



**CÔNG TY CỔ PHẦN
XÂY DỰNG 1369
1369 CONSTRUCTION
JOINT STOCK COMPANY**
Số: 14/CBTT-C69.2025
No: 14/CBTT-C69.2025

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

*Hải Dương, ngày 25 tháng 04 năm 2025
Hai duong, April 25, 2025*

CÔNG BỐ THÔNG TIN

INFORMATION DISCLOSURE

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

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

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

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

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

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

5. Người thực hiện công bố thông tin: Ông Trần Xuân Bản – Tổng Giám đốc
Person responsible for disclosure: Mr. Tran Xuan Ban - Chief Executive Officer


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

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

Công ty Cổ phần Xây dựng 1369 công bố thông Biên bản họp và Nghị quyết Đại hội đồng cổ đông thường niên năm 2025 và các tài liệu liên quan của Đại hội.

1369 Construction Joint Stock Company announces the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders, along with related documents of the meeting.

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 25/04/2025 tại đường dẫn: [http://www.cpxd1369.com.vn./](http://www.cpxd1369.com.vn/) This information has been published on the company's website on 25/04/2025 at the link: <http://www.cpxd1369.com.vn.>

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

TỔNG GIÁM ĐỐC
CHIEF EXECUTIVE OFFICER



TRẦN XUÂN BẢN
TRAN XUAN BAN



1369 CONSTRUCTION JOINT STOCK COMPANY

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

Tel: 02203 891 898

Fax: 02203 891 898

No: **01/2025/NQ-ĐHĐCĐ.C69**

Hai Duong, April 25, 2025

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

THE GENERAL MEETING OF SHAREHOLDERS 1369 CONSTRUCTION JOINT STOCK COMPANY

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 promulgated on June 17, 2020, effective from January 1, 2021;*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;*
- *The Charter on organization and operation of 1369 Construction Joint Stock Company;*
- *The Internal Regulations on Corporate Governance of 1369 Construction Joint Stock Company ("the Company");*
- *The Minutes of the Annual General Meeting of Shareholders ("GMS") 2025 of 1369 Construction Joint Stock Company dated April 25, 2025.*

RESOLVES

Article 1. Approval of the following contents at the 2025 Annual GMS of 1369 Construction Joint Stock Company:

1. Approval of the Report on activities of the Board of Directors;
2. Approval of the Report of the Executive Board on business performance in 2024 and the business plan for 2025;
3. Approval of the Report on activities of the Independent Board Member;
4. Approval of the Report of the Supervisory Board;
5. Approval of the Proposal on dismissal of a member of the Board of Directors (Proposal No. 01/TTr-GMS.2025 dated April 25, 2025);
6. Approval of the Proposal on additional election of members to the Board of Directors (Proposal No. 02/TTr-GMS.2025 dated April 25, 2025);
 - Additional elected members of the Board of Directors for the 2025–2030 term include:
 - Mr. Tran Xuan Ban
 - Mr. Gu Yi (Mr. Gu Yi serves as an Independent Board Member.)
7. Approval of the 2025 Business Plan and the expected remuneration and bonus plan for the Board of Directors and Supervisory Board for 2025 (Proposal No. 03/TTr-GMS.2025 dated April 25, 2025);
8. Approval of the 2024 profit distribution plan and the finalization of remuneration for the Board of Directors and Supervisory Board for 2024 (Proposal No. 04/TTr-GMS.2025 dated April 25, 2025);



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9. Approval of the Proposal on addition of business lines (Proposal No. 05/TTr-GMS.2025 dated April 25, 2025);
10. Approval of the Proposal on amendments and supplements to the Company's Charter (Proposal No. 06/TTr-GMS.2025 dated April 25, 2025);
11. Approval of the Consolidated Financial Statements and the Combined Financial Statements for 2024 audited by the Hanoi Branch of A&C Auditing and Consulting Co., Ltd. (Proposal No. 07/TTr-GMS.2025 dated April 25, 2025);
12. Approval of the list of auditing firms for selection to audit the 2025 financial statements (Proposal No. 08/TTr-GMS.2025 dated April 25, 2025).

Article 2. Implementation Provisions:

1. This Resolution was approved by 100% of the total shares represented directly or by proxy at the meeting and takes effect from the date of signing.
2. The Board of Directors is responsible for reporting the implementation status and results of this Resolution at the next Annual General Meeting.
3. The General Meeting of Shareholders authorizes the Board of Directors to implement the contents approved in this Resolution and to carry out all necessary procedures in accordance with the law and this Resolution.

Recipients:

- All shareholders;
- Board of Directors (BOD),
Supervisory Board
(SB), Executive Board
(EB);
- Company archives.

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





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No: 01/2025/C69/BB-ĐHCD

Hai Duong, April 25, 2025

MINUTES ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 1369 CONSTRUCTION JOINT STOCK COMPANY

Company Information:

- Company Name: 1369 Construction Joint Stock Company
- Enterprise Code: 0800282385 issued by the Department of Planning and Investment of Hai Duong Province, initially registered on August 15, 2003, and amended for the 20th time on January 2, 2024.
- Address: No. 37, 38 Da Tuong Street, Le Thanh Nghi Ward, Hai Duong City, Hai Duong Province

Meeting Time:

- Start: 08:30 AM, April 25, 2025
- End: 12:00 PM, April 25, 2025

Meeting Agenda:

- As approved by the General Meeting of Shareholders (GMS).

Chairman:

- Mr. Le Minh Tan – Chairman of the Board of Directors (BOD)

Secretaries:

- Mrs. Do Thi Ninh – Head Secretary
- Mrs. Nguyen Thi Mai Lien – Member

Number of attendees:

- 26 shareholders and authorized representatives, representing 41,084,076 shares, accounting for 66.48% of the Company's total voting shares.

PART I: OPENING OF THE MEETING AND PARTICIPANTS

1. Opening:

Mr. Le Minh Tan – Chairman of the BOD – delivered the opening speech on behalf of the Organizing Committee.

2. Participants:

2.1. Members of the Board of Directors:

- Mr. Le Minh Tan – Chairman of the BOD
- Mr. Le Tuan Nghia – Member of the BOD
- Mrs. Vu Thi Thu Hien – Member of the BOD
- Mrs. Tieu Thi Bach Duong – Member of the BOD
- Mrs. Vu Le Hoa – Independent Member of the BOD (absent due to health reasons, authorized the Supervisory Board to attend)

2.2. Members of the Supervisory Board:

- Mrs. Lai Thi Ly – Head of the Supervisory Board
- Mrs. Pham Thi Doan – Member
- Mrs. Nguyen Thi Hong Nhung – Member



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2.3. Members of the Executive Board:

- Mr. Tran Xuan Ban – General Director
- Mr. Pham Tien Quynh – Deputy General Director
- Mrs. Nguyen Thi Thuy – Deputy General Director
- Mr. Pham Van Tung – Deputy General Director
- Mrs. Tran Thi Tuyet – Chief Accountant

2.4. Representative from A&C Auditing and Consulting Co., Ltd. – Hanoi Branch:

- Mr. Le Van Khoa – Deputy General Director

2.5. Shareholders:

- 26 shareholders and authorized representatives, representing 41,084,076 shares, accounting for 66.48% of total voting shares.

3. Shareholder Eligibility Verification Report

- The General Meeting listened to Mr. Pham Hoang Anh – Head of the Shareholder Eligibility Verification Committee – presenting the Shareholder Eligibility Verification Report.
- Report details:
 - The total number of shareholders according to the list finalized on March 28, 2025: 2,628 shareholders, representing 100% of the Company's total voting shares.
 - At the time of the meeting's opening, the total number of shareholders and authorized representatives attending the meeting was 26, representing 41,084,076 shares, accounting for 66.48% of the Company's total voting shares.
 - According to the Law on Enterprises and the Charter on the organization and operation of 1369 Construction Joint Stock Company, the 2025 Annual General Meeting of Shareholders of 1369 Construction Joint Stock Company met all conditions to be validly conducted.

PART II: INTRODUCTION OF THE PRESIDIUM, SECRETARIAT, AND VOTE-COUNTING COMMITTEE

The Chairman – Mr. Le Minh Tan proposed and received approval from the GMS for the following:

1. Presidium:

- Mr. Le Minh Tan – Chairman of the BOD – Chairman of the Meeting
- Mr. Le Tuan Nghia – Member of the BOD
- Mrs. Tieu Thi Bach Duong – Member of the BOD
- Mr. Tran Xuan Ban – General Director
- Mrs. Nguyen Thi Thuy – Deputy General Director

2. Secretariat:

- Mrs. Do Thi Ninh – Head Secretary
- Mrs. Nguyen Thi Mai Lien – Member

3. Vote-counting Committee:

- Approved unanimously by the GMS (100% approval).

Members:

- Mr. Pham Hoang Anh – Head of the Vote-counting Committee
- Mrs. Nguyen Thi Nguyet – Member



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- Mrs. Vu Thi Thuy – Member

4. Approval of the Meeting Regulations, Meeting Agenda, and Regulations on Nomination, Candidacy, and Election of Board of Directors' Members of 1369 Construction Joint Stock Company

The Organizing Committee announced the contents of the GMS agenda, the Meeting Regulations, and the Regulations on nomination, candidacy, and election of Board of Directors' members, and proposed that the General Meeting of Shareholders approve these regulations.

The Meeting proceeded with the voting. The result: 100% of the voting shares represented at the meeting approved by a show of hands.

PART III: PRESENTATIONS AT THE MEETING

1. Reports Presented:

- Mr. Le Minh Tan – Chairman of the BOD – Report on the activities of the Board of Directors.
- Mr. Tran Xuan Ban – General Director – Report on 2024 business results and 2025 business plan.
- Mrs. Lai Thi Ly (on behalf of Mrs. Vu Le Hoa) – Report on the activities of the Independent BOD Member.
- Mrs. Lai Thi Ly – Head of the Supervisory Board – Report on the activities of the Supervisory Board.

2. Proposals Presented:

- Mr. Le Tuan Nghia presented the following proposals:
 - Proposal for dismissal of a BOD member.
 - Proposal for additional election of BOD members.
 - Proposal for 2025 business plan and remuneration for BOD and Supervisory Board in 2025.
 - Proposal for 2024 profit distribution and finalization of 2024 remuneration.
- Mrs. Tieu Thi Bach Duong presented:
 - Proposal for the addition of business lines.
 - Proposal for amendments to the Company's Charter.
- Mrs. Nguyen Thi Thuy presented:
 - Proposal for approval of audited 2024 financial statements.
- Mrs. Lai Thi Ly presented:
 - Proposal for the selection of the audit firm for 2025.

PART IV: DISCUSSION

Shareholders raised questions and contributed opinions on matters presented during the meeting. All questions were answered satisfactorily by the Presidium.

PART V: VOTING RESULTS

1. Mr. Pham Hoang Anh – Head of the Shareholder Eligibility Verification Committee – reported on the verification results before the voting session:

As of 10:50 AM, the total number of shareholders and authorized representatives attending the meeting was 26, representing 41,084,076 shares, accounting for 66.48% of the Company's total voting shares.



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2. Mr. Pham Hoang Anh – Head of the Vote-counting Committee – guided the voting procedure.

The General Meeting conducted the voting to approve the Reports, Proposals presented at the Meeting, and to elect members of the Board of Directors, with the following results:

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

a. Total number of valid ballots: 26 ballots, corresponding to 41,084,076 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Details:

- Approved: 41,084,076 shares, equivalent to 100%;
- Disapproved: 0 shares, equivalent to 0%;
- No opinion: 0 shares, equivalent to 0%.

b. Total number of invalid ballots: 0 ballots, corresponding to 0 shares, accounting for 0% of the total votes.

2.2. Approval of the Report of the Executive Board on 2024 Business Results and the 2025 Business Plan

a. Total number of valid ballots: 26 ballots, corresponding to 41,084,076 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Details:

- Approved: 41,084,076 shares, equivalent to 100%;
- Disapproved: 0 shares, equivalent to 0%;
- No opinion: 0 shares, equivalent to 0%.

b. Total number of invalid ballots: 0 ballots, corresponding to 0 shares, accounting for 0% of the total votes.

2.3. Approval of the Report on Activities of the Independent Board Member

a. Total number of valid ballots: 26 ballots, corresponding to 41,084,076 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Details:

- Approved: 41,084,076 shares, equivalent to 100%;
- Disapproved: 0 shares, equivalent to 0%;
- No opinion: 0 shares, equivalent to 0%.

b. Total number of invalid ballots: 0 ballots, corresponding to 0 shares, accounting for 0% of the total votes.

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

a. Total number of valid ballots: 26 ballots, corresponding to 41,084,076 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Details:

- Approved: 41,084,076 shares, equivalent to 100%;
- Disapproved: 0 shares, equivalent to 0%;
- No opinion: 0 shares, equivalent to 0%.

b. Total number of invalid ballots: 0 ballots, corresponding to 0 shares, accounting for 0% of the total votes.

2.5. Approval of the Proposal on Dismissal of a Member of the Board of Directors

a. Total number of valid ballots: 26 ballots, corresponding to 41,084,076 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Details:

- Approved: 41,084,076 shares, equivalent to 100%;
- Disapproved: 0 shares, equivalent to 0%;
- No opinion: 0 shares, equivalent to 0%.



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b. Total number of invalid ballots: 0 ballots, corresponding to 0 shares, accounting for 0% of the total votes.

2.6. Approval of the Proposal on Additional Election of a Member of the Board of Directors

a. Total number of valid ballots: 25 ballots, corresponding to 40,777,278 shares, accounting for 99.25% of the total votes of all shareholders attending the meeting. Details:

- Approved: 40,777,278 shares, equivalent to 99.25%;
- Disapproved: 0 shares, equivalent to 0%;
- No opinion: 0 shares, equivalent to 0%.

b. Total number of invalid ballots: 0 ballots, corresponding to 0 shares, accounting for 0% of the total votes.

2.7. Approval of the 2025 Business Plan and the Expected Remuneration and Bonus for the Board of Directors and Supervisory Board in 2025

a. Total number of valid ballots: 26 ballots, corresponding to 41,084,076 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Details:

- Approved: 41,084,076 shares, equivalent to 100%;
- Disapproved: 0 shares, equivalent to 0%;
- No opinion: 0 shares, equivalent to 0%.

b. Total number of invalid ballots: 0 ballots, corresponding to 0 shares, accounting for 0% of the total votes.

2.8. Approval of the 2024 Profit Distribution Plan and Finalization of Remuneration for the Board of Directors and Supervisory Board for 2024

a. Total number of valid ballots: 26 ballots, corresponding to 41,084,076 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Details:

- Approved: 41,084,076 shares, equivalent to 100%;
- Disapproved: 0 shares, equivalent to 0%;
- No opinion: 0 shares, equivalent to 0%.

b. Total number of invalid ballots: 0 ballots, corresponding to 0 shares, accounting for 0% of the total votes.

2.9. Approval of the Proposal on Addition of Business Lines

a. Total number of valid ballots: 26 ballots, corresponding to 41,084,076 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Details:

- Approved: 41,084,076 shares, equivalent to 100%;
- Disapproved: 0 shares, equivalent to 0%;
- No opinion: 0 shares, equivalent to 0%.

b. Total number of invalid ballots: 0 ballots, corresponding to 0 shares, accounting for 0% of the total votes.

2.10. Approval of the Proposal on Amendments and Supplements to the Company's Charter

a. Total number of valid ballots: 26 ballots, corresponding to 41,084,076 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Details:

- Approved: 41,084,076 shares, equivalent to 100%;
- Disapproved: 0 shares, equivalent to 0%;
- No opinion: 0 shares, equivalent to 0%.



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b. Total number of invalid ballots: 0 ballots, corresponding to 0 shares, accounting for 0% of the total votes.

3. Election Results

3.1. Results of the Additional Election of 02 Members of the Board of Directors

The General Meeting conducted the election of two additional members of the Board of Directors using the cumulative voting method. The results are as follows:

- Number of ballots issued: 26 ballots, corresponding to 41,084,076 shares, accounting for 100% of the total votes of all shareholders attending the meeting.
- Number of ballots collected: 26 ballots, corresponding to 41,084,076 shares, accounting for 100% of the total votes of all shareholders attending the meeting, including:
 - Valid ballots: 26 ballots, corresponding to 41,084,076 shares;
 - Invalid ballots: 0 ballots, corresponding to 0 shares.

Election results for the Board of Directors' members:

No.	Full Name	Number of Votes
1	Tran Xuan Ban	41,084,076 (100%)
2	Gu Yi	41,004,076 (99.8%)

(During the ballot counting, votes from related individuals were excluded.)

Conclusion:

Based on the Regulations on nomination, candidacy, and election of the Board of Directors' members approved by the General Meeting, the list of elected Board members for 1369 Construction Joint Stock Company is as follows:

- Mr. Tran Xuan Ban – Member of the Board of Directors for the 2025–2030 term.
- Mr. Gu Yi – Independent Member of the Board of Directors for the 2025–2030 term.

3.2. Authorization to Organize the Meeting of the Board of Directors

The General Meeting authorized Mrs. Tieu Thi Bach Duong – Member of the Board of Directors – to organize and preside over the Board of Directors' meeting to dismiss Mr. Le Minh Tan from the position of Chairman of the Board of Directors and to elect a new Chairman of the Board in accordance with the law.

PART VI: APPROVAL OF THE MINUTES AND RESOLUTION

- Mrs. Do Thi Ninh, on behalf of the Secretariat, presented the Meeting Minutes and the draft Resolution.
- The GMS unanimously approved the Meeting Minutes and the Resolution.

PART VII: CLOSURE

Mr. Le Minh Tan, on behalf of the Organizing Committee, declared the closing of the meeting. The meeting concluded at 12:00 PM on April 25, 2025.

SECRETARY

DO THI NINH

CHAIRMAN OF THE MEETING



LE MINH TAN



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THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Duong, April 25, 2025

REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS

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

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

I. REVIEW OF BOD ACTIVITIES IN 2024.

1. General Overview

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

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

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

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

2. Results of 2024 AGM Resolution Implementation

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

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Đơn vị: tỷ

đồng

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

(Source: 2024 Audited Consolidated Financial Statements)

- Consolidated revenue reached VND 1,150 billion, fulfilling 91.3% of the AGM 2024 target. The shortfall was mainly due to the global economic downturn, which led to decreased demand in construction and real estate and delays in legal procedures for key projects (e.g., the Residential Project in Ca Dong Coi Hamlet, Thuan Thanh Town, and the Do Nha Project in Que Vo Town, Bac Ninh Province).
- Consolidated NPAT reached VND 21.9 billion, achieving 109.3% of the target.

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

2.1. Selection of Independent Auditor

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

2.2. Brand Development and Social Responsibility

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

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

2.3. Human Resources Development

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



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Notably, the Company successfully organized the "International Financial Reporting Standards (IFRS) Training Course" from August 20 to September 26, 2024, helping the finance and accounting team align with international standards and strengthen financial management capacity.

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

II. BOD PERFORMANCE IN 2024

1. Activities of the Board of Directors

1.1. BOD Members

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

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

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

1.2. General Assessment of BOD Operations

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

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



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1.3. Corporate Governance Results

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

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

Resolutions primarily addressed:

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

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

2. Remuneration and Salary of BOD Members

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

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

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

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

(Details provided in the attached annex.)

4. Activities of the Independent BOD Member in 2024

4.1. Independent BOD Member Activities

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



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

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

This role will continue to be leveraged in future strategies.

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

5. BOD's Evaluation of Executive Board Performance

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

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

- Managing and executing strategic projects: ensuring progress, quality, and effectiveness despite resource and market difficulties;
- Operational efficiency and resource optimization: lean operations and cost controls helped meet financial goals and protect shareholder interests;
- Implementing BOD and AGM Resolutions: directives were seriously implemented, reflecting high discipline and responsibility;
- Market expansion and partner relations: actively engaging new clients and investors while strengthening existing partnerships;
- Strategic adjustments based on market developments: dynamic business planning, capital balancing, HR management, and portfolio adjustments ensured financial stability and performance;
- Fulfilling labor and community responsibilities: ensuring employee benefits, tax obligations, and community engagement enhanced the Company's brand and reputation;
- Ensuring transparency in information disclosure: all disclosures complied with regulations from the State Securities Commission and Hanoi Stock Exchange, protecting shareholder and stakeholder interests.

III. STRATEGIC DIRECTION AND OPERATIONAL PLAN FOR 2025

1. Key Targets for 2025 (Consolidated figures)

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

Đơn vị: Tỷ đồng

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

2. Strategic Direction and Key Tasks for 2025 and Beyond**2.1. General Direction**

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

2.2. Key Tasks for 2025

- ☐ Accelerate residential and industrial real estate projects;
- ☐ Expand trading and high-growth potential business segments;
- ☐ Grow technical and architectural consulting services;
- ☐ Review and streamline corporate governance documents;
- ☐ Apply technology to management and operations;
- ☐ Continue human resource training and development;
- ☐ Foster corporate culture;
- ☐ Maintain community engagement activities.

3. Implementation Measures



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

The BOD will direct the Executive Board to:

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

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

Sincere./.

Recipients:

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

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



LÊ MINH TÂN



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APPENDIX 01 – SALARIES AND REMUNERATION OF THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS, AND EXECUTIVE BOARD

Currency:vnd

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

(Source: 2024 Audited Consolidated Financial Statements)

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

No	Organization/Individual Name	Relation with the Company	Business License No., Date & Place of Issue	Head Office/Contact Address	Transaction Period	Resolution/Decision No.	Description, Total Value of Transaction /	Notes
1	Toan Thang Co., Ltd.	Subsidiary	<ul style="list-style-type: none">- Business registration number: 0800265622- date of issue: 20/05/2002- place of issue: The Department of Planning and Investment of Hai Duong Province	245A Nguyen Luong Bang, Thanh Binh Ward, Hai Duong	12 months 2024	Resolution No. 03/2024/NQ-BOD dated 22/01/2024	Revenue from sales and service provision: 2,684,486,487 VND	
2	Dong A Consulting & Construction Co., Ltd.	Subsidiary	<ul style="list-style-type: none">- Business registration number: 0800443995- date of issue: 23/01/2008	50 Hoang Ngan, Ninh Xa Ward, Bac Ninh City	12 months 2024	Resolution No. 03/2024/NQ-BOD dated 22/01/2024	Revenue from sales, interest: 78,504,913,562 VND	

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			- place of issue: The Department of Planning and Investment of Bac Ninh Province					
3	Hai Duong Agricultural Electromechanical JSC	Associate Company	- Business registration number: 0800008375 - date of issue: 12/11/2004 - place of issue: The Department of Planning and Investment of Hai Duong Province	95 Nguyen Luong Bang, Pham Ngu Lao Ward, Duong Hai	12 months 2024	Resolution No. 03/2024/NQ-BOD dated 22/01/2024	Revenue from sales, interest and capital contribution: 22,626,094,498 VND	
4	Quang Ninh Đáy Brick JSC	Associate Company	- Business registration number: 5700478640 - date of	Gieng Day Ward, Ha Long City, Quang Ninh	12 months 2024	Resolution No. 03/2024/NQ-BOD dated 22/01/2024	Revenue from construction and interest: 7,664,906,899 VND	



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				issue: 07/01/2004 - place of issue: The Department of Planning and Investment of Quang Ninh Province					
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(Source: 2024 Corporate Governance Report))

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1369**APPENDIX 03 – TRANSACTIONS BETWEEN COMPANY INSIDERS/RELATED PERSONS AND
SUBSIDIARIES/CONTROLLED ENTITIES**

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

(Source: 2024 Corporate Governance Report)

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

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

Pursuant to the provisions of the law and the Company's Charter on organization and operation, the Executive Board respectfully reports to the Shareholders, the Board of Directors, and the Supervisory Board on the corporate governance and executive activities, the business performance for 2024, and the business operation plan and orientation for 2025, with the following details:

I. BUSINESS PERFORMANCE REPORT FOR 2024

2024 continued to be a challenging year for the real estate and construction sectors, with ongoing difficulties in liquidity, credit access, and market confidence. However, there were also positive signals as the market gradually moved past its deepest crisis, laying a foundation for recovery.

In this context, C69's leadership proactively adapted by restructuring its business portfolio, shifting focus from real estate to construction and commercial activities—sectors capable of generating quicker and more sustainable cash flows. This strategy not only helped the company maintain revenue growth but also strengthened its internal capabilities and reduced reliance on tightened credit sources.

More importantly, this was not just a short-term coping solution but a strategic adjustment that redefined C69's long-term development trajectory. As the real estate market recovers, the company will enter a new growth cycle with a stronger financial base, higher risk resistance, and a more competitive position.

1. Business Performance Results for 2024

(Unit: VND billion)

Indicator	Actual 2023	Plan 2024	Actual 2024	% Completion vs Plan 2024	Growth Rate 2024 vs 2023
Consolidated Revenue	1,249.4	1,260	1,150	91.3%	-7.9%
- Parent Company Revenue	402.5	440	291.5	66.3%	-27.6%
Consolidated Net Profit After Tax (NPAT)	10.9	20	21.9	109.3%	+100.3%
- Parent Company	9.5	14.5	14.1	97.4%	+49.3%

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Indicator	Actual 2023	Plan 2024	Actual 2024	% Completion vs Plan 2024	Growth Rate 2024 vs 2023
NPAT					

(Source: 2024 Consolidated and Combined Audited Financial Statements)

In 2024, 1369 Construction Joint Stock Company (C69) set a target consolidated revenue of VND 1,260 billion and achieved VND 1,150 billion, fulfilling 91.3% of the plan. The shortfall was mainly due to many projects still under implementation and not yet eligible for revenue recognition—reflecting the broader industry situation amid an incomplete market recovery.

However, a highlight was the consolidated net profit after tax reaching VND 21.9 billion, exceeding the plan by 9.3% and increasing sharply by 100.3% compared to 2023.

This remarkable profit growth, despite stable revenue, demonstrated C69's strategic focus on operational optimization, cost control, and margin enhancement. It likely resulted from restructuring the project portfolio towards higher-profit-margin projects and applying more efficient financial and operational management practices.

This reflects not only a short-term financial achievement but also a strategic shift from scale-driven growth to quality-driven growth. As the real estate and construction markets recover, with a strong financial base and tight cost control, C69 is well-positioned to expand significantly in the coming years. Accelerating project completion, coupled with cost optimization and stringent cash flow management, will help the company maintain growth momentum and strengthen its market position.

2. Business Performance by Sector

a. Construction Sector

In 2024, the Company continued to affirm its position in the construction sector by implementing and completing multiple major contracts, ensuring on-schedule progress and quality commitments to investors. Notable projects delivered during the year included:

- **Key transportation projects:**
 - Construction of the Chieng Tuong – Yen Chau Road and the Pacop – Van Ho Road, contributing to improving the transportation infrastructure in Son La Province.
- **Civil and urban development projects:**
 - Completion of the construction package for the Commercial and Service Building for Electromechanical Works – Hai Duong and supporting facilities at the Bac Nui Cha Bang Quarry (Phuoc Nam Commune, Thuan Nam District, Ninh Thuan Province), marking C69's expansion into industrial and residential projects.



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In addition to construction activities, the Company continued to enhance its bidding capacity and optimize project management processes to control costs and increase profit margins. These efforts not only helped C69 maintain financial performance amid a challenging market but also built a solid foundation for future large-scale projects.

b. Real Estate Sector

In 2024, C69 continued its real estate business activities, focusing on legal finalization, product handover, and land reserve preparation for strategic projects in the upcoming period.

- **Thon Ca Project, Thuan Thanh District, Bac Ninh Province:**
 - Completed land use right transfers and granted land use certificates to 23 customers, reinforcing commitments to buyers and enhancing the Company's reputation in the market.
- **Central Area of Culture, Sports, Education, and New Residential Area Project, Thai Hoc Commune, Binh Giang District, Hai Duong Province:**
 - 97% of site clearance was completed, with full completion targeted for early 2025 to proceed with land allocation procedures.
 - This establishes a crucial foundation for the next implementation phases, ensuring progress as scheduled.
- **Strategic projects in the next phase:**
 - Urban area projects in Dak Nong and industrial cluster projects in Hai Duong are progressing through critical stages such as planning adjustments, environmental impact assessment approvals, and bomb/mine clearance reporting.
 - Notably, the Yen Chau Industrial Cluster Project in Nam Dinh will complete detailed planning approvals and focus on site clearance in Q3/2025.

These efforts demonstrate C69's step-by-step realization of its strategy to expand its real estate investment portfolio, focusing on strategic locations, maintaining project deployment schedules, and enhancing brand value in the market.

c. Commercial Sector

In 2024, the commercial sector continued to play a core role, contributing 73% of total revenue, affirming C69's sound strategy of revenue diversification and risk reduction from the real estate and construction sectors.

- The Company not only maintained stability in traditional construction material trading but also expanded into high-margin segments, creating a more balanced revenue structure.
- In 2025, C69 plans to expand into solar energy products such as solar panels and DC cables - a promising growth area for the future.



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Notably, the previous M&A deal with Toan Thang Co., Ltd. helped C69 strengthen its automotive trading business.

Currently, C69 is an authorized 3S dealership for Thanh Cong Group's Hyundai brand, holding a leading market share in Hai Duong Province.

This success not only boosts cash flows but also opens strategic opportunities in finance, human resources, and customer development, laying the foundation for long-term growth.

Expanding and optimizing the commercial portfolio helps C69 maintain stability during volatile periods in the construction and real estate sectors while paving the way for diversified and sustainable growth.

d. Consulting and Brokerage Services

In 2024, C69 further strengthened its architectural and construction consulting services, affirming its role not only as a contractor but also as a comprehensive solution provider covering design, construction, and supervision.

- This integrated approach enhanced project value per client and met diverse needs from individuals to corporate investors.
- Simultaneously, C69 developed its real estate brokerage segment, supporting the transfer and distribution of products from its own and partner projects.
 - Building a professional advisory system improved sales efficiency and enhanced C69's brand reputation in the market.

Through service portfolio expansion, C69 is gradually shaping its position as a diversified enterprise in construction and real estate, offering complete solutions beyond contracting, and laying the foundation for sustainable future development.

3. Labor Structure, Management Policies, and Employee Welfare

In 2024, despite facing numerous external challenges, the Company continued to prioritize training, workforce development, and organizational restructuring, aiming to build a professional, dynamic, and highly adaptable team.

- **Salary Management:**
 - A consistent salary management system was applied, based on job grades, professional competence, and business performance.
 - For direct labor at construction sites, piecework wages were flexibly adjusted according to performance and through reasonable agreements between both parties.
- **Incentive Policies:**

Various bonus schemes were implemented to recognize outstanding individuals and teams:

 - **Periodic bonuses:**
 - Awarded to individuals and groups making significant contributions to business results, typically granted during holidays,



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Tet (Lunar New Year), or upon the completion of important projects.

- **Spot bonuses:**

- Awarded for innovative initiatives, contributions to construction efficiency, labor safety, or operational process improvements.

The salary and bonus policies not only reflect C69's appreciation for its employees but also serve as a motivation to foster continuous innovation and dedication.

4. Environmental and Social Responsibility Report

a. Community Activities and Social Responsibility

In 2024, C69 continued to affirm its pioneering role in charitable activities and community development, spreading humanitarian values and integrating social responsibility with the sustainable development goals of the Company.

- **The “Sharing Love – Sunshine after the Storm” Program in Son La Province:**
 - The program received strong support from all C69 staff.
 - Voluntary donations were mobilized, and direct cash contributions were delivered to the residents of Bo Mon Village – an area heavily affected by natural disasters.
 - Additionally, hundreds of gift packages containing essential supplies were provided to children at Sao Mai Kindergarten (Tu Nang Commune) and Tai Va Primary School (Chieng Hac Commune), improving their learning and living conditions.
- **Support for Employees Affected by Natural Disasters:**
 - Over 40 staff members in Quang Ninh Province received timely assistance to overcome the aftermath of Typhoon Yagi, helping them stabilize their lives and work.
- **The “Spring in Border Regions 2024” Program:**
 - In collaboration with the Voice of Vietnam, C69 brought warmth to the highland residents of Cao Bang Province during the Lunar New Year.
 - Practical gifts such as warm clothing, books, school supplies, and essential items were distributed.
 - More than 60 sets of tea sets branded with Hai Duong ceramics — a cultural symbol of C69's hometown — along with compact FM radios were given to households, providing not just daily conveniences but also connecting highland people with information, knowledge, and society.

Thanks to its active contributions to charity and social welfare, C69 was honored with a Certificate of Merit by the Chairman of Hai Duong Provincial People's Committee in July 2024.

This recognition not only reflects the Company's efforts for the community but also serves as motivation for C69 to continue promoting social responsibility and contributing to the country's overall development.



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b. Commitment to Environmental Protection and Sustainable Development

C69 not only focuses on business operations but also places significant importance on environmental protection and sustainable development, considering it a key pillar of its long-term strategy.

- **Strict Compliance:**
 - The Company strictly complies with environmental regulations, ensuring harmony between economic interests and social responsibilities.
- **Environmental Programs:**
 - In 2024, C69 launched a series of energy-saving initiatives and optimized water resource usage in construction and project operations to minimize negative environmental impacts.
- **Awareness Training:**
 - The Company enhanced environmental awareness among all employees, ensuring each individual thoroughly understood and strictly implemented environmental policies and objectives.

With its long-term vision, C69 not only strives for business efficiency but also focuses on community responsibility and environmental protection, aiming to build a sustainably growing enterprise that positively contributes to society and future generations.

II. BUSINESS PLAN FOR 2025

1. Production and Business Plan for 2025

Entering 2025, the Executive Board of C69 has defined its business strategy based on forecasts that the market is gradually recovering, offering numerous growth opportunities.

Key economic sectors, including construction, real estate, and commerce, have shown positive signs, forming a critical foundation for the Company to develop a sustainable growth plan.

Based on the analysis of macroeconomic factors and an overview of business activities in each sector, the Company has set specific goals to optimize operational efficiency and enhance adaptability to market fluctuations.

Business Targets for 2025

(Unit: VND billion)

Indicator	2024 Actual Results		2025 Plan	
	Parent Company	Consolidated	Parent Company	Consolidated
Total Revenue	291.5	1,150	330	1,200
Net Profit After Tax	14.1	21.9	20	30



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(Source: 2025 Approved Business Plan)

In 2025, the Company targets consolidated net profit after tax of VND 30 billion, reflecting its continued strategy of cost control and operational efficiency improvement.

Strategic Directions and Implementation:

- **Flexible Market Adaptation:**
 - Review the investment portfolio, focusing on projects with strong cash flow potential.
 - Accelerate the progress of key projects to increase short-term revenue.
 - Expand commercial activities to diversify revenue streams and reduce dependence on a single sector.
- **Financial Control and Cost Optimization:**
 - Manage cash flows tightly, ensuring liquidity and maintaining stable operations.
 - Implement cost-saving measures in production and operations to improve profit margins.
- **Enhancing Core Business Sectors:**
 - Invest in strengthening construction capabilities, ensuring project quality and timeliness.
 - Promote safe and sustainable real estate business strategies.
 - Leverage strengths in the automobile trading segment to solidify competitive positioning.
- **Human Resource Development and Technological Innovation:**
 - Train and enhance the skills of the workforce to meet the market's increasing demands.
 - Apply digital technologies in corporate governance to enhance efficiency and risk control.

Long-Term Vision

The 2025 plan is not only aimed at achieving financial targets but also serves as an important step in C69's long-term development strategy.

The Company is committed to maintaining stability, flexibly adapting to market changes, and laying a solid foundation for strong breakthroughs in the next growth phase.



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2. Action Plan for 2025

2.1. Implementation of the Company's Core Business Areas

a. Construction and Real Estate Project Development

In 2025, the Company will continue construction activities for projects across provinces such as Bac Ninh, Son La, Hai Duong, and Dak Nong, focusing on site management and supervision to ensure quality and timely delivery by subcontractors and suppliers.

Promoting industrial and residential real estate:

- Expedite site clearance, resettlement support, and preparation and approval of construction drawings to apply for construction permits for the New Urban Area Project at Group 4, Nghia Duc Ward, and Residential Area Project No. 3, Nghia Trung Ward, Gia Nghia City, Dak Nong Province.
- Complete the legal procedures for:
 - Yen Chau Industrial Cluster, Giao Thuy District, Nam Dinh Province;
 - Nghia An Industrial Cluster, Ninh Giang District, Hai Duong Province.
- Residential real estate:
 - Complete 90% of rough construction works and sell units within 2025.
- Obtain construction permits and commence infrastructure works for the Central Area of Culture, Sports, Education, and New Residential Area Project, Thai Hoc Commune, Binh Giang District, Hai Duong Province.

New construction projects:

- Continue seeking new construction contracts for 2025, including bidding for and executing infrastructure projects funded by the state budget in Son La Province (e.g., bridge and road construction projects).

Land expansion strategy:

- Focus manpower and resources on finding new project opportunities in neighboring provinces such as Nam Dinh and Quang Ninh, aiming to continuously expand the project land bank, especially industrial real estate.

b. Commercial Activities

- **Revive import and export operations**, especially focusing on the import of solar energy products such as solar panels and components to create a stable and sustainable revenue stream, contributing to long-term growth.
- **Strengthen core trading activities** in construction materials (e.g., construction stone, bricks, tiles) to meet internal construction demands and supply to domestic and international markets.
- **Maintain the No. 1 automobile trading market share** in Hai Duong Province.



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- Research and expand dealership networks in nearby provinces such as Thai Binh, Bac Giang, and others.
- Develop authorized automobile repair services that meet premium standards.

c. Financial Investment Activities

- **Cash Flow Management:**
 - Continue implementing financial solutions for cash flow operations, speeding up receivables collection, and working with banks to ensure adequate funding for business activities and key projects.
- **Investment Portfolio Management:**
 - Regularly review the Company's investment portfolio, strengthen risk management, and restructure assets to optimize operational efficiency and maximize returns for the enterprise and investors.

2.2. Enhancing Governance and Operational Efficiency

- Build a **modern and flexible governance system** that can quickly adjust strategies based on market changes.
- Strengthen **internal controls** and **strictly monitor finances and operations** to ensure transparency and maximum efficiency.
- **Streamline the management structure**, professionalize departments, and eliminate inefficient processes.
- Apply **digital technology** for operations, aiming toward intelligent data governance and improved labor productivity.
- Enhance **forecasting and risk management capabilities**, proactively responding to economic and policy fluctuations.

2.3. Human Resource Development and Talent Building

- **Intensive training** for project managers and construction engineers to enhance on-the-ground capabilities.
- **Recruit strategic personnel**, particularly for management, technical, and business expert positions.
- Optimize the **compensation policy**, ensuring fairness and transparency, linking income with work performance.
- Build a **professional working environment** that fosters creativity, innovation, and talent attraction.



1369 CONSTRUCTION JOINT STOCK COMPANY

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2.4. Legal Affairs and Risk Management

- Strengthen **compliance with laws and risk control**, ensuring sustainability in investments and operations.
- **Proactively review contracts** and project legal documentation to minimize potential risks.

2.5. Brand Development and External Relations Expansion

- Build a **strong communication strategy** to enhance C69's brand recognition.
- Expand relationships with media, customers, and investors, protecting and enhancing the Company's reputation.
- Increase connectivity with strategic partners, banks, and regulatory agencies to create a strong foundation for long-term growth.
- **Develop products and services** with distinctiveness, ensuring superior quality and long-term value.

Recipients:

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

GENERAL DIRECTOR



TRAN XUAN BAN



CÔNG TY CỔ PHẦN XÂY DỰNG 1369

Địa chỉ: Số 37, 38 Dã Tượng, P. Lê Thanh Nghị, TP Hải Dương, tỉnh Hải Dương

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THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Duong, April 25, 2025

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

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

1. Evaluation of the Board of Directors' Activities

Management and Supervision of Operations in 2024

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

2. Evaluation of the Company's Operations

2.1. Business Performance in 2024

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

2.2. Risk Management and Internal Control

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

2.3. Sustainable Development and Social Responsibility

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



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3. Recommendations and Directions for 2025

3.1. Enhancing Transparency and Improving Corporate Governance

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

3.2. Strategic Direction for 2025 and the Following Years

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

3.3. Enhancing Risk Control

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

2. Conclusion

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

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

Sincerely,

Recipient:

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

INDEPENDENT MEMBER OF THE
BOD



VŨ LÊ HOA

**1369 CONSTRUCTION JOINT STOCK COMPANY**

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SOCIALIST REPUBLIC OF VIETNAM**Independence – Freedom – Happiness**

Hai Duong, April 25, 2025

REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD

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

I. PERFORMANCE OF THE SUPERVISORY BOARD IN 2024***1. Organization and Operation of the Supervisory Board***

The Supervisory Board (SB) consists of three members elected at the 2024 Annual General Meeting of Shareholders (AGM) held on April 27, 2024, tasked with monitoring activities in accordance with the law and the Company's Charter. All members possess appropriate professional qualifications and experience, fully capable of fulfilling their assigned duties, specifically:

No.	Member of the Supervisory Board	Title	Appointment/ Dismissal Date	Number of Shares Held	Related Interests in the Company
1	Mrs. Lai Thi Ly	Head of the SB	Appointed on 02/05/2024	0	None
2	Mrs. Pham Thi Doan	Member	Appointed on 27/04/2024	2,060	None
3	Mrs. Nguyen Thi Hong Nhung	Member	Appointed on 27/04/2024	0	None

During the year, the Supervisory Board operated with a high sense of responsibility, closely coordinating with the Board of Directors (BOD) and the Executive Board in all supervisory activities.

2. Supervisory Activities and Remuneration of the Supervisory Board***2.1. Supervisory Activities***

- In 2024, the SB maintained regular operations, fully participating in BOD meetings, Executive Board monthly and quarterly briefings, and extraordinary meetings related to the Company's activities to capture actual business performance and contribute feedback on the implementation of goals approved by the AGM.
- The SB reviewed and assessed quarterly and annual financial statements prior to independent audits for both the parent company and subsidiaries; supervised the activities of the independent auditing firm to ensure the Company's financial transparency and compliance with regulations and the Company's Charter.



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- Supervised the implementation of AGM resolutions, risk management, compliance, information disclosure, investments, transactions with subsidiaries and associates, and the rectification of post-inspection findings.
- Supervised the work of the independent auditor.
- Carried out other recurring supervisory activities as required.

Throughout its activities, the SB was fully supported by the BOD and Executive Board, enabling it to perform its functions effectively.

In 2024, the Supervisory Board convened four meetings with full participation of all members, with main contents as follows:

No.	Date	Meeting Contents	Attendance Rate
1	11/03/2024	- Evaluation of 2023 business performance and financial reporting of the parent company and subsidiaries; - Discussion and assessment of compliance by BOD members, Executive Board members, and other management positions in 2023; - Agreement on the Supervisory Board report for the 2024 AGM.	100%
2	02/05/2024	- Election of Head of the Supervisory Board for the 2024–2029 term.	100%
3	12/08/2024	- Evaluation of H1 2024 business results; - Preparation of the H1 2024 interim financial report.	100%
4	09/10/2024	- Evaluation of Q3 2024 business results and plans for Q4 2024; - Preparation of the Q3 2024 financial report.	100%

2.2. Remuneration of the Supervisory Board

- **Salary in 2024:**
 - Head of the Supervisory Board: VND 118,902,000
 - Member of the Supervisory Board: VND 48,368,000
- **Remuneration in 2023:**

Paid according to the Resolution of the 2024 AGM:

 - Head of the Supervisory Board: VND 7 million per month
 - Member of the Supervisory Board: VND 4 million per month

Total remuneration paid: VND 180 million.

II. Supervision Results

1. Implementation of AGM 2024 Resolutions:

1.1 Profit Distribution and Remuneration:

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Category	Amount (VND)
Development Investment Fund	500,000,000
Reward & Welfare Fund	300,000,000
BOD's 2023 Honorarium	391,000,000
BOD's 2024 Salary	242,272,800

All distributions were in line with the 27/04/2024 AGM resolution.

1.2 Business Performance 2024:

Indicator	2024 Plan (VND bn)	2024 Actual (VND bn)	Fulfillment Rate
Consolidated Revenue	1,260	1,150	91.3%
- Parent Company Revenue	440	291.5	66.3%
Consolidated Net Profit	20	21.9	109.3%
- Parent Net Profit	14.5	14.1	97.4%

Although revenue fell short, net profit exceeded the target, indicating cost optimization and improved management efficiency.

Key activities:

- Construction and real estate projects in Bac Ninh, Hai Duong, Son La, and Dak Nong were executed per plan.
- Projects met required progress and quality standards, e.g., Pa Cop Road (Son La), auxiliary structures of Cha Bang quarry (Ninh Thuan).
- Compliance with legal regulations was ensured.

2. Financial and Audit Supervision:

- Regular review of financial statements ensured transparency and compliance.
- Direct engagement with A&C Auditing and Consulting Co., Ltd. on audit scope, results, and key highlights.
- Compliance with financial expenditure regulations, debt reconciliation, and tax obligations was maintained.

3. Oversight of the BOD, Executive Board, and Shareholders:**3.1 BOD:**

- Successfully organized the 2024 AGM with legality and transparency.
- Held regular meetings and issued timely resolutions aligning with actual business conditions.



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- Directed project implementation, cost control, financial management, and expansion initiatives effectively.

3.2 Executive Board:

- Executed BOD directions efficiently despite real estate market volatility.
- Maintained cash flow, enhanced construction and project management, and improved internal governance.

3.3 Shareholders:

- No requests for inspection or complaints were received from shareholders in 2024.

4. Information Disclosure & Reporting:

- Fully complied with disclosure regulations to SSC and HNX, ensuring timely, accurate, and transparent communications.

5. Related Party Transactions Supervision:

5.1 Transactions with Subsidiaries & Affiliates:

- C69 - 78% in Dong A Consulting & Construction Co., Ltd.: material trading, loans
- C69 - 51% in Toan Thang Co., Ltd.: trading of goods/services
- C69 - 42.09% in Gieng Day Ceramic JSC: construction activities
- C69 - 48% in Agricultural Electromechanical Co., Ltd.: materials & capital contribution
- Vacvina Technical Services Co., Ltd.: capital contribution

5.2 Internal Related Transactions:

- CEO's transaction with 1369 Industrial Zone JSC (C69 holds 70%)

5.3 Transactions involving past/present BOD/SB/Executive members:

- T&T Hai Duong Petrochemical Co., Ltd.: vehicle sales 2022–2023
- Luong Dien–Ngoc Lien IZ JSC: construction & consulting in 2022
- Chu Dau Ceramics JSC: trading of goods/materials 2023–2024

→ All transactions were lawful, properly documented, and disclosed transparently, with no conflicts of interest or misconduct detected.



III. Conclusions and Recommendations to the Board of Directors and the Executive Board

1. Assessment of Coordination between the Supervisory Board, the Board of Directors, and the Executive Board

Over the past year, the Supervisory Board has maintained a close and effective coordination with the Board of Directors and the Executive Board in performing its functions and duties in accordance with the Law on Enterprises and the Company's Charter.

- The Supervisory Board was fully and promptly provided with access to documents, information related to the Company's management and operations, and key resolutions and decisions.
This allowed the Supervisory Board to closely monitor activities and provide timely comments and recommendations to ensure transparency, legal compliance, and to enhance corporate governance effectiveness.
- During the supervision process, the Supervisory Board observed that the Board of Directors and the Executive Board seriously considered and responded to the Supervisory Board's recommendations;
They consistently demonstrated a spirit of openness, cooperation, and transparency in information exchange, thereby contributing to building a professional, efficient, and law-abiding working environment.
- The positive and effective collaboration among the Supervisory Board, the Board of Directors, and the Executive Board has been one of the key factors helping the Company maintain stability, achieve sustainable development, and enhance value for shareholders.

2. Recommendations to the Board of Directors and the Executive Board

Based on the supervisory results for the 2024 financial year, the Supervisory Board makes the following recommendations to the Board of Directors and the Executive Board for 2025:

2.1. Strengthening Governance and Management:

- Continue improving the organizational structure and enhancing management and operational capacity to ensure sustainable development;
- Promote the application of information technology in corporate governance and operations to increase work efficiency.

2.2. Optimizing Financial Operations:

- Improve the efficiency of capital utilization and strengthen cost control during project execution;



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- Develop appropriate capital mobilization strategies to ensure stable financial resources for key projects.

2.3. Improving the Internal Control System to Strengthen Risk Management:

- Establish an internal control department to strengthen control activities;
- Regularly review and update internal management regulations and procedures to align with legal changes and the Company's development needs.

2.4. Accelerating Project Progress and Completing Legal Procedures:

- Proactively engage with governmental authorities to complete the legal documentation for real estate projects;
- Actively resolve arising issues during project execution to ensure project progress and quality.

IV. Supervisory Board's Operational Plan for 2025

In 2025, the Supervisory Board will focus on the following key tasks to ensure effective supervision and support the Company's sustainable development orientation:

1. Maintain Close Supervision of Management and Operations

- The Supervisory Board will continue to attend all meetings of the Board of Directors and the Executive Board to closely monitor management and operational activities;
- The Supervisory Board will evaluate the implementation of key resolutions and decisions and supervise the decision-making processes of the Executive Board to ensure transparency and compliance with legal regulations.

Additionally, the Supervisory Board will closely coordinate with functional departments to promptly capture changes in production and business activities, thereby advising the Board of Directors on appropriate adjustment solutions.

2. Conduct Periodic Reviews of Financial Statements

- The Supervisory Board will carry out reviews of quarterly and annual financial statements to ensure the accuracy, transparency, and integrity of the Company's financial information;
- The Supervisory Board will work closely with the independent auditing firm to discuss the audit scope, methodology, and results, ensuring that the audited financial statements accurately reflect the Company's financial position and business performance.

3. Strengthen Compliance Monitoring with Laws and Internal Regulations



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- The Supervisory Board will increase inspections of compliance with the law, the Company's Charter, and internal regulations;
 - The focus will be on high-risk areas such as project management, bidding, investment, and finance;
 - The Supervisory Board will also monitor adjustments to internal regulations to ensure alignment with newly issued legal provisions and the Company's development needs.

This concludes the Supervisory Board's report on activities for 2024 and the operational orientation for 2025, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted.

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board, Executive Board;
- Archives.

**ON BEHALF OF THE
SUPERVISORY BOARD
Head of the Supervisory Board**



Lai Thi Ly



1369 CONSTRUCTION JOINT STOCK COMPANY

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No: 01/TTr-ĐHĐCĐ.2025

Hai Duong, April 25, 2025

PROPOSAL

Regarding the Dismissal of Members of the Board of Directors

To: The General Meeting of Shareholders

Pursuant to:

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

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the dismissal of members of the Board of Directors of 1369 Construction Joint Stock Company as follows:

Based on:

- The Letter of Resignation from the position of Member of the Board of Directors submitted by Mr. Le Minh Tan;
- The Letter of Resignation from the position of Independent Member of the Board of Directors submitted by Mrs. Vu Le Hoa.

The Board of Directors has reviewed the resignation letters and the reasons presented therein.

We respectfully submit to the General Meeting of Shareholders for review and approval.
Respectfully submitted.

Recipients:

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

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN

LE MINH TAN



1369 CONSTRUCTION JOINT STOCK COMPANY

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No: 02/TTr-ĐHĐCĐ.2025

Hai Duong, April 25, 2025

PROPOSAL

Regarding the Additional Election of Members of the Board of Directors

To: The General Meeting of Shareholders

Pursuant to:

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

The Board of Directors of 1369 Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the additional election of members of the Board of Directors, with details as follows:

The Company has received one nomination dossier for a candidate to be additionally elected as a member of the Board of Directors (attached dossier):

- **Name:** Mr. Tran Xuan Ban
- **Year of birth:** 1981
- **Nationality:** Vietnamese
- **Permanent Address:** No. 8/2/42 Thanh Binh, Thanh Binh Ward, Hai Duong City, Hai Duong Province, Vietnam
- **Phone:** 0983.699.565 | **Email:** ban.tx@1369.vn
- **Citizen ID No.:** 034081003870 | **Date of Issue:** August 11, 2021 | **Place of Issue:** Department of Administrative Management on Social Order
- **Educational Qualification:** Bachelor's Degree – Major in Accounting
- **Current Shareholding:** 306,798 shares of 1369 Construction Joint Stock Company

The Company has received one nomination dossier for a candidate to be additionally elected as an Independent Member of the Board of Directors (attached dossier):

- **Name:** Mr. Gu Yi
- **Year of birth:** 1983
- **Nationality:** Chinese
- **Permanent Address:** Japan
- **Phone:** +81 8061282130 | **Email:** gu.yi@bridgemeco.jp
- **Passport No.:** EN6431193 | **Date of Issue:** February 17, 2025 | **Issued by:** Chinese Embassy in Japan
- **Educational Qualification:** Master's Degree – Major in Business Administration



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- **Current Shareholding:** 0 shares of 1369 Construction Joint Stock Company

This is the proposal for the additional election of a Member of the Board of Directors and an Independent Member of the Board of Directors of 1369 Construction Joint Stock Company.

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

Respectfully submitted.

Recipients:

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

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



LE MINH TAN

**1369 CONSTRUCTION JOINT STOCK COMPANY**

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No: 03/TTr-DHĐCĐ.2025*Hai Duong, April 2025***PROPOSAL**

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

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

Pursuant to:

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

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

I. 2025 Business Plan (Unit: million VND)

Unit: million VND

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

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

No.	Position	Quantity	Max Monthly Remuneration (VND/person)	Max Total Remuneration for 2025 (VND)
I	Board of Directors	5		420,000,000
1	Chairman	1	15,000,000	180,000,000
2	Members	4	5,000,000	240,000,000
II	Supervisory Board	3		180,000,000
1	Head of Supervisory Board	1	7,000,000	84,000,000
2	Members	2	4,000,000	96,000,000
III	Total	8		600,000,000



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Time of payment:

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

Expected Bonus for 2025:

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

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

Sincerely,

Recipients:

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

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



LE MINH TAN



CÔNG TY CỔ PHẦN XÂY DỰNG 1369

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No: 04/TTr-ĐHĐCĐ.2025

Hai Duong, April 2025

PROPOSAL

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

To: The General Meeting of Shareholders

Pursuant to:

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

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

I. Profit Distribution Plan for 2024

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

The proposed profit distribution for 2024 is as follows:

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

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

Due to difficult business conditions and market fluctuations in 2024 requiring focused



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resources for business operations, the Board of Directors, Supervisory Board, and Executive Board have mutually agreed to forgo performance bonuses for 2024.

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

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

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

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

Sincerely.

Recipients:

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

ON BEHALF OF THE BOARD OF
DIRECTORS

CHAIRMAN


LE MINH TAN



1369 CONSTRUCTION JOINT STOCK COMPANY

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No : 05/TTr-ĐHĐCĐ.2025

Hai Duong, April 25, 2025

PROPOSAL

Regarding: Addition of Several Business Lines

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

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021;
- The Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;
- The Charter of 1369 Construction Joint Stock Company.

In order to expand the Company's operating scope, continuously broaden its market, enhance its position and reputation, and contribute to revenue and profit growth, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the addition and adjustment of several business lines as follows:

Adjustments to Certain Business Lines

No.	Industry Code	Business Line	After Adjustment
1	6820	Real estate consulting, brokerage, auction services, land use rights auction	Real estate consulting, brokerage, auction services, land use rights auction (excluding real estate valuation services and sectors restricted to foreign investors under Appendix I of Decree 31/2021/ND-CP)
2	4312	Site preparation	Site preparation (excluding sectors restricted to foreign investors under Appendix I of Decree 31/2021/ND-CP)
3	4291	Construction of water projects	Construction of water projects (excluding sectors restricted to foreign investors under Appendix I of Decree 31/2021/ND-CP)
4	4659	Wholesale of other machinery, equipment, and spare parts	Wholesale of mining, construction, building material machinery and equipment; Wholesale of electrical machinery, equipment, and materials (including generators, electric motors, wires, and other equipment used in electric circuits) (excluding restricted goods under WTO commitments and relevant regulations)
5	4610	Agency, brokerage, auction of goods	Agency, brokerage, auction of goods (excluding restricted goods under WTO commitments and relevant regulations)
6	4632	Wholesale of food	Wholesale of food (excluding restricted goods under WTO commitments and relevant regulations)
7	4669	Other specialized wholesale not	Wholesale of cement additives, processed stone minerals, and solar energy equipment and materials

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No.	Industry Code	Business Line	After Adjustment
		elsewhere classified	(excluding restricted goods under WTO commitments and relevant regulations)
8	7110	Architectural and related technical consulting activities	Structural design of civil and industrial works; planning design; architectural design; water supply and drainage design; electrical system design; geotechnical surveys; construction supervision for traffic works, civil, industrial, and infrastructure projects; design, project management consulting, supervision consulting, installation of solar power systems (excluding restricted sectors for foreign investors under Appendix I of Decree 31/2021/ND-CP)

Adjustment of Main Business Line

- Adjust from Industry Code 7110 to Industry Code 6810.

Addition of a New Business Line

Industry Code	Business Line
8299	Other business support service activities not elsewhere classified (Details: Import and export of goods related to the Company's business activities) (excluding restricted goods under WTO commitments and relevant regulations)

Amendment to the Company's Charter

Amend Clause 4.1 of the Company Charter regarding business lines to reflect the changes approved under this Proposal.

Implementation Authorization

Authorize the General Director, who is also the Legal Representative of the Company, to:

- Carry out necessary procedures to register changes to the Company's business lines with the competent authorities;
- Adjust detailed descriptions within the industry codes and sectors approved by the General Meeting of Shareholders under this Proposal;
- Perform other tasks related to the change of business lines in accordance with the law.

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

Respectfully submitted.

Recipients:

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

ON BEHALF OF THE BOARD OF

**DIRECTORS
CHAIRMAN**



LE MINH TAN



1369 CONSTRUCTION JOINT STOCK COMPANY

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No: 06/TTr-ĐHĐCĐ.2025

Hai Duong, April 2025

PROPOSAL

Re: Amendments and Supplements to the Company Charter

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

Pursuant to:

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

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

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

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

We respectfully submit this proposal for your consideration and approval.

Sincerely,

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



APPENDIX

Details of Amendments and Supplements to the Charter 1369 Construction Joint Stock Company

Note:

- The proposed amendments in the “Current Charter Provisions” column are in **bold and underlined**.
- The proposed new provisions in the “Proposed Amendments and Supplements” column are in **bold red italics**.
- Articles not listed in the table below remain unchanged.

No.	Article/Clause	Current Charter Provisions	Proposed Amendments and Supplements	Justification/Legal Basis
1	Preamble	This Charter was approved under Resolution No. 01/2024/NQ-ĐHĐCĐ.2024 dated April 27, 2024	<i>This Charter is approved under Resolution No. 01/NQ-ĐHĐCĐ.2025 dated 25/04/2025</i>	According to the Resolution number of the Annual General Meeting of Shareholders
2	Article 30.7	The BOD meeting notice must be sent to BOD members and Supervisory Board members at least three (03) working days before the meeting. The notice must be in Vietnamese and specify the meeting time, location, agenda, matters to be discussed, and include necessary documents and voting slips. BOD members may waive the notice requirement in writing, and such waiver can be revoked in writing. The notice may be delivered by invitation letter, post, phone, fax, email, or other means, provided it reaches the registered address of each BOD member.	<i>The BOD meeting notice must be sent to BOD members and Supervisory Board members at least three (03) working days before the meeting. The notice may be made in Vietnamese or a foreign language and must specify the time, location, agenda, matters to be discussed, and include related materials and voting slips. BOD members may waive the notice requirement in writing, which may be amended or revoked in writing. The notice and related documents may be sent by letter, post, phone, fax, email, or other appropriate means, ensuring delivery to each BOD member's registered contact.</i>	Adjustment based on actual business operations

No.	Article/Clause	Current Charter Provisions	Proposed Amendments and Supplements	Justification/Legal Basis
3	Article 30.12	BOD meetings may be held via teleconference when all or some members are at different locations, provided that each member can:	<i>12. BOD meetings may be held via teleconference when one, some, or all members are at different locations, provided that each member can:</i>	Adjustment based on actual business operations
4	Article 30.12 (b)	Resolutions adopted during telephone meetings are valid upon the meeting's conclusion but must be confirmed by the signatures of all attending BOD members in the meeting minutes.	<i>b. Resolutions adopted during online meetings are valid upon the meeting's conclusion but must be confirmed by the signatures (including electronic signatures) of all BOD members attending the meeting in the minutes.</i>	Adjustment based on actual business operations

⁹ This appendix shall take effect upon approval by the General Meeting of Shareholders and becomes an integral part of the Company Charter.



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No: 07/TTr-ĐHĐCĐ.2025

Hai Duong, April 2025

PROPOSAL

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

To: The Annual General Meeting of Shareholders 2025

Pursuant to:

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

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

Key financial figures are summarized as follows:

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

We hereby submit this proposal for your review and approval.

Sincerely,

Recipients:

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

ON BEHALF OF THE BOARD OF

DIRECTORS
CHAIRMAN

LE MINH TAN



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No: 08/TTr-DHĐCD.2025

Hai Duong, April 2025

PROPOSAL

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

To: **The General Meeting of Shareholders**

Pursuant to:

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

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

1. Criteria for Selecting the Independent Auditing Firm:

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

2. Proposed Auditing Firms:

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

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

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

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

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

Recipients:

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

ON BEHALF OF THE SUPERVISORY
BOARD
HEAD OF SUPERVISORY BOARD



LAI THI LY