industry’s sustainable development.

ADVANCING green PRACTICES IN OPERATIONS

From transportation and uniforms to protective clothing, Coteccons is incorporating green standards into everyday operational choices. These small changes are gradually fostering green habits among employees and partners.

GREEN TAXIS

Coteccons has updated its business travel policy, with employees now using Green SM electric taxis for work-related travel. This helps reduce emissions associated with employee travel.

ELECTRIC TAXI USAGE STATISTICS AT COTECCONS

Indicator	Quantity	Unit
Travel Distance	65,393.84	km
Number of Vehicle Trips	8,513	trips
CO_2e Emissions Avoided Compared with Conventional Petrol/Diesel Taxis	4.93 ((Approximately 56% lower emissions than conventional taxis)	tCO_2e



GREEN UNIFORMS

The company prioritizes recycled fibers derived from materials such as pineapple and coffee grounds for employee uniforms and protective clothing at construction sites, turning agricultural by-products into useful new materials. Compared with conventional fabrics, this solution reduces water consumption by approximately 30% and CO_2 emissions by 33%, while cutting energy use by up to 70%.

During the FY2026, more than **23,487 sets of uniforms** made from recycled fabric were put into use. The recycled material used was equivalent to **96,661 plastic bottles** or **the coffee grounds from 58,775 cups of coffee**. More than a change in material, this is a tangible way to make green standards part of everyday life, reinforce the professional image of Coteccons people, and extend these practices to partners working alongside Coteccons.

In the coming period, Coteccons has set the following priorities: expanding the ESG Scorecard to subcontractors, digitizing assessment data to support the Scope 3 GHG emissions inventory, and setting annual targets for the share of procurement spend with green suppliers. Coteccons' ultimate goal is not merely a list of criteria, but a like-minded supply chain that advances together to help set standards for the construction industry.

1, 2. Coteccons uses uniforms made from environmentally friendly pineapple-fiber fabric, demonstrating its ESG commitment through even the smallest actions.





Environmental monitoring and inspection of the wastewater collection and treatment system at the APEC Convention Center project in An Giang.

To reduce pressure on the environment, Coteccons strictly follows wastewater treatment procedures that meet applicable standards at both its offices and construction sites, as part of its efforts to build a sustainable circular value chain.

OPTIMIZING Wastewater MANAGEMENT

As a general principle, Coteccons requires all wastewater to be collected and treated to applicable standards before discharge into receiving waters. Treatment is carried out in accordance with each project's approved Environmental Impact Assessment report and environmental permit issued by the competent authorities.

Construction activities generate wastewater from multiple sources dispersed across sites with varying geographical conditions and wastewater receiving infrastructure. As a result, wastewater management cannot rely on a single technical solution and must be tailored to the actual conditions of each project.

Alongside its compliance efforts, the company promotes water recirculation and reuse at construction sites to reduce pressure on local water resources and the volume of wastewater requiring treatment.

WATER USE AND RECIRCULATION

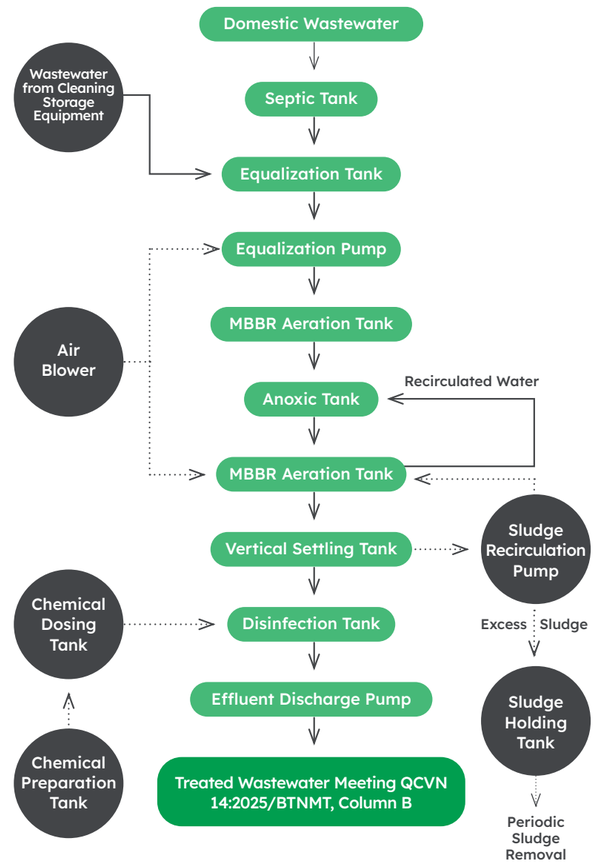
Indicator	Unit	FY2026
Total water consumption	m^3	280,251
Construction sites conducting periodic wastewater monitoring	Construction sites	100%

WASTEWATER TREATMENT PROCEDURE

Coteccons applies its wastewater treatment procedure at two levels: at company level for office operations and at project level for construction activities.

COMPANY LEVEL - HEAD OFFICE BUILDING

Coteccons' head office building is equipped with a system for collecting and treating rainwater and domestic wastewater, with a capacity of **32 m^3/day/night**. Treated wastewater meets the requirements of QCVN 14:2025/BTNMT, Column B, before being discharged into receiving waters.



Wastewater Treatment Process Flow Diagram for the Office Building



Wastewater treatment system at the Cao Xa La project in Hanoi.

PROJECT LEVEL

Wastewater treatment at each construction site is based on the project's approved EIA report and environmental permit issued by the competent authorities. This ensures that wastewater sources and the corresponding mitigation measures are accurately identified.

Under Coteccons' Wastewater Treatment Procedure, the appropriate treatment method depends on the type and flow rate of wastewater generated and must comply with the project's environmental documentation and local legal requirements. At projects undertaken by Coteccons, wastewater falls mainly into two categories.

CONSTRUCTION WASTEWATER TREATMENT MEASURES
Washing vehicles before they leave the site, cleaning construction materials, and curing concrete elements after completion.

COLLECTION
Wastewater is directed to on-site settling tanks.

TREATMENT
Sedimentation, oil and grease separation, and water-quality control before discharge.

Treated Wastewater Meets Environmental Standards
Meets applicable standards before being discharged into receiving waters.

Sediment Is Collected And Treated In Compliance With Regulations
Soil, sand, and sediment are collected, transported, and treated by an authorized service provider.

▶ GROUP 1:
CONSTRUCTION WASTEWATER

Construction wastewater mainly comes from washing vehicles before they leave the site, cleaning construction materials, and curing concrete elements after completion. This wastewater mainly contains soil, sand and sediment from construction activities and is low in toxicity. Vehicle wash water may contain small amounts of oil and grease, so it must be collected, settled and filtered, then treated as appropriate before discharge.

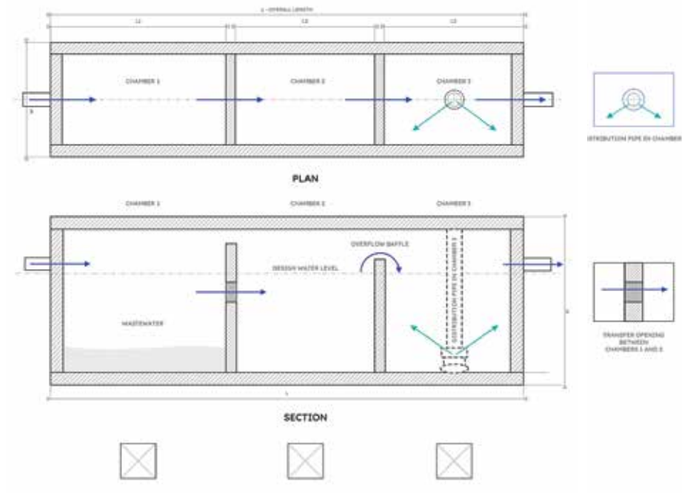
▶ GROUP 2:
DOMESTIC WASTEWATER AT CONSTRUCTION SITES

Domestic wastewater and related waste from portable toilets at construction sites are collected and stored in dedicated tanks and containers. Coteccons engages licensed service providers for collection, transport and treatment in accordance with legal requirements, and retains the relevant handover records.

▶ GROUP 3:
SPECIAL CASE (PROJECTS IN INDUSTRIAL PARKS AND INDUSTRIAL CLUSTERS)

For projects in industrial parks or industrial clusters, Coteccons completes the procedures required to connect to the local wastewater system. Wastewater is then sent to the area's centralized wastewater treatment facility under a contract between Coteccons and the relevant industrial park or cluster Management Board.

THREE-CHAMBER WASTEWATER TREATMENT SYSTEM





COLLABORATING WITH GAMUDA LAND - A DEVELOPER THAT APPLIES STRINGENT INTERNATIONAL SUSTAINABILITY STANDARDS - COTECCONS DEMONSTRATES THAT MANAGING AND RECYCLING WASTE AT SOURCE CAN BOTH OPTIMIZE COSTS AND REFLECT RESPONSIBLE BUSINESS PRACTICES.

Mr. HUỲNH LỰC
Eaton Park Site Manager, Coteccons

"Green discipline"

AT EATON PARK: TURNING WASTE INTO RESOURCES

Eaton Park is a project developed by Gamuda Land, with stringent construction standards. It is also a site where Coteccons has gone beyond legal compliance in waste management, embedding it in the way ESG is practiced every day.

RECYCLING STARTS AT SOURCE

At Eaton Park, where Coteccons serves as the main contractor for Towers A1-4, the Company has established a rigorous waste management process spanning waste segregation at source, storage and recycling through to transfer to waste treatment providers. The entire process follows Coteccons' ESG standards and is subject to strict oversight by Gamuda Land.

According to Coteccons, the early results have been impressive: up to 80% of scrap steel is collected and recycled; around 75% of leftover timber is retained and repurposed for on-site construction needs; and excess concrete is reused wherever possible to cast small components or reinforce internal infrastructure. This approach not only reduces the volume of solid waste requiring disposal, but also delivers direct economic benefits to the business.

A look around the site shows how waste management has been standardized into a tightly controlled, end-to-end process, from segregation and storage through to transfer. For hazardous waste, the site management team has set up a dedicated, isolated storage area with a management system that rigorously tracks incoming and outgoing waste and maintains transparent, fully traceable records for reporting.



1.

> “Although the developer’s stringent requirements initially put us under pressure, our engineers and workers quickly adapted once they saw how much cleaner and safer the site became. Effective ESG implementation strengthens our competitive advantage and opens up more opportunities for us to participate in the global economy.”
>
> Mr. **Huỳnh Lực**
> Eaton Park Site Manager, Coteccons

At the same time, consumption of other resources such as electricity, water and fossil fuel at the site office and across the construction site is tracked and reported using digital tools to monitor CO_2 emissions.

To share how this works in practice, Mr. Huỳnh Lực, Eaton Park Site Manager, said: “On a construction site, raising awareness is critical so that everyone understands the different types of waste and agrees on how each should be handled. Training and knowledge-sharing sessions are the starting point for building a common understanding and putting ESG into practice together.”

CHANGING WORKER MINDSETS THROUGH ENGAGEMENT

One of the biggest challenges at Eaton Park is getting around 1,000 workers to follow the process consistently. They come from different parts of the country, with widely varying education levels, cultural backgrounds and daily habits.

Given these differences, the site management team chose to engage with workers through dialogue, open conversations, sharing and ongoing support, rather than relying on punitive measures alone. The aim was to gradually change the way they worked.

Mr. Trịnh Thúc Mạnh, Safety Supervisor at Eaton Park project, said: “When we introduced the waste management process in line with ESG standards, some people still did not follow it because of old habits. We have to treat people on site with understanding and fairness, so they can see the reasoning behind the requirements and genuinely accept them. Once that happens, their habits begin to change and they start following the process properly.”

REGULATORY GAPS AND THE NEED FOR POLICY SUPPORT

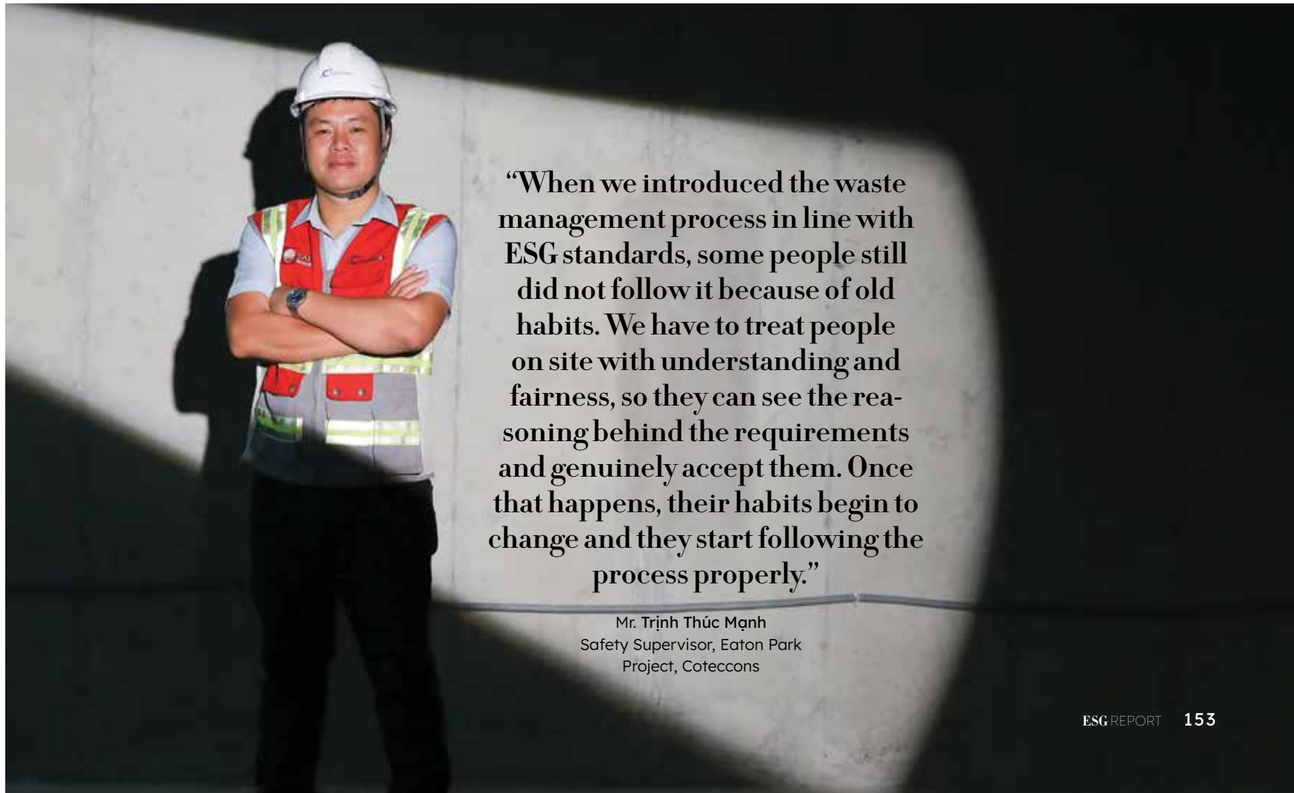
Despite proactively standardizing its internal processes to meet ESG standards, Coteccons still faces external bottlenecks in the waste management chain. As the general contractor, the Company is ultimately responsible for the final destination of this waste. If external treatment providers fail to honor their commitments, Coteccons’ reputation may still be affected, leaving the company exposed to risks beyond its direct control. Working directly on site and putting ESG into practice, Mr. Huỳnh Lực sees firsthand the sheer volume of waste generated every day. He says current guidance on construction waste control remains unclear. Therefore, he hopes the government will soon issue detailed circulars and regulations, while bringing environmental criteria into closer alignment with Vietnamese and international standards. This would provide a stronger policy foundation for organizations that are serious about ESG implementation and are leading the way. Businesses would then no longer have to go it alone on the green transition journey, and together could help build a greener, more sustainable Vietnam each day.



2.

1. Overview of the Eaton Park site in Ho Chi Minh City during construction.

2. Hazardous chemical identification and response drill for chemical storage personnel and cleaning staff at Eaton Park in Ho Chi Minh City.



> “When we introduced the waste management process in line with ESG standards, some people still did not follow it because of old habits. We have to treat people on site with understanding and fairness, so they can see the reasoning behind the requirements and genuinely accept them. Once that happens, their habits begin to change and they start following the process properly.”
>
> Mr. **Trịnh Thúc Mạnh**
> Safety Supervisor, Eaton Park Project, Coteccons

3R IN WASTE MANAGEMENT

At Coteccons, waste management goes beyond collecting and treating waste in compliance with legal requirements; it means applying the 3R principle throughout the entire process.

Construction waste is one of the largest waste streams in the economy, and one that contractors can influence most directly. For Coteccons, waste management is not just about compliant collection and treatment. The company is shifting from end-of-process waste treatment toward a circular value chain that begins with construction-method planning and materials procurement.

The 3R principle, Reduce, Reuse and Recycle, is embedded in mandatory processes across all construction sites rather than treated as a voluntary initiative.



Waste segregation at Coteccons' projects



Waste collection and segregation signage at Coteccons construction sites.

WASTE SEGREGATION AT SOURCE

Waste is segregated at source into three streams: construction waste, domestic waste and hazardous waste. This first step is critical, as mixing waste streams can make recycling almost impossible.

ON-SITE STORAGE

- Each type of waste has a dedicated, covered storage area with clear classification signage.
- Hazardous waste storage areas must be impermeable and designed to contain spills, and must comply with applicable safety requirements.
- Each project maintains a waste management flowchart and tracking system to record the quantities of waste generated.

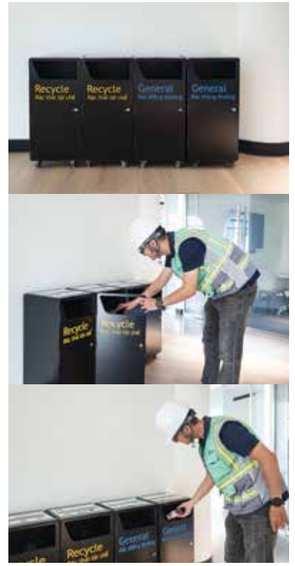
TRANSPORTATION AND TREATMENT

Coteccons engages licensed providers for waste collection, transport and treatment, with their capabilities assessed by the relevant internal teams in accordance with legal requirements. For hazardous waste, documentation is retained for each batch to ensure traceability from the construction site to the final treatment destination.

During the reporting period, 100% of waste transport providers working with Coteccons held valid licenses. This is a prerequisite when selecting environmental service providers, as legal responsibility for waste does not end at the point of handover.

INSPECTION AND MONITORING

Compliance is monitored regularly through each project's HSE reporting system, supported by internal safety and environmental inspections.



Waste segregation bins at the Pandora factory project in Ho Chi Minh City.

Rather than opting for easy, highly visible actions, Coteccons has chosen to work in remote headwater areas, joining forces with local authorities to plant dozens of hectares of new forest. These efforts help reduce emissions, regulate the climate, create livelihoods and protect biodiversity.

Beyond the numbers of animals protected and trees planted, project partners have come to recognize something deeper. Mr. Nguyễn Thanh Tú, Director of the Agricultural and Forestry Production and Business Cooperative, and Mr. Lê Công Nam, Director of Nam Thịnh Company, both note that through this long-term program, Coteccons is inspiring a shared commitment to a greener, more sustainable planet.



2.



1.

NURTURING LOVE BETWEEN PEOPLE AND NATURE

RESTORING NATIVE FOREST & CONSERVING the hatinh langur population

Photo: Bùi Văn Tuấn (HiVOOC)

1. A mother and baby Hatinh langur, a rare primate listed in the Vietnam Red Data Book and the IUCN Red List, in the conservation area in Quảng Trị province, where Coteccons supports habitat and biodiversity conservation.

2. More Hatinh langurs are being sighted near the conservation area, indicating the population's recovery and growth.

AS OF JULY 2026, THE AREA OF RESTORED AND NEWLY PLANTED FOREST EXCEEDED MORE THAN 30 HECTARES. THIS INCLUDED MORE THAN 20 HECTARES PLANTED WITH NATIVE TREE SPECIES SUCH AS ERYTHROPHLEUM FORDII, CHUKRASIA TABULARIS AND NAUCLEA ORIENTALIS IN THE BUFFER ZONE, ALONGSIDE 10.06 HECTARES OF COMMUNITY FOREST IN KÈ VILLAGE, TUYÊN LÂM COMMUNE, QUẢNG TRỊ PROVINCE.

The habitat of the Hatinh langur (Trachypithecus hatinhensis) spans a vast limestone landscape fragmented by villages, farmland, the Gianh River and major transport routes. It has long faced serious threats.

When the langurs cross open ground or move between isolated limestone formations, they are highly vulnerable to attack and face the risk of extinction. Other pressures include slash-and-burn encroachment into lower-elevation habitat, where the vines that form their main food source grow, as well as forest fires linked to honey harvesting, animal trapping and short-rotation acacia cultivation. Together, these pressures have placed the entire ecosystem under severe strain.

Recognizing these threats, Coteccons has launched a range of programs, from reforestation and langur protection to habitat restoration in order to deliver broad positive impacts across the ecosystem.

Mr. Lê Công Nam, Director of Nam Thịnh Company, noted that Coteccons' approach is highly professional, transparent and entirely grounded in practical realities and the needs of local communities. Unlike superficial or short-term funding models focused only on image-building, Coteccons has chosen a "bottom-up" approach, actively listening to local authorities, forest rangers, volunteer groups and local residents to implement practical initiatives that create genuine value for communities and the environment.

Through this partnership program, the area of restored and newly planted forest now exceeds more than 30 hectares. This includes more than 20 hectares planted with native tree species such as Erythrophleum fordii, Chukrasia tabularis and Nauclea orientalis in the buffer zone, alongside 10.06 hectares of community forest in Kè Village, Lâm Hóa Commune, Tuyên Lâm

Commune, Quảng Trị Province. To provide the langurs with natural habitat and food, Coteccons has worked with the team managing the langur conservation area to restore native forest, creating a shaded canopy that allows vines to grow naturally. This expands the langurs' safe "green home" and provides a richer food source for them and other wildlife.

The project has also played a major role in supporting local communities and creating livelihood opportunities for people living in the buffer zone. In Kè Village, home to around 1,000 members of the Mã Liềng (a sub-group of the Chứt ethnic group) who still face significant hardship, the program provided timely support in the form of rice and essential supplies to help residents stabilize their lives during the initial stage of their participation in forest protection.

Local participants have also earned additional income from paid forest planting and maintenance work. Once the native forest reaches canopy closure after two to three years, participants can receive stable payments for forest environmental services of around VND 200,000 per hectare per month, equivalent to nearly VND 50 million per year across the conservation area.

More importantly, according to Mr. Lê Công Nam, forest restoration carries profound significance by creating living space and reviving local cultural traditions for ethnic minority communities. The lush natural forest canopy has created opportunities to sustainably harvest non-timber forest products such as medicinal plants, leaves used to make conical hats and honey, helping reduce pressure on deeper forest areas. Restored forests also help foster pride and reconnect local communities with their spiritual traditions, including the long-standing worship of forest and mountain deities.

"The project goes beyond conserving an endangered species. It has also developed a model for restoring native forests to expand living space while preserving the cultural and spiritual traditions of ethnic minority communities. This work is deeply meaningful to local people, reflecting profound human values and a deep connection with these groups."

Mr. **Lê Công Nam**
Director of Nam Thịnh Company





1. Two Hatinh langurs in the conservation area.

2. Coteccons representatives, forest rangers and members of the Chứt ethnic group revisit the reforestation site in Tuyên Lâm Commune, Quảng Trị Province.





3. Mr. Lê Công Nam (fourth from right).

4. Mr. Nguyễn Thanh Tú (left) joins Coteccons engineers in planting trees in Quảng Trị.

COTECCONS DOES NOT TAKE THE EASY PATH. INSTEAD, IT ADOPTS A "BOTTOM-UP" APPROACH, LISTENING TO LOCAL AUTHORITIES, FOREST RANGERS, VOLUNTEER GROUPS AND LOCAL RESIDENTS TO IMPLEMENT PRACTICAL REFORESTATION EFFORTS THAT CREATE GENUINE VALUE FOR COMMUNITIES AND THE ENVIRONMENT.

Coteccons has also focused on social infrastructure by funding the renovation of all seven schools, from preschool to lower secondary level, in Thạch Hóa Commune, Tuyên Hóa District, Quảng Bình Province (now Tuyên Phú Commune, Quảng Trị Province). The company has also provided computers, desks and chairs, and awarded scholarships to nurture awareness of nature protection among younger generations.

Looking back on 14 years of steadfast forest protection, Mr. Nguyễn Thanh Tú, Director of the Agricultural and Forestry Production and Business Cooperative, emotionally share: "The company's support has made the langurs' 'home' greener, giving this endangered species more places to shelter, forage and breed safely so that it does not become extinct in the wild."

He added that understanding that the volunteer patrol force faces many dangers and hardships, Coteccons' timely support with equipment such as boots and raincoats has been a great encouragement to everyone involved in the project.

Alongside the results achieved so far, the partnership program is expected to continue addressing long-term challenges, including establishing a stable mechanism for providing patrol allowances to the volunteer conservation group, strengthening the capacity of the forest protection force, and working with local authorities to fully resolve habitat-encroachment hotspots. These efforts will help build a more sustainable model combining livelihood development with biodiversity conservation.

"The company's support has made the langurs' 'home' greener, giving this endangered species more places to shelter, forage and breed safely so that it does not become extinct in the wild."

Mr. **Nguyễn Thanh Tú**
Director of the Agricultural and Forestry Production and Business Cooperative

A reforestation site in Quảng Trị provine, where Coteccons is restoring and expanding forest cover to help conserve ecosystems and enhance environmental value in the area.

On the journey toward sustainable development, Coteccons is gradually broadening its ecosystem-restoration efforts, from planting native forests to conserving biodiversity. More than 33,000 trees have been planted in Quảng Trị, helping restore headwater forests, protect habitats and support community livelihoods.

A green mission
FROM THE FORESTS

Coteccons launched the reforestation program in 2022 in the former provinces of Quảng Trị and Quảng Bình, and it continues today. In the final days of the 2024 storm season, our people traveled hundreds of kilometers by road and trekked several dozen more through the forest to reach Kè Village. There, we began implementing a program under an agreement with the Tuyên Lâm Commune People's Committee to restore the headwater forests of the Gianh River, support community livelihoods, conserve native tree species and respond to climate change.

Kè Village, Tuyên Lâm Commune, Quảng Trị Province, has nearly 224 homes. Tuyên Lâm is a mountainous commune formed from the merger of Lâm Hóa and Thanh Hóa communes. Most residents are members of the Vân Kiều and Chứt ethnic groups, communities that have traditionally lived in relative isolation and depended heavily on nature. Degradation of the Gianh River's headwater forests has left the area vulnerable to soil erosion, riverbank erosion and flash floods during the storm season, directly affecting local residents. This is why we chose to restore the headwater forests: the community's livelihoods and safety are closely tied to the forest. These are the places where hardship is greatest and where we are needed most.

Choosing the right tree species is critically important to the local ecosystem. Rather than planting common, short-rotation species, we selected native trees that have long been part of this landscape, including Erythrophleum fordii, Prunus arborea, Michelia mediocris, Tarrietia javanica, Canarium spp. and Gironniera subaequalis. Their deep root systems help prevent soil erosion and stabilize river and stream banks, which is especially important in watersheds such as the Gianh River basin. Restoring this area not only enriches the headwater forest but also improves water infiltration, stabilizes dry-season flows and reduces flooding in the rainy season.

By 2026, we had planted a cumulative **33,063** trees across **34.5 hectares**.

We are not simply planting new forests. We choose long-lived native species and work alongside local authorities, forest rangers and residents to care for them. These trees may take time to grow, but we believe their long-term benefits for the ecosystem will be tangible and meaningful.

Working with the local community, the program combines forest restoration with sustainable livelihoods and long-term economic benefits for residents. We will continue working alongside the community to care for, protect and expand the planted forest area. Hearing local residents share their heartfelt reflections on the program reinforced our belief that choosing the harder path was the right decision. In places like this, every seedling planted can make a real difference to both nature and people's lives.



Coteccons members conduct site surveys and plant trees in headwater forests.

By joining local authorities in Hatinh langur conservation, Coteccons people are helping restore ecosystems and create sustainable livelihoods for local communities.

HATINH LANGUR CONSERVATION

Our reforestation projects go beyond increasing forest cover: they also help reduce emissions and regulate the climate. More importantly, we are restoring valuable native tree species to help preserve ecosystem diversity. These new forests will provide safe habitat for exceptionally rare species, including the Hatinh langur (Trachypithecus hatinhensis), a primate at risk of extinction found only in certain limestone areas of central Vietnam and Laos. The species is listed in Vietnam's Group IB of **endangered, precious and rare forest wildlife prioritized** for protection, and is also on the **IUCN Red List**. We are proud to have joined in efforts to nurture and conserve the Hatinh langur population, which has grown **from 65 to nearly 200 individuals** across 22 troops in the area.



RESTORING SUSTAINABLE LIVELIHOODS

In Tuyên Lâm Commune, Quảng Trị Province, our reforestation work combines forest ecosystem protection with sustainable livelihoods for the local community. We carry out forest planting, maintenance and protection with Nam Thịnh Company, under the coordination and supervision of local forest rangers and with direct participation from residents.

Under this model, local residents take part in 100% of planting and maintenance activities, including planting, fertilizing, tending and mounding soil around trees, as well as forest protection. Residents work in community groups according to agreed plans and are paid by the day. This creates additional jobs and a stable source of income in Kè Village, Lâm Hóa Commune, Tuyên Lâm Commune, Quảng Trị Province, where most residents are Chứt people who live in relative isolation and depend largely on nature.

Beyond its environmental benefits, our reforestation model helps generate around VND 15 million per hectare per year in income for local residents. Each year, the program covers 20 hectares, with around VND 250 million allocated to local labor costs for planting, maintenance and forest protection. Combining forest restoration, job creation and higher incomes strengthens residents' engagement in forest protection while encouraging the community to take an active role in managing and sustaining forest resources over the long term.


1.



2.

FOR COTECCONS, REFORESTATION AND BIODIVERSITY CONSERVATION ARE NOT A RACE TO ACHIEVE BIGGER NUMBERS. THE COMPANY'S GREATEST ASPIRATION IS TO JOIN HANDS IN PROTECTING THE ENVIRONMENT AND CREATING REAL VALUE FOR COMMUNITIES.

Through this government-business–community partnership, we are building a sustainable model in which environmental benefits go hand in hand with the economic and social interests of local residents. This work reflects our long-term commitment to responding to climate change, restoring native ecosystems, conserving biodiversity and developing a more sustainable livelihood model for the community.

1. Coteccons works alongside members of the Chut ethnic community to care for forests and create sustainable livelihoods.

2. Children and their parents from the Chut ethnic community attend the launch ceremony for the 2025 reforestation program in Tuyên Lâm Commune, Quảng Trị Province.

PART VII

Social

Steadfast in its commitment to sustainable development, Coteccons translates its social commitments into tangible, human-centered action. Behind every initiative lies a fundamental question: Who are these changes meant to serve? Day by day, Coteccons continues to build a workplace culture grounded in ownership, responsibility, dedication and commitment. This is not only part of Coteccons' DNA, but also a solid foundation that prepares the company for its next phase of development.





The safety supervision team at Eaton Park (Ho Chi Minh City).

Discipline

HELPS EVERYONE RETURN HOME SAFELY

At Coteccons, occupational safety goes beyond compliance. It has become a culture that promotes risk awareness and prevention, with people at its core.

TURNING RULES INTO AWARENESS

To illustrate Coteccons' safety culture, the Health, Safety and Environment (HSE) Department points to the use of safety harnesses. When harnesses were first made mandatory for work at height and on formwork platforms, many workers found them cumbersome and felt they got in the way. But as they came to understand how harnesses could protect their lives, their attitudes gradually changed.

Today, workers wear them without being prompted-a practice that has become part of Coteccons' safety culture.

For the HSE Department, this is how a rule becomes part of people's mindset. Building a safety culture is not about forcing people to follow rigid rules. It is about raising awareness until people choose to do the right thing on their own. Coteccons also aims to extend that culture beyond the company.



1.

“PEOPLE ARE THE GREATEST ASSET” IS NO LONGER JUST A SLOGAN. AT COTECCONS, IT HAS BECOME A GUIDING PRINCIPLE THAT EVERYONE UNDERSTANDS AND ACCEPTS AS A MATTER OF COURSE.

An HSE Department representative explains: “We cannot build a good system if people do not behave the right way. But safe behavior cannot develop without clear procedures that show people how to work safely.” Coteccons therefore has developed safety procedures and standards that comply with Vietnamese law while incorporating international safety systems. These requirements are applied throughout the construction process and communicated to all workers, helping them understand what is expected and consciously choose to follow them.

To guide the implementation of these requirements, Coteccons also relies on a clear HSE framework. This includes rules for controlling risks and, most importantly, stop-work authority, as set out in the Code of Conduct for Business Partners.

Under this principle, anyone-from workers and engineers to managers-has the authority to stop work if they identify an unsafe condition. Putting workers’ safety first, Coteccons commits to ensuring that no one exercising this authority faces reprimand, retaliation or disciplinary action. Work resumes only when the area has been made safe.

This standard applies to all personnel, including subcontractor workers. Only those who have completed safety training with the Coteccons safety team are permitted to take part in construction work on its projects.

SAFEGUARDING HUMAN CAPITAL

Why does Coteccons continue to pursue high safety standards? In FY2026, Coteccons’ management system recorded 324,360 hours of occupational safety training delivered to construction workers and 8,645 hours delivered to company employees. Notably, 100% of workers received safety training.

According to Coteccons’ leadership, protecting workers is first and foremost the right thing to do-human life cannot be priced. But there is also a business logic: human capital is the company’s most valuable asset, essential to the quality and timely delivery of every project.

That investment is most visible in training. More than 324,000 hours of safety training were delivered through recurring activities, ranging from pre-shift briefings to periodic sessions led by the safety team. In one recent program alone, more than 300 managers were trained in risk identification, assessment and control.

Protection extends beyond immediate accident prevention. For risks that accumulate over time, such as dust, noise or prolonged fatigue, Coteccons monitors workers’ health and, when necessary, reassigns them to lower-risk roles.

Coteccons also places particular emphasis on making safety discipline part of its culture. The HSE Department poses an interesting question: If safety culture is about doing the right thing even when no one is watching, how can we tell whether it’s working?

In fact, some of the most familiar safety metrics are also among the least useful: safe working hours and accident rates are lagging indicators - “like looking in the rear-view mirror.” They tell us what has already happened, not how the company is operating today.

Instead, the HSE Department tracks leading indicators: training hours and participation, how quickly identified risks are brought under control, and reports of unsafe conditions raised by workers themselves.

The HSE Department also pays attention to what these indicators mean. A high number of reports of unsafe conditions from workers, for example, is actually welcome news. To Coteccons, it means people are speaking up and identifying risks before they can turn into accidents.

A truly safe workplace is one where people follow safety requirements even when no one is watching: A report is submitted without being requested; a safety harness is properly tied off even when no one is checking. That is the culture Coteccons is working to build-and the discipline that helps everyone return home safely.

1. Scaffolding safety training for workers at the Eaton ParK project (Ho Chi Minh City).

2. Occupational safety training for workers at the Eaton Park project (Ho Chi Minh City).



2.

Occupational health & safety

TO INTERNATIONAL STANDARDS

Coteccons regards people as its most valuable asset and places occupational health and safety among its highest priorities. The company rigorously applies health and safety standards, provides regular training, and continues to improve living and working conditions at project sites. Together, these measures help maintain a safe working environment, minimize risks, and protect the workforce.

In fiscal year 2026, Coteccons continued to take a more proactive approach to workplace safety, with three priorities: Regular monitoring, early risk identification, and building workers' own capabilities. During the year, the company conducted 395 internal safety inspections and 470 on-site safety inspections.

These activities strengthened risk identification, encouraged greater worker participation, and supported continuous improvement in the effectiveness of safety management. They also contributed to safer execution across the business, with Coteccons recording **68,110,908 safe working hours** across the company's **89** on going construction projects and operational sites.

Worker healthcare goes hand in hand with safety. Across its project sites and offices, Coteccons maintains healthcare facilities equipped with first-aid kits and medical rooms so that immediate assistance can be provided in the critical first minutes after an incident. All employees also receive regular health check-ups at least once a year, supporting the early identification and monitoring of occupational health risk factors.

In 2026, Coteccons' workforce grew from 2,995 to 4,080 people as its project portfolio expanded rapidly. As the business scaled up, site supervision alone was no longer enough. Managers also needed the ability to identify risks much earlier - during planning, before work began.

Training And Competency Development:

100% of subcontractor workers receive safety training from Coteccons before starting work. During the year, the company recorded:

Safety training for workers:
324,360 hours

Safety training for employees:
8,645 hours

Safe working:
68,110,908 hours

Occupational Safety Training and Instruction for Workers at the Eaton Park Project (Ho Chi Minh City).





Fire Prevention, Firefighting and Rescue Police officers conduct fire prevention and response training for workers at the Sycamore B9 and B10 project (HCMC) as part of "Xây Tết 2026".

AT COTECCONS, HSE MEANS 'BEYOND DISCIPLINE, TOWARDS GLOBAL EXCELLENCE.'

DEVELOPING LEADERSHIP AND TECHNICAL EXPERTISE IN RISK MANAGEMENT

Coteccons therefore began developing a company-wide competency management system covering occupational health and safety and risk management. During the year, the company built a training matrix comprising 41 programs across key areas, including HSE management, risk assessment, incident investigation, emergency response, specialized technical operations, and international management systems. The matrix defines competency requirements by role, risk level, and the specific needs of each project.

The company also partnered with training providers experienced in high-risk industries such as oil and gas, energy, and wind power to introduce practical safety courses that meet the highest internationally recognized standards.

MOVING TOWARD INTERNATIONAL STANDARDS

One of the first major initiatives was the rollout of IOSH Managing Safely, an internationally recognized program, to more than 300 project managers, department managers, HSE personnel, and other key personnel.

These HSE training activities have laid the foundation for Coteccons to move from reacting to incidents after they occur toward managing risks proactively, in line with internationally recognized good practices and the principles of ISO 45001.

Unlike specialist programs designed specifically for HSE personnel, IOSH Managing Safely is aimed at managers who make day-to-day decisions about project execution, schedules, resource allocation, and contractor management.

At the heart of the program is a different way of thinking about safety: It must be built into operational decisions, with risks identified, assessed, and controlled before work begins—not after an incident occurs.

Traditionally, safety in construction has often been seen as the sole responsibility of HSE teams. Coteccons is working toward a different model, in which risk management is a shared responsibility of leaders at every level of the organization. Embedding this mindset was a key objective of the company's 2026 capability development program and supports the continued strengthening of Coteccons' occupational health and safety management system in line with the principles of ISO 45001.

Coteccons also reviewed how risks were assessed and work was planned for safe execution, and updated its risk assessment and job safety analysis procedures. HSE training was delivered at company offices and across **89 active projects**, creating a consistent framework throughout the organization for identifying hazards, assessing risks, and selecting appropriate controls.

During the year, the company also began developing project-specific risk profiles and improving the quality of job safety analyses. Building a strong risk management culture takes time, consistency, and clear commitment from leadership.

An IOSH Managing Safely training session for project and department management staff, HSE personnel and other key staff.



With thousands of workers, supervisors, managers, and contractors working across multiple projects, the company's greatest challenge is not a lack of procedures, but ensuring that everyone understands and consistently follows the most critical HSE requirements. The more extensive the system of rules becomes, the greater the risk that essential requirements get lost in the detail.



A common safety language

ACROSS THE COMPANY

In 2026, Coteccons developed and rolled out SAFE 9, a set of nine critical safety rules that all workers and contractors must understand and follow. The program draws on critical risk management principles and internationally recognized safety practices widely used in high-risk industries.



9 CRITICAL SAFETY RULES

1. Control Energy (LOTO)
2. Only Authorized Work (PTW)
3. Trained, Fit & Competent
4. Edge Protection & Work at Height
5. Confined Space Entry Control
6. Critical Lifting & Line of Fire
7. Ownership & Accountability
8. Never Bypass Safety Controls
9. Stop Work Authority

SAFE 9 Highlights

- Developed and rolled out a company-wide awareness program focused on critical risks.
- Established 9 critical safety rules for the highest-risk construction activities.
- Integrated SAFE 9 into on-site visual communication and worker awareness programs.
- Reinforced the principles of personal responsibility, protection of safety-critical barriers, and stop work authority.
- Supported continued alignment with the principles of ISO 45001 and a proactive approach to risk management.

The design principle behind SAFE 9 is to limit the number of rules rather than broaden their scope. Rather than asking workers to remember a long list of technical procedures, the program focuses on a small number of rules linked to activities that can cause serious injury or death. This helps create a common safety language, so that workers moving from one project to another can immediately understand the key requirements for working safely.

During the year, SAFE 9 was rolled out through awareness programs at projects, worker engagement activities, posters, and other visual communication tools across project sites.

Rule 9 is perhaps the clearest expression of the thinking behind SAFE 9: Stop Work Authority. Every worker is empowered to stop work if they see an unsafe condition. Safety oversight is therefore no longer purely top-down; everyone has both the responsibility and the authority to intervene. This is also consistent with the principles of ISO 45001, which emphasize worker participation as a core element of an effective occupational health and safety management system.

Going forward, SAFE 9 will continue to be integrated into training, project performance management, and contractor engagement. The goal is for every worker - regardless of role, experience, or work location-to understand the critical risks and have the authority to intervene when needed to prevent unsafe situations.

DIGITAL TRANSFORMATION IN

HSE management:

FROM REPORTING TO RISK MANAGEMENT

Coteccons is accelerating the digital transformation of HSE management through management software, real-time data, and advanced technologies at project sites. This shift strengthens monitoring, improves risk forecasting, and enables earlier intervention, helping enhance both safety and operational efficiency.

For many years, HSE management in the construction industry has relied largely on paper records, spreadsheets, and manual reporting. These tools can meet basic compliance requirements, but their limitations become increasingly apparent as projects scale up: emerging risks are harder to identify early, corrective actions may be delayed, and the same issues can recur across projects.

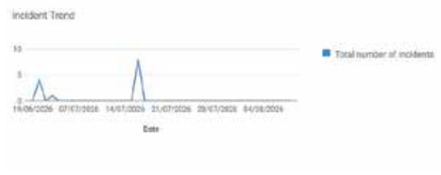
In 2026, Coteccons launched a digital transformation program for HSE. The goal is not to reduce documentation, but to create a consistent data environment that supports decision-making at every level. The company evaluated digital platforms used in construction and other high-risk industries based on four criteria: functionality, scalability, ease of use, and long-term development potential.

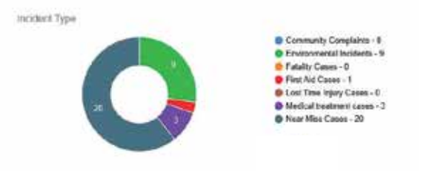
The system brings core HSE processes onto a single platform, including safety management, risk assessment, permit-to-work management, incident reporting and investigation, corrective and preventive actions, and worker engagement. Bringing this data together provides a single, traceable source of information for both project teams and company-level management.

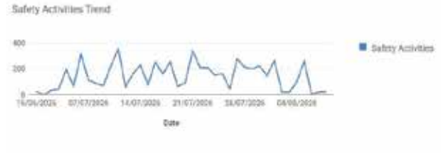
One of the most important changes is the ability to identify risks earlier and respond sooner. Previously, management decisions were based largely on consolidated reports of events that had already occurred. The new platform allows teams to track corrective actions, identify recurring issues, and analyze trends in real time. Instead of simply recording what has already happened, Coteccons can intervene earlier, before risks lead to accidents. Digitization also strengthens data integrity. Automated workflows help ensure that records are stored consistently and that actions and approvals can be traced, reducing the risk of information loss and strengthening accountability. Centralized data also allows Coteccons to compare performance across projects, identify good practices and higher-risk areas, and allocate resources more effectively.

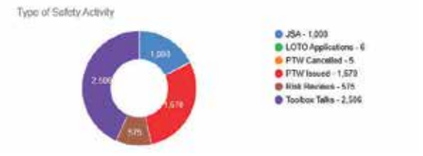
Over the longer term, Coteccons aims to strengthen its analytics and develop risk-forecasting tools, including applications of artificial intelligence. The goal is to move fully from incident-based safety management toward a data-driven, preventive approach.

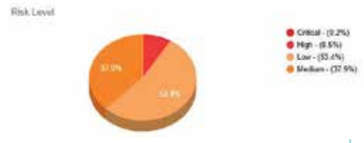
Sample charts from the HSE management platform.

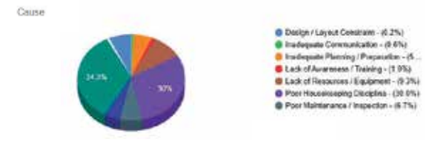












Mr. LÊ NGUYÊN VŨ
Head Of HSE, Coteccons

DIGITAL TRANSFORMATION:

When data becomes an added layer of protection for workers

By combining digital tools with a shift in mindset, from passive rule-following to proactive, systematic risk management focused on real-world performance, Coteccons is reshaping the role of HSE. Rather than a procedural burden, HSE is becoming a strategic management foundation that provides Coteccons with greater resilience as it puts ESG into practice.



COTECCONS BELIEVES DIGITAL TRANSFORMATION IN HSE MUST BRING PEOPLE, PROCESSES, TECHNOLOGY AND DATA TOGETHER, WHILE BALANCING PROJECT-OWNER REQUIREMENTS AND INTERNATIONAL STANDARDS WITH THE REALITIES OF OPERATING IN VIETNAM.

Mr. Lê Nguyên Vũ (right) talks with workers about occupational safety at the APEC Convention Center project in Phu Quoc (An Giang) during Xây Tết 2026.

In 2025, Vietnam recorded more than 7,000 occupational accidents involving 7,156 people, including 658 fatalities (*). The figures underscore the growing need for HSE (Health, Safety and Environment), especially in higher-risk sectors such as construction and manufacturing.

That need is particularly clear at Coteccons. For years, the company has worked on major FDI projects subject to stringent international standards, including the LEED Gold and LEED Platinum standards developed by the U.S. Green Building Council (USGBC).

“There were projects where the requirements were so demanding - from management software to rules and procedures - that the team initially felt we simply did not have enough resources to meet them,” shared Mr. Lê Nguyên Vũ, who is responsible for coordinating and overseeing all HSE activities across a number of major FDI projects, including LEGO and Pandora, and now GE Vernova.

On projects like these, HSE is about far more than occupational safety. It covers management systems, project data, contractor capability, environmental protection and worker health, as well as the ability to show on site and in practice - that requirements are being met properly and consistently.

That is why digital transformation is no longer optional if Coteccons is to keep pace with project owners’ exacting standards. For the company, digital HSE is not simply about adopting new tools. It requires people, processes, technology and data to work together, while balancing project-owner requirements and international standards with actual conditions in Vietnam.

(*) Source: https://moha.gov.vn/thong-bao/thong-bao-tinh-hinh-tai-nan-lao-dong-nam-2025---id1641

To make that work, the HSE team has had to learn by doing and, more importantly, rethink how it operates: moving from a compliance mindset to one centered on value and performance, and from dealing with risks one by one to managing them systematically.

Recognizing data as critical, Coteccons focuses on systematically connecting and managing data from sources such as images and reports through digital solutions. The company is also developing AI camera solutions to detect PPE (Personal Protective Equipment) and identify potentially hazardous areas, moving toward a proactive management model rather than reacting only after incidents occur.

“Good decisions start with good data. When information from inspections, training, incidents, near misses, equipment and other HSE activities is standardized, we can spot risks earlier and make decisions faster” Mr. Vũ said. Coteccons has identified three factors that determine the success of HSE at project sites. First, it has to be practical: easy to understand, easy to apply and accessible to workers. Second, it has to create value by warning of risks and supporting decisions. Third, people and culture ultimately determine how effectively HSE is put into practice.

However, digitalization and HSE rules are not enough if they remain within the HSE team. The greater challenge is building HSE awareness across the organization and extending that mindset and culture to contractors and the entire workforce.



Mr. Lê Nguyên Vũ presents “Applying Digital Transformation in HSE Management at Coteccons” at a seminar organized by the Ho Chi Minh City Department of Home Affairs.





Colorful safety boards at Coteccons construction sites.

“Over the long term, I want HSE data to connect with project management, quality, environment, human resources and ESG, forming one integrated management system. Digital transformation will provide the data. ESG will provide the direction. People will still be the deciding factor in turning all of that into real results on site.”

Mr. Lê Nguyên Vũ
Head Of HSE, Coteccons

On site, Coteccons works to turn HSE requirements into simple, understandable rules that can be followed and monitored in everyday work, reinforced through visual boards, posters and pre-shift briefings. The biggest challenge is changing habits, as construction sites bring together multiple contractors and workers of different generations, skill levels and working practices. Changing behavior therefore takes time, and managers need to lead by example. This is why site HSE teams stay close to workers and their day-to-day lives - taking the time to understand them, build rapport and share information that is relevant and appropriate.

This is where "OWN IT" spirit - taking initiative and owning one’s responsibilities - comes alive. For HSE teams, working hands-on in real site conditions has strengthened that mindset and brought colleagues closer together around a shared goal: zero accidents.

“We want everyone to get into the habit of taking action as soon as they see a risk and treating safety as their own responsibility. Once this becomes second nature, safety truly becomes part of the culture,” Mr. Vũ shared.

From the exacting demands of FDI projects to everyday changes in how work is done on site, Coteccons is increasingly treating HSE as a core management capability, not simply a system of compliance rules. Built from within, this HSE culture not only helps protect people and project sites but also forms a key pillar of Coteccons’ management capability, helping make ESG more practical and relevant in day-to-day operations.

Mr. LÊ HỮU NHÂN
HSE Team Leader, APEC Phu Quoc Project, Coteccons

THE SAFETY DISCIPLINE

APEC Phú Quốc

BEHIND A NATIONAL PROJECT

At the APEC Convention Center Phu Quoc project, Coteccons is putting ESG into practice by applying Health, Safety, and Environment (HSE) requirements to create a truly sustainable construction site.

GREATER SCALE, TIGHTER DEADLINES, STRICTER SITE DISCIPLINE

The APEC complex at Bai Dat Do (Bãi Đất Đỏ) covers more than 57 hectares and includes a Convention and Exhibition Center, a Multipurpose Performance Hall, and APEC Park.

Designed to host events for up to 10,000 people and banquets for 5,000 guests, the project also features an International Media Center for 3,000 - 4,000 journalists. This massive scale puts contractors in a race against time to meet the APEC 2027 deadline, while any lapse in safety controls could compromise site safety.

Mr. Lê Hữu Nhân, HSE Team Leader at the APEC Phu Quoc project, affirmed: “Schedule pressure is real, but safety is non-negotiable.”

From the beginning, HSE has been built into every stage of construction. Site traffic, material storage areas, vehicle movements, and lifting operations are carefully planned. Workers’ accommodation, physical health, and mental well-being are also closely monitored by the HSE team.



Mr. Lê Hữu Nhân, HSE Team Leader, with Mr. Trương Văn Thanh, a construction worker at the APEC Convention Center project in Phu Quoc (An Giang).



1.

High-risk activities like working at height, welding and cutting, lifting, night shifts, and electrical work require a risk assessment and a work permit before starting.

“This is especially essential in construction, where the risk of accidents is inherently high,” Mr. Nhân said.

Coteccons enforces safety and environmental requirements for all workers. Workers must be properly tied off when working at height; welding and cutting areas must be screened; tools must be kept in place and materials neatly stacked. Scrap steel, timber offcuts, and temporary electrical cables must not create trip hazards. Littering and oil or grease leaks are prohibited, while resources must be conserved and waste segregated at source.

For Mr. Nhân, meeting the schedule is a must. But the tighter the deadline and the larger the workforce, the stricter the discipline needs to be. Being on an island makes everything more complex - from materials and equipment to staffing, accommodation, and medical logistics. The main HSE challenge is managing a workforce of this scale while ensuring that ESG standards are meaningfully applied in day-to-day operations.

Waste is taken to designated collection points. Workers are provided with well-equipped accommodation, and the company offers regular health check-ups to help them maintain the best possible physical condition.

The HSE team also holds practical and easy-to-understand ESG training sessions. Workers learn to drop the “just get it done” mindset and instead do the job correctly, safely, and responsibly.

THE APEC PHU QUOC PROJECT IS MORE THAN A CONVENTION COMPLEX. IT IS ALSO WHERE COTECCONS IS PUTTING A NEW APPROACH TO CONSTRUCTION INTO PRACTICE: WORK FAST WITHOUT CUTTING CORNERS; BUILD AT SCALE WITHOUT LOSING SIGHT OF PEOPLE AND THE ENVIRONMENT.

SAFE GREEN CARD: A SMALL CARD, A BIG SHIFT IN HABITS

The Safe Green Card is a key Coteccons initiative for recognizing safe behavior of on-site workers. It is used to praise and encourage individuals, teams, and contractors who actively help maintain a safe working environment. What sets the initiative apart is the shift from simply inspecting and reminding people to recognizing and reinforcing positive behavior.

“When it comes to HSE, successful ESG practice means reducing risks on site,” Mr. Nhân shared. In practice, this means workers remind each other to use safety harnesses and refuse to use unsafe equipment. Teams clean up their own work areas to prevent the risk of slips, trips and accidents - not just to pass inspections. This way, the Safe Green Card helps turn safe practices into core habits.

Beyond internal rules, the company also organizes beach and landscape clean-ups. Every Saturday, the site team works with the Vietnam Border Guard to collect waste around the construction area.

“Coteccons did not come to Phu Quoc just to finish a project and leave. We want to set a new standard: even a large construction site can stay clean, and speed should never compromise safety.” Mr. Nhân added that true sustainable value is what stays after the project: the local community sees greater respect for the environment, and subcontractors demonstrate stronger management capabilities, that will be the true measure of sustainable value.

A disciplined workplace creates lasting value for the workers themselves. This is the true standard for an international project: Putting people first and protecting the natural environment, today and for the future.



2.

1. A safety supervisor checks in and talks with workers on site.

2. The rest area for workers at the APEC Convention Center project in Phu Quoc (An Giang).



Ms. **NGUYỄN THỊ THANH HƯƠNG**
Human Capital Director, Coteccons

ESG

STARTS WITH HOW COTECCONS TREATS PEOPLE

For Coteccons, that people-first approach takes tangible form in the diverse, equitable and inclusive (DEI) workplace it is building. This is a unique trait of Coteccons, given that construction is an industry defined by discipline, strict compliance and exacting safety standards, and still widely seen as "rough and rigid." For Ms. Nguyễn Thị Thanh Hương, Human Capital Director at Coteccons, that very context is an opportunity to place greater value on human capital, with the ultimate aim of creating a happier and more equitable workplace for everyone.

EQUITY IS MORE THAN A NUMBER

DEI starts with leadership. According to Ms. Hương, women now make up 41% of the company's leadership (BOD) team, bringing a better balance of voices to discussions and decision-making. Importantly, Coteccons does not define equity simply by the ratio of men to women.

At Coteccons, the Human Capital team does something rarely seen elsewhere: they go straight to construction sites to walk employees through company rules and principles, compensation, career paths, and more. This unconventional approach shows that Coteccons does not treat ESG as mere theory, but puts people first in its sustainability journey.

"An equitable workplace is not just about gender equality. It is one where everyone feels they have a voice, receives equal care and consideration, and can see the workplace as a second home," Ms. Hương said.

In construction, where women are still a minority, this points to a broader idea: DEI is not about giving one gender preferential treatment. It is about creating an environment where differences are respected and each person's abilities are recognized and developed. Ms. Hương noted that Coteccons does not discriminate in hiring and is actively encouraging more women to take on roles such as Quantity Surveyor (QS) and Quality Control (QC) Engineer, while giving each employee a clear path for development.

FROM "POLICY" TO EMPLOYEE EXPERIENCE

Another strength of Coteccons' ESG practices is how it puts equity into practice through greater transparency around information and development opportunities. In 2025, rather than staying behind desks, the HC team took its “roadshows” to projects across Northern, Central and Southern Vietnam to explain compensation and benefits policies directly to employees. From the day they join, every employee, from security guards to engineers, has a clear understanding of their rights and responsibilities, the organizational structure, ESG, and safety principles.

Most recently, in collaboration with IT and other functions in line with the direction set by the Company’s leadership, Coteccons accelerated the implementation of Workday in early 2026. It is a transparent, connected and people-centric human capital management platform built to international standards. Through Workday, Coteccons is committed to every employee access to a comprehensive information portal and a range of smart features designed to support both employees and managers in day-to-day work, career development and personal information management.

Bringing the platform into full operation in 2026 represents the Company’s determination to advance digital transformation and information transparency. The BOM, the HC Management Division, and the IT team are particularly proud of this initiative, as it demonstrates their commitment to taking ownership of their work and technology in the spirit of "OWN IT" - giving their best and taking full responsibility.

ESG goes beyond what is written on paper and has become part of the culture across Coteccons. Human Capital has led the way in putting ESG into practice alongside employees, guided by understanding, determination and a willingness to change. That means going out to construction sites, working closely with different departments, meeting employees face to face, understanding how things actually work on the ground, and finding solutions together.

Ms. Hương believes “fairness and equity” have to be grounded in culture, the work environment, transparency and people development. And this cannot be Human Capital's job alone; it must be embraced by everyone, from the leadership team to each employee.

BUILDING A "HUMAN-HEARTED COMPANY"

Another part of what makes Coteccons different is how deeply employee happiness is embedded in its culture. Ms. Hương believes Human Capital’s most important role is not simply to put together a competitive compensation and benefits package, but to work alongside the company to create an environment where employees can realize their full potential, have room to grow, and feel happy at work.

These values are reflected in everyday behavior: showing care and humility, treating people with respect, making sure they feel heard and understood, and acting with integrity. Coteccons also links its OWN IT culture to autonomy and respect, while rejecting the formation of factions within the organization. A sustainable culture, Ms. Hương said, has to begin with trust and mutual respect.

Coteccons is also investing in modern tools and management systems to foster a workplace where employees can do the work best suited to them, contribute meaningfully, and receive the recognition and rewards they deserve.

According to Ms. Hương, what matters most is how employees treat one another and how each person takes part in the journey toward the future the company envisions. As part of its DEI approach, Coteccons also encourages employee rotation across projects, giving employees opportunities to broaden their experience and develop their capabilities, while also helping the Company assess their potential. For employees who have truly internalized the Coteccons culture, whether they are working on a familiar project or moving to a new one and working with new colleagues, each experience gives them an opportunity to show their capabilities and potential.

Importantly, Coteccons also connects DEI with the future of the industry. ESG training does not stop with a specialist team. Engineers and managers are equipped with ESG knowledge, then spread that knowledge and their own experience on to their teams - and even to students. The “train the trainer to cascade” approach helps ESG become a core competency across the organization.

Seen in that broader context, Coteccons' strength lies not in declaring completed ESG items and targets, but in driving behavioral change and embedding ESG in the culture of the entire organization. When employees know they are heard, supported in their development and treated fairly, while also understanding their responsibilities to the organization, ESG has become deeply embedded in the culture.

This is also the spirit behind Future Inside You, as envisioned by Coteccons' leadership: a sustainable future is not built by new technologies or standards alone. It starts with the mindset, awareness and choices of every individual. At Coteccons, once ESG becomes part of how people think and act, the "S" (Social) in ESG is no longer a standalone chapter in a report. It becomes part of how the business creates value.



"We are building a diverse, equity and inclusive (DEI) workplace not to give women preferential treatment, but to create an environment where each person’s differences are valued and their abilities recognized and developed."

Ms. **Nguyễn Thị Thanh Hương**
Human Capital Director, Coteccons

New strength from within

From construction sites to the office, a human-centered culture of sharing, connection, employee care, diversity, inclusion, and equal opportunities helps every member of the company find value, pride, and happiness in their work.

Viewed through a Human Capital lens, a clear shift is underway. Coteccons is moving from a scale-driven approach to workforce management to building a younger, more adaptable workforce with greater investment in capabilities. This is supported by compensation and benefits, policies on information access, training, promotion and development opportunities, as well as care for employees' physical and mental well-being. At the same time, retaining, engaging and developing a rapidly growing workforce has become a major challenge the company must address to sustain its growth momentum.

COTECCONS WORKFORCE

Coteccons' workforce is expanding rapidly. Headcount increased from 2,995 to 4,080 employees - an increase of 1,085 people, or 36.2%, in one year. This is a significant increase, reflecting Coteccons' move into a phase of expanding its delivery capacity both in Vietnam and internationally.

More notably, 67% of new hires are under age 30, while 31.1% are ages 30–50. This shows that Coteccons is actively building its next generation of talent, bringing in younger employees who can adapt to new technologies, processes and project environments across multiple locations. This supports the company's growth while strengthening its succession pipeline and long-term capacity for sustainable development.

This is particularly noteworthy from an ESG perspective: the Social (S) pillar is not only about caring for today's workforce, but also about investing in people's capabilities for the future.

The growing share of employees under age 30 points to a marked shift toward a younger workforce. This brings advantages in energy, technology adoption and innovation, while also increasing the need for training, knowledge transfer, organizational culture management and the development of the next generation.

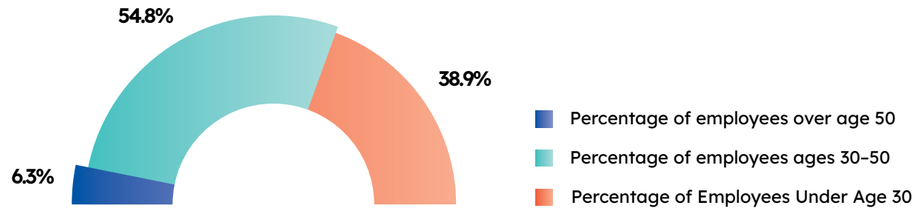
In particular, FY2026 data shows that 45.3% of employees have been with the company for one to three years, while 17% have been with the company for less than one year. This means that more than 60% of the workforce is relatively new to the organization.

This makes the effort to "Make ESG Part of Coteccons Culture" even more meaningful: The challenge lies not only in building the culture itself, but also in instilling the ESG mindset across a rapidly growing workforce that is still relatively new to the organization.

"GO GLOBAL" - PREPARING FOR THE LONG TERM

Coteccons continues to take on new projects both in Vietnam and internationally under its "Go Global" strategy. The increase in headcount also reflects the company's ability to attract talent and expand its workforce to meet operational needs and support its long-term development strategy.

Chart: Workforce by age



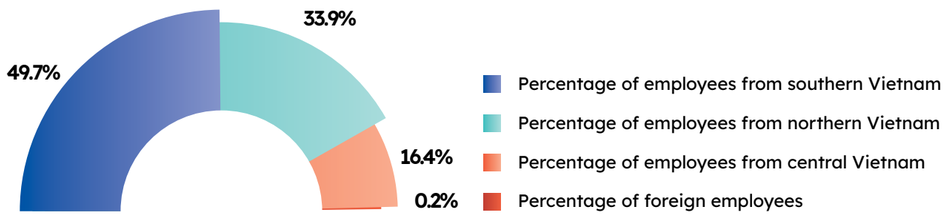
A DELIBERATE BALANCE

Coteccons' workforce shows a clear shift toward a younger age profile. Employees under age 30 account for 38.9%, those ages 30–50 account for 54.8%, and those over age 50 account for 6.3%. This trend is even more apparent among new hires, 67% of whom were under age 30 during the year.

Employees ages 30–50 remain the company's core workforce, occupying most key management, specialist and technical positions. Their share has declined slightly as younger employees have been added more rapidly, while their absolute numbers have remained stable.

Together, these two groups give Coteccons a dual advantage: experienced employees provide stability in project delivery, while younger employees bring adaptability to technology and new ways of working. At the same time, the rapid shift toward a younger workforce increases the need for training, knowledge transfer and future leadership development. This is why the company significantly increased its investment in capability development during the year, with total training hours rising 80% from the previous year.

Chart: Workforce by region



GEOGRAPHIC DIVERSITY

Coteccons' workforce is geographically diverse, reflecting its nationwide project footprint. Employees from Southern Vietnam account for the largest share, as many key projects are concentrated in the region.

Similarly, the number of new projects in Northern Vietnam doubled compared with 2025, increasing workforce demand there. Foreign employees remained at 0.2% and were concentrated in a small number of specialized roles requiring specific expertise or international experience for FDI projects. This reflects the company's priority of drawing on domestic talent and bringing in foreign employees only when needed for management, technology transfer or to strengthen delivery capabilities on projects with an international component.

THE CHALLENGE LIES NOT ONLY IN BUILDING THE CULTURE ITSELF, BUT ALSO IN INSTILLING THE ESG MINDSET ACROSS A RAPIDLY GROWING WORKFORCE THAT IS STILL RELATIVELY NEW TO THE ORGANIZATION.

Chart: New hires by gender

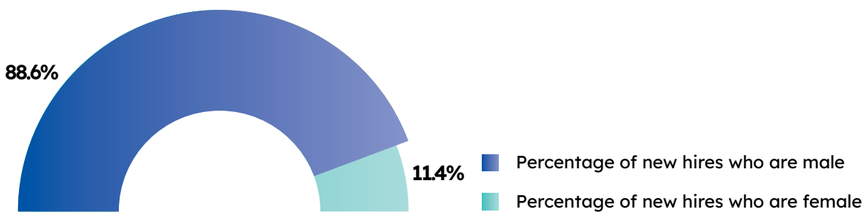
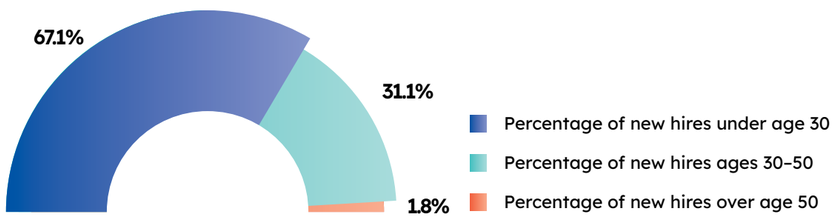


Chart: New hires by age



The composition of new hires reflects the nature of the construction industry: 88.6% are male and 11.4% are female, as most recruitment demand is concentrated in technical, construction and site-management roles. The company maintains an equal-opportunity approach to recruitment based on capability and job requirements.

By age group, 67.1% of new hires are under age 30, 31.1% are ages 30–50, and 1.8% are over age 50. This reflects a balanced approach to attracting young talent while adding experienced people for management, technical and specialist roles, alongside long-term training to support the company's sustainable development.

To build a strong next generation of talent, Coteccons partners with universities nationwide to engage and develop young talent while they are still in education. This both strengthens the company's future workforce and helps bridge the gap between academia and business, supporting sustainable human capital development across Vietnam's construction industry.

UNIVERSITY PARTNERSHIP ACTIVITIES

Activity	Quantity
Number of Students Participating in the Coteccons Young Talent Program	38 students
Number of University Job Fairs Attended	6 events
Number of University Career Talks	7 sessions
Number of Students Reached Through University Partnership Activities	Approximately 2,000 students

EMPLOYEE TURNOVER RATE

Coteccons	Number of Employees Leaving	Employee Turnover Rate
By Gender		
Male	1,079	28%
Female	94	2%
By Age		
Under 30	700	17.9%
Ages 30-50	461	11.8%
Over 50	12	0.3%



Presentation of appointment decisions to 19 site managers at a ceremony held on January 20, 2026.

EMPLOYEE BENEFITS & Career advancement OPPORTUNITIES

Coteccons identifies employee benefits and career development opportunities as a key part of its commitment to employees. The benefits system is built on full compliance with legal requirements, supplemented by comprehensive policies covering employees' income, health and overall well-being, whether they work in offices or at construction sites, in recognition of the specific nature of the construction industry.

Maternity and paternity leave	Number of cases	Number of leave days
Male	69	290
Female	27	2,921
Total	96	3,211

• **Leave**:
Maternity and paternity leave in accordance with law; 12 days of annual leave for employees who have completed 12 months of service, with the two-month probationary period counting toward annual leave entitlement under company regulations; three days of paid sick leave under company policy; and public holiday and Tet leave in accordance with regulations.

• **Bonuses**:
13th-month salary, KPI-based bonuses, performance bonuses, and holiday and Tet bonuses.

• **Allowances**:
Meal, fuel, travel and phone allowances, regional allowances, and airfare.

• **Insurance**:
Social insurance, health insurance, unemployment insurance, and other supplementary insurance programs.

• **Health**:
Periodic health check-ups, health insurance, and occupational health care.

• **Family**:
Support for employees with young children and their families.

• **Construction-Site Benefits**:
Meals, accommodation, transportation, site allowances, and other support.

• **Employee Well-Being**:
Trade Union activities, sports, cultural activities, and team-building activities.

• **Recognition And Rewards**:
Reward programs, recognition of achievements, and long-service recognition.

In addition, Coteccons maintains a fair and transparent promotion process based on capability, with all employees having access to information on career paths and evaluation criteria. In 2026, the company recorded 1,657 promotions and job-title adjustments based on individual contributions and performance as part of employees' career progression.

• **Percentage of employees receiving performance evaluations: 100%**

• **Total number of promotion cases recorded: 1,657 cases**

TRANSPARENT COMPENSATION & DIGITAL TRANSFORMATION IN HUMAN CAPITAL MANAGEMENT

Employees' peace of mind and trust are built on transparency. The company has progressively standardized its compensation and bonus policies to make them more transparent: Revenue/ Profit - Performance KPI - Bonus.

Coteccons presented the "Team of the Year" award to the Ba Na Hills project team in Da Nang, based on transparent evaluation metrics.

The compensation and bonus determination process follows a regular KPI evaluation cycle. KPI results for each individual and organizational unit are used to determine the applicable bonus multiplier based on the level of achievement, so that bonuses reflect actual contributions. At Coteccons, 100% of employees undergo performance evaluations, helping ensure consistency and fairness across the organization.

In 2026, the company will roll out the Workday platform, a human capital management platform built to international standards that gives all employees access to a modern information portal. The platform not only streamlines day-to-day management, but also enables employees to access their information and take a more active role in planning their career development.

For Coteccons, a transparent compensation and bonus system not only recognizes individual contributions and motivates employees, but also builds trust by showing them that their work is assessed fairly. This creates a foundation for everyone to work together in building a stronger Coteccons in the spirit of "Building Futures."

+ **Average Income per Employeei**: VND 33,119,033 (The average income exceeds the regional minimum wage as stipulated by applicable laws and regulations)

+ **Employee Satisfaction With the Work Environment**: The Great Place to Work® (GPTW) Trust Index™ survey, with more than 1,800 employees participating, found that 91% believe Coteccons is human-centered, 89% trust leadership, 86% believe employee voices are heard, and 85% feel secure in their jobs.



Mr. **PHẠM THANH SANG**
Head of Learning & Organization Development, Coteccons

Building strength

FROM WITHIN TO REACH NEW HEIGHTS

With a human-centered approach, Coteccons is making a deliberate investment in developing high-quality human capital, laying a strong foundation for the company to take on megaprojects and compete on the global stage.

Mr. Phạm Thanh Sang, Head of Learning & Organization Development (L&OD), said Coteccons' human-centered approach to sustainable development runs throughout the organization. It is shaped by three core cultural pillars and backed by substantial investment in training and development.

The first pillar is mutual trust and respect. Rather than imposing an unfamiliar model, Coteccons chooses tools and approaches that fit its existing identity, helping strengthen and sustain a sense of teamwork across the organization.

The second is a culture of ownership, or "OWN IT", where people at every level are empowered to make decisions, take ownership of their work and outcomes. Approval processes are streamlined so work can move faster and more efficiently, ultimately delivering better outcomes for clients and project owners.

The third is a Human-Hearted culture. Coteccons is willing to invest significant resources in employee development, with employee satisfaction serving as a key metric of success. "The Happy Coteccons" initiative brings together a range of activities designed to help employees unwind from the pressures of the site, restore emotional balance and recharge for work.

INVESTING IN HUMAN CAPITAL: PREPARING FOR FUTURE MEGAPROJECTS

According to Mr. Sang, people development at Coteccons starts with a simple question: "What capabilities will our people need to achieve the company's future goals?"

In recent years, alongside professional and technical training, Coteccons has increasingly focused on building specialized capabilities in preparation for major infrastructure projects such as high-speed rail (HSR). As HSR is still an emerging field in Vietnam, Coteccons proactively sent a group of 21 employees to China, one of the world's leaders in the field, to learn about and gain exposure to HSR technology. The aim is to prepare its people to take on future megaprojects such as the Can Gio Bridge and Vietnam's North-South national railway system.

When asked about the risk of losing talent after making such significant investments in people, Mr. Sang said:

"We are not worried that people may leave after being trained. What should worry us more is if they stay while lacking the knowledge and professional capabilities they need, and the organization does nothing to develop them."

This is also why L&OD strives to keep training closely connected to real work. Training only matters when it changes the way people work. What they learn should help them make better decisions and solve problems more effectively, both on site and in day-to-day operations. For Mr. Sang, the ultimate purpose of training is to help people strengthen their capabilities and skills and become better at what they do every day.

In his view, this responsibility extends beyond Coteccons.

"If a training program can help an engineer become better at what they do, its value should not depend solely on whether that person goes on to work for Coteccons. We also want to make a small contribution to improving the quality of human capital across Vietnam's construction industry."

That philosophy is also reflected in Coteccons' broader social commitment. Through its Young Talents program, the company provides training to final-year university students while also seeking to attract young talent, with the broader aim of helping improve the quality of Vietnam's future construction engineers.

1. Mr. Phạm Thanh Sang speaks with students at Ho Chi Minh City University of Technology (HCMUT) during a Career Talk.

2. Coteccons shares useful insights with students at Ho Chi Minh City University of Technology (HCMUT), VNU-HCM, through the Coteccons Young Talent Program, which develops young engineering talent for the company and Vietnam's construction industry.





2.

> "A happy workplace at Coteccons can be summed up in one word: authenticity. Everything we put forward is transparent, straightforward and grounded in real numbers, from career progression to bonuses. At Coteccons, we do what we say."
>
> Mr. **Phạm Thanh Sang**
> Head of Learning & Organization Development

PROFESSIONAL MANAGEMENT: A FOUNDATION FOR TALENT RETENTION

On the management side, Coteccons has brought in professionals from outside the construction industry to bring fresh thinking. Combining their specialized management expertise with the hands-on experience of Coteccons engineers has helped streamline operating processes.

Rather than maintaining a passive e-learning library where employees simply choose courses for themselves, L&OD has restructured the learning system around specific roles and career progression paths. Employees aspiring to move into a higher position know exactly which skills they need to develop and which required courses they must complete. This is complemented by soft skills training, leadership development for managers and language programs in English and Chinese.

Coteccons' corporate culture is also marked by understanding and authenticity. If an employee is struggling in their current role, the company does not immediately let them go. Instead, it gives them the opportunity to try different positions, sometimes more than once, to find the role that genuinely suits them.

For Mr. Sang, transparency is one of the key reasons people choose to stay with Coteccons over the long term. Policies on promotion, salary increases and performance bonuses are implemented as promised and tied to measurable results, rather than being merely procedural or unclear.

Looking ahead, Coteccons is preparing for its expansion onto the global market with "Go Global". L&OD therefore goes beyond technical and professional training to equip employees with cultural knowledge, language skills and the ability to adapt to local environments. The goal is to help them integrate successfully into new settings and turn overseas assignments into opportunities for career development.

A well-prepared workforce is Coteccons' strongest foundation for the future. It supports the company's ESG goals and reinforces its position as a leading construction group in Vietnam as it expands onto the global stage.



1.

DEVELOPING WORKFORCE CAPABILITIES

Coteccons sees investing in people as the most sustainable investment it can make. In FY2026, the company recorded 89,561 training hours, upgraded its E-learning system to give employees greater ownership of their learning, and launched the Coteccons Young Talent Program to help build capabilities across the construction industry.

EVERY SUSTAINABLE PROJECT BEGINS WITH AN INVESTMENT IN PEOPLE

In construction, the quality of a project lies not in its drawings, but in the capabilities of the people who bring those drawings to life. That is why Coteccons sees investing in people not as a welfare expense, but as its most sustainable investment and the one that delivers the highest return. The future the company is working toward will not come from outside; it will be built from within, through the capabilities of every engineer, supervisor and worker on site today.

MAKING TRAINING A CORE CAPABILITY, NOT A SUPPORT FUNCTION

At Coteccons, growth begins with the development of each individual. In FY2026, the company stepped up its investment in people's capabilities. Total training hours rose to 89,561, up 80% from 47,724 hours in FY2025. Average training hours increased from 20 to 25.6 hours per employee, and 100% of employees received training. These figures show that Coteccons is not simply adding people to meet growing work demands, but is also expanding its investment in training.

Amid rapid growth, with headcount increasing from 2,995 to 4,080, training became essential to setting common standards, sharing knowledge and building consistent capabilities across the organization - so that growth in scale is matched by growth in quality. Programs span technical training, BIM/Revit, FIDIC, PMP, leadership, soft skills and foreign languages, and are aligned with practical work requirements and the development needs of the workforce.

In other words, Coteccons is working to turn workforce growth into capability growth. This is also how Coteccons puts its human-centered strategy into practice, as reflected in a number of recognized workplace distinctions: Coteccons was Great Place To Work® Certified™ in 2025, received HR Asia's The Best Companies to Work for in Asia and The Most Caring Company awards in 2025, and ranked No. 1 in the Vietnam Top 10 Best Workplaces – Construction Sector (VBW10) by Viet Research. This reflects the depth and effectiveness of that investment: as people grow, so does the company.



2.

DEVELOPING WORKFORCE CAPABILITIES IS AN INVESTMENT WITH LASTING VALUE AND REAL IMPACT: AS PEOPLE GROW STRONGER, SO DOES THE COMPANY.

1. Coteccons provides ongoing skills training to prepare its workforce for the company's quality-driven growth strategy.

2. A technical training program for high-speed rail projects jointly organized by Coteccons and the University of Transport and Communications in Hanoi.

EMPOWERING EMPLOYEES TO LEARN AND GROW AT THEIR OWN PACE

The e-learning system has been upgraded, with learning pathways tailored to each role. The most important change is not the technology itself, but the greater autonomy it gives employees: new employees can start learning and earn certifications from their first days on the job, rather than waiting to be assigned to centralized training sessions.

The results reveal a clear demand that had previously gone unmet. The platform recorded 39,029 visits in FY2026, ten times the 3,691 visits recorded in FY2025. This supports Coteccons' belief that when employees have the right tools and autonomy, they will take the initiative to learn without needing to be prompted.

The impact of this change is most evident at construction sites, where the nature of the work and geographic distance previously made it difficult for employees to attend centralized training at the office. Moving learning content onto a digital platform has removed that barrier, making development opportunities available regardless of where employees work.

The construction industry's workforce challenge cannot be solved through recruitment alone. As requirements for safety, quality and project efficiency continue to rise, the labor market cannot supply enough qualified people who are ready to meet those needs immediately. Coteccons therefore sees the need to engage in training at an earlier stage, rather than wait to recruit people who already have experience.

Investing in

THE FUTURE WORKFORCE

In 2026, the company expanded partnerships with universities in three fields: construction, environmental management, and occupational health and safety. Coteccons representatives worked directly with university leaders and faculty members and participated in professional activities to share practical project-delivery experience and introduce modern construction-management standards. During the year, 217 students completed internships at the company, of whom 180 high-performing students went on to work at Coteccons.

The objective goes beyond creating a recruitment pipeline. Coteccons aims to narrow the gap between academic knowledge and the practical requirements of construction sites, helping students understand safety, quality, and sustainable development standards before entering the profession.

This is what distinguishes Coteccons' approach: the company views partnerships with educational institutions as a long-term investment in the construction profession, rather than a short-term recruitment channel. Coteccons accepts that most participating students will go on to work elsewhere and that the program's benefits will extend across the industry.

As Coteccons expands its operations in Vietnam and internationally, working on projects of different scales and levels of complexity helps young employees develop capabilities suited to both the Vietnamese market and international environments. Going forward, Coteccons will continue expanding professional networking, practical learning, internship and knowledge-sharing programs with educational institutions.

2026 HIGHLIGHTS

- Expanded engagement with universities and the academic community.
- Organized professional seminars for students.
- Held working sessions with university leaders and faculty members.

A distinguishing feature of Coteccons' approach is that the company views partnerships with educational institutions not merely as a short-term recruitment channel, but as a long-term investment in strengthening human capital across the construction industry.

RAISING CAPABILITY STANDARDS ACROSS THE INDUSTRY

During the year, Coteccons officially launched the Coteccons Young Talent Program, Vietnam's first young-talent development program for construction engineers. Built on the "Ba nhà" (Government – Academia – Business) collaboration model, the program gives young engineers exposure to real construction sites, helping narrow the gap between theory and practice while they are still at university.

This initiative creates value beyond Coteccons. By investing in a generation of engineers, most of whom do not yet work for the company and may never do so, Coteccons accepts that the program's benefits will extend across the industry. For the company, this is the essence of leadership: raising standards for the industry as a whole, not only for its own business.



The "Coteccons Young Talent Program" represents an investment in Coteccons' future.

4 Core capability priorities in 2026

Leadership Capability:
Coteccons Leadership Center organized the Leadership & AOP Summit 2026 for more than 100 senior leaders, with specialized content from its exclusive partner, Adizes Institute. The program is designed to equip leaders with the capabilities needed to guide the company through its transition from growth to quality growth.

Safety Management Capability:
The IOSH Managing Safely® and Risk Management programs were rolled out across the organization, from employees to senior management. Extending safety training to the leadership level reflects Coteccons' principle that safety is not solely the responsibility of the HSE function; it is also shaped by decisions made at every level, from scheduling to workforce deployment.

Infrastructure Expertise:
Twenty-one engineers were sent to China to undertake a program in high-speed rail (HSR) construction engineering, equipping them with knowledge for key national transport infrastructure projects. This is an investment made ahead of demand, building capabilities in an area Vietnam will need over the coming decade.

Language Capability:
More than 500 employees participated in English and Chinese language training to support "Go Global" strategy and strengthen their ability to work in multicultural environments.

What lies behind the training hours

Every hour of learning recorded during the year is more than just a figure in a report. When a young engineer first understands how a project comes together in practice, a site supervisor becomes better at identifying risks before an accident happens, or an employee becomes better able to seize an opportunity that was once out of reach, each experience creates change from within. Together, these changes form the foundation for everything Coteccons achieves.



More than 100 Coteccons employees attended Leadership Summit 2026 to broaden their perspectives and strengthen their leadership capabilities.

HARMONIOUS

Labor relations

Coteccons defines harmonious labor relations not as the absence of conflict, but as the ability to identify and resolve differences in interests transparently and in accordance with regulations before they escalate into disputes. On this basis, the company maintains a system built around four components: labor rights policies, collective bargaining mechanisms, regular dialogue channels, and processes for receiving feedback and grievances.



A close-knit team is a source of strength for Coteccons.

Content	Implementation Mechanism	Scope of Application
Labor Rights Policy	Foundation: Vietnam's Labor Code and internationally recognized fundamental labor principles	Direct employees and workers in the supply chain (through subcontracting contract provisions)
Collective Bargaining Agreement	Negotiated and signed by management and the employee representative organization; sets terms more favorable than statutory minimums for wages, working hours, benefits, working conditions, and occupational safety; reviewed periodically.	100% of company employees
Listening to Employees	Through Town Hall, AOP, and CTD Talk sessions; Site coordination meetings; Employee-engagement surveys; Regular workplace dialogue; and management meetings at project sites.	Office and project employees
Coteccons Culture	An open and honest culture that respects differences and empowers frontline teams; reinforced through new-employee onboarding, training, recognition, and rewards.	All employees
Right to Information and Consultation	Information on changes to human capital policies, organizational structure, safety regulations, and project plans; consultation with the employee representative organization before changes with significant impacts are adopted; communication through internal systems, digital applications, and direct briefings at construction sites.	All workers, including Coteccons employees and workers employed by subcontractors at construction sites
Feedback and Grievances	Direct channels with managers; the employee representative organization; an independent reporting channel with an anonymous option; recording, classification, and handling under a process with defined responsibilities and timelines; zero tolerance for retaliation; and protection of the confidentiality of those raising concerns.	All workers, including Coteccons employees and workers employed by subcontractors at construction sites

What matters in a labor-relations system is not how many mechanisms are in place, but whether a worker or engineer genuinely trusts that their views will be heard and addressed effectively. Coteccons tracks this over the long term through employee engagement survey results, the percentage of feedback resolved within the prescribed timeframe, and the number of labor disputes that arise.



1.

Building a diverse

2.

EQUITABLE AND INCLUSIVE (DEI) WORKPLACE

For Coteccons, diversity, equity and inclusion (DEI) are not a metric, but the way we create a workplace where each person is assessed based on their capabilities and work performance.

Coteccons' gender profile reflects the nature of the construction and infrastructure industry, where many roles involve on-site construction or technical work. As a result, men continue to account for the majority of the workforce, at 89.5%.

However, the proportion of female employees increased from 8.4% to 10.5% during the year, indicating positive progress toward greater diversity. Coteccons is gradually expanding opportunities for women not only in office functions, but also in professional roles and positions directly involved in project management, such as site secretary, QS and QA/QC positions.

Expanding opportunities for women reflects the leadership team's genuine commitment to building an equitable workplace. It also lays the groundwork for increasing women's representation in management and leadership roles in the years ahead.

1. Honoring site secretaries at Coteccons Townhall 2026.

2. Recognizing the Employees of the Year at Coteccons Townhall 2026.

▸ **Diversity**:
The presence within the workforce of differences in gender, age, region, educational background, and professional experience.

▸ **Equity:**
All employees and workers have equal access to recruitment, training, advancement, and compensation opportunities based on the same criteria, without regard to factors unrelated to the job.

▸ **Inclusion:**
LThe extent to which each person feels that they belong in the organization - that they are respected, able to speak up, and taken into account when decisions affect them.

At Coteccons, the workforce gender profile is as follows

Total Number of Employees and Engineers: 4,080 employees



Percentage of female employees

Percentage of male employees

At Coteccons, sustainability is reflected not only in the quality of its projects and environmental initiatives, but also in the workplace it builds: one with a strong, distinctive corporate culture, where people feel connected and every member is heard, supported and respected.

Ms. ĐOÀN THỊ QUỲNH - Site secretary

"Cultural anchors" ON SITE

In order for a construction site to run smoothly and efficiently, strong management and well- established operating procedures are important. Equally important is a culture of teamwork and mutual support. At Coteccons, site secretaries play a vital role in maintaining that culture and are regarded as the site's "cultural anchors."

Choosing March 20, the International Day of Happiness, as a day to celebrate its site secretaries, Coteccons delivers a clear message: no one is left behind at Coteccons, including site secretaries. This is also why the company continues to invest in the team each year through professional development courses, the Site Secretary Club, and timely words of encouragement on special occasions.



The role of a site secretary is demanding. They help ensure that Coteccons' policies and directions are clearly communicated across the site, from engineers and workers to external contractors. They also take care of many day-to-day needs, including meals, drinking water and the overall well-being of the team, while coordinating with other parties to keep operations running smoothly. When questions arise about a new policy, they are often the ones who step in to explain it and help work through any issues.

Ms. Quỳnh shared that there were days when she could see how hard the team on site was working, as quality and schedule pressures made the atmosphere tense. On those days, she would suggest a small snack break and message the group, inviting everyone to take a few minutes to rest, chat and unwind. She also organized weekend sports activities such as football, encouraging everyone to join and spend time together.

Across Coteccons' community programs in different localities, such as Hái Trăng Về Làng and "Xây Tết", most site secretaries are consistently active participants, including Ms. Quỳnh. They take care of preparations, make sure everything is well-organized, and encourage other departments to join in. At times like these, the atmosphere on site feels less impersonal and a little lighter and warmer.

"WHAT I VALUE MOST ABOUT BEING PART OF THE SITE SECRETARY CLUB IS THE CHANCE TO MEET COLLEAGUES FROM DIFFERENT PROJECTS, SHARE EXPERIENCES AND LEARN FROM EACH OTHER. THE CLUB NOT ONLY HELPS ME GROW PROFESSIONALLY, BUT ALSO MAKES ME FEEL THAT I TRULY BELONG TO A TEAM THAT SUPPORTS ONE ANOTHER."

"Being a site secretary requires attention to detail, initiative and a strong sense of responsibility. But the biggest challenge is managing your emotions so they do not affect the team. It can be stressful at times but if you truly love the job, you can still perform well with confidence in yourself and pride in what you do," Ms. Quỳnh shared.

On construction sites where most of the workforce is male, female site secretaries help bring people closer together through their thoughtfulness and passion for their work. Their understanding, support and respect for workers help break down barriers and strengthen bonds day by day. This is the foundation for a human-centered and sustainable workplace.

Ms. Quỳnh also shared that, having been with Coteccons for many years, she has seen the company steadily improve the way it implements ESG standards. Action plans have become more practical, with greater care and attention given to both site workers and staff. That progress encourages people like her to keep growing and contributing to Coteccons' sustainable development.

It is fair to say that an organization's culture is built by ordinary people through small, everyday actions. When those actions come together, they create lasting collective strength. This cultural foundation is also a valuable resource for effective ESG implementation, helping enhance the company's reputation and strengthen customer, investor and community trust.



Coteccons site secretaries at the "Site Secretary Day" event on March 20, 2026.



Mr. NGUYỄN VĂN HUẤN
Security Team Leader, Cao Xá Lá Project, Coteccons

THE "OWN IT" SPIRIT FROM CONSTRUCTION SITE

At Coteccons, the "Own It" spirit has grown naturally from the pressures and real-world experience of construction-site work.

TREATING THE COMPANY'S WORK AS YOUR OWN

"To me, "OWN IT" is very simple. It means taking initiative and treating the company's work as my own. Once I take on a task, I find a way to get it done and take full responsibility for the outcome. If a problem comes up, I am the first to step in and deal with it instead of waiting to be reminded or looking for a reason to avoid it," said Nguyễn Văn Huấn, Security Team Leader, who has been with Coteccons for nearly 20 years.

Mr. Huấn said the "OWN IT" spirit has gradually taken root among Coteccons employees, showing up in even the smallest decisions: protecting materials, reaching out to local authorities, or standing alongside colleagues when unexpected issues arise on site. When employees truly understand and act on that spirit, they become like swallows heralding better things to come, helping build trust with project owners and customers on every project.

Mr. Huấn recalled similar situations at Vinhomes Symphony in 2019 or at a Ministry of Public Security project in 2025. With tight schedules and limited site space, materials kept arriving before the work areas had been cleared or properly laid out, leaving materials and equipment scattered and piled up. The project owner therefore asked for the areas to be cleared quickly and the equipment moved off site.

Concerned that company assets could go missing, the site security personnel stepped in to watch over them. Their concern over the assets led to friction with the project owner's staff. Coteccons' security team then intervened promptly, took responsibility, provided a written commitment to the project owner and proposed corrective measures.

Their constructive and serious approach, together with their sense of responsibility, helped the security team regain the trust of both the site management team and the project owner.

SAFEGUARDING CULTURE, NOT JUST ASSETS

On every project, Coteccons' security personnel and engineers do more than carry out their core responsibilities. They also engage directly with local authorities and surrounding communities. Here, the "OWN IT" spirit is reflected in proactive communication and problem-solving.

Before work begins on any project, the team surveys the site, develops a security plan, assesses potential risks and places particular emphasis on building good relationships with local authorities and the surrounding community.

"When concerns arise about traffic, security or issues affecting local residents, I do not wait for instructions from my superiors. I meet directly with those involved, listen to what they have to say, talk things through and work with all parties to find a solution. We handle things together with one principle in mind: never let a small spark grow into a major fire," Mr. Huấn said.

PASSING IT ON TO THE NEXT GENERATION

Long-serving Coteccons employees share a desire to pass their experience on to younger colleagues. The "Own It" spirit cannot be taught through theory alone. It has to be learned through action and real experience. For younger employees, Mr. Huấn believes that "Own It" is best passed on through leading by example, practical action and empowerment.

"I always speak openly about the challenges and tensions that come with the job. I give new employees the chance to get directly involved in resolving issues as they arise, encourage them to speak up and take responsibility for their own decisions," he said of mentoring young people at the start of their careers. This helps younger employees become more confident and take greater responsibility for their work.

Coteccons' success has never been the work of any one person. It has been built through quiet contributions and team spirit.

When everyone treats the company's work as their own, takes initiative, steps up and follows through on their responsibilities, that is when corporate culture truly comes to life.

AT COTECCONS, OWN IT IS ONE OF THE COMPANY'S CORE CULTURAL VALUES AND IS CLOSELY TIED TO THE SLOGAN "OWN IT, BUILDING FUTURES".

THIS MEANS EACH PERSON PROACTIVELY IDENTIFIES PROBLEMS, FINDS SOLUTIONS, HAS THE COURAGE TO MAKE DECISIONS AND TAKES RESPONSIBILITY FOR THE OUTCOME.

OWN IT IS ALSO PART OF COTECCONS' ESG JOURNEY. IT EMPHASIZES TAKING OWNERSHIP OF ONE'S OWN CAREER AND SEEING ONESELF AS AN INTEGRAL PART OF THE COMPANY'S SUSTAINABLE DEVELOPMENT.



The security team at the Cao Xà Lá Project (Hanoi) reviews work requirements before starting a shift.

At Coteccons, the Trade Union does more than take care of employees' well-being. Guided by ESG principles, it also creates opportunities for employees to connect, grow and build long-term careers with the company, all in support of Coteccons' broader sustainability goals.



Coteccons Trade Union activities help employees unwind after work.

Ms. **NGUYỄN THỊ VIỆT NGA**
Chairwoman of the Coteccons Trade Union

LISTENING, CONNECTING AND nurturing values



Coteccons has a large, constantly changing workforce spread across the country, so keeping people connected and making sure everyone feels part of the same team is not easy. Shared activities therefore play an important role in bringing people together, building unity and strengthening their sense of belonging.

Each year, Ms. Nga said, the Coteccons' Trade Union plans a broad range of activities. These range from supporting employees through important life events to marking major holidays and organizing sports activities. The Union also runs signature programs that reflect Coteccons' culture, such as The Happy Coteccons, Coteccons Day. Together, these initiatives strengthen connections within and beyond Coteccons, help people work more closely together and create more value for the community. Acting as a bridge connecting people, the Trade Union keeps one message at the center of its work: put people first, support one another and create tangible value for employees.

When floods severely affected Gia Lai, Dak Lak and Khánh Hòa in November 2025, the Trade Union saw how worried employees working far from home were about their

families. Together with Coteccons' management team, it quickly formed a quick-response team and organized support trips to Central Vietnam to visit and assist affected families.

The Union also makes employee health and safety a top priority. Every October, it collaborates with the Ho Chi Minh City Humanitarian Blood Donation Center, the Ho Chi Minh City Red Cross Society and the National Institute of Hematology and Blood Transfusion to organize blood donation programs in Ho Chi Minh City and Hanoi, helping foster a spirit of sharing and community service.

More importantly, the Trade Union is taking on a broader role beyond employee welfare and standalone initiatives. It is increasingly helping make ESG part of everyday working life across Coteccons. Through programs such as Hái trăng về làng, Cook for Good, Chuyến tàu Hạnh phúc ("Happiness Train") and beach-cleaning activities in Phu Quoc, the Union always works closely with key teams, mobilizes internal resources and brings more partners on board, extending these initiatives across the supply chain. This helps turn ESG from a concept into everyday practice, shaping behavior and encouraging each Coteccons employee to take ownership in the "OWN IT" spirit.

"The Trade Union not only cares for employees' material and emotional well-being, but also seeks to build a united workplace where everyone feels happy, safe and respected, and wants to stay for the long term," Ms. Nguyễn Thị Việt Nga emphasized.



Coteccons hosts a blood donation event at its office to support the community.

Coteccons employees and medical staff at a blood donation event.





Ms. Nguyễn Thị Việt Nga, Chairwoman of the Coteccons Trade Union, and Mr. Thổ Hoài Phong, Deputy Director of the Ho Chi Minh City Young Employee Assistance Center (YEAC), present gifts to workers' children at workers' accommodation facilities during the 2026 Lunar New Year.

To stay close to employees across its worksites, Ms. Nga said the Trade Union has set up a dedicated email channel and Zalo group that include all site secretaries, who also serve as Trade Union secretaries, as well as site managers. These channels help the Union stay informed about employees' circumstances and respond promptly when support is needed. When employees go through important life events or face hardship, the Union can provide timely encouragement and welfare support, giving them greater peace of mind at work. It also helps resolve issues that arise on the job.

As a result, employees know that the Trade Union will listen and respond, and they see it as a trusted place to share their concerns and aspirations. Looking ahead, Ms. Nga said the Trade Union will continue to support the company's ESG strategy, expand employee engagement activities, enhance welfare packages and provide greater support to employees and the community. Achieving this will require close coordination across departments, the ESG team, Communications and the leadership team, helping Coteccons move further toward its sustainability goals.



Coteccons brings flowers and joy to employees in celebration of International Women's Day (March 8).

THE COTECCONS TRADE UNION

Sharing & supporting employees

The Coteccons Trade Union continues to play a central role in advancing the Social (S) pillar of the company's ESG strategy. Going beyond routine activities, it has proactively rolled out a series of comprehensive care programs that deliver tangible value to engineers, employees and workers directly on site.

A major highlight of the Coteccons Trade Union's work in 2026 is the diverse range of activities designed to provide comprehensive care for employees. It has helped bring people together through a wide range of large-scale retreats, sports, cultural and recreational activities. Internal running events, regular sports festivals, and programs recognizing employees' children for outstanding academic achievement have helped create a caring and closely connected workplace.

The Trade Union also places particular emphasis on female engineers and employees through activities that recognize their contributions and promote gender equality within a demanding, high-pressure working environment.

In the construction industry, employees and workers often work far from home and face demanding construction schedules. To help make up for the demands of the job, the Trade Union works with the leadership team to organize a range of meaningful activities. A highlight is the Tết Công Trường (Tet at the Worksite) series, through which the Trade Union and the BOD bring warmth to thousands of workers who remain on projects throughout Tet.

The livestream connecting major worksites with employees' families on Lunar New Year's Eve provides not only tangible gifts, but also comfort for those far from home and a meaningful morale boost.

In addition, health care, health protection and occupational safety policies are also reinforced through both theory-based and hands-on sessions. The company provides appropriate Personal Protective Equipment (PPE) and improves living conditions and site accommodations to help ensure that every worker returns home safely.

Guided by a human-centered approach, the Trade Union serves as an open and transparent bridge between employees and the company, supporting and protecting employees' legitimate interests while balancing their rights and responsibilities to the company. Working with the Human Capital team, it works alongside the company on policies relating to compensation, bonuses, insurance coverage, career advancement and benefits so that every employee understands them clearly and can work with peace of mind. Through its proactive and dedicated work in 2026, the Coteccons Trade Union has not only helped narrow the gap between management and employees, but has also built a united team that sees the construction site as home and the company as family.

Activity Group	Category	Key Activities
1. Direct Care, Protection And Training For Trade Union Members And Employees	**Representation And Protection Of Rights And Interests**	Activities to represent and protect the lawful and legitimate rights and interests of Trade Union members and employees.
	Travel And Holidays	Financial support for travel and holiday expenses for Trade Union members and employees.
	Visits And Assistance	Visits and assistance for major life events, illness, maternity, accidents and other hardships; visits and gifts at projects/ departments; assistance in cases of workplace accidents, natural disasters, epidemics, fires and serious illnesses.
	Encouragement And Recognition	Activities for International Children's Day and the Mid-Autumn Festival; recognition of outstanding and exemplary Trade Union members.
	Training	Expenditure on training for Trade Union members and employees
2. Communication And Mobilization Of Trade Union Members And Employees	**Culture And Sports**	CTD Run; Coteccons Olympic Sports Festival
	Gender And Gender Equality	Events and gifts for March 8 and October 20
	Grassroots Trade Unions And Occupational Unions	Activities related to grassroots Trade Unions and Occupational Unions
	Coordination With Political And Social Organizations	Coordination with the Ho Chi Minh City Red Cross Society and the National Institute of Hematology and Blood Transfusion to hold the annual voluntary blood donation program

Given the nature of construction work, many Coteccons employees regularly work far from home, at construction sites hundreds or even thousands of kilometers away. When natural disasters, storms and floods strike, the families of those working on site may be facing hardship and shortages back home.

SUPPORTING EMPLOYEES' FAMILIES

through storms and floods

Following the storms and floods, Coteccons quickly formed a rapid-response team to assess the situation and connect with affected employees' families. Beyond simply checking in on them, Coteccons provided practical support to help families through the immediate difficulties.

During the storms and floods at the end of 2025, the company supported 222 employee families affected by natural disasters. In addition to cash assistance, Coteccons prepared essential supplies, medicine and other necessities, while sending representatives to visit, encourage and deliver gifts directly to employees' families in heavily affected areas including Gia Lai, Dak Lak and Khanh Hoa.



Through these efforts, Coteccons stands by its employees and their families, helping ensure that they do not have to face difficult times alone.

Respect and kindness toward employees are part of how Coteccons builds its culture and puts ESG into practice. The company understands that employees working far from home can focus on their work with greater peace of mind when they know their families are cared for as well. Coteccons therefore extends this commitment beyond the construction site to employees and their families through practical support.

This is also part of Coteccons' approach to employee Health & Well-being: not only ensuring safety at work, but also caring for the loved ones back home.

The Coteccons Trade Union's rapid-response team visits employees' homes to deliver gifts and offer encouragement as their families recover from the effects of the 2025 storms and floods.



The Coteccons Trade Union's rapid-response team visits employees' families in Gia Lai, Dak Lak and Khanh Hoa - areas heavily affected by Typhoon No. 13 in 2025 - to offer encouragement and deliver gifts.

The Coteccons Trade Union quickly prepares medicine and essential supplies to send to employees' families severely affected by storms and floods.



When employees know their families are well supported, they can focus on their work with peace of mind. When people feel valued and treated with genuine care, the whole team is stronger and better able to navigate challenging times and reach new milestones together.

the happy coteccons

Respect and kindness toward employees are central to Coteccons' human-centered approach, helping create a workplace where people can feel happy coming to work each day.

Coteccons aims to become a "second home" for every employee by implementing a wide range of employee-care programs, supporting both physical and mental well-being, fostering a friendly working environment, and creating clear personal development paths that enhance workplace satisfaction and performance.

"The Happy Coteccons" initiative brings together compensation and benefits policies and a fair, transparent system for recognizing and assessing employees' work. It is further enriched by the way the company cares for employees and workers, helping them feel valued wherever they work each day, including at sites far from home.

In 2026, the company organized meaningful programs not only for its employees but also for the workers who work alongside Coteccons. Happy Coffee Truck kept employees energized with coffee, while Tết Công trường (Tet celebrations at construction sites) brought the festive spirit of Tet to engineers and construction workers who remained on site day and night at key national projects.

"The Happy Coteccons" initiative has grown beyond an annual program carried out as a matter of routine. It continues to expand its reach, working alongside other businesses to share responsibility and bring more joy to families.



Despite harsh weather, workers remain upbeat and stay on site to keep the Ba Na Hills project (Da Nang) on schedule.

Tết AT THE WORKSITE

Tet is a sacred time when everyone wishes to return home to their family. To express its gratitude and make up, in some small way, for the sacrifices of employees and workers who put aside their own Tet celebrations to meet project milestones on site, Coteccons has created a special Tet atmosphere filled with warmth, love and meaning: a Tet of teamwork, brotherhood and colleagues standing together, united by pride in Vietnam, with Coteccons honored to play its part.

On Lunar New Year's Eve 2026, a livestream program - Meeting The Worksites That Never Sleep - was held simultaneously at projects of national significance undertaken by Coteccons, APEC Convention Center project and Phu Quoc International Airport, as well as at many major worksites across the country that continued construction throughout Tet. Notably, Chairman Bolat Duisenov, Coteccons' BOD, and a large number of engineers, workers, and their families joined via livestream.

In that special atmosphere, the BOD and project directors spoke about schedule pressures, pride, and the spirit of "Dare to build the impossible" in delivering key megaprojects.

The organizers also prepared interview clips and surprise Tet greetings from the families, spouses and children of engineers and workers back home. For those spending Lunar New Year's Eve on site, hearing the voices of their loved ones made home feel a little closer, creating some of the most moving moments of the program.

Mr. Hoàng Minh, a Coteccons Supervisor at the APEC Convention Center project in Phu Quoc, shared: "It is a little sad to spend Tet away from home, but when I see the project moving closer to the finish line every day, all the fatigue gives way to pride in what we do as builders."

"These are very meaningful moments. I saw your parents and loved ones, and I saw warmth and happiness in their smiles and eyes. You have shown everyone that behind the slogans and site fences are Coteccons people who are professional and hardworking, who work with responsibility, joy, and pride in contributing to the company and to Vietnam. I would like to thank your families for quietly standing behind you and supporting both you and Coteccons. At times like these, when you work through Tet, you have shown that Coteccons' Industry Leader goal is underpinned by discipline and responsibility, a commitment to quality and schedule, and the trust of our partners and clients."

Mr. **Bolat Duisenov**
Chairman of the Board of Directors, Coteccons



Coteccons' Tet công trường (Tet at the Worksite) event connects employees at the APEC Convention Center project (An Giang) with their families to share heartfelt messages and New Year wishes before midnight on Lunar New Year's Eve.

TET AT THE APEC WORKSITE AND PHU QUOC AIRPORT CARRIES AN EVEN DEEPER MEANING WHEN COTECCONS PEOPLE COME TOGETHER TO BUILD MAJOR PROJECTS, SOWING SEEDS OF JOY, HAPPINESS AND PRIDE FOR A VIETNAM CONFIDENTLY ENTERING A NEW ERA OF GROWTH

Many families shared that pride, turning it into words of encouragement for their loved ones. The Coteccons live broadcast captured these warm, proud family moments and carried their love and encouragement to everyone working through Tet in Phu Quoc.

The father of Mr. Đặng Trí Lượng, a Technical Supervisor at the Phu Quoc International Airport project, said: “Tet is a little sad without my son, but our family always supports his work. His mother and I are very proud of him and love him dearly. We hope he stays healthy, completes his duties well, and celebrates Tet with the family next year.”

They were simple words, but they carried the warmth of home. For Coteccons employees spending Tet far from their families, that quiet support becomes a source of strength-helping them carry out their responsibilities with greater peace of mind, knowing that their loved ones and teammates are always behind them.

Tết Công Trường 2026 brings Coteccons’ commitment to the Social (S) pillar to life through care, respect, gratitude and sharing. At its heart is a human-centered approach. Coteccons seeks to make the sacrifice of working through Tet a little easier by caring for employees’ mental well-being and welfare, helping them feel less alone and less as though they are missing out on Tet. By bringing families into the program, the company also fosters greater understanding and gives employees a stronger source of support from home. At the same time, the program rekindles team spirit, brings the Chairman, management team and workforce closer together, and strengthens a caring, united workplace culture built on empathy and mutual support.

Tet is a meaningful time that marks the beginning of a new year and new hope.

At the start of a new year, working side by side, sharing responsibility and building landmark projects with professionalism, dedication and kindness give tangible expression to Coteccons’ commitment to sustainable development. For Coteccons, delivering a project is not only about meeting schedule and quality requirements. It is also about creating positive value for people and the surrounding environment, while helping strengthen Vietnam’s image internationally.



Chairman of the BOD - Bolat Duisenov and engineers at the APEC Convention Center project (An Giang) wrap bánh chưng and gather to celebrate Lunar New Year’s Eve.



Happy Coffee Truck

The Happy Coffee Truck brings coffee and pastries to engineers and workers at Coteccons construction sites, giving them a welcome boost during the workday.



In 2025, Coteccons rolled out the Happy Coffee Truck program at 21 construction sites across Vietnam's three regions and at its headquarters, delivering more than 10,000 cups of coffee and tea, along with pastries, to engineers, workers, site management teams and office employees.



The Happy Coffee Truck travels to Coteccons construction sites across the country.

The truck, in Coteccons' signature blue, made its way to worksites across the country in all kinds of weather, offering moments of rest, a chance to recharge and a timely show of care amid demanding construction schedules.

The program also creates opportunities for interaction and connection, with members of the Executive Committee (ExCom) taking part. This reinforces Coteccons' culture of standing alongside one another, its spirit of sharing, and its commitment to the quality of life and mental well-being of its frontline workforce.

Alongside Happy Coffee Truck, Coteccons also runs its Nước chanh mùa hè ("Summer Lemonade") activity during the peak of the hot season to provide workers on site with refreshing drinks while they work. The activity reflects the company's care for its workforce and understanding of their working conditions and health, while providing practical support to employees and workers across its construction sites.

COTECCONS
SECRETARIES CLUB

Honoring
SITE SECRETARIES

The ‘Honoring Site Secretaries’ program recognizes the quiet yet essential role of site secretaries - those who keep information flows, documentation, and logistics running smoothly at construction sites.

The program recognized 17 female site secretaries for the active role they have played in coordinating and supporting ESG activities at project sites. Their initiative, sense of responsibility and collaborative approach have contributed to effective ESG implementation across construction sites.



On Site Secretary Day (March 20, 2026), Coteccons honored site secretaries who had made outstanding contributions to ESG practices.



Coteccons engineers at Eaton Park (HCMC) enthusiastically take part in the “Thanks as a Gift” initiative.

Thanks as a gift

The Gratitude Corner is an internal channel where employees and workers can thank colleagues for their support in day-to-day work.

The program focuses on appreciating the small things that are often taken for granted: timely assistance, help beyond one’s assigned duties, or a reminder to stay safe on site. When every behind-the-scenes contribution is acknowledged with a word of thanks, gratitude gradually becomes an everyday habit, strengthening team bonds through mutual appreciation, not just through the work itself.



The company created an online platform where employees could send messages of thanks to their colleagues.

CONSTRUCTION-SITE WEDDING PHOTOS:

Where love grows alongside THE PROJECTS

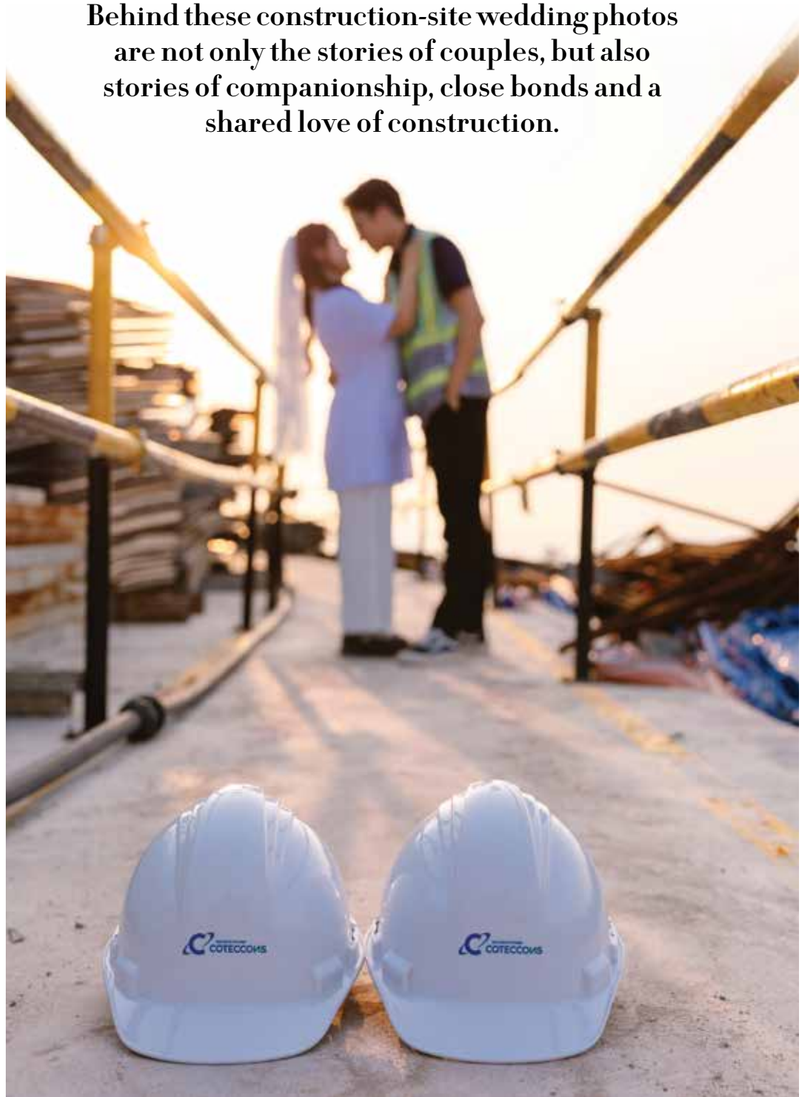
At Coteccons, construction sites are not only places where projects that make a mark on society are built; they are also where many stories of connection and happiness take root. Inspired by this spirit, the Construction-Site Wedding Photos program was introduced as a meaningful activity under "The Happy Coteccons" initiative for couples who work and grow together under the Coteccons roof.

No elaborate staged settings are needed. These photo shoots take place right at construction sites, amid the rhythm of daily work and projects taking shape around them. That authenticity preserves special moments for Coteccons people, as their love deepens alongside their passion for their work and their growth as individuals.

Each photo set not only captures a meaningful milestone in life, but is also closely tied to the projects and developments that Coteccons people have helped create.

The simple, authentic and emotionally rich construction-site wedding photos have drawn considerable interest and praise from the community.

Behind these construction-site wedding photos are not only the stories of couples, but also stories of companionship, close bonds and a shared love of construction.



Thanh Xâm & Minh Kha

Thanh Xâm and Minh Kha's wedding photos were taken at the APEC Convention Center project in An Giang. The simple images taken on site not only preserve their love story, but also capture a chapter of their youth tied to a project of special significance to the country.

Nguyễn Oanh & Ngô Thành

Nguyễn Oanh and Ngô Thành's wedding photos were taken in Hsinchu, Taiwan, where Coteccons is building the HRS Hsinchu project, capturing a journey they have shared in both love and their careers. Together, they have ventured into new territory and taken on new challenges. Their story has become part of Coteccons' Go Global journey, reflecting the spirit of Vietnamese people reaching out to the world.





These photo sets have become a meaningful part of The Happy Coteccons initiative, where important moments in the lives of Coteccons people are cherished and preserved

Đoàn Duyên & Vũ Hoàng

Đoàn Duyên and Vũ Hoàng's wedding photos were taken at The Lake Side project. Vũ Hoàng works as a BU2 assistant and spends much of his time on site, while she recruits personnel for projects. Their work has taken them along different paths, but in the end, it was at the construction site that their story of happiness took shape.



YOGA CLUB

- Yoga Club
- Dance Club
- Football Club
- Badminton Club
- Pickleball Club
- Mental Health Care Workshop
- Teambuilding

For construction workers, these activities help them feel respected and cared for, knowing that both their physical and mental well-being matter and that their personal memories and milestones are recognized.



FOOTBALL CLUB

COTECCONS Young and healthy

Coteccons maintains the following activities to support employees' mental well-being as part of everyday working life:

DANCE CLUB



BADMINTON CLUB







PICKLEBALL CLUB

Thank you

TO THOSE WHO BUILD

As a leading company in construction, Coteccons understands that every successful project depends greatly on the contributions of construction workers. Working with its partners, Coteccons ensures a safe working environment, improves working conditions, and provides healthcare and support for this workforce's material and mental well-being. More importantly, the company regularly puts a culture of gratitude, appreciation, and sharing with workers into practice through a range of practical social initiatives.

In construction, direct workers on site are an important part of project delivery. Coteccons therefore defines its responsibilities as extending beyond its direct employees to cover the entire labor supply chain involved in construction. Standards for safety, working conditions, welfare benefits, and workers' rights are applied consistently to both groups through internal policies, subcontract provisions, and routine on-site monitoring mechanisms.

Coteccons is committed to not using forced labor or child labor in any form. It also requires all subcontractors to uphold this commitment as a mandatory condition of participating in projects. This commitment is embedded in subcontract provisions, personnel-record and age checks before site access is granted, and regular inspections and supervision by the site management team and the Safety and Security department. All cases of noncompliance are handled in accordance with established procedures, including work stoppages and a review of continued collaboration. Coteccons formalized this commitment through its Code of Conduct for Business Partners.


1.

Alongside safety and security efforts, Coteccons views strengthening workers' awareness and skills as part of its sustainable development strategy. implemented occupational safety, ESG, and additional-skills training programs. Notable activities included health checkups, capacity building training at the Hon Thom project in An Giang collaborated with Sun Group International Hospital, and fire prevention and firefighting training coordinated with PC07 as part of the Xây Tết program series.

In addition to healthcare, Coteccons also focuses on improving living conditions at construction sites. At project sites, Coteccons works with project owners to provide suitable worker accommodation, dining areas, and daily living amenities. These provisions help reduce housing rental costs, bring greater stability to workers' lives, protect their health, and give them peace of mind at work.

In addition, appropriately located rest areas are provided on site so that workers can relax and recover after long hours of work, especially in harsh weather conditions. These arrangements help increase labor productivity, reduce risks, and ensure safety during construction.

These programs not only help workers work more safely, but also equip them with practical knowledge to protect their health and improve their own quality of life.


2.


3.

1. Coteccons provides health check-ups for workers at the Ba Na Hills project (Da Nang).

2. Workers enjoy traditional games during "Xây Tết 2026" at the Sinh Nam factory (HCMC).

3. Eye examinations for workers at Eaton Park (HCMC).

Mr. BÙI NGỌC HUÂN
Site Manager, Sunset Village Hon Thom Project

Work, eat and stay

ON SITE

Located on the isolated island of Hon Thom in An Giang, Sunset Village is being built by Unicons, a Coteccons member company and the project's general contractor. To meet workers' most essential day-to-day needs, the project has adopted an arrangement in which they work, eat and stay on site.

REMOTE, YET WARM AND PEACEFUL

According to Mr. Bùi Ngọc Huân, Site Manager of the project, Sunset Village is part of Hon Thom Paradise Island, a large-scale seaside resort and entertainment complex featuring a water park, aquarium, dolphin show venue, water show, theater, eco-resort and other facilities.

Delivering a development of this scale requires a workforce of between 500 and 1,200 people. Because the project is located on an island, workers can only access the site by cable car or boat and stay entirely on site during their time there. The island has no local residents and lacks the range of general healthcare facilities available on the mainland. Work, meals and rest therefore all take place within a self-contained environment.

"It is precisely this isolation that makes caring for workers' physical and mental health an especially important part of Coteccons' ESG implementation," Mr. Bùi Ngọc Huân said.





1.

Recognizing the challenges created by the site's geographic isolation, the site management team made it a priority to help workers develop the ability to assess their own health at a basic level. They are trained to recognize early signs of health risks associated with changes in climate, weather and environmental conditions, enabling them to adapt and respond promptly when they notice any warning signs.

Each week, the site holds sessions on health and daily routines, covering food hygiene, regular sleep schedules, and protection against mosquitoes and other insects.

Interestingly, the site management team also includes sexual and reproductive health in its training. "The vast majority of workers on the island are adults and live together for extended periods. Giving them access to comprehensive, science-based information on sexual and reproductive health contributes to a respectful and healthy working environment," Mr. Huân said.

Training is only one part of the approach. The site also follows a daily health-monitoring routine, with medical staff stationed on site to provide first aid, monitor workers' health and offer healthcare guidance. Before each morning shift, basic health indicators such as blood pressure are checked, and workers undergo a brief health assessment to make sure they are fit for work that day.

Over time, regular training and reminders help build awareness of basic health practices, turn that awareness into healthy habits, and encourage workers to follow those practices on their own while on site.

WORKER LOYALTY AS A MEASURE OF HAPPINESS

Mr. Bùi Ngọc Huân noted that happiness can mean different things to different people. But one particularly clear indicator of worker satisfaction is how long people choose to keep working with a company, especially in a physically demanding industry like construction.

Among Coteccons' permanent employees, many have worked continuously with the company for many years. Casual construction workers, by contrast, may move from one project to another, as is common in the industry, yet many return to work on Coteccons projects time and again. Some have continued coming back across different projects for nearly two decades. That kind of loyalty is perhaps the clearest sign that when workers feel safe and are treated with kindness, they choose to keep working with Coteccons over the long term.

Drawing on the experience of putting ESG into practice through on-site worker health support at Hon Thom, Mr. Huân said Coteccons will continue to work with the project owner on welfare initiatives such as free accommodation, travel assistance, scholarships for workers' children and Xây Tết. Together, these initiatives are intended to create a comprehensive welfare ecosystem in which workers' health, mental well-being and long-term stability are genuinely valued and supported.

Through practical, concrete and humane actions, Coteccons has shown that ESG is more than fine-sounding slogans. It is a commitment to responsible action, made tangible in every morning blood-pressure check, every safe meal and every smile that reflects a worker's peace of mind on site.

> "When workers feel satisfied, happy and safe, they will choose to keep working with the company over the long term."
>
> Mr. **Bùi Ngọc Huân**
> Site Manager, Hon Thom Project



2.



3.

1. View of the Sunset Village Hon Thom Project (An Giang) from the Phu Quoc cable car.

2, 3. Dr. Lâm Nhan Minh Đình, Medical Director of Sun Group International Hospital, speaks with workers about health and safety at the Sunset Village Hon Thom Project (An Giang).



Ms. ĐINH THỊ HỒNG THẮM
Corporate Affairs Director, Coteccons.

Putting ESG

INTO PRACTICE WITH CARE, TRANSPARENCY AND KINDNESS

With Vietnam advancing sustainable development, science and technology, innovation, and private-sector growth through Resolutions 136/NQ-CP, 57-NQ/TW and 68-NQ/TW, ESG at Coteccons has moved beyond compliance to become a foundation for modern governance, strengthening trust, competitiveness and sustainable value creation.

As Corporate Affairs Director, responsible for ESG, MarComs, IR and PR, Ms. Đinh Thị Hồng Thắm brings a distinctive perspective to ESG, seeing it from both sides. On one side are corporate governance requirements, investor expectations and disclosure standards. On the other is the challenge of turning those principles into everyday practice in offices and on construction sites, where they shape how Coteccons engages with workers, customers and partners. For Ms. Thắm, ESG creates value when those two sides stay aligned: what a company says externally must be reflected in what it does internally to strengthen long-term trust and sustainability.

Perhaps more importantly, at Coteccons, ESG is no longer the responsibility of any single department or treated as a standalone program. It is embedded across the organization, from offices to construction sites and from corporate governance to project operations. This alignment makes ESG part of everyday decisions and actions, rather than leaving it at the level of public commitments or external communications.



1. Coteccons leaders and Mr. Lê Quốc Minh, Editor-in-Chief of Nhan Dan Newspaper, present gifts to workers at the Xây Tết 2026 press conference.

2. Coteccons is proud to bring joy to workers at Sycamore B9 and B10 (HCMC) during Xây Tết 2026.

ESG STARTS WITH PEOPLE

Of all Coteccons' ESG initiatives, Xây Tết perhaps best shows what this approach looks like in practice.

Over four Tet seasons, "Xây Tết" has grown beyond a Tet gift-giving program. It has evolved into a platform for community collaboration, bringing together businesses, organizations, government agencies, local authorities and individuals while fostering a broader spirit of sharing across society. To date, the program has delivered more than 89,000 gifts across 218 construction sites nationwide. During Tet 2026 alone, more than 40,000 gifts were distributed to workers at 73 Coteccons construction sites, with support also extended to urban sanitation and drainage workers in Hanoi, Da Nang and HCM City.

For Ms. Thắm, however, Xây Tết's value is not defined by the number of gifts handed out. It lies in simple, thoughtful gestures of care brought directly to construction sites, such as health check-ups, haircuts and keepsake photos for workers whose tireless efforts are helping Coteccons deliver projects on schedule. This reflects a principle at the heart of Coteccons' ESG approach: putting people at the center of development.

Carrying that spirit forward, the 2026 Chuyến tàu Hạnh phúc took Coteccons' human-centered approach beyond the company itself, renewing a simple faith in the kindness people show one another. A collaboration between Nhan Dan Newspaper, Vietnam Railways Corporation and Coteccons, the program became a powerful expression of their commitment to sustainability.

For the first time, "Chuyến tàu Hạnh phúc" set out along the more than 1,700-kilometer North-South railway, dressed in the vibrant colors of spring. The journey became both a celebration of Vietnam's beauty and a glimpse of a railway sector moving forward with the country. Along the way, a proud railway heritage took on a fresh new look, connecting cultures across regions and transforming the train into a moving cultural space filled with joy and hope. Joining the journey also broadened the meaning of "building happiness" for Coteccons, extending it from safety on construction sites to the peace and joy of thousands of workers making their way home.

During the 2026 Lunar New Year, Coteccons were on board overnight trains, handing out lucky money, Tet wishes and heartfelt thanks to passengers, train drivers and engineers who continued working through the holiday. On New Year's Eve, these small gestures brought warmth to the journey, while the train carried the beauty of Vietnam, its culture and traditional cuisine across the country.

The joy on the faces of passengers, engineers and train drivers as they received unexpected gifts from people they had never met spoke for itself. In those moments, kindness became something real and immediate, renewing the belief that care and generosity are still very much present in everyday life. Through "Chuyến tàu Hạnh phúc", Coteccons showed another side of what it means to build: not only creating structures, but also bringing people closer together and "building kindness" across the country.

Behind these gestures is a simple belief shared by people at Coteccons: everyone has a family to care for, hopes and plans for the future, and a right to be treated with respect.

That belief is also why Coteccons extends its care beyond its own workforce. Construction workers, workers employed by subcontractors, and urban sanitation and drainage workers are all regarded as important stakeholders in the broader sustainability ecosystem. This is how Coteccons puts the "S" in ESG into practice, not through slogans, but through genuine and comprehensive care. Step by step, the company is extending that sense of responsibility to more workers across its value chain and the communities connected to it.

This broader approach ensures that people who contribute directly or indirectly to creating value for society are cared for, respected and recognized.

KINDNESS IN ACTION: PRACTICAL AND RIGOROUS APPROACHES

That human focus does not mean ESG at Coteccons is driven by sentiment alone. Behind these worker-centered initiatives is a rigorous effort to build ESG into a governance system that can be measured and sustained over time.

In recent years, Coteccons has brought ESG to the highest level of governance through an ESG Subcommittee under the Board of Directors, with the participation of independent members. Giving ESG a place on the strategic planning ensures that sustainability initiatives are not limited to communications or corporate social responsibility activities, but form part of the company's long-term development.

At the operational level, Coteccons is making ESG increasingly measurable through data and specific indicators. GHG Inventories, the 3R principle, green materials, green supply chains, occupational safety, employee training, and diversity, equity and inclusion (DEI) are all tied to clear targets, monitoring and performance assessment. In 2026, Coteccons aims to train teams at every construction site in preparing GHG inventories and rolling out emissions reduction plans. The company is also applying the 3R principle through practical initiatives, from optimizing material use on construction sites to reusing paint for the Nhà Mình ("Our Home") project, taking gradual steps toward a circular economy in construction.

For Ms. Thắm, ESG only creates real value when these efforts deliver tangible results for both the business and its stakeholders. They can mean safer working conditions, cost optimization through 3R programs, access to green finance at a more competitive cost of capital, and a stronger reputation and greater community trust. Seen in this light, ESG is not simply a cost. It is an investment in long-term competitiveness.

The role of ESG practitioners at Coteccons is evolving accordingly. As ESG becomes part of the company's culture and way of operating, the ESG team is no longer there simply to remind departments and business units to meet their targets. Its role is increasingly to connect, support and enable, helping people across the organization create sustainable value together.

This is also how Ms. Thắm envisions the role of Corporate Affairs in the next stage: linking strategy with execution, bringing the Board of Directors closer to departments and construction sites, and helping ESG become something people understand, embrace and put into practice every day. Through awareness, training and close collaboration across the



YET FOR ESG TO TRULY TAKE ROOT IN AN ORGANIZATION, THERE MUST BE MORE BEHIND THE NUMBERS: AWARENESS, A WILLINGNESS TO ACT, AND THE WAY PEOPLE TREAT ONE ANOTHER WITH RESPECT AND KINDNESS.

organization, the goal is for ESG to become not only part of Coteccons' culture, but one of the core capabilities that shapes how the company grows.

ADVANCING ESG THROUGH COLLABORATION, NOT MANDATES

With around 29,738 suppliers, subcontractors and partners working alongside Coteccons, the company understands that ESG cannot simply be handed down as a set of requirements. It creates lasting value only when it becomes a shared understanding, reflected in partnership criteria, measurement mechanisms and a shared responsibility to act.

That approach is taking shape through initiatives such as Đối tác Xanh ("Green Partner"), Vật liệu Xanh ("Green Materials") and Mua hàng Xanh ("Green Procurement"), which are gradually becoming part of Coteccons' everyday operations and supply chain. Rather than expecting partners to change overnight, Coteccons works alongside them, provides support and develops improvement roadmaps suited to their circumstances. For Ms. Thắm, this is the essence of Sustainable Development Goal (SDG) 17, Partnerships for the Goals: learning together, changing together and creating lasting value together.

That spirit is carried forward through Coteccons' Government - Academia - Business collaboration model, designed to bring ESG closer to the realities of the construction industry. By listening to regulators, consulting experts, connecting with universities and research institutes, and exchanging experience with partners in Vietnam and abroad, Coteccons is gradually building an ecosystem where learning, innovation and sustainability reinforce one another, and where value is created collectively.

Coteccons is also actively advancing research projects that address real challenges on construction sites, from emissions management and material optimization to the circular economy, productivity and occupational safety. At the same time, the Young Talents program launched by Coteccons is developing the next generation of engineers, specialists and managers, helping build a stronger pool of high-quality talent for the construction industry.

ESG is therefore not only a commitment to the present, but also an investment in the future, strengthening Coteccons' long-term competitiveness while contributing to the sustainable development of the construction industry. Notably, Coteccons actively learns from the best practices around the world, from transparent governance and disclosure standards to green supply chain development, without applying them wholesale. The solutions it chooses must fit its business strategy, the nature of the construction industry and the realities of its own operations.

Because ESG is not a fixed set of standards to be replicated, Coteccons believes the starting point must be the challenges a business actually faces, the people who directly create value, and the changes that can realistically be made in everyday work. That is why Xây Tết can serve as Coteccons' own expression of the "S" in ESG within the construction industry. A 3R initiative may begin not with an environmental message, but with a simple question: how can we reduce waste and create more value? Đối tác Xanh can start with Coteccons' suppliers agreeing on common standards and strengthening ESG capabilities together. Safety culture, too, can be built through relatable, creative approaches rather than rules and sanctions alone.

What is evident at Coteccons is that an ESG culture can take root in seemingly small moments: when a worker feels they have the opportunity to learn, to be heard and respected, and to be an important part of a shared journey of growth. That is how Coteccons seeks to advance ESG: through collaboration rather than mandates; through concrete change rather than slogans; and not only within the company, but across an ecosystem in which all parties grow together.



Mr. Trần Quốc Khánh, Deputy Director of the Ho Chi Minh City Department of Home Affairs, presents Xây Nền Ước Mơ scholarships to children of workers at Ho Chi Minh City Urban Drainage Company Limited.

BEHIND THE NUMBERS ARE THE PEOPLE

Perhaps what stands out most in the way Ms. Thắm speaks about ESG is that she never sees it as the achievement of a single team or program. For her, it grows from values Coteccons has cultivated throughout its development, beginning with how the company treats people and the world around it.

She recalls the short film Ranh giới của hạnh phúc ("The Boundary of Happiness"), which captures some of the concerns and realities of working in construction. Within a short time, the film drew more than one million views and many heartfelt reactions. Just as memorable for her were the moments when Coteccons leaders went directly to construction sites, shook workers' hands and personally handed gifts to them one by one. Some workers shared that after years spent away from their families for work on construction sites, it was the first time they had truly felt that their work was seen, recognized and valued.

"What mattered was not the more than one million views, but the way people responded to a true story told with sincerity," Ms. Thắm emphasized.

For her, this is how trust is built. Trust does not come from grand statements. It grows through consistent actions, carried out every day, from the meeting room to the construction site and from strategy to operations.

Perhaps this is also how Coteccons is charting its own ESG path. Rather than loudly proclaiming a leadership position, the company chooses to lead through steady, substantive action. Rather than pursuing standards simply to complete a report, it focuses on creating meaningful value for people, partners, communities and the environment.

Coteccons' approach to sustainability is not measured only by how many tonnes of CO_2 are reduced, how much material is recycled or how many certifications are achieved. Those numbers still matter: they are essential for measuring progress and demonstrating accountability.

That journey is being built every day. Ultimately, ESG is more than a sustainability framework. For Coteccons, it is about continually becoming a better version of itself: more efficient in its operations, more responsible toward society, kinder to people and more sustainable in its growth. It is also how the company works with partners, contractors, customers and communities to build an ecosystem in which everyone has the opportunity to move forward together.

"Transparency in annual reporting is mandatory. But numbers alone do not create trust. What matters is how a company treats the people behind those numbers. ESG only becomes truly meaningful when kindness is reflected in every decision and action."

Ms. **Đinh Thị Hồng Thắm**
Corporate Affairs Director, Coteccons



Xây Tết

WORKER SAFETY & HAPPINESS ARE THE FOUNDATION OF COTECCONS' SUCCESS

COTECCONS

Xây Tết began as a Coteccons initiative and has continued to grow, helping turn corporate social responsibility into a culture of gratitude. The program continues to connect with government agencies, businesses and communities, becoming a platform for sharing and supporting workers nationwide during Tet.

Now in its fourth year, Xây Tết has become an annual initiative eagerly anticipated by workers at construction sites as the year draws to a close. In 2026, the program was carried out under the theme "Thank You to the Guardians of Happiness," as a tribute to engineers, construction workers and others who work day and night to keep construction sites safe through vigilance, responsibility and discipline. It also reaffirmed Coteccons' commitment to creating a safe working environment where every safe day at work is a happy day.

At Coteccons, safety discipline goes beyond mandatory rules. It has become a "red line" that must never be crossed, as well as a culture continually reinforced until it becomes ingrained in the mindset of both engineers and workers.





In the short film “Xây Tết 2026 – The Boundary of Happiness,” the firm approach taken by safety engineers and supervisors is vividly captured in a direct reminder on site: “At heights of two meters or more, wearing a safety harness is mandatory. It is the last line of defense protecting your life. Tet is approaching, so take good care of yourselves and make sure you return home safe and sound for the holiday.”

This close attention to safety management has gradually changed workers’ mindsets, helping them understand that safety is not an imposition, but a shield protecting themselves, their families and the homes they return to. As one worker simply puts it in the film: “If I get lazy or careless and don’t wear my harness, a fall could leave me laid up at home and unable to support my wife and children.”

“The safety and happiness of thousands of construction workers are the foundation of every success at Coteccons. If the company wants to achieve great things - higher revenue, global expansion and more - it must never forget that workers are its foundation. They are the ones who have built hundreds of projects and millions of homes, and the people who live in those homes go on to pursue millions of dreams of their own,” emphasized Ms. Nguyễn Trình Thùy Trang, Deputy CEO of Coteccons.

Accordingly, "Xây Tết 2026" was rolled out on an expanded scale, with more than **40,000 gift packages** distributed across more than **20 provinces and cities** with the support of more than **70 partners**. A range of practical care services was provided free of charge directly at construction sites, including health check-ups and haircuts, while 12,794 keepsake photos were taken. Together, these activities supported workers both materially and emotionally while improving their overall welfare.

1, 2. Workers take part in musical performances and receive gifts during "Xây Tết 2026" at The OpusK (Metropole 1.14) project (HCMC).

3. Coteccons leaders take part in Trạm Sức khỏe during "Xây Tết 2026" in Da Nang.







4. Senior Lieutenant Colonel Lưu Quang Mười, Political Officer of An Thoi Port Border Guard Station, presents gifts to workers during "Xây Tết 2026" at the APEC Convention Center project (An Giang).

5. "Xây Tết 2026" reached nearly 1,000 workers from Ho Chi Minh City Urban Environment Company Limited and Ho Chi Minh City Urban Drainage Company Limited.

Scan the QR code to watch the “Xây Tết 2026 - The Boundary of Happiness” film.

Alongside construction engineers and workers, "Xây Tết" continued to broaden its reach to urban sanitation and water supply and drainage workers in Ho Chi Minh City and Da Nang, extending the spirit of sharing to workers whose contributions to their cities often go unseen.

"Xây Tết"'s reach also extended beyond the company itself through the support of government agencies, social organizations and partners. By establishing coordination procedures with the Department of Home Affairs, the Fire Prevention, Firefighting and Rescue Police Force, the Ho Chi Minh City Youth Union, Nhan Dan Newspaper and many other relevant organizations, Coteccons mobilized support from across society to show appreciation for and care for workers.

The participation of these stakeholders not only helped ensure that the program was delivered safely and effectively, but also enabled "Xây Tết" to grow beyond an annual worker-care initiative into a platform for sharing and collaboration, bringing diverse stakeholders together to spread human-centered values and happiness throughout the community.

Photo: Mr. Trần Ngọc Tiến, Saigon-Locomotive Enterprise.

FAITH IN KINDNESS THROUGH

"Chuyến tàu hạnh phúc"

"Chuyến tàu Hạnh phúc 2026" embodies Coteccons' commitment to improving quality of life in communities and advancing sustainable development. By bringing people together regardless of whether they are from northern, central or southern Vietnam, the program celebrates our shared humanity and builds bonds of care, kindness and goodwill.

Through "Chuyến tàu hạnh phúc", Coteccons joined Nhan Dan Newspaper and Vietnam Railways Corporation in bringing a message of sharing and appreciation beyond construction sites and into the homeward journeys of thousands of passengers across the country.

Deeply human-centered in purpose, the program seeks to foster a spirit of sharing, inspire faith and hope, strengthen ties with friends, colleagues and family, and deepen people's connection to home. It also brings a sense of joy and renewed energy as



Representatives of Nhan Dan Newspaper, Vietnam Railways Corporation and Coteccons Construction Joint Stock Company at the launch ceremony of "Chuyến tàu Hạnh phúc (Happiness Train)".



1. Extending its reach beyond Coteccons, the company partnered with Nhan Dan Newspaper to organize "Xây Tết 2026" for railway workers at the Saigon Wagon Branch of Vietnam Railways Corporation.

2. Smiles and moments of joy as Coteccons presents gifts in appreciation of railway workers at the Saigon Wagon Branch of Vietnam Railways Corporation ahead of Lunar New Year 2026.

people look ahead to the first days of spring. Featuring the image of Vietnam's red flag with its yellow star and a vibrant spring-themed design, the train made its first journey along the more than 1,700-kilometer North–South railway.

More than a means of transportation, "Chuyến tàu hạnh phúc" became a moving cultural space, with each carriage telling a story of Vietnam's people, places and identity, helping promote tourism and connect regions. Departing from Hanoi Station, the train carried gifts, smiles and a simple message: happiness begins with simple things. Along the way, moments of joy, reunion and care became part of the journey, staying with those who shared them.

For passengers travelling the North–South route, "Chuyến tàu hạnh phúc" also offered a cultural experience rooted in human values, a reminder that happiness can be found in the simplest things.

For the railway sector, the train carried another layer of meaning: an effort to refresh the image of rail travel in modern life by bringing its heritage and history into today's rail travel experience. When passengers feel valued, a journey becomes a fond memory, helping build trust in public services while reinforcing social responsibility.

For Coteccons, taking part in "Chuyến tàu hạnh phúc" showed that the company does not define its contribution solely through construction. It also meant joining other organizations to support cultural activities and traditional cuisine, united by a shared pride in promoting Vietnam's image more widely, both at home and abroad.

More broadly, "Chuyến tàu hạnh phúc" extends the spirit of "Xây Tết 2026" - "Thank You to the Guardians of Happiness" - beyond the construction site.

There, happiness is built one safe working day at a time. Here, it continues through every safe journey home, carrying workers back to the families and hometowns that give them hope and strength.

That spirit was especially visible on Lunar New Year's Eve 2026. As "Chuyến tàu hạnh phúc" traveled along the North–South route, the train itself became a place of togetherness. Coteccons shared New Year wishes and lucky-money envelopes with passengers, train drivers and engineers working through the holiday and through the night, bringing a little warmth and the simple joy of the new year to those on board.

The impact could be seen in something as small as a bright smile or a surprised glance from a passenger receiving an unexpected gift from a stranger. Those moments were a quiet reminder that kindness is still present in everyday life. Through "Chuyến tàu hạnh phúc", Coteccons is broadening what it means to "build happiness." The idea no longer stops at the construction site; it travels with workers on journeys across the country, creating moments of kindness and goodwill along the way.

Mr. CAO VĂN TUẤN
Full-time Member of the Members' Council,
Chairman of the CITENCO Trade Union

HONORING THE PEOPLE BEHIND A greener, cleaner city



Mr. Cao Văn Tuấn, Full-time Member of the Members' Council and Chairman of the CITENCO Trade Union, at a "Xây Nền Ước Mơ" scholarship presentation for children of workers at Ho Chi Minh City Urban Drainage Company Limited.



Workers take part in games and activities during Xây Tết 2026.

The true value of a community program lies not simply in the number of activities it delivers or people it reaches, but in the positive change it creates for people and society. "Xây Tết", which literally means "Building Tet," is Coteccons' Lunar New Year community program created to support and recognize workers. Implemented in partnership with Ho Chi Minh City Urban Environment Company Limited (CITENCO), it is a clear example of that spirit.

A city depends on hundreds of thousands of people across many different fields to keep running smoothly, including urban sanitation workers. Their contributions often go unseen, even as they work every day to keep the urban environment greener, cleaner, and more livable.

"Urban sanitation work is extremely demanding. Workers are on the job day and night, including public holidays and Tet. They also work in hazardous conditions that expose them to a range of health risks. Even so, they continue to work tirelessly and fulfill their responsibilities," said Mr. Cao Văn Tuấn, Full-time Member of the Members' Council and Chairman of the CITENCO Trade Union.

Every line of work contributes something of value to society. Yet according to Mr. Tuấn, many urban sanitation workers still struggle with the stigma attached to their

occupation and feelings of self-consciousness about their work. That is why so many were moved and delighted when Coteccons and CITENCO brought "Xây Tết" to them ahead of the Lunar New Year.

Rather than following the familiar model of simply handing out gifts, "Xây Tết" was designed as a well-organized, large-scale community program with a diverse range of activities. It also expanded beyond the construction industry to reach workers in other industries.

Alongside providing 500 gift packages for CITENCO workers facing hardships, "Xây Tết" offered workers something more personal and meaningful. Workers were invited to experience four special stations: Trạm Nét đẹp (haircuts), Trạm Kỷ niệm (photo sessions), Trạm Chăm sóc sức khỏe (health consultations and check-ups), and Trạm An toàn (occupational safety awareness).

Recalling one moment that stayed with him, Mr. Tuấn said: “At first, many people were hesitant to try Trạm Nét đẹp because they were unsure about the hairdressers’ skills. But once they saw how good a few of their colleagues looked afterward, more and more people started signing up. We later found out that the hairdressers supporting the program were all highly skilled.”

That same sense of joy carried through the other stations. After long, demanding shifts, workers smiled with delight as they received their photos and welcomed the chance to have a health check-up.

Coteccons paid close attention to different aspects of workers’ lives, reflecting not only genuine care, but also empathy, understanding, and a lasting commitment to stand by them. More importantly, these gestures helped workers feel respected and recognize their own worth, reinforcing the belief that their often-unseen work is needed and valued by society.

“The greatest value of "Xây Tết" is that it helps urban sanitation workers feel less self-conscious about their work. Material support is only a small part of it. What matters most is what the program means to people. Their children, too, can feel proud when they talk about their parents, who help keep the city green, clean, and beautiful. That is the deepest meaning of the program,” Mr. Tuấn emphasized.

As "Xây Tết" expands beyond the construction industry, it is bringing more businesses together around a shared commitment to the community. Through that collective effort, Coteccons and its partners can create lasting value for workers, businesses, and society as a whole.

1. Bringing "Xây Tết" to CITENCO workers.

2. Doctors, police officers and workers take part in "Xây Tết 2026", helping foster a spirit of care and support for workers.



1.

"XÂY TẾT" GOES BEYOND MATERIAL SUPPORT. BY HELPING URBAN SANITATION WORKERS FEEL LESS SELF-CONSCIOUS ABOUT THEIR WORK, THE PROGRAM RECOGNIZES CONTRIBUTIONS THAT OFTEN GO UNSEEN. IT GIVES WORKERS MORE REASON TO TAKE PRIDE IN WHAT THEY DO, AND THEIR CHILDREN MORE REASON TO FEEL PROUD OF THEIR PARENTS, WHO HELP KEEP THE CITY GREEN, CLEAN, AND BEAUTIFUL.

FOR THE FIRST TIME, A COTECCONS COMMUNITY PROGRAM HAS BEEN ROLLED OUT ON THIS SCALE, WITH A STRUCTURED RANGE OF ACTIVITIES AND PARTICIPATION EXTENDING TO COMPANIES BEYOND THE CONSTRUCTION INDUSTRY. THROUGH ITS FOUR SPECIAL STATIONS, TRẠM CHĂM SÓC SỨC KHỎE, TRẠM NÉT ĐẸP, TRẠM KỶ NIỆM, AND TRẠM AN TOÀN, THE PROGRAM IS HELPING BUILD A BROADER ECOSYSTEM OF SOCIAL RESPONSIBILITY AND STRONGER CONNECTIONS AMONG BUSINESSES, WORKERS, AND COMMUNITIES.

2.





Mr. Hà Văn Thành - Director, Danang Drainage and Wastewater Treatment Company (in white) presents Coteccons with a letter of appreciation for the "Xây Tết 2026" program.

Mr. HÀ VĂN THÀNH
Director, Danang Drainage and Wastewater Treatment Company

"Xây Tết"

CREATING SUSTAINABLE VALUE FOR THE COMMUNITY

By supporting vulnerable workers through sustained, well-planned community programs, Coteccons is strengthening the Social pillar of its ESG strategy, creating meaningful and lasting impact in the process.

The bright smiles on workers' faces as they received their photos, and their delight at seeing themselves with a neat new haircut, made for some of the most memorable moments at Danang Drainage and Wastewater Treatment Company as Tet approached. For the first time, ahead of Lunar New Year 2026, 200 workers there received this kind of thoughtful care from Coteccons.

"At a time when many businesses are still facing difficulties, Coteccons' Xây Tết program has been especially meaningful for workers at Danang Drainage and Wastewater Treatment Company. It provides real support and responds directly to workers' needs," said Mr. Hà Văn Thành, the company's director.

"Xây Tết 2026", themed 'Thank you to those who protect happiness,' goes beyond day-to-day support for workers or a conventional community program. It is also Coteccons' way of expressing gratitude and care to workers across 73 of its construction sites. This year, the program has expanded to workers in urban water supply and drainage services, including those at Danang Drainage and Wastewater Treatment Company. Mr. Thành said working in the water supply and drainage sector is



1.

demanding. Workers regularly take on physically strenuous and hazardous jobs, regardless of the weather, and remain on duty day and night to ensure a reliable supply of domestic water for city residents. The timely care and support provided by Coteccons can be a great encouragement, helping workers, especially those on the front line, take greater pride in their work and remain committed to their responsibilities.

"Xây Tết 2026" is organized around a series of stations: Trạm Nét đẹp (haircuts), where workers can get a haircut and freshen up; Trạm Kỷ niệm (photo sessions), where they have photos taken and receive them on the spot; and Trạm Sức khỏe, a health consultation and check-up service where medical staff provide health advice. Trạm An toàn (occupational safety awareness) is another important highlight, helping strengthen safety culture to ensure workers' well-being. Alongside these experiences, each worker also receives useful gifts such as biscuits, traditional Tet cakes and rice, adding warmth to family celebrations during Tet.

"Workers were delighted with the glutinous rice and told me how good it was. They were genuinely moved and appreciative. Seeing their bright smiles after receiving their photos at Trạm Kỷ niệm made me happy too. The gifts were useful and valuable, both in practical and emotional terms. The program has been a great encouragement for them," Mr. Thành said.

In the current economic climate, challenges remain significant even for a major construction company. Coteccons' decision to continue allocating resources to support workers outside its own organization speaks volumes about the company's commitment to sustainability.
Mr. Thành hopes his company will have opportunities to collaborate with Coteccons on future programs and learn from Coteccons' experience in management and other areas.

By standing alongside workers whose contributions to the city often go unseen, understanding their challenges and helping ease their difficulties, Coteccons continues to demonstrate its strong commitment to the community. These efforts contribute to social progress and to building a more humane and sustainable society, an important goal the company continues to pursue.
Now in its fourth year, "Xây Tết" has become more established and far-reaching, bringing its human-centered values to more workers. The program shows how Coteccons has translated its sustainability commitments into concrete, well-structured initiatives that create tangible social impact and support the company's long-term business goals.

"XÂY TẾT" DOES MORE THAN BRING JOY DURING TET. IT PUTS COTECCONS' ESG COMMITMENTS INTO PRACTICE, DEMONSTRATING THE COMPANY'S SOCIAL RESPONSIBILITY BY SUPPORTING AND SHOWING APPRECIATION FOR WORKERS WHOSE HARD WORK CONTRIBUTES TO URBAN DEVELOPMENT.



2.

1. A key event in Da Nang brought the :Xây Tết 2026" series to a close, continuing the program's nationwide efforts to care for and support workers.

2. Workers from Danang Urban Environment Joint Stock Company take part in "Xây Tết 2026".

3. 600 workers from Danang Urban Environment Joint Stock Company and Danang Drainage and Wastewater Treatment Company receive Tet gifts in a warm and caring atmosphere.



3.

Ms. **NGUYỄN PHƯƠNG THẢO**
MBA, Specialist Level 2 Doctor

ON-SITE HEALTHCARE:

Care that workers can rely on

By providing medical care directly at worksites, Coteccons is gradually creating meaningful value for the community while helping close gaps in access to healthcare for workers in occupations with demanding working conditions.



1. Workers take part in Trạm Sức khỏe during "Xây Tết 2026" at the Isola della Musica project in Hanoi.

2. Ms. Nguyễn Phương Thảo, MBA, Specialist Level 2 Doctor, and representatives of government departments and agencies present gifts to workers from Ho Chi Minh City Urban Drainage Company Limited during "Xây Tết 2026".



For many workers in sectors such as construction, urban sanitation, and water supply and drainage, where working conditions can be particularly demanding, regular health check-ups and access to modern healthcare have never been easy. Many live with health conditions but feel they have little choice but to carry on working under the heavy pressure of earning a living.

According to Dr. Nguyễn Phương Thảo, medical advisor at SP79 Clinic, workers in hazardous working environments face an ongoing risk of a range of health issues, including musculoskeletal disorders, neck and shoulder pain, cardiovascular conditions, metabolic disorders, and hypertension.

"The need for medical care among workers is enormous. I have asked some workers, 'You are seriously ill, so why didn't you see a doctor sooner?' They told me they simply did not have the time, so as long as they could still keep working, they just endured it day after day. In one case, a worker had lived with high blood pressure for so long that he had grown accustomed to the symptoms and no longer noticed headaches or dizziness. The doctors had to provide emergency treatment on site and immediately report the case to site management," Dr. Thảo said.

Empathizing with the hardships workers face, Coteccons has maintained the "Xây Tết" program for many years through a series of meaningful activities. "Xây Tết", which literally means "Building Tet" is Coteccons' Lunar New Year community program created to support and recognize workers. At the heart of the program is Trạm Sức khỏe, a health consultation and check-up service where construction workers, as well as workers in urban sanitation and water supply and drainage, can receive early screening for serious conditions and advice on appropriate treatment plans and preventive measures.

To work around construction schedules, temporary clinics are set up directly on site. Health checks often begin between 5 and 6 a.m, allowing workers to receive care before starting their shifts without missing work.

"The need for medical care among workers is enormous. There was one worker who had lived with high blood pressure for so long that he had grown accustomed to the symptoms and no longer noticed headaches or dizziness. The doctors had to provide emergency treatment on site and immediately report the case to site management."

Ms. **Nguyễn Phương Thảo**
MBA, Specialist Level 2 Doctor

For many workers, seeing Coteccons bring medical teams and equipment to remote construction sites is a heartwarming and deeply meaningful scene. The check-up programs are tailored to each occupation, with specialized equipment such as portable X-ray machines and testing devices brought directly on site.

The medical team also handles more serious cases directly, prescribing medication and providing timely advice on the appropriate course of treatment. Notably, when workers at construction sites are found to have health issues, the company arranges work suited to their physical condition, with no risk of losing their jobs as a result.

“This program creates significant value for society. It reflects a company’s recognition that workers are the people who directly create value for the business” Dr. Thảo said.

Dr. Thảo also noted that blue-collar workers themselves do not always fully recognize the value and dignity of the work they do. “Through this program, Coteccons has touched people’s hearts by affirming the value and dignity of blue-collar workers and placing their work on an equal footing with every other occupation in society” she said.

In this way, "Xây Tết" has become a meaningful source of encouragement each Lunar New Year, reflecting the people-centered corporate culture that underpins Coteccons’ long-term sustainability strategy.

ONE OF THE HALLMARKS OF COTECCONS’ ONGOING EFFORTS TO CARE FOR WORKER HEALTH IS THE TEMPORARY CLINICS SET UP DIRECTLY AT CONSTRUCTION SITES, WITH HOURS FLEXIBLY SCHEDULED BETWEEN 5 AND 6 A.M. SO WORKERS CAN RECEIVE CHECK-UPS WITHOUT MISSING WORK.



1, 2. Workers take part in Trạm Sức khỏe during "Xây Tết 2026" at the Sycamore project (Binh Duong).



Providing scholarships for workers' children is one way Coteccons invests in future generations.

"XÂY NỀN ƯỚC MƠ":

Letting gratitude grow into kindness

Now in its second year, Coteccons' "Xây Nền Ước Mơ" ("Building Foundations For Dreams") Scholarship Program is about more than financial support. Each scholarship is also a quiet thank-you to the workers whose daily efforts help build our cities and keep them clean. And for the children who receive them, there is another lesson to carry forward: to remember the kindness they have received, and one day pass it on.

ON AUGUST 27, 2026, IN HCM CITY, NHAN DAN NEWSPAPER, THE TRAINING AND COMMUNICATIONS CENTER OF THE HCM CITY PRESS AND RADIO-TELEVISION AGENCY, COTECCONS CONSTRUCTION JOINT STOCK COMPANY, AND SAIGON TIMES FOUNDATION (STF) JOINTLY ORGANIZED THE 2026 "XÂY NỀN ƯỚC MƠ" SCHOLARSHIP AWARD CEREMONY. THE PROGRAM AWARDED 615 SCHOLARSHIPS WORTH MORE THAN VND 600 MILLION, TOGETHER WITH PRACTICAL GIFTS INCLUDING BOOKS AND NOTEBOOKS, BACKPACKS AND SCHOOL SUPPLIES, TO STUDENTS IN GRADES 6 THROUGH 9. RECIPIENTS WERE THE CHILDREN OF CONSTRUCTION WORKERS, ENVIRONMENTAL SERVICES WORKERS AND URBAN DRAINAGE WORKERS NATIONWIDE.

Students receive "Xây Nền Ước Mơ 2026" scholarships in HCMC.



MORE THAN A SCHOLARSHIP

Holding her scholarship certificate in her hands, Võ Đoàn Bảo Trân, a ninth-grade student at Trương Văn Ngư School, speaks with a renewed sense of confidence. To her, the scholarship is not simply financial assistance or recognition of her academic achievements. It is a reminder that people care about her, believe in her and want to see her succeed.

"Thank you to Coteccons for putting so much care and dedication into this meaningful scholarship program," Bảo Trân said. "Your support has given me greater confidence in myself. When I grow up, finish school and am financially able, I hope I can offer scholarships like this myself. I want to pass this warmth on, reach out to help and encourage other students like mine, so that kindness and learning can continue to spread."

Mỹ Nhung, a sixth-grade student at Tùng Thiện Vương School, carries the same sense of gratitude. For her, receiving the scholarship comes with a promise to herself: to keep trying, work harder and make the most of the opportunity she has been given. For Phương Nguyên, a fifth-grade student at Đinh Tiên Hoàng School, the scholarship is one small step toward a much bigger dream: becoming a teacher. One day, she hopes to stand in front of a classroom not only to share what she knows, but also to pass on the care she has received - supporting her family and helping another generation of children pursue their own dreams.

SUPPORTING THE WORKERS BEHIND OUR CITIES

In its second year, "Xây Nền Ước Mơ" expanded to 615 scholarships. Previously open only to the children of construction workers at Coteccons sites nationwide, the program broadened its eligibility to include the children of environmental services and urban drainage workers across the country. Its expanded reach included major cities such as Ho Chi Minh City, Hanoi and Da Nang. This expansion carries a deeper social message: recognition of the quiet labor and sacrifices of those who help build and care for our cities. From the high-rises that shape our skylines to the clean streets we see each morning, the work of thousands of people often goes unnoticed.

Ms. Đinh Thị Hồng Thắm, Corporate Affairs Director, shared: “Behind every worker on our streets or construction sites is a family with its own worries and, above all, a deep hope for a brighter future for their children. The program was created not simply as a form of short-term support, but as a long-term social investment - where compassion and responsibility to the community come together.”

Echoing that view, journalist Lê Vũ Quý Hiển of Nhan Dan Newspaper emphasized the human significance of businesses, the media and social organizations joining forces. Supporting workers’ children not only helps ease some of the financial pressure on their families; more importantly, it helps strengthen society’s faith in kindness and care for others. As gratitude is nurtured and passed on, "Xây Nền Ước Mơ" becomes a bridge between the hardships of today and a future filled with aspiration.



Construction workers at the APEC Convention Center and Bai Dat Do Urban Area projects (An Giang) hold scholarship certificates awarded to their children through Coteccons’ "Xây Nền Ước Mơ" program.

“Xây Nền Ước Mơ”



1.



2.

SCHOLARSHIP PROGRAM – EMPOWERING FUTURE GENERATIONS

“My wish is simple: to give children the wings to explore dreams of their own and a strong foundation for even bigger dreams in the future.” These words from Coteccons Chairman Bolat Duisenov speak to a broader commitment: planting seeds for the next generation and nurturing dreams that will grow stronger over time.

At Coteccons, every project is built not only with concrete and steel, but also with human-hearted values. Education is one of the most enduring forms of social investment: an opportunity to learn today can open up greater possibilities for the next generation.

Building on the spirit of "Xây Tết 2026", Coteccons, in partnership with Saigon Times Foundation (STF), launched the “Xây Nền Ước Mơ” Scholarship Program to support workers’ children as they pursue their education. The program focuses especially on workers’ families facing hardship, particularly those whose parents spend long days at construction sites far from home, devoting much of their time and energy to building projects across the country.

In 2026, Coteccons awarded 615 scholarships to workers’ children, with a total value of more than VND 600,000,000. The selection process was open and transparent, with scholarships awarded based on academic performance to workers’ children across all Coteccons projects under construction nationwide.
In keeping with the support extended through "Xây Tết", Coteccons also expanded scholarship eligibility to the children of workers at urban sanitation and water supply and drainage companies across northern, central, and southern Vietnam.

From a sustainability perspective, the program forms part of Coteccons’ commitment to the Social pillar: Improving the quality of life for workers and their families, promoting equitable access to education, and contributing to United Nations Sustainable Development Goal 4 (SDG 4): Quality Education.

More importantly, Coteccons believes that caring for workers should not end at the workplace. Behind every worker is a family. When that family feels supported, children have more opportunities to learn and their dreams have room to grow. Workers, in turn, gain greater peace of mind to stay committed and continue contributing. This is how a business creates sustainable value: building projects for today while creating a foundation for future generations.



3.



4.

1. Coteccons Chairman Bolat Duisenov attends the "Xây Nền Ước Mơ" scholarship event and speaks with students.

2. Students happily receive gifts through the "Xây Nền Ước Mơ 2026" program.

3. The "Xây Nền Ước Mơ" program supports not only the children of Coteccons employees but also the dreams of workers’ children at Ho Chi Minh City Urban Drainage Company Limited and Ho Chi Minh City Urban Environment Company Limited.

4. Mr. Nguyễn Nhàn, an MEP subcontractor at the Eaton Park project, and his daughter Tâm Như at the "Xây Nền Ước Mơ 2026" scholarship ceremony.



For Coteccons, contributing to the community means more than building major projects. It also means coming together to care for those facing hardship and creating lasting value for the communities around us.

Mr. LÊ DUY TUẤN
Acting Project Director, Global City Project, Coteccons

Building with heart

FROM THE CONSTRUCTION SITE TO THE CLASSROOM

In Binh Trung Ward, Thu Duc City, Ho Chi Minh City, there is a small community classroom filled with children's chatter and laughter. At the heart of it is Ms. Trần Thị Thanh Thủy, whom the children affectionately call "Ngoại Thủy" (Grandma Thủy). Grandma Thủy does far more than teach them to read and write. She cares for and protects children living in difficult circumstances, many of whom are unable to attend school. Some cannot even count on regular meals, while others have lost both parents.

When Mr. Lê Duy Tuấn, Acting Project Director of Global City at Coteccons, first saw the cramped classroom, with its peeling, grime-stained walls, dim lighting and damp conditions, he was deeply moved.

"These children have already had a difficult start in life. But seeing Ms. Thủy's determination and the care shown by everyone here touched all of us on the site. They look after the children in every way, from their learning to their daily meals, and still find time to cook for others in need. What they do is truly admirable," Mr. Tuấn shared.



Coteccons employees use leftover paint and surplus materials from construction sites to renovate and repaint community facilities.

THE "NHÀ MÌNH" PROGRAM AT NGOẠI THỦY'S COMMUNITY CLASSROOM

Location:

Binh Trung Ward, Thu Duc City, HCM City.

Implemented by:

Global City Project Management Team and Coteccons volunteers, in coordination with the local residential group, Local Youth Union and Women's Union.

Scale and scope:

Leftover materials from the construction site were reused to repaint 200 m² of damp, mold-affected walls and upgrade the electrical and lighting systems.

Supporting activities:

Donations of essentials and financial support; Entertainment and other activities to bring joy and encouragement to children facing difficult circumstances.

What he saw stirred a simple wish: to get everyone on site involved in making things a little better for the children. Mr. Tuấn turned that wish into action by rallying his colleagues to carry out the "Nhà mình (Our Home)" program in Binh Trung Ward, with Ngoại Thủy's home chosen as its first project.

"The children deserve a safer, brighter and more comfortable place to learn, with proper lighting and better protection from damp and mold. Better living conditions will give them more opportunities to grow, while knowing that people care about them can also give them the strength to keep going," he said.

Around 50 Coteccons staff and engineers personally took part, despite their demanding workloads on site. Using surplus materials from the construction site, they gave the damp, mold-stained walls a fresh coat of paint, making the space brighter and more welcoming. The electrical system and lighting were also repaired and improved. The initiative soon drew support from the local residential group, Local Youth Union and Women's Union as well.

The effort did not stop with renovating the classroom. The team also organized games, singing and other activities for the children, bringing them moments of joy and encouragement. Mr. Tuấn called on colleagues at the construction site to donate essentials and financial support, with plans to sustain these efforts for months to come.

What meant the most to Mr. Tuấn and his colleagues was seeing how the children responded to the change around them. In the brighter, newly renovated classroom, their smiles filled the room and their faces lit up at the care and attention they received. These moments may seem small, but for children who have already faced so much, they can offer real encouragement for the road ahead.

"One of the realities of working in construction is that we often move from one project site to another. But I hope that once ESG becomes firmly embedded in our corporate culture, those who remain, especially the company's ESG Subcommittee, will continue this journey when my work takes me to another site."

Mr. **Lê Duy Tuấn**
Acting Project Director, Global City Project, Coteccons

This is where ESG becomes real. It is often seen as something dry and complicated, buried in procedures, rules and requirements. Yet at this construction site, it begins with something much simpler: caring about the people around you and wanting to make their lives a little better. When that care leads to genuine, practical action, ESG begins to take root, creating real value for the community and contributing to a more sustainable future.

This first project is only the beginning. Mr. Tuấn hopes to carry out more projects under the "Nhà mình" program while continuing to support Ngoại Thủy's home over the long term.

"Putting ESG into practice is not that difficult for any of us. What matters is truly understanding why we are doing it and acting on that understanding, starting with the smallest things. More important still is finding a way to sustain those efforts over time. A commitment that comes from the heart is very different from doing something simply as part of a campaign, or stopping at one-off acts of charity," Mr. Tuấn said.

This is how Coteccons people bring social responsibility to life: through understanding, empathy and concrete action. These actions show that ESG is a choice worth making and a meaningful path for Coteccons to follow. Along that path, everyone can play a part in building a better future for communities and society.

Coteccons employees and Youth Union members take part in the "Nhà Mình" program, helping improve the surroundings and living space at the community classroom in Binh Trung Ward, HCMC.



GREENER AND BETTER

"Nhà Mình"

("OUR HOME")

1.



2.

Nhà Mình is a Coteccons community program. At its core, however, it is also a practical application of the company's 3R principle, using leftover paint and surplus materials from construction sites to renovate and repaint community facilities.

Launched in 2022, the program has been implemented across **more than 162 projects, with approximately 348,307m² of walls repainted**, helping spread sustainable values and social responsibility. It is guided by the motto: *"Coteccons leaves a place greener and better than we found it."*

Beyond giving local areas a fresh new look, Nhà Mình also helps improve quality of life in the community, from apartment buildings and schools to charitable homes.

In 2026, Coteccons renovated and repainted 20 community facilities. A notable example was a charitable home in Binh Trung Ward, Ho Chi Minh City, where local youth and militia members, volunteers, and a large group of Coteccons staff and engineers joined forces to refurbish the home, creating a brighter, more comfortable place for the children.

By giving surplus materials a second life in community facilities near its projects, Coteccons turns a practical 3R approach into meaningful support for local communities. The program reflects the company's commitment to sustainable development alongside the communities where it works. As Nhà Mình has expanded across more construction sites, it has also created more ways to support people facing hardship, strengthen local connections, and bring a little more color and warmth to everyday life.

1. Coteccons employees take part in "Nhà Mình" program, helping repaint and renovate a classroom.

2. Coteccons engineers spend time with children at the charitable home in Binh Trung Ward after completing renovation work as part of the "Nhà Mình" program.

3. Mr. Phạm Tấn Thuận Nhân, Deputy Site Manager of the Global City CT07 project, helps renovate a community space as part of the "Nhà Mình" program.



3.

SOS CHILDREN'S VILLAGES
IN BEN TRE AND GO VAP

LIGHTING UP

"Skies of dreams"

BENEATH THE MID-AUTUMN MOON

Every Mid-Autumn Festival, as the streets begin to glow with lantern light, children at care centers eagerly await these warm moments.



Children take part in a lantern display competition at SOS Children's Village Ben Tre during Hái trăng về làng 2025.

Since 2023, Coteccons has stood alongside SOS Children's Village Ben Tre through three consecutive Mid-Autumn Festivals with the event series "Đêm hội trăng rằm - Hái trăng về làng" (Full Moon Festival Night – Harvesting the Moon for the Village).

Beyond financial support and scholarships, the core value of this partnership lies in the lasting connection it creates, which helps give vulnerable children a greater sense of stability and emotional support. Continuing this journey, preparations are now underway for the program's fourth season in September 2026.

Operating since December 21, 1999, SOS Children's Village Ben Tre is one of 17 villages in the SOS Children's Villages Vietnam network. Over 26 years of operation, it has taken in, cared for and raised nearly 500 children who are orphaned or in difficult circumstances, or at risk of losing family care. The Village currently cares for 83 children and young people aged 5–25, including those in the Semi-Independent Living Programme. Many generations have grown up, found stable employment and started families of their own, with around 55 sharing these happy milestones with the Village.

Mr. Nguyễn Văn Bảy, Director of SOS Children's Village Ben Tre, which is among the organizations supported by Coteccons, emphasized that the company's partnership has created tremendous value in nurturing the children's character, dignity and ability to integrate into society.

"Coteccons' support lies not only in gifts or scholarships, but also in natural interactions that help break down barriers between the children and people outside the Village, including Coteccons employees and other members of the community. Being welcomed, having opportunities to talk and being included as equals bring them the greatest joy, helping them enter adulthood with confidence," Mr. Nguyễn Văn Bảy added. He expressed hope that this connection would not end with the fourth season, but would continue through many Mid-Autumn Festivals to come.

The importance of such long-term support has become even more apparent as SOS Children's Villages International undergoes major changes to its funding strategy. As international resources are redirected to geopolitical hotspots such as Ukraine and the Middle East, 8 of the 17 SOS Children's Villages in Vietnam





1. Mr. Hoàng Long, Director of SOS Children's Village Go Vap.

2. Mr. Nguyễn Văn Bảy, Director of SOS Children's Village Ben Tre.

3. Coteccons representatives present scholarships and Mid-Autumn gifts to children at SOS Children's Village Go Vap during Hái trăng về làng program.

> "During this challenging transition period, the collective support of businesses helps the center optimize event costs, allowing more funding to be directed to the children's daily needs. The Mid-Autumn Festival program organized by Coteccons is an invaluable source of joy and emotional support, thoughtfully prepared for the children."
>
> Mr. **Hoàng Long**
> Director of SOS Children's Village Go Vap

are being transferred to full state management.

Mr. Hoàng Long, Director of SOS Children's Village Go Vap in HCM City, echoed this view, saying that during this challenging transition period, the collective support of businesses helps the center optimize event costs, allowing more funding to be directed to the children's daily needs. The Mid-Autumn Festival program organized by Coteccons is an invaluable source of joy and emotional support, thoughtfully prepared for the children.

The program's impact is best seen through small, deeply moving stories. Mr. Hoàng Long recalled one such story, about an eight-year-old girl who, before coming to the Village, had never celebrated a birthday or the Mid-Autumn Festival. After taking part in the Mid-Autumn Festival celebration organized by Coteccons, she told her foster mother, deeply moved, how joyful and complete her very first Mid-Autumn Festival had been. The memory, like a "sky of dreams," will stay with her for a lifetime.

Mr. Nguyễn Văn Bảy also pointed to the emotional significance of the Mid-Autumn Festival for children at SOS Children's Villages: while it is a time for family reunions, it can also make children feel the absence of their loved ones more deeply. The warm and sincere presence of volunteers and businesses helps them believe that they are always loved.

Amid the shared challenges facing the SOS network, the management teams of SOS Children's Villages Go Vap and Ben Tre share one aspiration: to strengthen their partnership with Coteccons and continue bringing joy and brighter prospects to younger generations.

For those who care for children in difficult circumstances every day, that connection carries a deeper meaning. They hope it will endure from one Mid-Autumn Festival to the next, helping children who have already been through so much regain hope and grow in confidence.

> "The Mid-Autumn Festival is a time for family reunions, yet it can make children at SOS Children's Villages feel the absence of their loved ones more deeply. The warm and sincere presence of volunteers and businesses helps them believe that they are always loved."
>
> Mr. **Nguyễn Văn Bảy**
> Director of SOS Children's Village Ben Tre

4. Coteccons brings Mid-Autumn joy to children at SOS Children's Village Ben Tre during Hái trăng về làng 2025.







1.

“Hái Trăng về làng” PROGRAM

A BOUNTIFUL HARVEST OF SMILES AND LOVE

In 2025, Coteccons’ Hái trăng về làng (“Harvesting the Moon for the Village”) program marked its fourth year, delivering a total of 2,440 gifts and 94 scholarships to communities from the mainland to remote islands.

As Mid-Autumn lanterns light up streets and neighborhoods, Coteccons’ Hái trăng về làng continues to reach homes, hospitals and children’s villages in need of support. Over four years, the program has become more than a Mid-Autumn charity initiative. The seeds of kindness sown along the way have brought people closer together, with every gift reflecting an enduring commitment and sense of responsibility toward the next generation.

Amid the bustle of Ho Chi Minh City, lanterns and games brought moments of joy and laughter to children. Warm meals, handed directly to children and patients facing hardship, offered something equally meaningful: a simple gesture of care and encouragement amid the struggles of everyday life.

That same spirit of giving extended to SOS Children’s Village Go Vap, SOS Children’s Village Ben Tre, and hospitals that Coteccons has supported over the years. There, even a warm meal or a small gift offered comfort and reassurance to people going through difficult times.



2.

The journey continued to Phu Quoc Island, where Mid-Autumn celebrations lit up the night with color and excitement. Alongside the festivities, scholarships brought hope to local children, helping nurture their dreams of going to school.

What sets Hái trăng về làng apart and gives it lasting impact is not its scale, but the power of an entire ecosystem coming together. Coteccons has done more than initiate the program: by working alongside partners throughout its value chain, the company has helped extend its positive impact on communities.

With volunteers taking an active part and 60 subcontractors and suppliers lending their support, the “Hoa chúc mừng hãy hóa thành yêu thương” (“Let Congratulatory Flowers Turn Into Love”) campaign transformed each floral arrangement into a tangible act of care for the community. In doing so, Coteccons not only spread kindness but also brought its partners together and encouraged them to share social responsibility, creating positive value for the generations that follow.



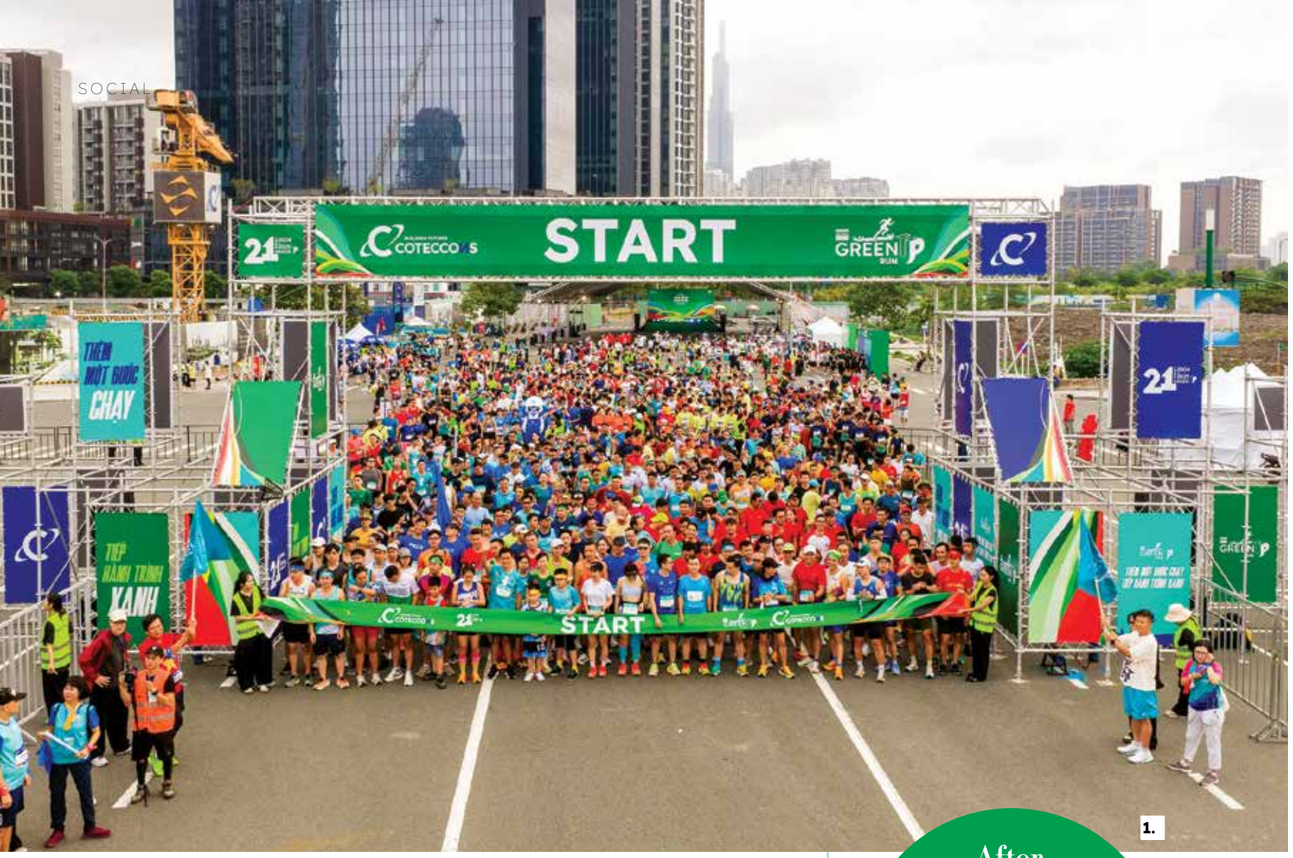
3.



1, 2. Children taking part in "Coteccons’ Hái Trăng về làng" program.

3. Mid-Autumn lanterns given to children as part of the "Hái Trăng về làng 2025" program.

4. Children enjoying "Hái Trăng về làng 2025" at An Thoi 2 Primary and Lower Secondary School, Quarter 4, Phu Quoc, An Giang Province.



1.

SUPPORTING PHYSICAL & MENTAL WELL-BEING THROUGH The GreenUp Marathon

After three seasons, GreenUP has attracted 8,000 runners and planted nearly 35,000 trees.

Goteccons' GreenUP Marathon 2025 was held at Metropole Thu Thiem in Ho Chi Minh City, with **1,800** participants and **5,000** additional trees planted after the race, contributing to the goal of planting one billion trees for a greener Vietnam.

Over the past few years, Coteccons has taken the GreenUP Marathon beyond Ho Chi Minh City to Quang Binh, Binh Duong, Long An and other localities, helping promote greener, healthier lifestyles.

Compared with previous seasons, Coteccons' GreenUP Marathon this year marks notable advances in scale, participant experience, and sustainability impact:

- **Digitalization & technology-enabled experience**:
Greater use of technology in race operations, including a digital system that measures each runner's individual carbon footprint.

- **Innovative routes & challenges**:
Unique race routes incorporating fun construction-site obstacles and challenges that reflect the character of the construction industry while keeping the experience both athletic and enjoyable.

- **Broader community participation**:
Attracting participation from engineers, workers, supply chain partners, and running enthusiasts.



2.

On the course, Coteccons finds teammates who share the same sense of purpose, encouraging one another and finding strength in moving forward together. It is the same mindset the company brings to its work: stay focused on the goal and give it everything. Every project, milestone and challenge brings new lessons, creates value and strengthens connections. And just as in a race, Coteccons does not run alone. It moves forward with colleagues, partners and others who share its aspirations, working together toward lasting, meaningful achievements for the company and the construction industry.



3.

1, 2. Runners take part in the GreenUP Marathon 2025 at Metropole Thu Thiem (HCMC).

2. Coteccons team members participate in GreenUP Marathon, spreading the message of healthy living and sustainable development.

Coasts & islands

RESPONDING TO CLIMATE CHANGE

Guided by the Vietnam Corporate Governance Code of Best Practices for Public Companies, international practices and Government priorities for APEC 2027, Coteccons is keeping its environmental (E) initiatives aligned with emerging priorities through a comprehensive, practical and systematic approach.

As climate change becomes one of the world's foremost concerns, Vietnam - with more than 3,200 kilometers of coastline - is among the countries most severely affected by sea-level rise, saltwater intrusion, and marine pollution. Coteccons understands that these challenges directly affect both the daily lives and livelihoods of local communities.

In implementing the Vietnam Corporate Governance Code of Best Practices (VNCG Code 2026), international climate change response practices, and the Government's policy on landscape improvements in preparation for APEC 2027, Coteccons has pursued two parallel tracks: action on construction sites and awareness-raising in its offices. This approach helps turn environmental commitments from policy into everyday practice across the company, its partners and local communities.



Coteccons engineers and border guards take part in the "A Cleaner Beach, A Greener Island" initiative.

On June 5, 2026, Coteccons launched the Làm đẹp bãi biển – Kiến tạo đảo xanh ("A Cleaner Beach, A Greener Island") program at the APEC Convention Center project in Phu Quoc to mark World Environment Day and Vietnam Sea and Islands Week.

Working with An Thoi Port Border Guard Station (An Giang), more than 100 border guards joined Coteccons and Unicons engineers, employees and workers to clean nearly 2 km of coastline. The joint effort not only improved the local landscape and environment, but also helped raise environmental awareness among residents and local personnel, supporting more regular and sustained environmental action.

In Coteccons office, Coteccons organized Thử thách kiến thức ESG ("ESG Knowledge Challenge"), an online mini-game open to all employees via a QR code shared company-wide. The timed quiz covered environmental topics and Coteccons' sustainability journey.

The initiative helps deepen awareness of ESG goals among employees and the wider community, bring environmental responsibility into everyday work, and contribute to a broader culture of sustainable development.



1. The APEC Convention Center project management team (An Giang) joins An Thoi Port Border Guard Station in the "A Cleaner Beach, A Greener Island" initiative, helping improve the coastal landscape and raise environmental awareness in the community.

2. Senior Lieutenant Colonel Lưu Quang Mười, Political Officer of An Thoi Port Border Guard Station, and Mr. Phạm Minh Tú, Site Manager of the APEC Bai Dat Do project, express their commitment ahead of the beach cleanup.



OTHER ACTIVITIES


1.


2.

+ Cook for Good.

Building on the success of earlier activities, Cook for Good mobilized employee volunteers over a weekend to support vulnerable groups. Working with Chu Anh Charity Kitchen in Ho Chi Minh City, the program provided 1,200 chicken meals, along with milk and drinking water, at Saigon Bao Dung Nursing Home, 115 Hospital, Pham Ngoc Thach Hospital, and several local charity kitchens. All costs were covered by Mr. Bolat Duisenov, Chairman of Coteccons, reflecting leadership from the highest level in advancing the company's social commitments and community-oriented values.

1, 2. Coteccons leaders personally prepare and serve meals to local residents as part of Cook for Good.

3. Coteccons leaders and employees share the joy of making a meaningful contribution through Cook for Good.


3.



1.



2.

1. On November 19, 2025, local residents and students gathered to celebrate the inauguration of Kenh HN3 Bridge at an event jointly organized by Thanh Nien Newspaper and Coteccons

2. Coteccons leaders attend the inauguration of Kenh Lien Vung Bridge, linking Kenh Xa Tinh Road in Duc Hoa Commune, Tay Ninh Province, with Kenh Lien Vung Road in Binh Loi Commune, HCMC.

+ Supporting bridge construction.

Funding bridge construction is a form of community contribution directly linked to Coteccons' professional expertise and aimed at improving transportation infrastructure. In 2025, Coteccons funded and carried out construction and repair work on two bridges - Kenh HN3 Bridge in An Giang and Kenh Lien Vung Bridge in Binh Loi, Ho Chi Minh City - helping people travel more conveniently and safely.

+ Supporting social programs with partners

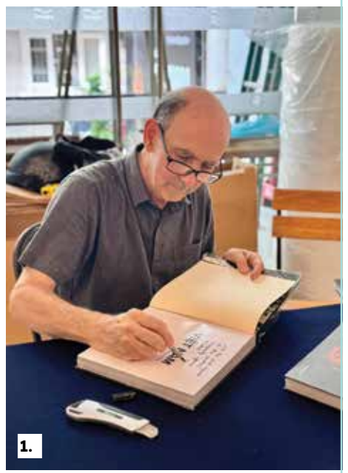
Coteccons also actively sponsors and participates in Chạy Vì Trái Tim (Run For The Heart), an annual charity run organized by Gamuda Land in partnership with Heartbeat Vietnam, to raise funds for heart surgery for disadvantaged children with congenital heart defects. Over more than a decade, the program has raised VND 46 billion and supported more than 1,700 children, helping the children and their families return to normal lives. More than a sporting event, Chạy Vì Trái Tim also brings people together through compassion, spreads love, and inspires positive living in the community.





1. Coteccons and project owner Gamuda Land visit children whose heart surgeries were funded by Coteccons through the "Chạy Vì Trái Tim (Run for the Heart)" program.

2. Coteccons joins project owner Gamuda Land in the "Chạy Vì Trái Tim" program.



1. French photographer Nicolas Cornet signs copies of his book for Coteccons.

2, 3. Pagodas Vietnam (Chùa Việt Nam), a photography book published with financial support from Coteccons.



+ Sponsoring vietnam pagodas book

By sponsoring the publication of Vietnam Pagodas Book, Coteccons is honored to help promote and celebrate Vietnam's architectural heritage and spiritual values across generations. The publication captures the beauty of Vietnamese pagoda architecture from north to south.



TOTAL FUNDING FOR SOCIAL PROGRAMS:

VND 13,300,629,156

This is Coteccons' contribution to preserving and promoting cultural heritage. As a general contractor, the company's support helps celebrate Vietnam's architectural and spiritual values across generations while reinforcing the connection between its core business operations and its cultural responsibilities.

PART VIII

Governance

Building on digital transformation and remaining steadfast in the principles of FAIRNESS - TRANSPARENCY - RESPONSIBILITY - ACCOUNTABILITY, Coteccons continues to strengthen its corporate governance framework. The numerous awards and recognitions Coteccons has received from reputable organizations and programs, including Fortune Southeast Asia 500, Great Place to Work, VLCA, VNCG50 and CSA, demonstrate the strength of its governance capabilities as the company advances toward sustainable development.



Coteccons held the 2025 Annual General Meeting of Shareholders.

Transparent

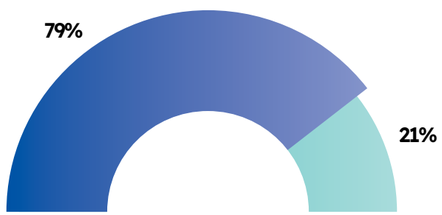
CORPORATE GOVERNANCE FRAMEWORK

Grounded in fairness, transparency, responsibility, and accountability, Coteccons continues to build a corporate governance framework that supports high-quality and sustainable growth. The company is committed to effective risk management and to ensuring that all business decisions comply with applicable laws and business ethics while safeguarding stakeholder interests.

In addition to complying with applicable laws and regulations, Coteccons has drawn on the ASEAN Corporate Governance Scorecard (ACGS), the G20/OECD Principles of Corporate Governance, and the Vietnam Corporate Governance Code of Best Practices for Public Companies (VN CG Code), issued by the State Securities Commission of Vietnam (SSC) and the International Finance Corporation (IFC) (2026). The company also regularly reviews relevant standards and good practices issued by domestic and international organizations.

As a listed company and a pioneer in ESG practices, we are committed to the principles of FAIRNESS – TRANSPARENCY – RESPONSIBILITY – ACCOUNTABILITY. These principles help build and strengthen trust among project owners, investors and shareholders, partners, suppliers and subcontractors, and communities.

The company aims to lead the construction industry not only through business performance, but also by pioneering the integration of ESG into its standards and policies, sharing these practices, and encouraging businesses across the supply chain to adopt them. In doing so, Coteccons seeks to help raise governance standards across the industry and create sustainable value for Vietnam's economy and society.



Percentage of Board of Management Members Aged 30–50

Percentage of Board of Management Members Over 50 Years Old

Percentage Of Board Of Management Members

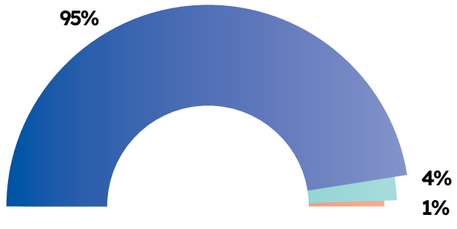
Gender & Age	Share
Percentage of Female Board of Management Members	11%
Percentage of Male Board of Management Members	89%
Percentage of Board of Management Members Under 30 Years Old	0%
Percentage of Board of Management Members Aged 30–50	79%
Percentage of Board of Management Members Over 50 Years Old	21%

Leadership structure



Percentage of Male Leadership and Management Personnel

Percentage of Female Leadership and Management Personnel



Percentage of Leadership and Management Personnel Under 30 Years Old

Percentage of Leadership and Management Personnel Aged 30–50

Percentage of Leadership and Management Personnel Over 50 Years Old

Gender & Age	Share
Percentage of Female Leadership and Management Personnel	5%
Percentage of Male Leadership and Management Personnel	95%
Percentage of Leadership and Management Personnel Under 30 Years Old	1%
Percentage of Leadership and Management Personnel Aged 30–50	95%
Percentage of Leadership and Management Personnel Over 50 Years Old	4%



1.

1. Coteccons held its annual s hareholder dialogue on September 20, 2025, at the APEC Convention Center project site in An Giang. During the livestream, which lasted more than three hours, Coteccons' leadership openly answered a wide range of questions from shareholders. They also shared the company's long-term strategy, risk management approach and future direction, while acknowledging the valuable contributions and continued support of shareholders and investors.

2. On June 15, 2026, Coteccons' leadership held a shareholder dialogue at its Hanoi office to provide updates on business performance, share the company's strategic direction for the period ahead, and listen to feedback and discuss matters of interest directly with shareholders and investors.



2.



"A LEADER'S ROLE ISN'T TO DO THINGS FOR PEOPLE. IT'S TO BRING OUT WHAT THEY'RE CAPABLE OF, SEE WHERE THEIR STRENGTHS LIE, AND SUPPORT THEM WHEN IT MATTERS. THEN YOU HAVE TO EMPOWER THEM TO STAND ON THEIR OWN AND TAKE RESPONSIBILITY."

Mr. VĂN VI THIỆN
Executive Director, BU2, Coteccons

"WE WERE DOING ESG BEFORE WE EVEN KNEW WHAT ESG WAS"

Behind the environmental, safety and governance standards applied at Coteccons construction sites are deeply human values: sincerity and responsibility.

A conversation with Mr. Văn Vi Thiện, Executive Director of Business Unit 02 (BU2) at Coteccons, shows that the "Own It" culture - and the character of Coteccons people - are not slogans hanging on a wall. They are shaped by how each person acts and takes responsibility for their work on site.

REACHING THE FINISH LINE STARTS WITH SMALL HABITS

ESG is becoming a common standard among many large companies. Yet in an industry like construction, bringing ESG from theory into day-to-day site practice is far from simple. How have you brought it to life at BU2?

Mr. Văn Vi Thiện: In fact, the essence of ESG has long been part of how we work at Coteccons. When the term was first introduced, it may have sounded unfamiliar to our engineers. But once we started working with it, everyone realized these were things we had already been doing every day.

I explain ESG to the team very simply: responsibility for the environment, for people and for how we manage our work begins with small actions.

The "E" can start with keeping the workplace clean, segregating waste, minimizing material waste and complying with environmental regulations. The "S" is about how we treat workers, keeping them safe and creating a working environment that respects people. And the "G" is reflected in transparency, discipline and accountability in management.

So, to me, ESG should not be just a set of criteria for reporting or a race for scores. More importantly, it should change our everyday behavior and habits.

At our construction sites, we hold "Green Day" every Friday afternoon or Saturday morning. The site management team joins consultants, the project owner and workers in cleaning up the site and collecting and segregating waste.

When a small action is repeated long enough, it becomes a habit. And when people start doing it on their own, ESG truly becomes part of everyday life on the project.



The LEGO factory follows a sustainable model and uses advanced technology to ensure efficient production and strict compliance with safety and environmental standards.

LEGO: SUCCESS COMES FROM SHARED RESPONSIBILITY

At the LEGO project, Coteccons made its mark in both schedule performance and quality. What was the key management factor behind the project's success?

When Coteccons won the LEGO project, some people doubted whether we could meet the demands of a project with such high standards.

But the final result showed that a Vietnamese team is fully capable of meeting stringent international standards. I believe that success came from a professional management system combined with the sense of responsibility shared by thousands of people.

The site brought together around 800 engineers and thousands of others, including workers, consultants, representatives of the project owner and partners. If every group focused only on its own work, the project could never achieve its shared goal. I remember that toward the end of the project, safety requirements became even more stringent while the mechanical, electrical, and plumbing (MEP) team was under tremendous schedule pressure. If we had simply said, "That's MEP's job," the overall schedule would certainly have been affected.

We met and decided to bring members of the construction team in to support the MEP team on safety. Ultimately, the shared goal was not for each team to finish its own part, but to complete the project.

That is exactly what "Own It" means.

Own It does not mean, "This is my job." It means that when you see a problem affecting the shared goal, you step in and help solve it. You do not avoid it, blame others or wait for someone else to handle it.

There were also times during construction when high-value additional work came up before commercial approval was finalized. In some cases, we chose to proceed to keep the project on schedule.

Those are decisions you have to weigh carefully from a risk management perspective. But we always ask ourselves: "What will happen to the project if we don't act now?" In the end, both sides worked through the issues together, with transparency and cooperation. To me, that is what sincerity means: doing our best to follow through on what we say, and when problems arise, working through them together instead of assigning blame.

TO THE NEXT GENERATION: DO BETTER THAN OUR GENERATION

One of the hallmarks of your management approach is developing engineers from managing a single area to managing the whole. What has been the hardest part of that transition?

I don't think teaching an engineer another technical skill is particularly difficult. The hardest part is getting enough "flight hours."

Like a pilot, an engineer needs enough time in real-world situations, facing different challenges and building experience before reaching a certain level of professional maturity.

A fresh graduate stepping onto a construction site is like a child learning to walk. The first Site Manager can shape that young engineer's way of thinking and working for years to come. Construction demands tremendous versatility: from costing and quantity take-offs to managing workers, working with subcontractors and consultants, controlling quality and schedules, and managing material wastage.

At Coteccons, keeping steel wastage low and surplus concrete to a minimum has become ingrained in us. It is part of the basic mindset of anyone managing a site.

But moving from managing one part of the work to managing the whole is no longer primarily about technical expertise. The real challenge is having the resolve to take responsibility and challenge yourself.

A leader's role isn't to do things for people. It's to bring out what they're capable of, see where their strengths lie, and support them when it matters. Then you have to empower them to stand on their own and take responsibility.

If you had to identify the values at the heart of Coteccons - those that help the company maintain its competitive edge and set itself apart - what would you emphasize?

No matter how advanced engineering or technology becomes, people ultimately remain the deciding factor. Corporate culture is also shaped by people.

At Coteccons, the two values I have always valued most are sincerity and responsibility.

Sincerity means doing what you say and treating colleagues with decency and kindness. That sincerity within the company also provides the foundation for how we work with our partners and customers.

And responsibility means seeing a task through once you take it on. If a project is at a critical stage, we always try to complete the work and hand it over properly before considering any personal changes.

We saw that sense of responsibility in action recently across the Phu Quoc project cluster. When the project owner was under schedule pressure and facing a labor shortage, Coteccons quickly developed a plan, reinforced the workforce and arranged overtime to meet the schedule requirements.

The project owner told us that whenever they met with Coteccons, they could see the pace on site picking up rapidly. To me, that is what it means to turn commitments into action.

What message would you like to share with the younger generation of engineers - the people who will carry ESG forward and embody the Coteccons spirit and "OWN IT" culture?

Young people today are extremely smart and quick to adapt. The world is changing every day with AI, Big Data, automation and new technologies in construction.

My message to the next generation is very simple: do better than our generation did.

I do not want you to become copies of the generation before you. Find your own way. Think creatively. Be bold enough to create new ways of working.

But there is one thing I hope you will hold on to: the values that have shaped Coteccons people - sincerity, kindness, keeping your word, and taking responsibility through to the end for the team's shared outcome.

Technology can change how we work. AI can help us move faster, and new management approaches can make us more efficient. But trust is still built by people.

So hold on to those values, and have the courage to create your own way forward. Then you will not simply carry Coteccons forward - you can take it further than our generation did.

Thank you.

"OWN IT" at APEC Phu Quoc

TAKING OWNERSHIP, BUILDING WITH AMBITION

While some projects are defined by their design, investment scale, or construction speed, Coteccons' APEC Convention Center project in An Giang stands out for something else: the shared spirit uniting thousands of people. This spirit is known as "OWN IT" - taking ownership of their work and responsibilities and, above all, helping to build a sustainable ecosystem.

THE "OWN IT" SPIRIT ON A REMOTE ISLAND CONSTRUCTION SITE

Building a project on an island means everything - from materials and equipment to the workforce - has to come in from the mainland, and unpredictable weather can upend plans at any moment. Here, the "OWN IT" spirit has become a cultural value, helping the Coteccons team stay on schedule, maintain safety, and deliver on sustainability commitments.

Mr. Vũ Hoàng Pháp, Project Director, explains that unlike mainland projects, island construction requires weeks or even months of advance planning for everything - from steel and concrete to equipment and personnel. Even a prolonged spell of rough weather at sea can disrupt the entire schedule. Under these conditions, simply doing your assigned job isn't enough. Everyone must anticipate potential issues and prepare solutions before problems actually arise.

He notes that the APEC Convention Center is a project of national significance, requiring the entire team to fully embrace the "OWN IT" spirit: Maintaining strict safety protocols, taking ownership of their tasks, staying on schedule, and meeting the highest quality standards. All of this is driven by national pride and a responsibility to uphold Vietnam's international image.

"We aren't just coordinating thousands of workers and partners to deliver the project on time," Mr. Pháp said. "We are also responsible for raising the bar for safety and sustainability across the island's entire construction ecosystem."

Achieving this, Mr. Pháp explains, requires the Project Management Team to combine technical expertise with strong management and on-site coordination. The biggest challenge is ensuring everyone understands their role in the shared goal. To make that happen, the team brings the "OWN IT" spirit to life through clear delegation and empowerment.

Each construction team is assigned specific responsibilities and the autonomy to handle issues within their scope. Managers assign tasks, monitor progress, offer support, and trust their teams to perform at their best.

This approach isn't about applying top-down control or added pressure. Instead, the management team prioritizes dialogue, listening, and flexibility rather than imposing decisions.



Mr. VŨ HOÀNG PHÁP
Project Director, APEC Convention Center Project, Coteccons

AS AN INDUSTRY LEADER, COTECCONS BRINGS INTERNATIONAL STANDARDS OF QUALITY TO EVERY PROJECT, WITH A COMMITMENT TO EFFICIENT PROJECT DELIVERY AND PUTTING PROJECTS INTO OPERATION AS PLANNED.

Photo caption: Mr. Vũ Hoàng Pháp (far left) with engineers taking part in the Happy Coffee Truck activity, part of Coteccons Day 2025 at the APEC Convention Center project in An Giang.

"This mindset is crucial in construction, where every decision can directly affect safety, quality, and timelines," Mr. Pháp added. "An 'OWN IT' culture-built on respect, ownership, and accountability-becomes the glue that unites thousands of people into one aligned team."

"OWN IT" GOES BEYOND RESPONSIBILITY: IT'S ALSO ABOUT PEOPLE

Because the majority of the workforce relocates from the mainland for extended periods, caring for their well-being and living conditions is a vital part of the project's sustainability strategy.

This focus on people remains central as the company promotes the "OWN IT" spirit, acknowledging the day-and-night efforts of the workers making this landmark project a reality. While schedule, safety, and quality are paramount, Coteccons is equally committed to providing the best possible working conditions, guided by a simple belief: "Coteccons leaves a place greener and better than we found it."

According to Mr. Pháp, thousands of workers away from home receive free, fully equipped accommodation near the site. Regular support - including transportation, coffee truck visits, and the distribution of daily necessities - helps ease their burden. This care strengthens team bonds and gives workers the peace of mind to bring their families to Phu Quoc.

Beyond the site, the project is known for local community initiatives, such as supporting children and people in difficult circumstances, and partnering with Border Guard units for beach cleanups. For Coteccons, true success is also measured by the positive impact left on the local community.

> **"Every square meter of concrete poured and every tree planted across Phu Quoc's major sites reflects more than the hard work of over 3,000 people. It also reflects our pride in contributing to the country's development, in our profession, and in being part of Coteccons, which we regard as our second home."**
>
> Mr. **Vũ Hoàng Pháp**
> Project Director, APEC Convention Center Project, Coteccons



Mr. Vũ Hoàng Pháp (far left) with engineers taking part in the Happy Coffee Truck activity, part of Coteccons Day 2025 at the APEC Convention Center project in An Giang.



On January 28, 2026, Mr. Phạm Minh Chính (former Prime Minister of Vietnam) visited the sites, inspected progress and encouraged teams working day and night on projects serving APEC 2027.

Photo source: Government News.

Young engineers far from home, workers braving the elements, and coordination teams working around the clock are together building an iconic APEC venue. Yet, the legacy Coteccons hopes to leave extends beyond a world-class facility. It is also about the kind of Vietnam the project represents: one that is increasingly connected to the world, while valuing green development, natural beauty, and a lasting respect for the environment. Coteccons aims not just to build projects, but to help shape a meaningful ecosystem.

Mr. Pháp proudly shared: "Every square meter of concrete poured and every tree planted across Phu Quoc's major sites reflects more than the hard work of over 3,000 people. It also reflects our pride in contributing to the country's development, in our profession, and in being part of Coteccons."

That sense of ownership and pride is the true essence of the "OWN IT" spirit at APEC Phu Quoc. It goes beyond taking ownership and staying on schedule; it's about professional integrity, recognition for one's efforts, and pride in contributing to both the company and Vietnam. This spirit has become a key competitive advantage, cementing Coteccons' position as a pioneer in sustainable development.

COTECCONS IS PROUD TO TAKE PART IN MAJOR NATIONAL INFRASTRUCTURE PROJECTS SUCH AS THE APEC CONVENTION CENTER. THIS IS MORE THAN AN OPPORTUNITY FOR COLLABORATION. IT IS A WAY FOR COTECCONS PEOPLE TO CONTRIBUTE TO NATIONAL DEVELOPMENT, HELP RAISE INDUSTRY STANDARDS, AND WORK TOGETHER TO BUILD A SUSTAINABLE ECOSYSTEM.

More than rules or governance requirements on paper, the OWN IT spirit serves as a guiding principle that translates transparency, discipline and responsibility into everyday ways of working across Coteccons. It underpins a strong governance system that supports high-quality growth and helps Coteccons maintain its position as an industry leader.

OWN IT

CHANGING BEHAVIOR, CREATING SUSTAINABLE VALUE

OWN IT guides how Coteccons people work by addressing five recurring questions in day-to-day work: How do we take ownership of our work? How do we make decisions? How do we collaborate? How do we engage in dialogue? How do we measure results?

If policies and regulations are the "hardware" of governance, OWN IT is the "software"-the cultural values that shape how Coteccons people make decisions and act every day.

Communicated consistently across offices and construction sites, OWN IT translates governance principles from written requirements into everyday ways of working, helping make **FAIRNESS** – **TRANSPARENCY** – **RESPONSIBILITY** – **ACCOUNTABILITY** a natural and consistent part of day-to-day work.

OWN
Own the business and catch opportunities to think differently, take risks and dare to try the new.

WIN
Persuade and drive longterm growth, aligned strategies that speed up the action to win in the market place.

NO POLITICAL
No jerks or negative comments on personal manners. It it time for straight talk to adjust the behaviors. No corrosive, no meanspirit, no ego and respect people..

IMPACT
Impact the longterm result, deliver on commitments with speed, decisiveness and integrity.

TRUST
Trust in one another, empower people with together spirit, trust to get constructive debate to ensure each other's success.

OWN IT goes beyond messaging. It is embedded across the company through training, internal evaluation and recognition mechanisms, and also serves as a reference point for recruitment and team development. This consistent application helps foster a culture of integrity, transparency and responsibility-the foundation for Coteccons to maintain its position as an industry leader in Vietnam's construction industry.

Through the OWN IT spirit, Coteccons has turned governance and ESG standards into a living culture across its offices and construction sites. At the same time, the company continues to strengthen its internal capabilities, prepare to seize new opportunities and remain steadfast in its journey to create sustainable value for shareholders, partners and communities.











Transparency standards &

A CULTURE OF RESPONSIBLE GOVERNANCE

Coteccons is committed to conducting business with honesty and integrity wherever it operates. The company builds its reputation on FAIRNESS - TRANSPARENCY - RESPONSIBILITY - ACCOUNTABILITY through a system of policies applied consistently across offices and construction sites and extended to partners, suppliers and subcontractors, supported by anonymous reporting mechanisms and a commitment to non-retaliation.







Policy name	Policy code and issuance date	Applicable parties
Business Conduct Policy	BOD-PO.01 Rev.01 – Decision No. 0488/2023/QĐ-TGĐ, dated March 2, 2023	**All employees, consultants, contractors, apprentices, outsourced personnel, interns, agents, sponsors, third parties, and subsidiaries**
Code of Conduct for Employees	BOD-PO.02 – Issued October 18, 2024	**All Coteccons Group personnel**
Code of Conduct for Business Partners, including: Anti-Corruption and Anti-Bribery Policy (FCPA); Information Security Policy and Child Labor Prevention Policy	BOD-PO.01 Rev.02 – Issued October 18, 2024	**All subcontractors, suppliers, and third parties that provide goods or services to Coteccons, including their owners, officers, employees, and agents**
Equality And Anti-Discrimination Policy	BOD-PO.04 – Decision No. 1412/2023/QĐ-TGĐ, dated May 10, 2023	**All employees and job applicants**

The policies also establish clear, non-negotiable boundaries: the company does not tolerate unlawful or unethical conduct by managers, directors, employees or personnel at its branch offices, and does not compromise its principles for short-term advantage.

CUSTOMER PRIVACY

Coteccons treats information belonging to the company, project owners and partners as an asset requiring strict protection.

Under the Business Conduct Policy, protected information includes strategic business plans, operating results, drawings, technical specifications, contact lists, personnel records, merger and acquisition plans, new investment projects, construction costs, processes and methods.

Information is disclosed only on a need-to-know basis, in accordance with established procedures and under the direction of the relevant supervisor or Project Management Team. The Code of Conduct for Employees further requires the protection of employees' personal data. Such data may be collected, accessed, used or disclosed only for legitimate business purposes and in accordance with applicable laws.

Business partners are contractually bound by confidentiality obligations. They may not disclose information to any party without prior authorization from an authorized person and are required to protect confidential information belonging to Coteccons and relevant parties.

During the reporting period, Coteccons recorded no incidents involving breaches of customer privacy.

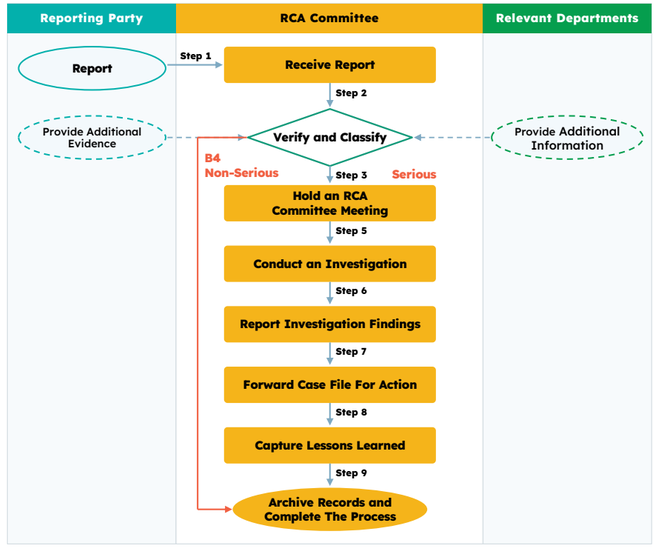
REPORTING MECHANISM & whistleblower protection

A governance system can operate effectively only when information about misconduct can be reported truthfully from the bottom up. Coteccons maintains a centralized reporting channel managed by Risk Management, Compliance and Internal Audit (RCA) and available to both employees and business partners

REPORTING CHANNELS

Channel	Contact Information
Email	**baocaotuanthu@coteccons.vn**
Hotline	**028-35142277**
QR Code	Printed directly in the Code of Conduct for Employees and the Code of Conduct for Business Partners, enabling reports to be submitted to RCA
Discrimination Complaint Channel	In writing: submit to the Human Capital Department; Email: **hrdept@coteccons.vn** or **kkt-tt@coteccons.vn**; Hotline: **(+84) 28 3514-2255** or **3514-2266**

RISK AND NON-COMPLIANCE REPORTING AND RESPONSE PROCESS



Step Descriptions

- **STEP 1** The RCA Committee receives reports of risks or non-compliance through three channels: hotline, email and QR code.
- **STEP 2** TWithin 48 hours, the RCA Committee verifies the reported information, classifies the case and, where necessary, requests additional evidence or information from the reporting party and relevant departments via email, Microsoft Teams or other appropriate channels. Serious cases proceed to Step 3, while non-serious cases proceed to Step 4.
- **STEP 3** The RCA Committee holds a meeting to discuss and agree on the appropriate course of action.
- **STEP 4** Close non-serious cases and forward the records for archiving.
- **STEP 5** Conduct an investigation if necessary.
- **STEP 6** Report investigation findings and corrective measures to the Board of Management for serious cases that affect the company's reputation, pose safety or security risks, or involve breaches of published commitments, rules or procedures.
- **STEP 7** Forward the case file to the Human Capital Department and relevant parties for appropriate action in accordance with the company's internal rules and regulations.
- **STEP 8** Capture lessons learned and share them across the company.
- **STEP 9** Archive the records and complete the process.

3 PRINCIPLES FOR PROTECTING REPORTERS

1

Anonymity:
Reports may be submitted anonymously or confidentially, reducing personal risk for individuals who raise concerns about misconduct.

2

Protection Against Adverse Treatment:
Coteccons is committed to protecting anyone who reports in good faith from any form of adverse treatment arising from their report. The company also strictly prohibits any action that disadvantages, pressures or otherwise negatively affects reporters.

3

Timely Response:
Reporters will be contacted within 24 hours to confirm receipt of their report and be informed of how it will be handled. A defined response timeline helps ensure the transparency and effectiveness of the reporting and whistleblowing mechanism.

Alongside these internal channels, Coteccons continues to review and redesign its reporting mechanism with a specialized external provider, with the aim of engaging an independent operator, establishing a clear screening process and completing a comprehensive policy for protecting reporters.



Team-building activities help strengthen unity and foster closer bonds among Coteccons' leadership.

ESG

IN PRACTICE PIONEERING A SUSTAINABLE ECOSYSTEM

At Coteccons, ESG goes beyond strategic direction and reporting metrics; it has become a guiding principle embedded throughout the organization. ESG is implemented consistently across the company, from the Board of Directors' commitment to concrete action across hundreds of construction sites and throughout the supply chain.

To establish a consistent and responsible approach to ESG implementation, Coteccons has developed and issued a comprehensive company-wide ESG Policy (BOD-PO.06), effective March 8, 2023, covering the three ESG pillars: Environmental, Social and Governance.

As a leading construction company, Coteccons is committed to creating economic value while fulfilling its responsibilities to the environment, workers and communities. This commitment is more than a slogan; it is reflected in specific goals, indicators and monitoring mechanisms.

1. ENVIRONMENTAL POLICY (E)

Coteccons considers compliance with environmental regulations and efficient resource use fundamental to its construction operations. The company proactively manages environmental impacts at construction sites, optimizes material use, limits waste generation and makes effective use of surplus materials, while progressively improving energy and resource efficiency to reduce environmental impacts throughout the construction process.

Pillar	Commitment
Energy and emissions	Use energy-efficient lighting, HVAC, and insulation systems; Measure and disclose emissions data in each reporting period.
Green materials	Prioritize biodegradable and reusable materials, locally sourced materials and green materials incorporating new technologies, together with optimized design to reduce the carbon footprint throughout a building's life cycle.
Technology and data	Apply Building Information Modeling (BIM), automation, and data analytics to optimize resource-use efficiency at construction sites.
Waste and resources	Apply the 3R principle, manage water sustainably and minimize construction waste.
Biodiversity	Implement tree-planting programs and protect natural ecosystems.
Sustainable transportation	Use low-emission vehicles and green transportation solutions for office and construction-site operations.

2. SOCIAL POLICY (S)

Coteccons is committed to maintaining a professional and transparent work environment and continually strengthening compliance with ethical labor standards. The Social Policy applies consistently to all employees and engineers and extends to construction workers employed by subcontractors.

Pillar	Commitments
Fair working Conditions	Ensure fair remuneration for employees and engineers; Provide access to benefits such as healthcare and retirement plans; Protect workers from all forms of harassment or discrimination.
Transparency of employee benefits	Provide all employees with full information on their rights and responsibilities within the company; transparently disclose compensation policies, reward systems and other employee benefits.
Building a safe and healthy work environment	Health is the top priority. Establish a work environment free from hazards and risks; provide all necessary Personal Protective Equipment (PPE); Conduct regular training and education programs to minimize accidents and injuries at construction sites, applicable to Coteccons employees and contractor personnel, including general site workers.
Responsibility for workers employed by subcontractors	Encourage subcontractors to adopt social protection policies for workers, including seasonal workers.

Selected Key Governance Policies And Principles Implemented By Coteccons

- Equality and Anti-discrimination policy
- Anti-sexual harassment policy
- Code of conduct for employees
- Code of conduct for business partners:
  - Anti-Corruption and Anti-Bribery Policy (FCPA)
  - Information Security Policy
  - Child Labor Prevention Policy

3. GOVERNANCE POLICY (G)

Coteccons recognizes governance as the foundation for ensuring that ESG commitments are implemented consistently, responsibly and in a measurable manner throughout the company. The company emphasizes leadership, establishes a clear ESG governance structure, sets ESG targets and indicators, strengthens its policy and procedural framework, extends ESG practices throughout the value chain, and reinforces transparency, integrity and risk management. In this way, ESG is integrated into business strategy, operations and culture rather than treated as a standalone activity.

Pillar	Commitment
Leaders' Commitment	BOD demonstrates a clear and active commitment to ESG compliance and is prepared to allocate the necessary resources. ESG is integrated into company strategy, operations and culture from the top down. The ESG Committee, alongside the Audit and Risk Committee includes senior leaders' representatives, while an ESG Implementation Team comprising mid-level managers from key departments is responsible for ESG implementation. The governance structure is reviewed and adjusted as needed to ensure its effectiveness and continued relevance.
ESG Targets and Measurement	Pursue the 17 Sustainable Development Goals (SDGs) and goals suited to the characteristics of the construction industry; consult with stakeholders to identify appropriate ESG indicators and KPIs as a basis for monitoring, evaluation and performance improvement.
ESG Policies and Procedures	The ESG Implementation Team is responsible for developing and introducing policies and procedures to guide ESG activities and ensure compliance with relevant national and international regulations and standards, particularly those applicable to the construction industry. It also supports the communication of these policies and training on environmental management, business ethics, ethical conduct and corporate governance.
ESG Ecosystem and Value Chain	Extend the ESG ecosystem to all stakeholders, including investors, partners, customers, regulators, rating agencies, advocacy groups and communities; Hold regular consultations and meetings and report on ESG performance; In particular, seek direct collaboration with partners and subcontractors to advance core business objectives and ESG outcomes in parallel.
Transparency and Integrity	Conduct regular, mandatory training on business ethics and integrity; Establish transparent monitoring and reporting systems for stakeholders in accordance with international standards; conduct periodic internal and external audits; Disclose ESG risks and opportunities; and maintain clear accountability at the highest leadership level.
ESG Risk Management	Identify environmental, social and governance risks, including financial risks and risks involving competent authorities, regulatory requirements and implementation; assess their likelihood and potential impacts; develop and implement corresponding risk-mitigation strategies; and continuously monitor and review the effectiveness of these measures.

Mr. VŨ HOÀNG NAM - Head of Risk Management, Compliance and Internal Audit (RCA), Coteccons

RCA

A STEADFAST GOVERNANCE SAFEGUARD FOR THE BUSINESS

To keep operations agile while maintaining the highest level of ESG compliance, the Risk Management, Compliance and Internal Audit (RCA) function serves as a robust shield that protects the business and drives value creation.

As early as 2015 - 2016, Coteccons laid the foundation for its safety and environmental criteria, which have been continually updated in line with prevailing legal requirements and leading global practices in waste and emissions control.

Building on this standards framework, RCA has established compliance control mechanisms through reporting systems, periodic checklists (quarterly/semi-annually) and ad hoc site inspections. The ultimate objective is to uphold safety as a top priority and work toward zero serious incidents.

According to Vũ Hoàng Nam, Head of Risk Management, Compliance and Internal Audit (RCA) at Coteccons, the company has long maintained industry-leading standards in occupational safety and environmental control, together with a strong governance foundation. Consequently, putting Environmental, Social and Governance (ESG) into practice comes naturally as part of its core culture, rather than as something imposed.

However, Governance (G) remains a critical area requiring ongoing reinforcement and refinement, as well as disciplined execution every day. "RCA's principle is not to add unnecessary procedural layers, but to embed ESG requirements in the right processes, assign accountability to the right parties and track the right data," Mr. Nam said.

Specifically, occupational safety indicators are integrated directly into the Health, Safety and Environment (HSE) system; supplier selection criteria incorporate human rights, business ethics and environmental requirements; and governance indicators feed directly into the internal control system. Coteccons is accelerating digitalization, using management dashboards and key risk indicators to track data continuously in real time.

> **"Effective risk management is not about avoiding every risk, but about identifying risks early, understanding them clearly and managing them in a controlled manner."**
>
> Mr. **Vũ Hoàng Nam**
> Head of Risk Management, Compliance and Internal Audit (RCA), Coteccons

This approach ensures that ESG indicators do not remain merely on paper but are grounded in actual on-site results, from accident rates and safety training rates to the volume of waste segregated and subcontractor compliance levels.

At Coteccons, the Social dimension of ESG is expanded to place greater emphasis on Safety. This reflects not only the demanding nature of construction, but also Coteccons' human-hearted culture, which regards people as the company's most valuable asset and places them at the heart of all business activities. In addition, RCA places particular emphasis on the Code of Conduct.

There has been no addressed serious violations involving ethics or harassment, a testament to a transparent and cohesive working environment.

To prevent ESG from becoming a collection of isolated initiatives, Coteccons has also established cross-functional coordination mechanisms. Project-level managers review and balance how ESG is integrated into day-to-day work, with matters then submitted to the Board of Management and periodically reviewed by RCA.

According to Mr. Nam, as ESG regulations around the world change rapidly, RCA has shifted from detection-focused auditing to predictive auditing. The dedicated team tracks trends and reviews system readiness to help the company respond proactively before new regulations take effect.

Although investment in ESG entails significant costs, Mr. Nam says Coteccons sees it as a strategic investment to differentiate itself and pursue sustainable development.

FOUR DIRECTIONS FOR STRENGTHENING RCA'S CORE CAPABILITIES

- Keep abreast of new international standards on ESG, risk management and sustainability auditing.
- Strengthen data-analytics capabilities and the use of digital technology to monitor ESG risks in real time.
- Promote knowledge-sharing with international partners, experts and organizations.
- Develop an integrated audit model spanning finance, operations and ESG.



By integrating digital transformation across its operations, Coteccons strengthens Risk Management, Compliance and Internal Audit (RCA). ESG is embedded in the control process, from early risk identification and response to monitoring, remediation, and continuous improvement.

Risk management,

COMPLIANCE & INTERNAL AUDIT (RCA)

The RCA team is responsible for risk management, compliance and internal audit at Coteccons.

Coteccons identifies Risk, Compliance Management and Internal Audit (RCA) as a core component of the Governance pillar within the company's ESG framework.

The RCA system operates under the direction of the Board of Directors (BOD), through the Audit and Risk Committee, to identify, assess, and control material risks at both the company and project levels, thereby protecting growth achievements and maintaining the company's capacity for sustainable development.

For Coteccons, enterprise risk management is not a defensive function; it is a strategic advantage that enables the company to pursue opportunities selectively by identifying risks early and removing barriers before they lead to incidents.



RISK MANAGEMENT MECHANISM

Coteccons has established its risk management system around four components: risk appetite approved by the BOD, a responsibility structure based on the Three Lines Model, a closed-loop risk analysis process, and a risk culture throughout the organization. The entire system is formalized in the company's Regulations on the Risk Management System and applied consistently across Coteccons and its member companies.

RISK APPETITE

Risk appetite is the boundary that defines the level of risk the company is willing to accept in pursuing its strategic objectives. Through the Risk Management Committee, the BOD establishes and approves the risk appetite and then communicates it across the organization to ensure that all employees operate within the approved boundaries.

For projects with demanding schedule requirements, the company identifies six non-negotiable principles that fall outside its risk appetite: Occupational safety, construction quality, legal compliance, working conditions, environmental obligations, and the project team's ability to maintain control.

OBJECTIVES AND VALUE OF THE RISK MANAGEMENT SYSTEM

RCA activities are guided by core values directly linked to protecting growth achievements and promoting the company's sustainable development:

Objective	Value Created
Consistent, Measurable Control Mechanisms	RCA policies and procedures are standardized so that all operations are conducted within a control framework consistent with the approved risk appetite.
Quality Of Decision-Making And Planning	Provides data and analysis that enable management to prioritize; improves resource allocation efficiency; limits errors arising from processes, systems, and people; and enhances compliance and the reliability of the internal control system.
Resource Allocation Efficiency	Risk identification and assessment help the company use resources efficiently, reduce losses, and improve operational performance.
Stakeholder Trust	Proactive control measures protect the value of tangible and intangible assets, reinforce the confidence of customers, shareholders, partners, and employees in the company's risk-control capabilities, and strengthen the company's market image and brand.

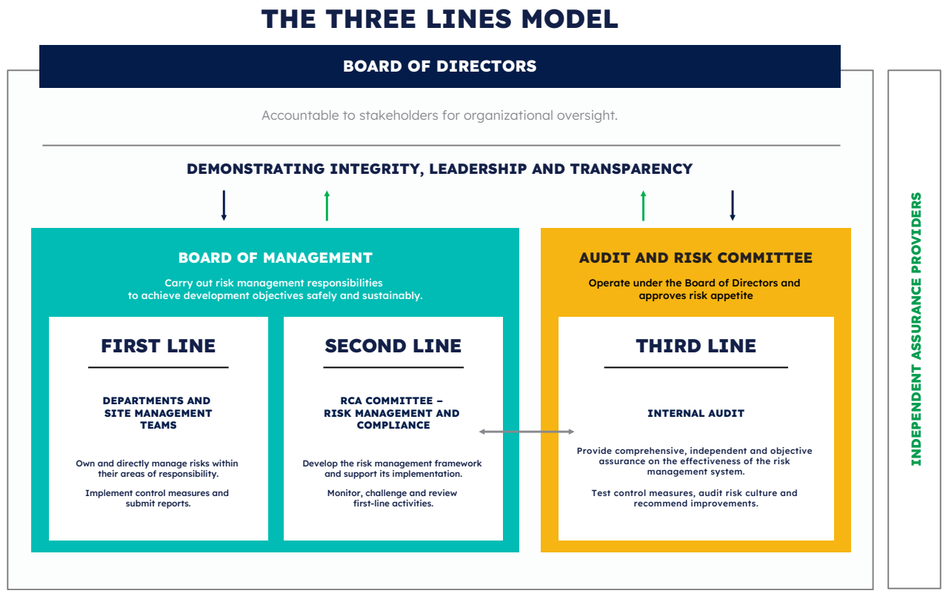
4 RISK TREATMENT STRATEGIES

1. **Avoidance**: Risks can be completely eliminated by refraining from the activities that generate them or changing the implementation approach.
2. **Mitigation**: Risks cannot be eliminated, but controls can reduce their likelihood or impact.
3. **Transfer**: Risks can be transferred in part to third parties through insurance, contractual terms, or risk-sharing mechanisms with partners.
4. **Acceptance**: Risks are unavoidable, and the cost of controls exceeds the benefits they provide. In such cases, the company prepares response plans rather than preventive measures.

RISK MANAGEMENT

Structure based on the three lines model

Coteccons organizes its risk management function under the Three Lines Model, in line with international practice. The model clearly distinguishes three roles: First line - Owning and directly managing risk; Second line - Developing the framework and providing oversight independently of operations; Third line - Providing independent assurance to the BOD.



FOR COTECCONS, RISK MANAGEMENT IS A PROACTIVE CAPABILITY, NOT A DEFENSIVE FUNCTION.

Coteccons' RCA policy establishes 4 core requirements, clearly defining responsibilities for each management line:

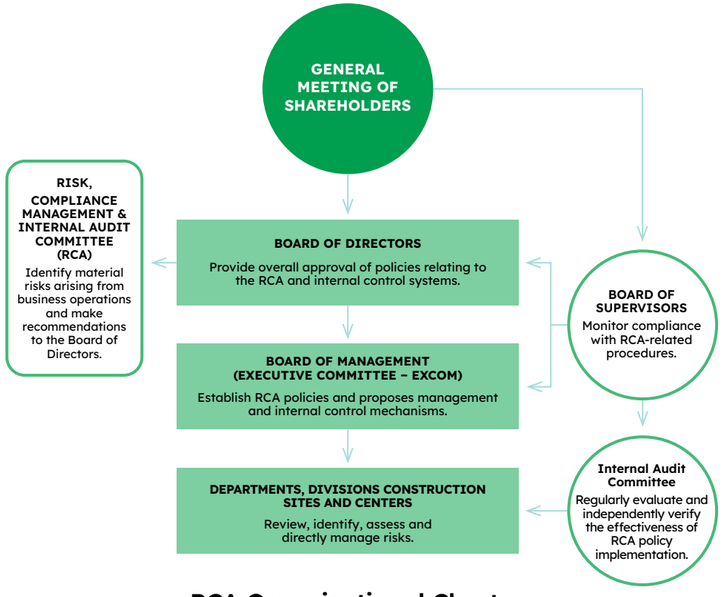
REQUIREMENTS FOR

The RCA FUNCTION

- **Direction from the BOD**:
  Through The Audit and Risk Committee, the BOD sets the direction, risk appetite, strategy, and organizational structure for the RCA function, ensuring that the system supports the company's operations as effectively as possible.
- **Industry-specific approach**:
  Risks are identified based on the characteristics of the construction industry and assessed using two criteria: frequency and impact. On that basis, the company establishes corresponding controls to reduce negative impacts.
- **System-wide accountability**:
  All levels of management and all departments are responsible for understanding, implementing, and overseeing RCA within their areas of responsibility; integrating RCA into day-to-day operations; and fostering a culture of risk awareness through internal communication.
- **Independent assessment**:
  Internal Audit independently assesses the effectiveness of RCA implementation in accordance with the audit programs and plans approved by the BOD and the Board of Supervisors. Assessment results provide the basis for improving the control system and enhancing company-wide risk management capabilities.

RISK IDENTIFICATION RESULTS DURING THE REPORTING PERIOD

Based on the above process, RCA categorizes material risks at two levels: project level and company level. Each risk group is assessed against two criteria-frequency and impact-and linked to specific controls and responsible units, while also being regularly reviewed and reported to The Audit and Risk Committee.



RCA Organizational Chart

THE RCA SYSTEM NOT ONLY PLAYS A PREVENTIVE ROLE BUT ALSO ENHANCES THE COMPANY'S RESILIENCE TO INTERNAL AND MARKET SHOCKS, PARTICULARLY AS IT IMPLEMENTS ITS DIVERSIFICATION STRATEGY. IT IS A KEY GOVERNANCE TOOL THAT ENSURES THE COMPANY ACHIEVES ITS ANNOUNCED GROWTH OBJECTIVES AND SUSTAINABLE DEVELOP-MENT COMMITMENTS.

PROJECT RISK MANAGEMENT

At the project level, RCA activities focus on identifying and controlling risks that arise throughout the construction life cycle to ensure schedule, quality, safety, and financial efficiency. The material risk groups identified during the reporting period include:

Risk Group	Risk Identification Details	Control Measures
External Factors	Project owners, supervision consultants, suppliers, subcontractors, and the construction workforce. Market volatility, weather conditions, and legal changes.	The company assesses the capabilities and reputation of stakeholders before engaging them.
Internal Factors	Organizational structure, personnel capabilities, and training. Project finance. Design and construction management. Security and occupational safety. Materials and equipment management. Document management, recordkeeping, and ISO compliance.	Standardize procedures and apply project management technology. Invest in occupational safety and employee training. Control costs and schedules through transparent, regular reporting mechanisms.

COMPANY-LEVEL RISK MANAGEMENT

Seven material risk groups were identified during the reporting period:

Risk Group	Risk Identification Details	Control Measures
Strategic	Market volatility and brand risks, particularly as markets expand, business areas diversify, and competition intensifies.	Enhance market intelligence and analysis capabilities. Pursue strategic partnerships and M&A to expand market share.
Operational	Occupational safety and security, bidding activities, human capital management, and transactions with stakeholders.	Raise occupational safety standards, apply safe construction technologies, and strengthen training and personnel management controls.
Human Capital	The company may face issues related to workforce management and utilization, shortages of highly skilled personnel, talent retention, and workforce-related risks.	Build clear human capital policies, focusing on employee training and skills development, and create a safe, positive work environment to attract and retain talent.
Financial	Fluctuations in material and labor costs, payment schedules from project owners, and risks in capital management and utilization.	Closely manage contracts and payment terms. Implement measures to optimize cash flow.
Compliance	Changes in laws and regulations, both domestically and internationally, unfavorable contract terms, and the risk of disputes.	Keep up to date with and comply with legal requirements. Strengthen the legal function and refine standard operating procedures (SOPs).
Information Technology	With rapid advances in information technology, Coteccons may face challenges in making appropriate investments in technology and human capital, achieving integration across its information systems, and optimizing the use of data to support its business operations. In addition, the company may face cybersecurity and information security risks that could lead to data leakage due to cyberattacks or security vulnerabilities.	Identify the technologies that deliver the greatest value and prioritize investment in those areas, ensuring that every investment is appropriate and directly supports business objectives. Establish security systems to protect customer information and company data from cyberattacks. Conduct periodic reviews of IT systems and develop and implement robust information security policies. Apply measures such as data encryption, access management, and appropriate user-access permissions. In addition, employee training in cybersecurity and technology-risk awareness is important for mitigating risks arising from human factors.
ESG	Physical risks (extreme weather, storms, and flooding that disrupt schedules and affect site safety); transition risks (GHG inventory and adoption of national and international practices); and reputational risks.	Keep abreast of new international standards on ESG, risk management and sustainability auditing. Integrate ESG risks into the overarching risk management system. Enhance data analytics capabilities and apply digital technologies to monitor ESG risks.



Green AND SUSTAINABLE THROUGH A DIGITAL TRANSFORMATION STRATEGY

As globalization deepens and sustainability standards receive growing attention, companies seeking to compete on the global market must accelerate digital transformation and establish green supply chains.

According to Mr. Đoàn Hải Nam, Coteccons IT Director, having a green supply chain is effectively part of the rules of international business and a prerequisite for entering the global stage. Coteccons BOD has identified this as a core strategy for the years ahead, weaving ESG criteria consistently throughout the organization. Digitalization is also being implemented to ensure information consistency and timely data retrieval.

Mr. ĐOÀN HẢI NAM
Coteccons IT Director

PROACTIVELY TAKING OWNERSHIP OF INTERNATIONAL-STANDARD TECHNOLOGY SOLUTIONS

In early 2026, advancing its Go Global strategy and commitment to professional management, Coteccons developed its own CTD-Core platform. This move allows the company to take full ownership of its integrated technology solutions while building an in-house core technology team.

One core requirement is to standardize master data and BIM (Building Information Modeling) data to international standards. BIM is used across the design, construction and operation phases of a project, with the standardized data then stored centrally in a CDE (Common Data Environment), a shared data environment that supports better project management.

"Developing the core CDE system to global standards from the outset is a decisive factor in enabling Coteccons to meet the requirements to participate in green supply chains and systematically prepare green profiles for projects in a practical, implementation-ready manner," Mr. Nam shared.

Discussing the system integration roadmap, Mr. Nam emphasized that CTD-Core plays a key role in helping the company build a Data-Driven Decision Culture. This culture standardizes employees' reporting processes by having them use a shared data platform managed by the company to present information and propose solutions.

To put this into practice, the company is developing a modular system integration roadmap to create a Single Source of Truth. Existing data from member companies is retained and remains unaffected. CTD-Core then creates a clean copy of the data on the shared platform and trains employees to use this data source for reporting and decision-making. Within the broader strategy, the CTD-Core platform is a technology enabler that builds momentum, helping Coteccons strengthen its management and prepare for expansion into international markets.

DIGITALIZATION: SETTING NEW AI STANDARDS FOR THE CONSTRUCTION INDUSTRY

Along its journey of digital transformation, global expansion, accelerated growth and sustainable development, Coteccons is increasingly integrating digital transformation and AI into its sustainability strategy, Mr. Nam said.

One way this is being put into practice is through the company's development of Control Towers. Like air traffic control towers at airports, which oversee flight operations from an elevated vantage point, these Control Towers grant Coteccons leadership high-level visibility and granular control over operations.

These Control Towers are divided into three levels: the first serves the company's executive management, providing strategic visibility; the second serves business-unit directors, enabling them to manage operations more closely based on operational realities; and the third goes down to the individual level, enabling employees to manage their own work effectively. As a result, the company can operate transparently and grow in line with its sustainability strategy.

In the past, the construction industry was often considered to lack transparency across its supply chain, including supplies, materials, contractors and suppliers. To address this challenge, Coteccons is digitalizing its entire end-to-end supply-chain platform, from procurement to payment (Procure-to-Pay or Source-to-Pay). This comprehensive supply-chain platform is one of the most important initiatives for enhancing transparency and improving operational management efficiency for all stakeholders, from Coteccons and project owners to subcontractors and suppliers.

> **"Having a green supply chain is essentially part of the rules of international business and a mandatory prerequisite for companies seeking to compete on the global stage. Those that fail to meet this requirement are excluded from the outset; only after this necessary condition has been met do technical capability and pricing come into consideration."**
>
> Mr. **Đoàn Hải Nam**
> Coteccons IT Director

The greatest challenge Coteccons faces in digital transformation stems from its position as a pioneer. While most companies can learn from models that have already proved successful, Coteccons, as an industry leader in Vietnam, has no established model ahead of it to benchmark against or follow. Without a reference model to benchmark against, Coteccons must conduct its own research and set new, higher standards.

Mr. Nam said Coteccons has chosen to make focused investments in research and development (R&D) rather than relying solely on general-purpose AI. This direction is strongly driven by the Chairman of the Board of Directors, with a focus on developing data models and AI tailored to the construction industry. Accordingly, Coteccons remains ready to collaborate with and learn from leading countries in technology and construction, such as the United States, India and China.

By building on advanced open-source models from these markets, Coteccons continues to customize and develop specialized technology applications that effectively support the company's operations in Vietnam and internationally.

From an ESG perspective, digital transformation enables more seamless governance and allows employees to work differently, faster and more effectively, with greater control over their work. When information systems are tailored to specific work requirements, departments can connect easily and share information securely. Management also has sufficient real-world data to make better, more consistent decisions. In this way, ESG and digital transformation are integrated into one system, ensuring transparent and clearly defined operations.

Beyond Coteccons' internal teams, clients and partners can also clearly understand the rules and requirements that apply in practice, helping establish reliable standards and deliver on commitments to world-class, high-quality and sustainable projects. This is no longer the responsibility of the IT team alone; it has become part of the culture and way of working of Coteccons people. Regardless of their position or role, Coteccons employees equipped with the necessary knowledge and technology and driven by the aspiration to contribute will be pioneers who help the organization reach new milestones.

Digitalizing Operations:

A FOUNDATION FOR TRANSPARENT GOVERNANCE & QUALITY GROWTH

Coteccons is actively advancing its digital transformation, not only to operate more efficiently but also to develop a smarter operating model that supports its goals of becoming an industry leader, achieving quality growth, and remaining committed to sustainable development.



Coteccons employees install and try out the Workday app.

As Vietnam enters a new era of development, Coteccons has recognized both the challenges and opportunities that accompany the nation's aspirations. The company views digital transformation as an important development strategy for improving governance effectiveness and enhancing operational transparency. Digital transformation is not seen as a stand-alone technology program, but as a foundation for transforming its governance model, standardizing processes, improving decision-making quality, and creating sustainable value for customers, employees, investors, and other stakeholders.



AI Copilot training for Coteccons employees: From Productivity to Breakthroughs.

DIGITALIZING OPERATIONS AND PROMOTING TRANSPARENT GOVERNANCE.
Coteccons is gradually moving its management, approval, and record-retention activities onto internal management and collaboration platforms, with digital signatures integrated into approval workflows. This shortens processing times, improves information traceability, and significantly reduces the need to print documents, a commonly overlooked source of emissions and resource consumption in office operations.

DATA AS A STRATEGIC ASSET.
The company views data as a strategic asset in this transformation. Developing centralized data platforms standardizes information from construction sites to corporate offices, improves data consistency, and provides a critical foundation for ensuring that every governance decision is based on verifiable information.

COMBINING INTERNAL CAPABILITIES AND EXTERNAL PARTNERSHIPS.
To execute this strategy, Coteccons draws on the capabilities of its in-house IT team and collaborates with experienced market partners. Bringing the CTD-Core platform into Coteccons' ecosystem has enabled the company to develop and take ownership of integrated digital solutions across its operations, rather than relying on external providers - a key factor in ensuring system continuity and data security. It also lays the foundation for building Coteccons' core technology team over the long term.

DIGITAL TRANSFORMATION IN HUMAN CAPITAL MANAGEMENT.
Implementing the Workday platform is a notable milestone in human capital management. Coteccons formally partnered with Workday in March 2026 and went live with the platform in August 2026. The platform enables the company to:

- **Advance HC transformation by** shifting people management from manual processes to a modern cloud platform.
- **Enhance the employee experience by** creating a seamless digital workplace that supports data-driven interaction and decision-making by employees and managers.
- **Improve operational efficiency by** reducing overlap across HC processes - from recruitment and payroll to talent management - through automation and standardization.

STRENGTHENING EMPLOYEES' DIGITAL CAPABILITIES:
Alongside platform standardization, the company provides training on applying artificial intelligence in the workplace, enabling employees to use digital tools effectively, in a controlled manner, and for their intended purposes. This improves their ability to adapt to rapid technological advances while reducing manual tasks so they can focus more on value-creating activities.

INFORMATION SECURITY AS A MANDATORY:
Along with the expanding use of technology, Coteccons requires all employees and stakeholders to comply with information-security requirements, including rules on access authorization, data management, and conduct in digital environments. This is a critical component of IT risk management, ensuring that the digitalization process is implemented in a controlled manner.

DIGITALIZING CONSTRUCTION SITE OPERATIONS:
Digital transformation at Coteccons is not limited to office functions; it extends directly to design and construction management. The OpusK (Metropole 1.14) project is a pioneering example of the integrated deployment of digital platforms and has delivered clearly measurable results:

- **Centralized data management through a common data environment (CDE)**:
  All drawings, Building Information Modeling (BIM) models, schedules, and construction documents are stored, access-controlled, and updated in real time within a single digital environment. This platform enables the company to track the number of clashes, monitor their resolution status, and classify them in detail by design firm or subcontractor.

- **3D and 4D BIM models**:
  Simulate multiple scenarios and validate options before physical construction begins, helping select the most effective and safest solutions for the site.

- **Design and construction efficiency**:
  The use of CDE helped identify and resolve 425 design clashes, saving more than VND 20 billion across the entire basement scope without any additional cost to the project owner

- **Material optimization**:
  The semi top-down construction method saved 400 metric tons of steel, thereby reducing associated material-related emissions.

CONTRIBUTIONS TO THE SUSTAINABILITY PILLARS:
Digital transformation at Coteccons drives improved governance effectiveness, operational transparency, resource optimization, and the development of digital capabilities, thereby directly supporting the company's sustainable development goals:

Pillar	Digital Transformation Contributions	Intended Value
Environment	Digitalizing records, approvals, and collaboration; Optimizing design and materials.	Reduced reliance on paper documents; Efficient resource use and lower material-related emissions.
Social	Enhanced employee experience; training in digital capabilities and the controlled use of AI.	Improved employee adaptability and productivity, with more opportunities to develop their capabilities.
Governance	Centralized data, information traceability, access authorization, and security.	Greater transparency, data consistency, and risk-control capabilities.



These results lay the foundation for a deeper phase of digitalization at Coteccons, in which data becomes the basis for every operational decision - from controlling site progress and quality to planning resources at the company level.

In the next phase, Coteccons will continue upgrading its systems, gradually connecting data across governance and site operations and expanding the use of data and artificial intelligence to improve productivity, quality, control, and transparency throughout the construction industry's value chain.

The signing ceremony for Coteccons' partnership with Workday to implement a digital human capital management platform.

At Coteccons, ESG is not merely a reporting exercise. It means taking real action with the aim of contributing to society, so that sustainability becomes part of the company's governance and Coteccons' cultural identity.

GOVERNMENT–ACADEMIA–BUSINESS COLLABORATION

Good governance

ENABLES ESG TO SCALE ACROSS THE COMMUNITY

RESPONSIBLE COLLABORATION

In terms of Governance, a key area of Coteccons' ESG implementation, Assoc. Prof. Dr. Lê Anh Tuấn – Dean, Faculty of Civil Engineering, Ho Chi Minh City University of Technology – observes that Coteccons' approach to ESG is becoming increasingly clear and well defined.

Dr. Tuấn said that, through the unfired brick project implemented by Coteccons and HCMUT under the"Ba nhà" (Government–Academia–Business) collaboration model, he has seen both sides devote due attention and investment to the partnership. He added that the relationship goes back many years, with Coteccons' BOD and HCMUT having worked together on various initiatives. Dr. Tuấn highly values Coteccons' openness to collaboration with HCMUT, the alma mater of generations of outstanding engineers who have played an important role in Coteccons' journey toward sustainable development.

"Through this collaboration, we can clearly see that the BOD has invested in it, given it serious attention and approached it with a strong sense of responsibility. It has become part of a structured management framework, with processes designed from the top down," Dr. Tuấn commented.



Assoc. Prof. Dr. Lê Anh Tuấn, Dean of the Faculty of Civil Engineering at Ho Chi Minh City University of Technology, presents at a midterm review workshop for a research project on improving the quality of unfired bricks.

"Coteccons is a general contractor and a major company in Vietnam's construction industry, so its proactive, governance-led ESG implementation will create an ESG ecosystem that extends to other businesses throughout the supply chain, thereby positively influencing the business community and society."

Assoc. Prof. Dr.
Lê Anh Tuấn
Dean, Faculty of Civil Engineering, HCM City University of Technology

From his observations of how unfired bricks are used on Coteccons projects, including the University of Health Sciences - Vietnam National University Ho Chi Minh City, Global City and The OpusK (Metropole 1.14), Dr. Tuấn noted that Coteccons employees clearly understand both what and why they are doing. This led him to conclude that Coteccons has a well-structured approach to ESG training, rollout and execution. The two sides also agree on clear responsibilities for transparency and accountability, and work together to measure and evaluate progress carefully and rigorously.

In light of Resolution No. 136/NQ-CP on Sustainable Development and Resolution No. 57-NQ/TW on breakthroughs in science and technology development, innovation and national digital transformation, Dr. Tuấn believes that businesses at the forefront of sustainability, science and technology will be the ones that succeed and lead their markets. Given Coteccons' role as a general contractor and a major company in Vietnam's construction industry, he believes its proactive, governance-led ESG implementation can create an ESG ecosystem that extends to other businesses across the supply chain, with positive effects on the broader business community and society.



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3.

> "When Coteccons and HCMUT demonstrate the benefits of using unfired bricks, doing so also helps the company build trust and encourage end users to choose green materials."
>
> Assoc. Prof. Dr.
> **Huỳnh Thanh Công**
> Deputy Head, Science and Technology Department, Vietnam National University HCM City (VNU-HCM)

CONTRIBUTING TO SOCIETY STARTS WITH SMALL CHANGES

From an environmental and social perspective, many HCMUT faculty members see the unfired brick project as doing more than improving materials and reducing emissions. They believe it can also shape end-user perceptions and help drive a broader shift in the construction materials and real estate markets toward safer, more sustainable material choices.

Assoc. Prof. Dr. Huỳnh Thanh Công said that when Coteccons and HCMUT demonstrate the benefits of unfired bricks, such as faster construction, lower fuel use and emissions, and reduced pressure on agricultural land, doing so also helps the company build trust and influence how end users choose materials. He believes this collaboration can make a meaningful contribution to the construction industry and should continue to be strengthened and expanded.

Looking at the human dimension, Dr. Tuấn emphasized that Government–Academia–Business collaboration, through specific projects, will create an enabling environment for students to learn and for Vietnam's skilled workers to confidently acquire new knowledge and skills and continue to innovate. This brings theory and practice together, allowing each to reinforce the other and helping develop a workforce with deep expertise and strong practical skills - a key priority for sustainable development.

1. Vietnam National University Ho Chi Minh City (VNU-HCM) and Coteccons Construction Joint Stock Company collaborate on a science and technology research project.

2. Coteccons and VNU-HCM hold a midterm review workshop on "Research On Solutions To Improve The Quality Of Unfired Brick Walls" under their Government–Academia–Business collaboration program.

3. Coteccons and VNU-HCM sign a Memorandum of Understanding (MOU) to implement Resolution No. 57-NQ/TW under the theme "From Vision To Implementation: The Government–Academia–Business Collaboration Model."

Sustainable development is a long and sometimes difficult journey. But when other businesses see an industry leader like Coteccons putting ESG into practice, adopting new standards and going beyond compliance to set a higher bar for itself, they can be encouraged to follow its lead. This, in turn, can help replicate this governance model more widely, creating benefits for communities and society.

"Seeing Coteccons successfully build the LEGO factory in Binh Duong to the sustainability standards required by its Danish partner, I believe other businesses will realize that to work successfully with international partners, they must fully meet international standards for emissions and sustainability. More than that, they can take pride in knowing they are capable of meeting the highest standards," Dr. Tuấn commented.

This Government–Academia–Business collaboration also shows how Coteccons' partners see the company: steadfast in its commitment to putting ESG into practice. Day by day, Coteccons people continue to bring fresh energy and new dimensions to its ESG practices.



1.



2.

Collaboration

FOR SHARED GROWTH

Coteccons regards collaboration, information sharing, and transparency in its relationships with government regulatory authorities, departments and agencies, institutes, educational institutions, and professional organizations as a way to promote sustainable values throughout the community.

In this spirit, the company proactively participates in industry-level and local programs and initiatives on occupational safety, workforce development, and innovation. The following notable activities undertaken during the year demonstrate Coteccons' role as a trusted partner that helps promote sustainable values across the construction industry and throughout the community.

Specifically, in response to Plan No. 11562/KH-BNV, dated December 4, 2025, issued by the Ministry of Home Affairs to implement the Action Month on Occupational Safety and Health (OSH) 2026, Coteccons partnered with the Ho Chi Minh City People's Committee and the Ho Chi Minh City Department of Home Affairs to organize the launch ceremony for the Action Month on Occupational Safety and Health (OSH) 2026 in Binh Duong. Coteccons featured an interactive booth and exhibition on occupational safety, while also sharing its experience in applying technologies such as Building Information Modeling (BIM), which helps visualize projects and control safety risks before construction; Formtech, which provides advanced scaffolding solutions to enhance safety for work at height; and FaceID, a facial recognition system that supports access control in high-risk areas.

The 2026 Action Month on OSH is one way Coteccons contributes to **the city's sustainable development** by sharing standards and practical experience.

Coteccons also continues this work through weekly sessions at its construction sites nationwide, reflecting its consistent view that occupational safety is not merely a compliance requirement, but a foundation for keeping projects on schedule, maintaining quality, and creating a sustainable, human-centered work environment.

1. Leaders from the Ho Chi Minh City People's Committee and Department of Home Affairs pose for a photo at the launch of the 2026 Action Month on Occupational Safety and Health (OSH), themed "Modernizing OSH Management and Improving Its Effectiveness in the Digital Era".

2. Delegates visit Coteccons' occupational safety exhibition booth at the launch ceremony for the 2026 Action Month on Occupational Safety and Health.



1.

Bringing expertise together

FOR A GREENER FUTURE

THE "BA NHÀ" PROJECT (GOVERNMENT – ACADEMIA – BUSINESS COLLABORATION MODEL)

To give concrete expression to the spirit of Resolution No. 57-NQ/TW of the Politburo on breakthroughs in science and technology development, innovation, and national digital transformation, Coteccons formally signed a comprehensive Memorandum of Understanding (MOU) with Vietnam National University Ho Chi Minh City (VNU-HCM) on May 24, 2025. Coteccons refers to this project by the familiar name "Ba Nhà" (Government – Academia – Business).

Its scope of cooperation ranges from training a highly qualified workforce, developing social housing models, and improving the welfare of construction workers to applying new technologies such as AI and promoting sustainable development in the construction industry.

Together with VNU-HCM, Coteccons is committed to developing systemic, scalable solutions that create long-term value, with a particular focus on delivering solutions and generating impact in the construction industry. Under the partnership, Coteccons is helping to fund research on three key topics: Unfired bricks, worker policies, and social housing policies.

These studies are conducted by experienced researchers from Ho Chi Minh City University of Technology and the University of Economics and Law, with the aim of developing practical solutions that benefit the community.

By proactively advancing Government – Academia – Business collaboration, Coteccons is broadening its approach to sustainable development - investing in human capital as well as researching and applying practical solutions in technology, materials and management. The Government – Academia – Business model focuses on practical, scalable solutions that create long-term value.

MEMBERSHIP IN ORGANIZATIONS FOR SUSTAINABLE DEVELOPMENT IN THE CONSTRUCTION INDUSTRY

In addition to direct collaboration with regulatory agencies, Coteccons participates in and maintains memberships in professional organizations and associations focused on green construction and sustainable development in Vietnam and the region. Notable examples include the Viet Nam Federation of Civil Engineering Association (VFCEA), the Viet Nam Association of Construction Contractors (VACC), the Vietnam Green Building Council (VGBC), and the HCMC Green Business Association (HGBA), among others.

These organizations give the company early access to international standards, reporting frameworks, and best practices, while enabling it to contribute a contractor's perspective to policy development and the future direction of the industry.

Through forums, workshops, and cooperation programs initiated by these organizations, Coteccons shares practical experience and expertise in green materials, energy-efficient buildings, occupational safety, and sustainability governance. At the same time, it learns from advanced models and gradually applies them to its construction operations and supply chain.



2.

1. In the presence of national leaders, Coteccons and VNU-HCM sign an MOU under the Government–Academia–Business collaboration program to implement Resolution No. 57-NQ/TW, themed "From Vision To Implementation".

2 Collaborating with professional organizations helps Coteccons strengthen transparency and share sustainable values more widely with the community.

2026 marked a proud period of transformation for Coteccons, with the company continuing to receive recognition through prestigious awards and rankings in Vietnam and internationally. These recognitions reflect the company's sustained efforts to strengthen governance standards, build a human-centered workplace, and put ESG principles into meaningful practice.

Key awards - Recognitions

Coteccons' awards and recognitions span three pillars: People, Planet and Profit. They are the result of sustained effort and reflect the strength and standing of a leading construction contractor in Vietnam.

- **People**: Coteccons became Vietnam's first general contractor to be Great Place To Work® Certified™ and received four distinctions at the HR Asia Awards 2026.
- **Planet**: Coteccons maintained its position among the Top 20 companies in the Vietnam Sustainability Index (VNSI), with an ESG score of 76%, while also being recognized for the fourth consecutive year at the Top 50 Corporate Sustainability Awards (Top 50 CSA).
- **Profit**: Coteccons continued to strengthen its regional standing in governance and financial capability, ranking 285th in the Fortune Southeast Asia 500, up 19 places, and retaining the No. 1 position among Vietnam's Top 10 Most Reputable Construction Contractors for the fourth consecutive year.

The recognitions Coteccons received in 2026 not only demonstrate the company's internal strength, but also provide momentum for it to keep doing better than yesterday and reach new heights.



COTECCONS IS ALSO THE FIRST GENERAL CONTRACTOR IN VIETNAM TO BE GREAT PLACE TO WORK® CERTIFIED™

GREAT PLACE TO WORK®

Great Place To Work® Certified NOV 2025–NOV 2026 VN ™

Coteccons has been certified as a Great Place To Work® by Great Place To Work®, the global authority on workplace culture. The certification is based on the Trust Index™ Survey, which focuses on five dimensions: credibility, respect, fairness, pride and camaraderie.

More than 1,500 Coteccons employees participated in the survey, with 88% saying that Coteccons is a great place to work, well above the global company benchmark of 59%. This recognition reflects Coteccons' cultural transformation toward a workplace where people are empowered, inspired and supported in reaching their full potential.

The company's recognition through leading awards in human capital management further demonstrates Coteccons' consistent efforts to build a Happy Workplace rooted in its Human-Hearted Company culture.

Beyond creating a positive workplace, Coteccons continues to listen, understand and advance Diversity, Equity and Inclusion (DEI), working toward an environment where every employee can develop to their full potential and contribute at their best.

HR ASIA AWARDS 2026

THIS MARKS THE SECOND CONSECUTIVE YEAR THAT COTECCONS (CTD) HAS BEEN RECOGNIZED AT THE HR ASIA AWARDS. COTECCONS SCORED ABOVE MARKET BENCHMARKS ACROSS ALL THREE DIMENSIONS OF ORGANIZATIONAL CULTURE, INDIVIDUAL EXPERIENCE AND TEAM SPIRIT, REFLECTING STRONG ENGAGEMENT AND CONFIDENCE AMONG EMPLOYEES IN THEIR WORKPLACE.

The recognition acknowledges the company's efforts to build a Human-Hearted Company and its shift from growth in scale toward quality growth in human capital, capabilities and operational efficiency. In 2026, Coteccons was recognized by HR Asia across all four categories: Best Companies to Work for in Asia 2026; HR Asia Tech Empowerment Awards; HR Asia People Transformation Awards; and HR Asia Sustainable Workplace Awards. The HR Asia Awards are among Asia's recognized human capital management awards, assessing companies through the T.E.A.M. (Total Engagement Assessment Model), which combines an independent survey with direct assessment by an international panel of judges.



Coteccons was recognized in four categories at the HR Asia Awards 2026.

TOP 50 CORPORATE SUSTAINABILITY AWARDS 2026 – TOP50 CSA 2026

MAINTAINING THE POSITION IN THE SUSTAINABILITY RANKING FOR FOUR CONSECUTIVE YEARS

On June 11, 2026, Coteccons was once again recognized by Nhip Cau Dau Tu Magazine at the Top 50 Corporate Sustainability Awards (Top 50 CSA 2026), marking the fourth consecutive year the company has received this recognition.

In 2026, Coteccons was recognized in two categories: S – Human Capital Strategy For Sustainable Development and G – Excellence In Corporate Governance. The results were assessed against ESG criteria by an Evaluation Council comprising domestic and international experts and leaders.

Maintaining this recognition over four consecutive years, together with recognition for its people and governance practices, shows that Coteccons is steadily turning ESG from a strategic direction into an operational capability, contributing to a more transparent, human-centered and sustainable construction industry.



Ms. Đinh Thị Hồng Thắm, Corporate Affairs Director, accepts the "Business for the Community" award on behalf of Coteccons.

BUSINESS FOR THE COMMUNITY – PROMOTING HUMAN VALUES

At Saigon Times CSR 2025, Coteccons was honored by Saigon Times as a "Business for the Community." The recognition acknowledges Coteccons' efforts to integrate its business activities with social responsibility and sustainable development. Through initiatives such as providing scholarships for workers' children, assisting pediatric patients, supporting workers during Tet, and contributing to protection forest restoration, Coteccons continues to bring its vision of "Building a Better World" to life, extending the value it creates from construction projects to communities.



Coteccons is proud to have been recognized as a "Business for the Community" at the Saigon Times CSR 2025 program, organized by Saigon Times Group.

INNOVATION RECOGNITION FROM NHAN DAN NEWSPAPER 2026

On May 22, 2026, at the Closing Ceremony of the 5th Nhan Dan Newspaper Innovation Day - 2026, Coteccons received an Encouragement Award for the initiative "Innovation in the 'Xây Tết' (Building Tet) and 'Chuyến tàu Hạnh phúc' (Happiness Train) programs." Coteccons was also honored as an "Outstanding Companion Partner" for its positive contributions to community programs.
The recognition further affirms Coteccons' efforts to combine innovation with social responsibility, supporting workers, promoting human values and making positive contributions to the community.



Coteccons was recognized by Nhan Dan Newspaper as an "Outstanding Companion Partner" in 2026.

THE RECOGNITIONS RECEIVED IN 2026 FURTHER REAFFIRM COTECCONS' HUMAN-CENTERED DIRECTION – FROM BUILDING AN ENGAGED WORKPLACE, EMPOWERING AND DEVELOPING TALENT TO PROMOTING INNOVATION AND RESPONSIBILITY TOWARD THE COMMUNITY. THROUGH THESE EFFORTS, COTECCONS IS STEADILY BRINGING ITS HUMAN-HEARTED COMPANY VISION TO LIFE AND CREATING SUSTAINABLE VALUE FOR EMPLOYEES, COMMUNITIES AND SOCIETY.



Coteccons maintains its position among the Top 20 companies in the Vietnam Sustainability Index (VNSI) 2025.

TOP 20 COMPANIES IN THE VIETNAM SUSTAINABILITY INDEX – VNSI

COTECCONS ACHIEVED AN OVERALL ESG SCORE OF 76%, WITH COMPONENT SCORES ABOVE BOTH INDUSTRY AND VN100 AVERAGES. (ACCORDING TO HoSE)

On July 21, 2025, Coteccons was once again included among the Top 20 companies in the Vietnam Sustainability Index (VNSI) announced by the Ho Chi Minh Stock Exchange (HoSE).

According to HoSE, Coteccons achieved an overall ESG score of 76%, with component scores above both industry and VN100 averages. Notably, its Environmental (E) score reached 82%, up from 68% in 2024, reflecting positive progress in applying green construction standards, optimizing resources and reducing emissions. The Social (S) score reached 73%, compared with the industry average of 60%. Meanwhile, the Governance (G) score reached 71%, up from 66% in 2024 and above the industry average of 57%.

These results show that ESG is being implemented across all three Environmental, Social and Governance dimensions at Coteccons, creating a foundation for long-term growth and sustainable value for shareholders, investors and the community.

TOP 100 SUSTAINABLE ENTERPRISES IN VIETNAM – CSI100

On December 5, 2025, Coteccons was recognized among the Top 100 Sustainable Enterprises in Vietnam (CSI100).
The CSI 2025 program was organized by the Vietnam Chamber of Commerce and Industry (VCCI), with the Vietnam Business Council for Sustainable Development (VBCSD) serving as its core implementing body, in coordination with the Central Policy and Strategy Commission, the Ministry of Agriculture and Environment, the Ministry of Home Affairs, the Vietnam General Confederation of Labour and the Ministry of Finance.
As Vietnam's market enters a new phase of development in which public companies face higher expectations for governance quality, disclosure transparency and comprehensive sustainability practices, Coteccons' recognition in CSI100 further indicates that the company is moving in the right direction – consistently pursuing modern, transparent and sustainable governance standards that respond to the increasingly high expectations of Vietnam's stock market amid deeper international integration.



Coteccons was recognized among the Top 100 Sustainable Enterprises in Vietnam (CSI100) 2025.

TOP 17 PIONEERING ENTERPRISES FOR SUSTAINABLE DEVELOPMENT IN VIETNAM'S CONSTRUCTION INDUSTRY 2026

On July 16, 2026, within the framework of the Vietnam Sustainable Construction Forum 2026 (VSCF 2026), Coteccons was recognized among the Top 17 Pioneering Enterprises for Sustainable Development in Vietnam's Construction Industry, in the construction contractor category.
The VSCF 2026 award recognizes Coteccons' efforts in green transformation, innovation and strengthening governance capabilities, creating value for both the company and Vietnam's construction industry as a whole.



Coteccons was recognized among the "Top 17 Pioneering Enterprises for Sustainable Development in Vietnam's Construction Industry."

COTECCONS' CONTINUED RECOGNITION ACROSS THE PLANET CATEGORY SHOWS THAT ESG HAS BECOME PART OF THE COMPANY'S DEVELOPMENT STRATEGY AND IS GRADUALLY BEING INTEGRATED INTO OPERATIONS, RATHER THAN REMAINING A SERIES OF STANDALONE COMMITMENTS. THIS PROVIDES THE FOUNDATION AND DIRECTION FOR COTECCONS TO CONTINUE IMPLEMENTING ESG IN A CONSISTENT AND COMPREHENSIVE MANNER, WITH THE AIM OF CREATING SUSTAINABLE VALUE WHILE BUILDING STRONG TRUST AMONG STAKEHOLDERS, INCLUDING CLIENTS, SHAREHOLDERS AND COMMUNITIES.



FORTUNE SOUTHEAST ASIA 500

In June 2026, Fortune ranked Coteccons 285th in the Fortune Southeast Asia 500, up 19 places from the previous year and a total of 91 places since the company first entered the ranking in 2024.

The Fortune Southeast Asia 500 is Fortune's annual ranking of the 500 highest-revenue companies across seven Southeast Asian countries. The data is collected and verified by independent organizations such as LSEG, Bloomberg and S&P Global Market Intelligence.

Coteccons' continued rise in the ranking reflects its expanding scale, stronger competitiveness and growing position in the value chain. The recognition also demonstrates that Vietnamese construction companies such as Coteccons can compete on equal footing with regional peers, while providing further motivation for Coteccons to pursue its ambition of expanding globally.



BBB+ CREDIT RATING – "STABLE" OUTLOOK

FiinRatings, a strategic partner of S&P Global, has maintained Coteccons' credit rating at BBB+ with a "Stable" outlook, the highest rating within Group 4 of its rating scale. Coteccons has maintained this rating since September 2024.

Notably, Coteccons' liquidity position was assessed as "Good," with forecast Supply/Uses of Liquidity ratios of 1.73x in 2026 and 1.61x in 2027. These results reflect the company's ability to meet short-term financial obligations as its operating scale continues to expand.

The BBB+ credit rating with a "Stable" outlook, together with its "Good" liquidity assessment, demonstrates Coteccons' increasingly solid governance capability, operational efficiency and financial foundation, positioning the company for long-term growth.

TOP 10 COMPANIES WITH BEST CORPORATE GOVERNANCE – VLCA 2025

On December 3, 2025, Coteccons was recognized for the first time among the Top 10 Companies with Best Corporate Governance – Mid-Cap Group, organized by the Ho Chi Minh Stock Exchange (HoSE). The award marks an important step forward in Coteccons' journey to enhance transparency, governance quality and information disclosure standards. It also reflects the company's rapid progress in improving operational efficiency, supporting growth and creating profits and long-term value for shareholders.



Ms. Vũ Thị Chân Phương, Chairwoman of the State Securities Commission of Vietnam, presents the certificate to Coteccons' representative, Deputy CEO Mr. Võ Hoàng Lâm.

PROFIT500, TOP 500 MOST PROFITABLE PRIVATE COMPANIES & TOP 10 MOST PROFITABLE CONSTRUCTION COMPANIES

In October 2025, Coteccons was named by Vietnam Report and VietnamNet among the Top 500 Most Profitable Companies in Vietnam (PROFIT500), climbing 53 places in the ranking. Coteccons also rose 36 places in the Top 500 Most Profitable Private Companies and continued to rank among the Top 10 most profitable construction companies in Vietnam.

The company's rise across these profitability rankings reflects the effectiveness of its restructuring and improvements in operational capability, enabling Coteccons to strengthen cost control, improve efficiency and strengthen profit margins, thereby creating a foundation for its next phase of growth.



IR AWARDS 2025 – REINFORCING THE QUALITY OF INVESTOR RELATIONS AND INFORMATION TRANSPARENCY



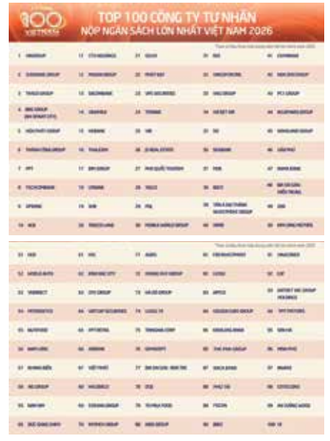
On October 2, 2025, Coteccons was recognized at the IR Awards 2025 by Vietstock, the Vietnam Association of Financial Executives (VAFE) and FiLi Magazine in the Mid-Cap category, receiving both "Individual Investors' Best Choice" and "Financial Institutions' Best Assessment." Coteccons also met the Information Disclosure Standards for the fifth consecutive year.

These recognitions reflect Coteccons' efforts to improve the quality of investor relations, enhance information transparency and strengthen dialogue with shareholders, thereby reinforcing its governance foundation and stakeholder trust.

For the fifth consecutive year, Coteccons met the Information Disclosure Standards, demonstrating its commitment to transparency, responsibility and open dialogue with shareholders.

TOP 100 LARGEST PRIVATE-SECTOR TAXPAYERS IN VIETNAM – PRIVATE 100

On August 24, 2026, Coteccons was recognized among the Top 100 Largest Private-Sector Taxpayers in Vietnam (PRIVATE 100) 2026, ranking 98th out of 100, with nearly VND395 billion in taxes actually paid to the State budget in 2025. This recognition reflects the company's tangible contribution to the country's public finances. Coteccons will continue to support Vietnam's sustainable development.



IN 2026, PRESTIGIOUS RECOGNITIONS FROM HR ASIA AWARD, GREAT PLACE TO WORK®, FORTUNE SOUTHEAST ASIA 500, BBB+ AND MANY OTHER AWARDS REAFFIRMED COTECCONS' FOUNDATION OF TRANSPARENT GOVERNANCE, STRONG FINANCIAL CAPABILITY, A HUMAN-CENTERED WORKPLACE AND ITS COMMITMENT TO CONTRIBUTING TO AND SUPPORTING THE COMMUNITY. COTECCONS VALUES EVERY RECOGNITION IT RECEIVES AND WILL USE EACH ONE AS MOTIVATION TO DO BETTER THAN YESTERDAY, EVERY DAY, AS THE COMPANY MOVES CONFIDENTLY INTO ITS NEXT PHASE OF QUALITY GROWTH.

PART IX

Appendix

ENVIRONMENTAL METRICS

Indicator	Unit	2026
Energy		
Electricity Consumed From EVN	kWh	23,080,266.96
Total Renewable Energy Consumed	kWh	122,826
Total Electricity Saved	kWh	75,658
Waste		
Percentage Of Hazardous Waste Treated In Compliance With Regulations	%	100
Percentage Of Construction Sites With Waste Segregation Systems	%	100
Total Steel Sold Through Liquidation	Tonnes	1,871,879
Proceeds From The Liquidation Of Surplus Materials (Iron, Steel, Foam Sheets)	VND	12,735,606,850
Green Materials		
Percentage Of Green Steel Used	%	87
Percentage Of Green Concrete Used	%	28.3
Percentage of Green Label Cement	%	42.4
Percentage Of Unfired compared to Fired Bricks (By Volume)	%	31.4
Number Of Projects Applying Green Building Standards (LEED, Green Mark, LOTUS)	Projects	51
Number Of Green Suppliers	Suppliers	64
Biodiversity		
Cumulative Number Of Trees Planted Through The Reforestation Program	Trees	33,063
Number Of Hatinh Langurs Conserved	Individuals	245

GREENHOUSE GAS EMISSIONS METRICS

Indicator	Unit	2026
Greenhouse Gases		
Scope 1 – Direct Emissions	tCO_2e	9,245.69
Scope 2 – Indirect Emissions	tCO_2e	16,579.48
Emissions Reductions		
Emissions Avoided Through The Use Of Green Materials	tCO_2e	334,845.43
- Of Which: Through The Use Of Unfired Bricks	tCO_2e	12,428.78
- Of Which: Through The Use Of Green Concrete	tCO_2e	52,298.50
- Of Which: Through the Use of Green Cement	tCO_2e	18,074.30
- Of Which: Through the Use of Green Steel	tCO_2e	252,043.85
Emissions Avoided Through Travel By Electric Vehicles	tCO_2e	4,93
Emissions Avoided Through Uniforms Made Of Pineapple Fiber/ Coffee Ground	tCO_2e	16,55
Greenhouse Gas Inventory Activities		
Number Of Construction Sites Reporting Through Coteccons' GHG Inventory System	Sites	55
Number Of Personnel Trained In GHG Inventory Preparation	People	More Than 350

KEY ESG METRICS

Indicator	Unit	2026
Economic		
Net Revenue	VND Billion	34,340
Profit Before Tax	VND Billion	1,020
Profit After Tax	VND Billion	788
Total Assets	VND Billion	38,751
Equity	VND Billion	9,652
Contributions To The State Budget	VND Billion	434.18
Total Number Of Partners (Subcontractors/Suppliers)	Partners	29,738
Number Of Subcontractors/Suppliers Periodically Assessed (Including ESG Criteria)	Entities	2,055
Social – Human Resources		
Total Number Of Employees	People	4,080
Percentage Of Female Employees	%	10.5
Percentage Of Male Employees	%	89.5
Percentage Of Employees Under 30	%	38.9
Percentage Of Employees Aged 30–50	%	54.8
Percentage Of Employees Over 50	%	6.3
Percentage Of Employees From Northern Vietnam	%	33.9
Percentage Of Employees From Central Vietnam	%	16.4
Percentage Of Employees From Southern Vietnam	%	49.7
Percentage Of Foreign Employees	%	0.2
Percentage Of Newly Hired Employees Who Are Female	%	11.4
Percentage Of Newly Hired Employees Who Are Male	%	88.6
Percentage Of Newly Hired Employees Under 30	%	67.1
Percentage Of Newly Hired Employees Aged 30–50	%	31.1

Indicator	Unit	2026
Social – Human Resources		
Percentage Of Newly Hired Employees Over 50	%	1.8
Average Employee Salary	VND/person	33,119,033
Total Social Welfare Budget	VND	176,137,405,188
Percentage Of Employees Receiving Periodic Performance Evaluations	%	100
Knowledge Training		
Total Employee Training Hours	Hours	89,561
Average Training Hours Per Employee	Hours/person	25.6
Percentage Of Employees Trained	%	100
Percentage Of Employees Trained	Trainees	4,242
Number Of Courses On The Training Website	Courses	178
Occupational Health & Safety		
Safe Working Hours	Hours	68,110,908
Average Number Of Workers (Including Unicons)	People	32,245
Total Safety Training Hours (Including Workers)	Hours	73,517
Percentage Of Workers Receiving Occupational Safety Training	%	100
Number Of Serious Or Fatal Occupational Accidents	Cases	0
LTIFR *(Lost Time Injury Frequency Rate)*	-	Coteccons: 0.44 Unicons: 0.36
Corporate Social Community		
Total Spending On Social Programs	VND	13,300,629,156
Xây Tết (Building Tet, a Lunar New Year community program)	Gift Packages	Nearly 40,000
Nhà Mình (“Our Home”) Program	Projects	20
Total Scholarships Awarded	Scholarships	615

GRI CONTENT INDEX

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 2: General Disclosures (2021)				
2-1	Organizational Details	✓	General Information	41, 47
2-2	Entities Included In The Organization's Sustainability Reporting	✓	Reporting Scope, Contact Information	08, 09
2-3	Reporting Period, Frequency And Contact Point	✓	Reporting Scope, Contact Information	08, 09
2-4	Restatements Of Information	✓	Environmental Metrics, Greenhouse Gas Emissions Metrics, Key ESG Metrics	105
2-5	External Assurance – The Report Is Independently Assured	✓	The ESG Report is internally assured and audited by Coteccons.	31
2-6	Activities, Value Chain And Other Business Relationships	✓	Key Business Areas	45, 47, 49, 51
2-7	Employees	✓	Human Capital	193, 195, 197, 213
2-8	Workers Who Are Not Employees	×	Workers who are not Coteccons employees fall under the responsibility of subcontractors. Therefore, Coteccons does not have relevant information for this disclosure.	95
2-9	Governance Structure And Composition	✓	Company Organizational Chart, Annual Report	47
2-10	Nomination And Selection Of The Highest Governance Body	×	Coteccons disclosed in its 2026 Annual Report an assessment of the balance and diversity of the Board of Directors	Annual Report - 298
2-11	Chair Of The Highest Governance Body	×	Coteccons announced this in the 2026 Annual Report – Board of Directors	Annual Report - 286
2-12	Role Of The Highest Governance Body In Overseeing The Management Of Impacts	×	Coteccons announced this in the 2026 Annual Report - The supervisory role of the Board of Directors.	Annual Report - 304
2-13	Delegation Of Responsibility For Managing Impacts	✓	ESG Subcommittee	59
2-14	Role Of The Highest Governance Body In Sustainability Reporting	✓	ESG Subcommittee	59
2-15	Conflicts Of Interest	✓	Business Ethics & Compliance, OWN IT	313, 315, 323, 325, 327, 329
2-16	Communication Of Critical Concerns	✓	Materiality Matrix, Opportunities & Risks, Stakeholder Engagement	73, 75, 77, 79, 83, 85
2-17	Collective Knowledge Of The Highest Governance Body	✓	2026–2030 Strategic Direction: Embedding ESG Into Coteccons' Operating DNA	23, 65
2-18	Evaluation Of The Performance Of The Highest Governance Body	×	This information is disclosed in Coteccons' 2026 Annual Report under "Board Of Directors Activities And Implementation Of Resolutions."	Annual Report - 300
2-19	Remuneration Policies	✓	Transparent Compensation And Digital Transformation In Human Capital Management	199
2-20	Process To Determine Remuneration	✓		
2-21	Annual Total Compensation Ratio	✓		
2-22	Statement On Sustainable Development Strategy	✓	Organizational Management Structure Based On The Three Lines Model	55, 57
2-23	Policy Commitments	✓		
2-24	Embedding Policy Commitments	✓		
2-25	Processes To Remediate Negative Impacts	✓	Stakeholder Engagement	327, 329
2-26	Stakeholder Consultation	✓	Stakeholder Engagement	83
2-27	Compliance With Laws And Regulations	✓	Coteccons identifies compliance with laws and regulations as a material topic. Legal compliance is embedded throughout all company activities	73, 147
2-28	Membership Associations	✓	Strong Partnerships	337, 339, 341, 343
2-29	Approach To Stakeholder Engagement	✓	Stakeholder Engagement	83
2-30	Collective Bargaining Agreements	✓	Harmonious Labor Relations	193, 195, 197

GRI CONTENT INDEX

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 3: Material Topics (2021)				
3-1	Process To Determine Material Topics	✓	Identifying Material Topics	83
3-2	List Of Material Topics	✓	Identifying Material Topics	83
3-3	Management Of Material Topics	✓	Identifying Material Topics	83
GRI 201: Economic Performance (2016)				
201-1	Direct Economic Value Generated And Distributed	✓	Economic Performance	89
201-2	Financial Implications And Other Risks And Opportunities Due To Climate Change	✓	Risks And Opportunities Related To Material Topics	75, 77, 79
201-3	Defined Benefit Plan Obligations	✓	Welfare And Remuneration Policies	199
201-4	Financial Assistance Received From Government	N/A	Coteccons does not receive financial assistance from the Government in any form	
GRI 202: Market Presence (2016)				
202-1	Ratios Of Standard Entry Level Wage By Gender Compared To Local Minimum Wage	✓	Transparent Compensation And Digital Transformation In Human Capital Management	199
202-2	Proportion Of Senior Management Hired From The Local Community	×	Given the nature of the construction industry and Coteccons' nationwide project footprint, this information has not yet been disclosed.	
GRI 203: Indirect Economic Impacts (2016)				
203-1	Infrastructure Investments And Services Supported	✓	Indirect Economic Impacts	93, 95
203-2	Significant Indirect Economic Impacts	✓	Indirect Economic Impacts	93, 95

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 204: Procurement Practices (2016)				
204-1	Proportion Of Spending On Local Suppliers	✓	Centralized Procurement Strategy	141
GRI 205: Anti-Corruption (2016)				
205-1	Operations Assessed For Risks Related To Corruption	✓	System Risk Management	323, 325, 327, 329
205-2	Communication And Training About Anti-Corruption Policies And Procedures	✓	Ethics And Integrity	315, 321
205-3	Confirmed Incidents Of Corruption And Actions Taken	N/A	Coteccons recorded no incidents of corruption in 2026	323
GRI 206: Anti-Competitive Behavior (2016)				
206-1	Legal Actions For Anti-Competitive Behavior, Anti-Trust And Monopoly Practices	N/A	Coteccons recorded no violations involving anti-competitive behavior, anti-trust or monopoly practices.	
GRI 207: Tax (2019)				
207-1	Approach To Tax	✓	Tax And Social Welfare	93, 95
207-2	Tax Governance, Control And Risk Management	✓	Tax And Social Welfare	93, 95
207-3	Stakeholder Engagement And Management Of Concerns Related To Tax	✓	Tax And Social Welfare	93, 95
207-4	Country-By-Country Reporting	✓	Tax And Social Welfare	93, 95
GRI 301: Materials (2016)				
301-1	Materials Used By Weight Or Volume	✓	Some construction materials are purchased and recorded by weight and volume.	321
301-2	Recycled Input Materials Used	✓	Sustainable Construction Sites	135
301-3	Reclaimed Products And Their Packaging Materials	✓	Sustainable Construction Sites	107 - 135

GRI CONTENT INDEX

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 302: Energy (2016)				
302-1	Energy Consumption Within The Organization	✓	Energy Consumption	103
302-2	Energy Consumption Outside Of The Organization	×	Energy consumption outside the organization is not within Coteccons' management scope	
302-3	Energy Intensity	×	Coteccons will report energy intensity in subsequent years	
302-4	Reduction Of Energy Consumption	✓	Financial Benefits From Sustainable Construction Sites	135
302-5	Reductions In Energy Requirements Of Products And Services	✓	Energy Efficiency, Digital Transformation	135
GRI 303: Water And Effluents (2018)				
303-1	Interactions With Water As A Shared Resource	✓	Wastewater Management	
303-2	Management Of Water Discharge-Related Impacts	✓	Wastewater Management	147, 149
303-3	Water Withdrawal	✓	Wastewater Management	147
303-4	Water Discharge	✓	Wastewater Management	147
303-5	Water Consumption	✓	Wastewater Management	147
GRI 304: Biodiversity (2016)				
304-1	Operational Sites Owned, Leased, Managed In, Or Adjacent To, Protected Areas And Areas Of High Biodiversity Value Outside Protected Areas	N/A	Coteccons has no operations in or near protected areas or areas of high biodiversity value outside protected areas	
304-2	Significant Impacts Of Activities, Products And Services On Biodiversity	✓	Reforestation	157 - 165
304-3	Habitats Protected Or Restored	✓	Reforestation, Hatinh Langur Conservation	157 - 165

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 304: Biodiversity (2016)				
304-4	IUCN Red List Species And National Conservation List Species With Habitats In Areas Affected By Operations	N/A	Coteccons recorded no IUCN Red List species or nationally protected species with habitats in areas affected by company activities	
GRI 305: Emissions (2016)				
305-1	Direct (Scope 1) GHG Emissions	✓	Greenhouse Gas Inventory In Accordance With The GHG Protocol And ISO 14064-1:2018	105
305-2	Energy Indirect (Scope 2) GHG Emissions	✓	Greenhouse Gas Inventory In Accordance With The GHG Protocol And ISO 14064-1:2018	105
305-3	Other Indirect (Scope 3) GHG Emissions	×	Coteccons is currently focused on standardizing Scope 3 greenhouse gas emissions calculations and will disclose them once the process is complete.	
305-4	GHG Emissions Intensity	×	Coteccons is standardizing its Scope 3 greenhouse gas inventory and progressing toward calculating emissions intensity based on the characteristics of the construction industry	
305-5	Reduction Of GHG Emissions	✓	Avoided Emissions From Green Materials, Advancing Green Practices In Operations	105, 141, 145
305-6	Emissions Of Ozone-Depleting Substances (ODS)	×	Coteccons is updating and completing its collection of ODS data	
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), And Other Significant Air Emissions	N/A	Under applicable regulations, Coteccons is not required to conduct periodic air-emissions monitoring	

GRI CONTENT INDEX

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 306: Waste (2020)				
306-1	Waste Generation And Significant Waste-Related Impacts	✓	Waste Management	153, 155
306-2	Management Of Significant Waste-Related Impacts	✓	Waste Management	153, 155
306-3	Waste Generated	✓	Waste Management	155
306-4	Waste Diverted From Disposal	✓	Waste Management	131, 133
306-5	Waste Directed To Disposal	✓	Waste Management	155
GRI 308: Supplier Environmental Assessment (2016)				
308-1	New Suppliers That Were Screened Using Environmental Criteria	✓	Supplier Assessment Using The ESG Scorecard	141
308-2	Negative Environmental Impacts In The Supply Chain And Actions Taken	✓	Supplier Assessment Using The ESG Scorecard	195
GRI 401: Employment (2016)				
401-1	New Employee Hires And Employee Turnover	✓	Human Capital	
401-2	Benefits Provided To Full-Time Employees That Are Not Provided To Temporary Or Part-Time Employees	×	Employee Benefits And Career Advancement Opportunities	197
401-3	Parental Leave	✓	Employee Parental Leave Policy	211
GRI 402: Labor/Management Relations (2016)				
402-1	Minimum Notice Periods Regarding Operational Changes	✓	Harmonious Labor Relations	

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 403: Occupational Health And Safety (2018)				
403-1	Occupational Health And Safety Management System	✓	Digital Transformation In HSE Management: From Reporting To Risk Management	179
403-2	Hazard Identification, Risk Assessment And Incident Investigation	✓	Developing Leadership And Technical Expertise In Risk Management	175
403-3	Occupational Health Services	✓	Advancing Occupational Health And Safety To International Standards	175
403-4	Worker Participation, Consultation And Communication On Occupational Health And Safety	✓	Advancing Occupational Health And Safety To International Standards, Thank You To Those Who Build	169 - 175
403-5	Worker Training On Occupational Health And Safety	✓	Advancing Occupational Health And Safety To International Standards	169 - 175
403-6	Promotion Of Worker Health	✓	Advancing Occupational Health And Safety To International Standards	169 - 175
403-7	Prevention And Mitigation Of Occupational Health And Safety Impacts Directly Linked By Business Relationships	✓	Advancing Occupational Health And Safety To International Standards	169 - 175
403-8	Workers Covered By An Occupational Health And Safety Management System	✓	SAFE 9: A Common Safety Language Across The Company, Advancing Occupational Health And Safety To International Standards	177
403-9	Work-Related Injuries	✓	ESG Material Topics	173
403-10	Work-Related Ill Health	✓	Advancing Occupational Health And Safety To International Standards	169 - 175
GRI 404: Training And Education (2016)				
404-1	Average Hours Of Training Per Year Per Employee	✓	Developing Workforce Capabilities	205
404-2	Programs For Upgrading Employee Skills And Transition Assistance Programs	✓	Developing Workforce Capabilities	205, 207, 209
404-3	Percentage Of Employees Receiving Regular Performance And Career Development Reviews	✓	Transparent Compensation And Digital Transformation In Human Capital Management	197, 199

GRI CONTENT INDEX

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 405: Diversity And Equal Opportunity (2016)				
405-1	Diversity Of Governance Bodies And Employees	✓	Human Resources, Annual Report	193, 195, 213, 303
405-2	Ratio Of Basic Salary And 'Remuneration Of Women To Men	×	Not Yet Available In The 2026 ESG Report	
GRI 406: Non-Discrimination (2016)				
406-1	Incidents Of Discrimination And Corrective Actions Taken	×	Coteccons recorded no incidents of discrimination in 2026	
GRI 407: Freedom Of Association And Collective Bargaining (2016)				
407-1	Operations And Suppliers In Which The Right To Freedom Of Association And Collective Bargaining May Be At Risk	✓	Harmonious Labor Relations	143, 223
GRI 408: Child Labor (2016)				
408-1	Operations And Suppliers At Significant Risk For Incidents Of Child Labor	✓	"Code Of Conduct For Business Partners" Policy	315
GRI 409: Forced Or Compulsory Labor (2016)				
409-1	Operations And Suppliers At Significant Risk For Incidents Of Forced Or Compulsory Labor	✓	"Code Of Conduct For Business Partners" Policy	315
GRI 410: Security Practices (2016)				
410-1	Security Personnel Trained In Human Rights Policies Or Procedures	N/A	Coteccons' Security Department oversees outsourced security services. Therefore, security personnel at construction sites are managed by subcontractors and fall outside Coteccons' management scope	

GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 411: Rights Of Indigenous Peoples (2016)				
411-1	Incidents Of Violations Involving Rights Of Indigenous Peoples	N/A	Coteccons recorded no violations of the rights of indigenous peoples	
GRI 413: Local Communities (2016)				
413-1	Operations With Local Community Engagement, Impact Assessments And Development Programs	✓	Sustainable Community Development	93, 163, 165, 281, 283
413-2	Operations With Significant Actual And Potential Negative Impacts On Local Communities	N/A	Coteccons complies with Vietnamese law and recorded no operations that caused negative impacts on local communities	
GRI 414: Supplier Social Assessment (2016)				
414-1	New Suppliers That Were Screened Using Social Criteria	✓	Supplier Assessment Using The ESG Scorecard	141, 143
414-2	Negative Social Impacts In The Supply Chain And Actions Taken	✓	Supplier Assessment Using The ESG Scorecard	141, 143
GRI 415: Public Policy (2016)				
415-1	Political Contributions	N/A	Coteccons strictly complies with the law and does not make political contributions, engage in lobbying, or take direct action on public policy.	
GRI 416: Customer Health And Safety (2016)				
416-1	Assessment Of The Health And Safety Impacts Of Product And Service Categories	✓	Advancing Occupational Health And Safety To International Standards	169 . 179
416-2	Incidents Of Non-Compliance Concerning The Health And Safety Impacts Of Products And Services	N/A	Coteccons recorded no incidents of non-compliance concerning the health and safety impacts of its products and services.	

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GRI Disclosure	Details	Applied In The 2026 ESG Report	Referenced Disclosure	Page/ Notes
GRI 417: Marketing And Labeling (2016)				
417-1	Requirements For Product And Service Information And Labeling	✓	Coteccons Overview	41, 43, 45, 49, 51
417-2	Incidents Of Non-Compliance Concerning Product And Service Information And Labeling	N/A	Coteccons recorded no incidents of non-compliance concerning labeling and marketing communications.	
417-3	Incidents Of Non-Compliance Concerning Marketing Communications	N/A	Coteccons recorded no incidents of non-compliance concerning labeling and marketing communications.	
GRI 418: Customer Privacy (2016)				
418-1	Substantiated Complaints Concerning Breaches Of Customer Privacy And Losses Of Customer Data	✓	Customer Privacy	329

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Toàn cảnh giải chạy GreenUP Marathon 2025 tại TP.HCM.

At Coteccons, we are committed to fostering a culture of diversity, equity and inclusion (DEI), where everyone is respected and encouraged to grow in an open environment, with their voices heard and differences valued. Under one roof, each individual's unique identity is an essential part of a greater whole, contributing to our collective strength and fueling our passion, spirit of service and culture of sharing. This provides a strong foundation for Coteccons people to move forward together, strengthen their bonds and join forces to break new ground.



A lively musical performance featuring an impressive gender-bending act by office staff at the Coteccons 2026 Year-End Party (Ho Chi Minh City).

As the United Nations has stated:
"The future of humanity and of our planet lies in our hands."

Coteccons shares this belief. **FUTURE INSIDE YOU – TƯƠNG LAI BẮT ĐẦU TỪ CHÍNH BẠN** is more than a message. It reflects our belief that happiness begins with the choices we make and the actions we take today.

Just as Chuyến tàu Hạnh phúc carries smiles and good wishes along its North–South journey, every green choice, every act of kindness and every step forward by people at Coteccons lays another brick along our path of growth and sustains our belief in the future.

Ảnh: Trần Ngọc Tiến, Xí nghiệp Đầu máy Sài Gòn

BUILDING FUTURES
COTECCONS



Nhan Dan Newspaper, the Training and Communications Center of the Ho Chi Minh City Press and Radio-Television Agency, Coteccons and Saigon Times Foundation (STF), together with other organizations, jointly awarded 615 scholarships under the 2026 Xây Nền Ước Mơ ("Building Foundations For Dreams") program. The scholarships were presented to children of workers at 84 Coteccons construction sites and five companies in the urban sanitation and drainage sectors in Ho Chi Minh City, Hanoi and Da Nang.