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DRAFT

AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

Time: From 13:30 to 17:00, Wednesday, April 22, 2026.
Venue: 6th Floor Hall, Lao Dong Newspaper Building, No. 6 Pham Van Bach Street, Cau Giay Ward, Hanoi City.

TIME	CONTENTS
13h30 - 14h00	Shareholders' registration for attendance
14h00 - 14h10	Opening of the General Meeting
14h10 - 14h15	Report on verification of shareholder eligibility to attend the Meeting
14h15 - 14h20	- Approval of the Meeting Regulations and Agenda - Introduction of the Presidium, Elect Secretariat, and Elect Vote Counting Committee
14h20 - 15h20	- Presentation of reports and proposals for the General Meeting's consideration
15h20 - 15h50	Discussion session
15h50 - 16h00	Voting by the General Meeting
16h00 - 16h15	Break
16h15 - 16h25	Announcement of voting results
16h25 -16h35	Approval of the Minutes and Resolutions of the General Meeting
16h35 - 17h00	Closing of the General Meeting

LIST OF REPORTS AND PROPOSALS FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. The Board of Directors' Report on the 2025 performance results and 2026 orientation.

2. Proposal on remuneration for members of the Board of Directors and the Supervisory Board for 2025 and proposed remuneration for 2026.

3. The Executive Board's report on the 2025 business performance results and the 2026 business plan.

4. The Proposal on approval of contracts and transactions with Viettel Military Industry and Telecoms Group.

5. Proposal on approval of the 2025 financial statements.

6. Proposal on the 2025 profit distribution plan and the plan on issuing shares to pay dividends.

7. The Supervisory Board's Report on 2025 performance results and 2026 plan.

8. The Proposal on selecting the auditor for the 2026 financial statements.

9. Proposal on supplementation of business lines and amendments to the Charter, Internal Corporate Governance Regulations and the operational regulations of the Board of Directors.

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 01/QC-VCC

Hanoi, April 01, 2026

REGULATIONS ON ORGANIZATION AND VOTING AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope and Applicable Subjects

1. These Regulations applies to the organization and conduct of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "AGM") of Viettel Construction Joint Stock Corporation (hereinafter referred to as the "Company"), held in the form of a hybrid meeting combining in-person and online attendance, and regulates voting by electronic voting method.

2. These Regulations specify the rights and obligations of shareholders, shareholder representatives, meeting participants and the bodies responsible for organizing and supporting the AGM; as well as the conditions and procedures for conducting the meeting and voting on matters within the authority of the AGM.

Article 2. Working Principles of the General Meeting

1. Transparency, fairness and democracy.
2. Ensuring the rights and interests of shareholders and the Company.
3. Compliance with applicable laws, the Company's Charter, the internal regulations on corporate governance and these Regulations.

Article 3. Definitions and Interpretation

1. "Organizing Committee" means the body established to support the preparation and organization of the AGM.

2. "General Meeting" means the 2026 Annual General Meeting of Shareholders of Viettel Construction Joint Stock Corporation.

3. "Shareholder" means a person who owns CTR shares and whose name appears on the list of shareholders entitled to attend the AGM as of the final registration date (March 9, 2026) as provided by the Vietnam Securities Depository and Clearing Corporation ("VSDC").

4. "Shareholder's Representative" means the legal representative of an institutional shareholder or a person duly authorized in writing by a shareholder to attend the AGM and exercise electronic voting rights.

5. “Online Meeting” means a form of organizing the AGM using electronic means and modern information technology solutions to transmit images and audio via the Internet, enabling Shareholders/Shareholder Representatives at different locations to follow the meeting, participate in discussions, and vote on matters within the authority of the AGM.

6. “Electronic Voting” means the exercise of voting rights by Shareholders/Shareholder Representatives using computers, mobile phones, or other Internet-connected devices through the Electronic Voting System as prescribed and notified by the Company.

7. “Electronic Voting System” means the system that provides Shareholders/Shareholder Representatives with tools to exercise their relevant rights, including but not limited to voting rights when attending the AGM.

8. “Identification Information” means the information required to accurately identify an entity in a given context.

CHAPTER II.
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS, MEETING PARTICIPANTS AND SUPPORTING THE BODIES

Article 4. Rights and Obligations of Shareholders/Shareholder Representatives

1. Shareholders/Shareholder Representatives attending the General Meeting are entitled to vote on all matters within the authority of the Meeting in accordance with applicable laws and the Company’s Charter by the Electronic Voting method. Each share shall carry one vote on the Electronic Voting System.

2. Shareholders/Shareholder Representatives attending the General Meeting are responsible for maintaining the confidentiality of access credentials (authentication codes, OTPs, and other identification factors) to ensure that only the Shareholder/Shareholder Representative can access the Online AGM System to attend, discuss, express opinions, and perform electronic voting. The voting results of the Shareholder/Shareholder Representative on the Electronic Voting System shall be deemed final. Shareholders/Shareholder Representatives shall take the sole responsibility before the law and the Company for the electronic voting results recorded on the Electronic Voting System.

3. In the event that login credentials and/or other identification factors are lost, stolen, disclosed or suspected to be compromised, the Shareholder/Shareholder Representative must promptly notify the Company so that appropriate measures can be taken to ensure security. The Shareholder/Shareholder Representative shall take the sole responsibility for any damages, losses, and risks arising due to their fault.

4. Shareholders/Shareholder Representatives are entitled to log into the system and conduct electronic voting from 08:00 on April 15, 2026 until prior to the announcement of the closure of the Electronic Voting System at the General Meeting.

5. Shareholders/Shareholder Representatives must present ID card/Citizen Identity Card or other valid identification documents, invitation letter and power of attorney (if any) for verification by the Shareholder Eligibility Verification Committee (for in-person attendees); complete registration procedures and receive instructions from the Organizing Committee on accessing the Electronic Voting System. The identification information used for AGM registration must match the shareholder information registered for ownership of CTR shares.

6. Shareholders/Shareholder Representatives must comply with other applicable laws, the Company's Charter, internal corporate governance regulations and these Regulations. They must comply with the direction of the Presidium and the Organizing Committee, and refrain from causing disruption or disorder at the General Meeting.

Article 5. Rights and Obligations of the Presidium

1. The Chairman of the Board of Directors shall act as the Chairperson of the General Meeting of Shareholders (GMS). The Chairperson shall nominate additional members to the Presidium to assist in conducting the GMS, subject to approval by the GMS via the Electronic Voting System prior to the opening of the Meeting.

2. Duties of the Presidium:

- Conduct the Meeting in accordance with the agenda approved by the GMS.
- Manage and facilitate the discussion session among shareholders.
- Respond to matters raised by the Meeting in an appropriate manner.
- Conclude issues discussed at the Meeting and preside over the adoption of the Meeting's resolutions.
- Propose amendments to the agenda; decide postponement or suspension of the Meeting; change the meeting venue; determine necessary security measures to maintain order, safety, and security of the Meeting; and perform other duties in accordance with the Company's Charter.
- Members of the Presidium shall perform their duties as assigned and directed by the Chairperson.

Article 6. Rights and Obligations of the Shareholder Eligibility Verification Committee

- Verify the eligibility of Shareholders/Shareholder Representatives to attend the AGM in accordance with applicable laws and the Meeting Regulations.

- Respond to inquiries or identify issues requiring review regarding shareholder eligibility.
- The Head of the Shareholder Eligibility Verification Committee shall report the verification results to the AGM and confirm that the conditions for convening the AGM are satisfied under Article 10 of these Regulations.
- Perform other duties as assigned by the Presidium.

Article 7. Rights and Obligations of the Vote Counting Committee

The Vote Counting Committee is a specialized body of the General Meeting, comprising a Head of the Committee and other members as approved by the General Meeting of Shareholders. The Vote Counting Committee consists of:

- The Vote Counting Team;
- The Vote Supervision Team, including: An Independent Member of the Board of Directors (BOD) and the other shareholder.

The Vote Counting Committee shall have the following rights and obligations:

- Compile and report the voting results to the AGM.
- Receive and handle issues arising in connection with the exercise of voting rights on the online voting system.
- Be responsible for the truthfulness and accuracy of the vote counting results.

Article 8. Rights and Obligations of the Secretariat

The Secretariat is a specialized body of the General Meeting, whose composition and number of members are nominated by the Chairperson and approved by the General Meeting of Shareholders. Its duties are:

- Recording fully and accurately all contents and proceedings of the Meeting.
- Summarizing opinions and discussions at the Meeting.
- Drafting the minutes and resolutions of the Meeting.
- Receiving registrations to speak, shareholders' speeches, and related correspondence and documents for the Meeting.
- Collecting, safeguarding and submitting all documents, materials and shareholders' feedback forms at the Meeting to the Board of Directors.
- Performing other supporting tasks as assigned by the Presidium.

CHAPTER III.
PROCEEDINGS FOR CONDUCTING THE GENERAL MEETING

Article 1. Eligibility for Attendance at the General Meeting

1. Shareholders whose names appear on the list of shareholders entitled to attend the General Meeting as of the record date shall have the right to attend in person or authorize another person to attend, speak and vote on matters at the Meeting.

2. Shareholders or their authorized representatives must present the identification documents registered in the shareholder list, the meeting invitation, and the power of attorney (in case the attendee is an authorized representative) to complete the registration procedures for attending the General Meeting.

3. Authorization to attend the AGM:

- A shareholder may authorize an individual or organization (the "Shareholder's Representative") to represent all or part of their voting shares.

- The authorization shall be deemed valid and legally effective when all of the following conditions are met:

+ The authorization must be made in writing (in the form provided by the Company or in compliance with applicable laws) and the Company must receive the original power of attorney prior to the shareholder's attendance at the Meeting or login to the online AGM/electronic voting system.

+ The power of attorney must bear full signatures, clearly stating the full names and, where applicable, the seal (for organizations) of both the principal and the proxy.

+ The shareholder must not have completed login and authentication to attend the AGM on the Electronic Voting System.

- In the event that a shareholder authorizes another person to attend the General Meeting, shareholders are requested to submit a valid power of attorney to the Company no later than 17:30 on April 21, 2026, via one of the following methods:

(1) Send by registered mail/courier or deliver directly to the Company's address.

(2) Register the authorization on the Online Meeting System at: https://agm.viettelconstruction.com.vn/.

- Shareholders may also send a scanned copy of the power of attorney via email to: ir.viettelconstruction@viettel.com.vn.

- In the event that a shareholder wishes to revoke a previously granted valid authorization, he/she must send a written notice to the Company. The revocation shall take effect from the time the Company receives the original valid written request from the shareholder. The revocation will not be accepted if the notice is received by the Company (via email, postal service, or registered courier) after April 21, 2026.

3. Invited guests may attend the General Meeting according to the invitations issued by the Organizing Committee. Other cases must be approved by the Shareholder Eligibility Verification Committee.

Article 2. Conditions for holding the General Meeting

1. The Shareholder Eligibility Verification Committee shall, based on:

- The number of Shareholders/ Shareholder Representatives who have successfully logged into the system at *https://agm.viettelconstruction.com.vn/* as of the opening time of the AGM (14:00 on April 22, 2026); and

- The number of Shareholders/Shareholder Representatives attending the AGM in person at the Hall on the 6th Floor, Lao Dong Newspaper Building located at No. 6, Pham Van Bach Street, Cau Giay Ward, Hanoi City at the opening time of the AGM (14:00 on April 22, 2026),

In order to determine whether the conditions for convening the AGM are satisfied in accordance with the Company's Charter and these Regulations.

2. The Shareholder Eligibility Verification Committee shall report the AGM the number of attending Shareholders/Shareholder Representatives, the total number of shares owned and/or represented by them (as specified in Clause 1 of this Article), and the attendance ratio at the time of opening.

The AGM shall be conducted when such attendance represents at least 50% of the total voting shares of the Company (based on the shareholder list as of the final registration date, March 9, 2026, provided by VSDC).

3. In the event that the first meeting does not meet the required conditions, the Company shall convene a subsequent meeting in compliance with applicable laws and relevant regulations.

Article 3. Meeting Rules (for Shareholders/Shareholder Representatives attending in person)

1. Shareholders shall take seats as guided by the Organizing Committee.
2. Smoking is not permitted in the meeting room.
3. Mobile phones must be set to silent mode.
4. Refrain from private conversations and limit the use of mobile phones, cameras, or recording devices that may disrupt the Meeting.

Article 4. Procedures for conducting the Meeting and Voting at the General Meeting

1. Method of registration for attendance at the General Meeting:

- On the day of the General Meeting, the Company shall carry out registration procedures for shareholders attending in person, and such registration shall continue until all shareholders entitled to attend have completed their registration. Shareholders / Shareholder Representatives arriving after the opening of the Meeting shall still be entitled to register, attend, and vote at the Meeting. The Chairperson shall not be obliged to suspend the Meeting to

accommodate late arrivals and the validity of any voting conducted prior to their registration shall not be affected.

- For Shareholders/Shareholder Representatives attending the AGM online, they shall access the link provided in the Meeting Invitation and log in as a Shareholder using the login name being their "Shareholder Registration Number/ ID Card/ Citizen Identity Card". A Shareholder shall be deemed to have attended the AGM after successful authentication and login to the Electronic Voting System via one of the following methods:

+ Authentication of ID Card/ Citizen Identity Card / Passport information registered for CTR share ownership via eKYC;

+ Authentication via OTP sent by SMS/email to the shareholder's registered phone number/email address as recorded in the shareholder list as of March 9, 2026 provided by VSDC.

2. Method of Attendance and Voting at the General Meeting of Shareholders

a. Forms of attendance and voting

Shareholders/Shareholder Representatives may attend the General Meeting of Shareholders either in person or online and shall exercise their voting rights through Electronic Voting in accordance with the regulations. Detailed instructions for attending the General Meeting of Shareholders are issued by the Company and published on its website at: *https://viettelconstruction.com.vn/*

b. Voting on matters within the authority of the General Meeting of Shareholders

Voting shall be conducted via Electronic Voting as follows:

- From 08:00 on April 15, 2026, Shareholders/Shareholder Representatives may access the system and vote on matters within the authority of the General Meeting of Shareholders. The closing time for voting shall be announced on the Electronic Voting System or directly during the Meeting. After the voting period ends, the system will no longer record any additional Electronic Voting results.

- Shareholders/Shareholder Representatives shall vote on each agenda item separately. When voting via the Electronic Voting method, for each item, Shareholders/Shareholder Representatives shall select one of the three options: "Approve", "Disapprove", or "No Opinion" on the voting ballot available on the Electronic Voting System. Shareholders/Shareholder Representatives shall click "Submit Vote" to save and send their voting results to the system.

- Matters shall be deemed approved when meeting the voting thresholds as prescribed by the Law on Enterprises and the Company's Charter.

d. Recording and announcement of voting results:

- Shareholders/Shareholder Representatives may change their voting results multiple times but cannot cancel them.

- Upon expiry of the voting period as announced by the Organizing Committee, the Electronic Voting System shall be closed and shall record the most recent voting results of the Shareholders/Shareholder Representatives.

- Voting results shall be determined for each agenda item. The results for each item shall be recorded under the options: “Affirmative”, “Negative” and “Abstention” and shall be calculated as percentages rounded to five (05) decimal places.

Article 5. Approval of Matters at the General Meeting

1. The voting ratios required for approving matters submitted to the General Meeting of Shareholders shall comply with the provisions of the Law on Enterprises and the Company’s Charter.

2. For Shareholders/Shareholder Representatives who have logged into the Electronic Voting System but do not submit their voting ballots, they shall be deemed as attending shareholders who do not participate in voting. The number of shares held by such Shareholders/Shareholder Representatives shall not be counted as a basis for determining the voting ratio for matters at the Meeting.

3. The Vote Counting Committee shall be responsible for compiling the voting results based on the records from the Electronic Voting System and preparing the Vote Counting Minutes, which must clearly state the matters approved and the list of elected members for each position. The Vote Counting Minutes shall be signed by the members of the Vote Counting Committee to confirm the accuracy, transparency, and compliance with voting procedures and principles. The Head of the Vote Counting Committee shall announce the Vote Counting Minutes before the General Meeting of Shareholders.

Article 6. Minutes of the General Meeting of Shareholders

The proceedings of the General Meeting shall be recorded in Minutes, publicly disclosed, and stored in accordance with applicable laws and the Company’s Charter. The Minutes shall be read before the entire General Meeting and approved prior to the closing of the Meeting.

CHAPTER IV.
EXECUTIVE PROVISIONS

Article 1: Effectiveness

1. These Regulations shall take effect at the 2026 Annual General Meeting of Shareholders of Viettel Construction Joint Stock Company, held on April 22, 2026 when approved by at least 50% of the total voting rights of shareholders present at the opening time.

2. Voting ballots cast through the electronic voting system are only valid when these Regulations takes effect and the General Meeting of Shareholders meets the quorum requirements as stipulated in the Charter.

3. Shareholders and attendees of the General Meeting are responsible for complying with the provisions of these Regulations./.

ON BEHALF OF GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN

Do Manh Hung

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 02/BC-VCC

Hanoi, April 01, 2026

REPORT OF THE BOARD OF DIRECTORS
On the 2025 performance results and 2026 orientation.

To: General Meeting of Shareholders of Viettel Construction Joint Stock Corporation.

The Board of Directors (BOD) respectfully report the General Meeting of Shareholders of Viettel Construction Joint Stock Corporation (hereinafter referred to as the "General Meeting") the 2025 operation results and the 2026 orientation as follows:

I. THE OPERATIONAL BOARD OF DIRECTORS IN 2025

1. General information

- The global political environment remained complicated with ongoing conflicts in various regions and U.S. tariff policies creating barriers to global trade. Domestically, GDP recorded strong growth of over 8% and the macroeconomic environment remained stable. The Party and Government issued numerous resolutions and legal documents to promote economic development.
- The year 2025 was marked by unpredictable natural disasters and extreme weather conditions, placing significant pressure on the Corporation's network infrastructure and business operations. In addition, 2025 was also a year of major national events such as A50, A80, and Party Congresses at various levels. As the Corporation is a pioneering unit in deploying technical infrastructure to ensure communications for these events, this represented both a major challenge and a source of pride for its employees.
- Despite these difficulties, the Corporation successfully completed the business and production plan assigned by the General Meeting of Shareholders and maintained double-digit growth.
- In terms of corporate governance, the Corporation promptly restructured its provincial branches following administrative mergers at the provincial/city level, and implemented strategic business orientations as well as workforce development strategies for the 2026–2030 period, aiming for high growth and sustainable development.

2. Assessment of the implementation of tasks assigned by the General Meeting of Shareholders

2.1. Business and production performance:

2.1.1. Business results 2025

- The consolidated revenue in 2025 reached VND 14,058 billion, equivalent to 101% of the plan and an increase of 11% compared to the same period in 2024.
- The consolidated profit after tax in 2025 reached VND 599.7 billion, equivalent to 107% of the plan and an increase of 11.4% compared to the same period in 2024.

- For the Parent Company: total revenue reached VND 11,934 billion, equivalent to 97% of the plan and an increase of 17.7% compared to the same period; profit after tax reached VND 587.4 billion, equivalent to 112% of the plan and an increase of 10.5% compared to the same period; ROE reached 31.1%, equivalent to 125% of the plan.

2.1.2. Implementation results of key orientations and tasks:

The Corporation has effectively implemented the assigned strategic orientations and key tasks as follows:

- Successfully developed the business strategy for the 2026–2030 period with major objectives:

+ Becoming one of the Top 100 largest enterprises in Vietnam (according to the VNR500 ranking);

+ Providing a fully integrated ecosystem covering Consulting – Design – Deployment – Operation – Optimization – Investment; achieving Top 1–3 in core business sectors, including: Network operation, Towerco, Construction, Technical solutions;

+ Targeting total revenue of VND 28,790 billion by 2030, with a compound annual growth rate (CAGR) of 15,6% for the period;

+ Profit before tax of VND 1,315 billion by 2030, with PBT margin 4.6%, CAGR of 12% per annum.

- Expanded business activities outside the Viettel Group with revenue from non-Viettel partners of VND 5,804 billion, accounting for 42% of the Corporation's total revenue.

- Continued to affirm its position as the No.1 Towerco in Vietnam and moving toward the Top 10 Towerco in Asia. In 2025, the Corporation added 2,000 BTS stations for leasing, bringing the total portfolio to 12,000 BTS stations; 2.45 million m² of DAS; 2,716 km of transmission infrastructure; and 16.92 MWp of rooftop solar power capacity.

- Overseas business operations were implemented in a synchronized and effective manner under the business model applied in Vietnam. In two key markets, business activities have been developed in alignment with those of the Parent Company, while the Corporation has also expanded its operations into additional international markets.

- System governance has been significantly strengthened with notable improvements in key maturity indicators: digital maturity reached 4.05/5; corporate culture maturity reached 5/5; risk management maturity reached 5/5; and quality management system maturity reached 3/3.

2.2. Implementation of matters authorized by the General Meeting of Shareholders

2.2.1. ***Selection of the auditor for the 2025 financial statements:***

The Board of Directors/Supervisory Board organized and approved the selection of AASC Auditing Firm Company Limited (AASC) as the auditor for the Company's 2025 financial statements.

2.2.2. 2024 Dividend payment in 2025:

The Board of Directors implemented the Resolution No. 37/NQ-VCC dated September 11, 2025 regarding the cash dividend payment for 2024 at a rate of 21.5%, in accordance with the Resolution of the Annual General Meeting of Shareholders and applicable legal regulations. The final registration date for dividend entitlement was October 01, 2025 and the payment date was October 15, 2025.

2.2.3. Related-party transactions:

In 2025, 5,083 contracts with related parties were signed. All contracts had a value of less than 35% of total assets (TA) and no contract was more than 35% of total assets. These transactions complied with the proposal approved by the General Meeting of Shareholders, in which the related party is the Viettel Military Industry and Telecoms Group. The total value of signed contracts was VND 3,629 billion. During the year, no transactions arose with other related parties outside the above-mentioned entity.

3. Organization and operations of the Board of Directors

3.1. Organization and operations of the Board of Directors:

In 2025, the Board of Directors of Viettel Construction Joint Stock Corporation held 11 meetings (including 04 in-person voting sessions and 07 written opinion collection sessions), issuing 24 Resolutions/Decisions to solve matters under the authority of the Board of Directors.

Number of meetings:

No.	Members of Board of Directors	Position *(Independent Board Members, Non-executive Board Members of the Board of Directors (BOD))*	Date of appointment / termination of membership in the Board of Directors / Independent Board Member		Number of Board of Directors meetings attended	Attendance rate	Reason for non-attendance
			Date of appointment	Date of resignation			
1	Mr. Do Manh Hung	Chairman of the Board of Directors (Non-executive member of the Board of Directors)	22/04/2022		11/11	100%	
2	Mr. Pham Dinh Truong	Executive member & CEO (General Director)	- First appointment: January 26, 2019 - Reappointment: June 06, 2020		11/11	100%	

3	Mr. Nguyen Quang Khai	Independent member of the Board of Directors	22/04/2022		10/11	90,9%	Unplanned work schedule
4	Mr. Nguyen Tat Truong	Non-executive member of the Board of Directors	- First appointment: June 19, 2018 - Reappointment: June 06, 2020		11/11	100%	
5	Ms. Vu Thi Mai	Non-Executive Member of Board of Directors	18/04/2023		11/11	100%	

3.2. Remuneration of the Board of Directors – Operating expenses of the Board of Directors:

The salaries and remuneration of the Board of Directors is paid at the levels as approved by the General Meeting of Shareholders (details as per the proposal on approval of remuneration for the Board of Directors and the Supervisory Board for 2025 and the proposed remuneration for 2026).

3.3. Activities of the Independent Member of Board of Directors

The independent Board member, Mr. Nguyen Quang Khai, attended 10 out of 11 Board of Directors meetings and gave important opinions on corporate governance, sustainable development, and the technology system of the Corporation.

4. Assessment of the performance results of the Board of Directors and each Board member

4.1. General assessment on activities of the Board of Directors

In 2025, the Board of Directors of the Corporation carried out various supervisory activities in line with the actual operations of the units, including reviewing, assessing and developing the 2026–2030 strategy aimed at achieving the objectives approved by the General Meeting of Shareholders; formulating a human resource development strategy to support the 2026–2030 business plan under the perspective that “Viettel Construction is a comprehensive and standardized human resource ecosystem, serving as a leading model for Vietnamese enterprises”; and streamlining the organizational structure of the Corporation by merging 63 branches into 34 branches and terminating the operations of 29 branches, in line with the administrative consolidation of provinces and cities.The Board also supervised profit distribution in subsidiaries and implemented and monitored the execution of resolutions of the Annual General Meeting of Shareholders, including

business plan implementation, dividend payment, related-party transactions, and approval of the external audit firm.

In addition, the Board also conducted several thematic reviews and on-site supervisory activities as follows:

4.1.1. On-site supervision:

- To prepare for new business sectors and growth opportunities in the coming period, the Chairman of the Board of Directors conducted several activities and thematic studies, including surveying, seeking cooperation opportunities, and researching the market in the field of social housing investment in Phu Tho and Bac Ninh, among others.
- Conducting field assessments of planning and construction execution processes, as well as project organization procedures for B2B construction projects, and evaluating schedule control and construction quality of projects in Hung Yen province.
- Carrying out on-site supervision of operational activities to strengthen and improve network quality as well as the completion and settlement of telecommunications projects in Quang Ninh province.
- Researching and exchanging practical experience with relevant units on corporate governance principles under G20/OECD standards in order to make a plan on improving Viettel Construction's corporate governance score.

4.1.2. Supervision of remedial actions for issues identified in inspection conclusions

4.1.3. Supervision of legal amendments and revisions of internal regulations:

In 2025, the Board of Directors reviewed and re-issued five regulations in the financial sector to adjust their contents in line with the current management and governance practices of the Corporation.

4.1.4. Supervision of related-party transactions:

In 2025, 5,083 contracts with related parties were signed (all contracts had a value of less than 35% of total assets and were approved by the Annual General Meeting of Shareholders in 2024; no contracts of more than 35% of total assets were recorded). The total value of these contracts was VND 3,629 billion.

All related-party transactions were contracts/transactions signed with Viettel Group (Military Industry and Telecoms Group) and its subsidiaries. No transactions were conducted with related parties of other entities.

4.2. Evaluation of individual performance

Board members attended all Board meetings and participated in written consultations with a high sense of responsibility, acting in the best interests of shareholders and the sustainable development of the Company.

In addition to fulfilling the collective responsibilities of the Board of Directors, the Board members have also successfully completed their assigned tasks, specifically:

- The Chairman of the Board of Directors fulfilled duties in accordance with the Enterprise Law and the Company Charter, including convening and organizing annual working programs, assigning responsibilities among members and organizing meetings and written consultations to issue resolutions in compliance with legal regulations. The Chairman gave strategic direction and review for the Corporation. He also led market research and exploratory activities in new business areas and chaired initiatives on studying and learning global corporate governance principles based on international best practices, aiming at enhancing corporate governance beyond compliance and moving toward positioning the Corporation among the top enterprises in Vietnam in terms of governance quality.

- Other members of the Board of Directors successfully completed their assigned duties and gave timely and innovative contributions to the Board's management and governance activities, thereby contributing to the successful completion of the 2025 business plan.

5. Assessment of task performance of the Executive Board

5.1. Supervisory activities of the Board of Directors:

In accordance with the Company Charter, the Corporate Governance Regulations, internal management rules and regulations, and applicable laws, the supervisory activities of the Board of Directors include:

- Supervising the implementation of resolutions and decisions issued by the General Meeting of Shareholders and the Board of Directors.
- Supervising the implementation of the approved business strategy orientation.
- Supervising and directing information disclosure activities to ensure transparency, timeliness, and compliance with applicable regulations.
- Supervising the management and administration activities of the Executive Board to improve business and investment efficiency and ensure the achievement of planned targets.

5.2. Assessment

- The Executive Board has made strong efforts in managing production and business operations, successfully completing the business plan and effectively implementing the tasks assigned by the Board of Directors.
- The Executive Board has maintained regularly reporting to the Board of Directors on business performance and the implementation progress of resolutions of the General Meeting of Shareholders and the Board of Directors, and has properly sought approval from the Board of Directors for matters within its authority.

- The Executive Board has taken decisive actions in managing receivables and handling inventory, thereby improving operational efficiency and capital turnover of the Corporation, which has contributed to improved cash flow and overall performance. Key financial indicators and operational efficiency metrics have improved compared to the previous year.
- The Executive Board has proactively conducted activities related to customer experience, employee experience, partner experience, and corporate culture learning.
- The Executive Board has taken decisive actions in managing receivables and handling inventory, thereby improving operational efficiency and capital turnover of the Corporation, which in turn has enhanced cash flow and overall business performance. Financial indicators, efficiency ratios and operational metrics have all improved compared to the previous year.
- The Executive Board has proactively implemented initiatives related to customer experience, employee experience, partner experience, and corporate culture learning.

II. PLAN AND ORIENTATION 2026 OF THE BOARD OF DIRECTORS

1. Orientation and Key tasks 2026

- Improve corporate governance effectiveness in line with best practices in Asia and ASEAN, striving to enhance corporate governance scoring to the VNCG20 group.
- Promote investment in renewable energy (wind power, solar power) and study opportunities for investment in social housing.
- Study and conduct investment surveys in the Dominican market.
- Enhance the capability in B2B construction execution to become a contractor for large-scale and key national projects.
- Increase coverage and value in the B2C construction segment to become the No.1 player in the turnkey residential construction market.
- Capture the solar energy market with the objective of becoming the No.1 provider in the residential solar energy solutions segment in Vietnam.

2. Key business indicators 2026 (*Consolidated figures*)

- Total revenue: VND 15,653 billion, representing an 11% growth compared to 2025.
- Profit after tax: VND 622.4 billion, representing a 3.8% growth compared to 2025.
- Expected dividend payout ratio: 10%–20%.
- In detail, the parent company: total revenue of VND 13,696 billion and profit after tax of VND 596 billion; ROE of 26.8%.

2026 is the first year of the 2026–2030 tenure, a challenging period and a strong transformation milestone for the Corporation. With determination, unity,

and innovation, we firmly believe that our Corporation will continue to develop sustainably and strongly in line with national development trends. The Board of Directors commits to making every efforts to fulfill the orientations and tasks assigned by the General Meeting of Shareholders. We recognize that good corporate governance is a key factor in enhancing competitiveness and driving future growth.

The above is the report of the Board of Directors and we respectfully send to the General Meeting of Shareholders for consideration and approval. /.

ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN

Do Manh Hung

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 02.1/BC-VCC

Hanoi, April 01, 2026

REPORT OF THE INDEPENDENT BOARD OF DIRECTORS

To: General Meeting of Shareholders of Viettel Construction Joint Stock Corporation.

The Independent Board Member respectfully report the General Meeting of Shareholders of Viettel Construction Joint Stock Corporation (hereinafter referred to as the "General Meeting") the 2025 operation results as follows:

- In the final year of the 2021–2025 strategic period of Viettel Construction Joint Stock Corporation, the Executive Board has decisively, closely, and promptly made timely adjustments to the organizational structure and business orientation in order to seize opportunities arising from significant breakthrough changes in the entire political system, while also adapting to market fluctuations and adverse impacts of climate-related natural disasters. As a result, the Corporation successfully completed its 2025 business targets, making significant contributions to the development of the Group's 5G network infrastructure, and participating in major national key infrastructure projects.

- The Board of Directors has demonstrated a clear strategic leadership role, with well-prepared planning for the 2026–2030 period and large-scale organizational restructuring, thereby establishing a foundation for long-term growth. Supervisory activities have been implemented comprehensively, from the strategic level down to on-site execution, contributing to improved operational efficiency and project quality. The adoption of G20/OECD governance standards, together with the review and refinement of internal regulations, reflects the commitment to enhancing corporate governance standards. The control of related-party transactions has been carried out in accordance with regulations, in a transparent manner and within the scope approved by the General Meeting of Shareholders. However, it is necessary to continue closely monitoring the remediation of issues identified after inspections and supervision in order to further strengthen the sustainability of governance and compliance.

The above is the report of the Independent Board Member send to the General Meeting of Shareholders for consideration and approval. /.

THE INDEPENDENT BOARD OF DIRECTORS

Nguyen Quang Khai

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

No.: 03/TTr-VCC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 01, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Re: Approval of remuneration and compensation for the Board of Directors and the Supervisory Board in 2025 and proposed remuneration for 2026

To: General Meeting of Shareholders of Viettel Construction Joint Stock Corporation.

Pursuant to the Charter of Viettel Construction Joint Stock Corporation;

Based on the business performance in 2025 and the business plan for 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the remuneration for the Board of Directors and the Supervisory Board as follows:

1. Final settlement of remuneration and salaries for the Board of Directors and the Supervisory Board in 2025:

1.1. Board of Directors: The total remuneration and salary for 2025 is VND 6.59 billion, of which:

- **Remuneration for non-executive members of the Board of Directors:**

+ Remuneration for independent Board members: VND 22 million/person/month.

+ Remuneration for other Board members: VND 7 million/person/month.

- **Salary for executive members of the Board of Directors:**

Payment is made in accordance with the Corporation's salary regulations and the Resolution approved by the 2025 Annual General Meeting of Shareholders.

1.2. Supervisory Board: The total remuneration and salary for 2025 is VND 2.20 billion, of which:

- **Remuneration for non-executive members of the Supervisory Board: None.**

- **Salary for executive members of the Supervisory Board:**

Payment is made in accordance with the Corporation's salary regulations and the Resolution approved by the 2025 Annual General Meeting of Shareholders.

(The above figures do not include bonuses from the bonus fund for Managers as approved by the 2025 Annual General Meeting of Shareholders.)

1.3. Operating expenses for 2025: The total operating expenses of the Board of Directors and the Supervisory Board in 2025 amount to VND 1.02 billion.

2. Proposal on remuneration and salaries for the Board of Directors and the Supervisory Board in 2026:

2.1. Proposal on remuneration and salaries of the Board of Directors: The estimated total remuneration and salary of the Board of Directors in 2026 is VND 8.2 billion, of which remuneration for non-executive members of the Board of Directors:

+ Remuneration for the Chairman of the Board of Directors: VND 55 million/person/month.

+ Remuneration for other Board members: VND 22 million/person/month.

Salary for the Chairman and executive members of the Board of Directors shall be paid in accordance with the salary regulations and internal regulations of the Corporation.

2.2. **Proposal on remuneration and salaries of the Supervisory Board:**

The estimated total remuneration and salary of the Supervisory Board in 2026 is VND 2.62 billion, of which remuneration for non-executive members of the Supervisory Board: VND 5 million/person/month.

Salary for executive members of the Supervisory Board shall be paid in accordance with the salary regulations and internal regulations of the Corporation.

2.3. Training and operating expenses of the Board of Directors and the Supervisory Board in 2026:

In order to perform their duties and responsibilities within their respective authority, the Board of Directors/Supervisory Board shall utilize expenses in accordance with the Corporation's internal regulations. The estimated training and operating expenses for the Board of Directors and the Supervisory Board in 2026 are VND 5.0 billion.

We hereby respectfully send this proposal to the General Meeting of Shareholders for consideration and approval./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Do Manh Hung

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 04/BC-VCC

Ha Noi, April 01, 2026

THE EXECUTIVE BOARD'S REPORT ON THE 2025 BUSINESS PERFORMANCE RESULTS AND THE 2026 BUSINESS PLAN

To: General Meeting of Shareholders of Viettel Construction Joint Stock Corporation.

The Executive Board respectfully presents the report on the business performance in 2025 and the business plan for 2026 as follows:

I. 2025 BUSINESS PERFORMANCE REPORT

1. Overview of the business environment in 2025:

In 2025, the global political and economic environment continued to experience complex developments. Geopolitical conflicts persisted in various regions (Russia–Ukraine, Thailand–Cambodia, US–China–Taiwan, etc.). Trade tensions also remained high, particularly following the United States' tariff policies. According to several reputable organizations, global economic growth is expected to slow down. The International Monetary Fund (IMF) and the Organisation for Economic Co-operation and Development (OECD) estimate global GDP growth in 2025 at 3.2% while the World Bank (WB) estimates 3.3%.

In this context, Vietnam's economy continued to grow at a relatively strong pace, with an estimated growth rate of 8.02% compared to 2024, the second highest in the 2011–2025 period. The economy's scale exceeded USD 514 billion, ranking 32nd globally while GDP per capita reached approximately USD 5,026 per person per year, affirming Vietnam's position among the fastest-growing economies in the region and the world. Notably, Vietnam has effectively capitalized on global investment shifts. Total registered foreign direct investment (FDI) in Vietnam as of December 31, 2025, reached USD 38.42 billion, up 0.5% year-on-year.

In 2025, Vietnam continued to maintain a stable political environment, providing a solid foundation for economic growth and investment attraction. The reform in streamlining the political system and adjusting administrative boundaries has opened up new development spaces, helping to optimize growth potential. The Government has strengthened economic management towards promoting public investment and strategic infrastructure development. Total

public investment in 2025 approved by the National Assembly is approximately VND 790 trillion, focusing on large-scale projects such as the North–South Expressway Phase 2, Long Thanh International Airport, urban ring roads, and logistics infrastructure. At the same time, Vietnam continues to promote international economic integration through the implementation of new-generation free trade agreements such as CPTPP, EVFTA and RCEP, thereby expanding export markets and attracting foreign investment flows.

The Resolution on the new Electricity Law and the revised Power Development Plan VIII has been issued, opening up significant potential for the renewable energy sector. The 2024 Land Law and the amended Real Estate Business Law provide a more favorable legal framework for the construction and real estate investment sectors. The 2025 Corporate Income Tax Law allows enterprises to strengthen investment in science and technology. In particular, the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 opens up new space and development opportunities for enterprises such as VCC.

Alongside achievements in politics, economics and legislation, 2025 also marked unprecedented records in natural disasters in Vietnam. The East Sea recorded 21 storms and tropical depressions—the highest level in recorded history. This created significant pressure on VCC's business operations, particularly in the operation and exploitation segment.

Facing these opportunities and challenges, VCC's leadership promptly implemented strategic adjustments and maintained strong, decisive, and closely supervised management to ensure smooth operations and rapid adaptation to market fluctuations. These efforts have made a significant contribution to the outstanding performance and growth across all key business indicators of VCC.

In addition, 2025 was also a year in which VCC was facilitated by the Group to participate in many large and key projects, thereby enhancing its capabilities and creating a foundation for breakthrough development in the coming period. In 2025, VCC rapidly mobilized its workforce and focused on execution, successfully installing 6,452 5G base stations, contributing significantly to the Group's total of 22,400 stations during the year. Alongside this, VCC has been and continues to coordinate with other units within the Group to implement several large-scale infrastructure projects and key national projects.

2. Assessment of plan performance

- **Consolidated planning indicators:**

No.	Indicators	Actual 2024	2025			Compared to 2024	
			Plan	Actual	% Plan	Δ	%
I	**Financial indicators** (billion dong)						
1	Total revenue	12,663	13,968	14,058	101%	1,395	11.0%
2	Total expenses	11,991	13,247	13,312	100%	1,321	11.0%
3	Profit before tax (PBT)	672	721	746	103%	74	11.0%
4	Profit after tax (PAT)	538	563	600	107%	61	11.4%
II	**Efficiency indicators**						
1	ROA (%)	7,6%	7,2%	7,8%	109%	0,2%	2,7%
2	ROE (%)	27,9%	24,7%	30,5%	123%	2,6%	9,4%

(Figures are based on the 2025 consolidated financial statements)

- **Parent company planning indicators:**

No.	Indicators	Actual 2024	2025			Compared to 2024	
			Plan	Actual	% Plan	Δ	%
I	**Financial indicators** (billion dong)						
1	Total revenue	10,139	12,361	11,934	97%	1,796	17.7%
2	Total expenses	9,479	11,687	11,208	96%	1,729	18.2%
3	Profit before tax (PBT)	660	674	727	108%	67	10.1%
4	Profit after tax (PAT)	532	527	587	112%	56	10.5%
II	**Efficiency indicators**						
1	ROA (%)	8.1%	7.3%	8.02%	110%	-0.1%	-0.7%
2	ROE (%)	28.8%	24.8%	31.12%	125%	2.3%	8.2%

3. Assessment of business operations

3.1. Achievements:

- Successfully fulfilled the 2025 business indicators with double-digit growth, while maintaining stable employee income despite a volatile and unpredictable market environment.

- Maintained the No.1 position in the TowerCo market in Vietnam with a cumulative total of 12,000 sites as of the end of 2025.

- Served as a core unit in Viettel's 5G deployment, completing the installation of 6,452 5G base stations and making a significant contribution to the Group's total of 22,400 stations in 2025.

- Gradually increased the proportion of revenue from new business segments and external customers. All new business segments recorded double-digit growth compared to 2024. Revenue from external customers grew by 15% year-on-year, with its share increasing from 39.7% in 2024 to 41% in 2025.

- Digital transformation activities continued to be strongly implemented, reaching a level of 4.16/5 by year-end with all 6/6 areas achieving scores of 4 or higher (Advanced level).

3.2. Risks and weaknesses to be improved

- The construction segment did not meet planned indicators due to a decline in public investment projects during the transition to a two-tier local government system, along with the merger of provinces, agencies and units. Many construction projects were delayed or stalled due to issues related to licensing procedures, site clearance, etc., leading to extended implementation timelines.

- The M&E (Mechanical & Electrical) segment did not achieve expected growth. The main reason was the slow recovery of retail consumer demand, especially for non-essential products. In addition, the pipeline of M&E projects funded by public investment was negatively affected in a similar manner to the construction segment.

II. PRODUCTION AND BUSINESS PLAN 2026

1. Business environment forecast

- Vietnam is setting high expectations with a target growth rate of at least 10% in 2026, following the impressive growth momentum in 2025. This target is supported by four key pillars:

- **Strong growth in public investment:** The allocated public investment capital for 2026 is expected to reach approximately VND 1.08 quadrillion, serving as a key driver for Vietnam's rapid economic development in the coming year.

- **Continued strong growth in imports and exports:** By the end of 2025, the total import-export turnover reached USD 930.05 billion, up 18.2% year-on-year, of which exports increased by 17.0% and imports by 19.4%. The Import-Export Department has also set a high target for 2026, aiming for export turnover growth of over 8% compared to 2025.

- **FDI remains a bright spot**, with total registered capital of USD 185 billion in the 2021–2025 period. Disbursed FDI in 2025 amounted to USD 27.62 billion—the highest in five years—reflecting strong confidence from international investors. In 2026, the Government is expected to introduce additional policies to

attract foreign investment, such as a Golden Visa program and reductions in land-use costs.

- Recovery of consumer demand: After a period of tightened spending following the pandemic, household consumption demand is expected to rebound strongly from 2026.
- However, the International Monetary Fund (IMF) forecasts that Vietnam's growth may decline to 5.6% from 6.5% in 2026 due to anticipated challenges in the global economic environment. In addition, major trading partners such as the United States and China are also expected to face difficulties. The World Bank (WB) and the Asian Development Bank (ADB) estimates Vietnam's growth at 6.1% and 6.4% respectively in 2026.

- Although the economy is expected to maintain stable growth, 2026 is still forecast to present many challenges for businesses. Labor shortages—particularly of high-quality technical personnel—are occurring across multiple industries. As of the end of 2024, the proportion of the workforce with formal training and certifications was only 28.3%. In the construction sector, some companies have introduced "competitive" wage policies to attract talent. In addition, natural disasters and storms are expected to remain unpredictable. Meteorological agencies forecast that 2026 may see fewer storms than average, as the global climate system transitions from La Niña to a neutral phase and potentially toward El Niño. However, this also implies more complicated and less predictable weather patterns, posing potential risks to various economic sectors.

2. Business orientation and directions for 2026:

With the 2026 emulation theme: *"More Proactive, Faster, Bolder, More Efficient,"* the Executive Management sets out the following business directions by segment:

- Operation & Exploitation: Focus on improving personnel quality and strengthening discipline in supervision and operations to ensure KPI commitments to investors/clients.

-Civil Construction:

o B2B: Strengthen investment in people, processes, tools, and governance to enhance execution capabilities; increase participation in public investment projects alongside traditional real estate projects. Proactively approach and begin engaging in small- and medium-scale industrial construction projects to exploiting FDI capital flows.

o B2C: Continue to reinforce the Company's leading market position in residential construction coverage; enhance project value through integrated capabilities in design and construction, along with a comprehensive ecosystem of

solutions for households, including Design – Construction – Equipment Supply – Energy Solutions – Maintenance & Servicing.

- Energy & Mechanical–Electrical (M&E): Focus on capturing the residential solar energy market. Strengthen engagement and implementation of large-scale rooftop solar projects. Streamline the organizational structure and enhance technical capabilities in the M&E segment, thereby completing an integrated "Construction – Energy – M&E" end-to-end solution for corporate clients.

- Infrastructure Investment: Invest the construction of 1,000 new BTS stations. Promote investment in renewable energy, expanding into wind power in addition to solar energy. Study and evaluate investment options in social housing projects.

3. Business performance indicators:

3.1. Consolidated indicators

No.	Indicators	Actual 2025	Plan 2026	Compared to 2025	
				Δ	%
I	**Financial indicators** (billion dong)				
1	Total revenue	14,058	15,653	1.596	11.4%
2	Total expenses	13,312	14,875	1.563	11.7%
3	Profit before tax	746	778	32	4.3%
4	Profit after tax (PAT)	600	622	23	3.8%
II	**Efficiency indicators**				
1	ROA (%)	7.8%	7.0%	-0.9%	-10.9%
2	ROE (%)	30.5%	26.3%	-4.2%	-13.9%

3.2. Parent company indicators

No.	Indicators	Actual 2025	Plan 2026	Compared to 2025	
				Δ	%
I	**Financial indicators** (billion dong)				
1	Total revenue	11,934	13,696	1,762	14.8%
2	Total expenses	11,208	12,951	1,743	15.6%
3	Profit before tax	727	745	19	2.5%
4	Profit after tax (PAT)	587	596	9	1.5%
II	**Efficiency indicators**				
1	ROA (%)	8.0%	7.1%	-0.9%	-11.1%
2	ROE (%)	31.1%	26.8%	-4.3%	-13.9%

4. Key Tasks for 2026

- Training and standardization of field technical capabilities in Operation & Exploitation. Objective: To develop a skilled O&E workforce, ensuring both

sufficient quantity and high quality, thereby reducing penalty costs and increasing revenue.

- Investment in renewable energy. Objective: To increase the total installed capacity of renewable energy invested by VCC to at least 30 MWp.

- Enhancing execution capability in B2B Construction. Objective: To become a contractor capable of executing large-scale projects such as high-rise buildings, transportation infrastructure, and industrial zone infrastructure; to strengthen execution capacity, meet the highest technical standards in Vietnam, and align with global trends.

- Expanding coverage and value of B2C Construction projects. Objective: To achieve 100% coverage of residential construction services across all communes/wards nationwide, with project ARPU exceeding VND 1 billion.

- Capturing the solar energy market. Objective: To become a top-tier market player in the residential solar energy segment; expand VCC's solar solution coverage to 60 new communes/wards in 2026.

5. Specific Tasks by Business fields:

5.1. Operation & Exploitation (O&E):

Enhancing the quality of O&E technical workforce

- Workforce planning and ensuring adequate staffing for O&E technical personnel:

- Calculate manpower norms down to the Technical Center (TC) to ensure workforce redundancy and improve labor productivity.

- Ensure staffing alignment with defined norms: Apply RPA to automatically send daily alerts to O&E management levels regarding personnel surplus or shortage at the TC level, enabling timely corrective actions.

- Strengthening technical training programs for O&E personnel: Implement training programs through onboarding courses for new field technicians (FTs), as well as targeted training courses for underperforming FTs.

Applying digital transformation in O&M activities

- Apply AI to analyze field images to monitor progress and quality of O&E activities.

- Apply RPA to support automated alerts on workforce surplus/shortage in accordance with staffing norms.

Strengthening network resilience

- Proactively reinforce critical transmission network points (average 5,000 points per quarter).

- Coordinate with VTNet to mitigate storm and weather-related impacts on infrastructure under VTNet's plan (after each storm, jointly assess damages with VTNet, conduct field surveys, develop solutions, and make action plans).

5.2. Infrastructure for Lease Investment:

- Promoting the search and development of renewable energy investment opportunities: Strengthen project sourcing and engagement from the branch/company level, focusing on large-scale customers with high demand for solar energy such as factories, industrial parks, export processing zones, government agencies, schools, hospitals with energy-saving budgets, and agricultural farms. In parallel, assess project feasibility and actively promote the development of wind power investment projects.
- Expanding collaboration channels and consultancy partners for shared BTS infrastructure locations: Assign Work Orders (WOs) to provincial units to engage and work with telecom operators to evaluate progress and implementation outcomes at provincial level. Designate Branch/Center Directors as focal points to directly engage and maintain regular follow-ups with VNPT and MobiFone in their respective areas of responsibility.

5.3. B2B Construction:

Sales Channels

- Strengthen engagement with local authorities and expand the search for public investment projects at the Branch/Center level (CNCT).
- Develop a strategic customer base in the real estate sector:

• Form consortiums with reputable construction and M&E contractors to enhance capabilities and meet requirements for large-scale bidding packages.

• Increase engagement and sign strategic cooperation agreements with existing VCC clients to expand the proportion of “repeated sale”

• Build sales and project acquisition networks for FDI-related opportunities at key CNCTs through investment consulting firms, provincial/city Departments of Planning and Investment, and Management Boards of industrial zones and export processing zones.

• Explore opportunities to execute construction projects in international markets, particularly in countries where the Group has invested or maintains representative offices.

- Explore opportunities to implement construction projects in international markets, particularly in countries where the Group has invested or has representative offices.

Execution and control channels:

- Build a key workforce at the Center with sufficient capability to execute key national projects and FDI projects:

• Strengthen recruitment for key positions through recruitment platforms and construction-related professional groups on Facebook.

• Contact recruitment networks within major construction companies in the market (e.g., Coteccons, Hoa Binh, Central, etc.) to identify potential candidates.

- Consolidate and strengthen project management boards (PMBs) at CNCT level.

- Research and apply green materials in VCC construction projects to build a "green contractor" image and enhance capability to participate in FDI projects.

- Strengthen the 3-tier management and control system: Center, CNCT, and Project Management Board (PMB). Enhance the application of digital technologies in site monitoring and reporting.

5.4. B2C Construction

- ***Sale channels:***

- Promote the implementation of marketing activities, focusing on developing highly customized marketing programs tailored to the specific characteristics of each market, in order to accurately identify and effectively assess customer insights.

- Improve contract conversion rates through advanced skill development programs for the sales workforce.

- Increase project value through integrated, high-value solution packages in coordination with the Energy & M&E business lines to provide bundled products and services with preferential offerings for residential customers.

- ***Execution and control channels:***

- Plan subcontractor teams for execution at Branches, ensuring both adequate quantity and quality. Conduct quarterly periodic reviews and assessments of subcontractor performance in construction and eliminate underperforming partners.

- Strengthen and consolidate the construction material supply network across Branches. Enhance market forecasting capabilities, proactively engage with and negotiate price stabilization terms with regional suppliers.

5.5. Energy & M&E

- ***Sales Channels***

- Promote marketing activities for VCC's integrated product and service ecosystem for residential customers through multi-channel communication campaigns, leveraging multiple platforms such as Facebook, Zalo, Google, and local newspapers/radio.

- Improve the quality of the sales workforce, aiming to develop a team of "Energy & M&E experts" at CNCT level.

- Strengthen engagement and actively seek opportunities to participate in large-scale Energy & M&E projects to enhance the company's capability profile.

- ***Execution and control channels:***

- Improve the quality of VCC's technical workforce:

- Coordinate with suppliers to implement quarterly training programs for VCC in-house deployment personnel.

- Organize quarterly examinations and competency assessments to ensure 100% of deployment staff fully meet required knowledge and skill standards.

- Strengthen and consolidate the pool of subcontractors for M&E project execution at CNCT level.

- Enhance the application of digitalization and AI in project progress and quality control: Ensure that 100% of projects are monitored in real time through VCC's project management software system.

We hereby respectfully send this report to the General Meeting of Shareholders for consideration and approval./.

GENERAL DIRECTOR

Appendix 1. Terminology and abbreviations

Abbreviations	Description
VCC, TCT	Viettel Construction Joint Stock Company
CNCT	Viettel Construction Branches (Provinces/Cities)
LNTT	Profit before tax
LNST	Profit after tax
ROA (%)	Net profit margin on average total assets
ROE (%)	Net profit margin on average equity
ROS (%)	Net profit margin on total revenue
VHKT	Operations and exploitation
NLMT	Solar energy
FT	Field technical staff

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION
No.: 05 /TTr-VCC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 01, 2026

PROPOSAL
Approval of contracts and transactions with Viettel Military Industry and Telecoms Group

To: The General Meeting of Shareholders of Viettel Construction Joint Stock Corporation ("GMS").

Pursuant to the 2020 Law on Enterprises;

Pursuant to the Charter of Viettel Construction Joint Stock Corporation;

The Board of Directors ("BOD") hereby reports the signing of contracts and transactions between Viettel Construction Joint Stock Corporation ("the Corporation") and Viettel Group ("Viettel Group") to the GMS in accordance with Resolution No. 13/NQ-VCC dated April 24, 2024, and respectfully submits this proposal to the GMS for approval of such contracts and transactions with Viettel Group as follows:

I. Report on Contracts and Transactions in 2025 to the General Meeting of Shareholders

With the approval of the General Meeting of Shareholders under Resolution No. 13/NQ-VCC dated April 24, 2024, the Legal Representative of the Corporation has entered into contracts with Viettel Group in 2025 as follows:

1. **Regular and recurring contracts/transactions with a value ≥ 35% of the total asset value according to the latest financial statements**: None.
2. **Regular and recurring contracts/transactions with a value < 35% of the total asset value according to the latest financial statements:**

In 2025, the total number of contracts with a value of less than 35% of the total asset value per transaction signed by the Corporation was 5,083 contracts/transactions with a total value of VND 3,629,076,353,573.

(Details of these transactions have been disclosed by the Corporation in the Corporate Governance Report for 2025 dated January 29, 2026.)

3. **Value generated for the Corporation from transactions with Viettel Group**

Revenue from sales and provision of services to related-party customers (companies within Viettel Group) in 2025 was VND 8,196 billion

(approximately 59% of the Corporation's total revenue, +3% compared to 2024). These transactions have contributed to providing a stable foundation for the Corporation to research, expand, and develop new business areas, while ensuring revenue, profit, workload and income for more than 10,000 employees.

II. Proposal for approval of contracts and transactions with Viettel Group in 2027

Contracts and transactions with a value of less than 35% of the total asset value according to the latest financial statements.

Contracts and transactions of a regular and recurring nature throughout the 12 months of the year, each having a value of less than 35% of the total asset value, make it impracticable to convene a General Meeting of Shareholders to approve each individual contract or transaction. Therefore, the Executive Board respectfully submits this proposal to the Board of Directors for consideration and the General Meeting of Shareholders for approval of a general policy allowing the Corporation to enter into all contracts and transactions with a value of less than 35% of the total asset value, with similar content and scope of work, as follows:

a) Counterparties with which the Corporation conducts transactions: branches of Viettel Group or companies over which Viettel Group has controlling influence through share ownership, capital contribution, or decision-making authority.

b) Main contents of the contracts and transactions: Construction, repair, reinforcement, relocation, and refurbishment of telecommunications infrastructure; emergency telecommunications response; construction, installation, reinforcement, maintenance, repair, dismantling and relocation of station sites and related materials and equipment; civil construction, warehouse repair and renovation; infrastructure leasing for station locations; trading of goods and telecommunications equipment, electronics, household electrical appliances, and accessories; provision and procurement of network operation services; design consultancy services; advertising and media services; goods transportation services; and other goods and services.

c) Value of each contract/transaction: Each contract or transaction shall have a value of less than 35% of the Corporation's total assets as recorded in the most recent financial statements.

d) Term for entering into contracts and transactions: From January 1, 2027 to December 31, 2027.

III. Implementation

The General Meeting of Shareholders permits the legal representative of the Corporation to proactively decide and execute the signing of contracts and transactions between the Corporation and the above-mentioned related parties in compliance with applicable regulations and to report the counterparties and contents of related-party transactions to the Board of Directors and the

Supervisory Board on a semi-annual basis. The GMS also approves related-party transactions as disclosed in the Corporation's audited financial statements.

The Board of Directors shall report the results of related-party transactions with Viettel Group at the nearest Annual General Meeting of Shareholders.

We respectfully send this proposal to the General Meeting of Shareholders for consideration and approval./.

Sent to:
- As above;
- Kept at: Office of Board of Directors, Quan 05.

ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 06 /TTr- VCC

Hanoi, April 01, 2026

PROPOSAL TO THE BOARD OF DIRECTORS
On the approval of the 2025 Financial Statements

To: The General Meeting of Shareholders of Viettel Construction Joint Stock Corporation

Pursuant to the Charter of Viettel Construction Joint Stock Corporation;

Pursuant to the 2025 Financial Statements audited by AASC Auditing Firm Company Limited;

The Board of Directors respectfully submits this proposal to the General Meeting of Shareholders for approving the 2025 Financial Statements with the key indicators as follows:

No.	Indicators (Unit: Billion dong)	2025	2024	Notes
I	**Separate Financial Statements**			
1	Total Assets	7,917	6,729	
2	Total Liabilities	5,926	4,944	
	Of which: Borrowings	2,263	1,625	
3	Owner's equity	1,991	1,784	
4	Total Revenue	11,934	10,138	
5	Total Expenses	11,208	9,478	
6	Profit Before Tax (PBT)	727	659	
7	Profit After Corporate Income Tax (PAT)	587	531	
II	**Consolidated Financial Statements**			
1	Total Assets	8,186	7,106	
2	Total Liabilities	6,118	5,241	
	Of which: Borrowings	2,263	1,625	
3	Owner's Equity	2,067	1,864	
4	Non-controlling Interests	-	-	
5	Total Revenue	14,058	12,662	
6	Total Expenses	13,312	11,990	
7	Profit Before Tax (PBT)	746	671	
8	Corporate Income Tax Expense	146	133	
9	Profit After Corporate Income Tax (PAT)	600	538	

(The consolidated financial statements and the parent company's separate financial statements for the fiscal year ended December 31, 2025 have been audited in detail and are attached herewith.)

Respectfully submitted./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Do Manh Hung

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION
No.: 07 /TTr -VCC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 01, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Approval of the 2025 profit distribution plan and the share issuance plan for dividend payment

To: The General Meeting of Shareholders of Viettel Construction Joint Stock Corporation.

Pursuant to the Charter of Viettel Construction Joint Stock Corporation;

Pursuant to the 2025 Financial Statements audited by AASC Auditing Firm Company Limited;

The Board of Directors respectfully submits this proposal to the General Meeting of Shareholders for approval the following two matters:

I. Profit distribution and fund appropriation plan 2025

No.	Indicators	Value	Proportion	
			%/Charter capital;	%/PAT 2025
1	**Charter capital at the beginning of the period**	**1,143,858,790,000**		
2	**Total profit after tax**	**587,426,098,041**		
-	Profit after tax this year	587,417,356,381		
-	Undistributed profit after tax from the previous period	8,741,660		
3	**Proposed profit distribution:**	**587,426,098,041**		
3.1	**Development investment fund**	146,854,339,095	**12.8%**	**25.0%**
3.2	**Bonus and Welfare Fund**	131,729,885,646	**11.5%**	**22.4%**
3.3	**Dividend payment:**	**308,841,873,300**	**27.0%**	**52.6%**
*	Cash payment	171,578,818,500	15.0%	29.2%
*	Dividend payment in shares	137,263,054,800	12.0%	23.4%
4	Undistributed profit after tax**:**	**0**		
5	**Charter capital at the end of period**	**1,281,121,844,800**		

Proposal: Regarding the appropriation of the Reward and Welfare Fund: The General Meeting of Shareholders authorizes the Chief Executive Officer of the Corporation to allocate the proportion for the Reward Fund and Welfare Fund based on actual expenditure needs and in compliance with applicable laws and the Corporation's internal regulations.

I. Share issuance plan for dividend payment

1. Issuance plan

Viettel Construction Joint Stock Corporation shall issue shares to pay dividends to shareholders with the following details:

- Share name: Viettel Construction Joint Stock Corporation
- Type of shares: Common shares
- Par value: VND 10,000 per share

- Total number of outstanding shares: 114,385,879 shares
- Number of shares to be issued: 13,726,305 shares (equivalent to 12% of the total outstanding shares)
- Exercise ratio: 100:12 (for every 100 shares held by a shareholder on the final registration date, the shareholder will receive 12 new shares)
- Source of issuance: Retained earnings (undistributed profit after tax)
- Eligible participants: Existing shareholders whose names are on the shareholder list as of the final registration date for entitlement
- Final registration date: The General Meeting of Shareholders authorizes the Board of Directors to determine an appropriate time based on market conditions and the Corporation's operations, in compliance with applicable laws
- Method of implementation: Shareholders listed on the final registration date will receive new shares corresponding to the exercise ratio
- Treatment of fractional shares: The number of shares to be issued will be rounded down to the nearest whole share; any fractional shares (if any) will be cancelled and recorded as additional retained earnings to be carried forward to the following year
- Expected issuance time: In 2026 (after approval of the plan by the State Securities Commission)

2. Implementation

The General Meeting of Shareholders authorizes the Board of Directors of the Corporation to decide the following matters and assigns the Chief Executive Officer to implement them:

- To carry out all necessary procedures in accordance with applicable laws for the issuance of shares for dividend payment and decide the handling of any fractional shares.
- To carry out procedures for amending the Business Registration Certificate at the Hanoi Department of Planning and Investment; to amend the Securities Registration Certificate at the Vietnam Securities Depository and Clearing Corporation; and to register additional trading on the Ho Chi Minh City Stock Exchange for the successfully issued shares.
- To proactively amend and supplement the Company's Charter in line with the increased charter capital and report to the General Meeting of Shareholders at the nearest meeting.

We hereby respectfully send this proposal to the General Meeting of Shareholders for consideration and approval./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Do Manh Hung

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

No.: 08 /BC-VCC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 01, 2026

REPORT
of the Supervisory Board on the 2025 business results and the 2026 operational plan

To: The General Meeting of Shareholders of Viettel Construction Joint Stock Corporation.

Pursuant to the Law on Enterprises No. 59/2020/QH14 and relevant legal documents;

Pursuant to the organizational and operational Charter of the Corporation;

Pursuant to the Regulations on the operation, functions, and duties of the Supervisory Board;

Pursuant to the separate and consolidated financial statements of the Corporation audited by AASC Auditing Firm Co., Ltd.;

The Supervisory Board hereby reports to the Annual General Meeting of Shareholders (AGM) on the 2025 business results and the 2026 operational plan as follows:

I. OPERATION RESULTS OF THE SUPERVISORY BOARD IN 2025

1. Organization and operations of the Supervisory Board

In 2025, the Supervisory Board (SB) of the Corporation underwent changes in its personnel structure in accordance with Resolution No. 17/NQ-VCC dated April 16, 2025.

After consolidation, the SB operates with three full-time members, including one Head of the Supervisory Board and two members, ensuring compliance with the structure prescribed by law and the Corporation's Charter.

Based on its assigned functions and duties, the SB has allocated responsibilities to each member according to their respective areas of expertise, and has implemented supervisory activities in accordance with the plan approved by the General Meeting of Shareholders (GMS). The organization and operations of the SB are conducted on the principles of independence, objectivity, and compliance with applicable laws, the Corporation's Charter, and the organizational and operational Regulations of the SB.

2. Summary of the Supervisory Board's activities in 2025

- In 2025, the Supervisory Board (SB) held five meetings to evaluate the Corporation's operational performance in each period and implement key supervisory tasks. The meeting agenda focused on assessing the 2024 operation results and quarterly performance in 2025, analyzing business operations and financial conditions, reviewing financial statements, and identifying potential risks in the management and administration of the Corporation's activities.

- Several key matters were reviewed and approved by the SB, including: the SB's 2025 work plan; periodic supervisory results; reports and documents submitted to the 2025 Annual General Meeting of Shareholders (AGM); the appraisal results for the selection of the independent auditing firm for the 2025 financial year; the set of criteria for evaluating the quality of independent audit services at the Corporation; and conclusions from specialized inspections and supervisory activities conducted by the SB.
- The remuneration and operating expenses of the Supervisory Board (SB) in 2025 have been specified in the Proposal on remuneration of the Board of Directors (BOD) and the SB presented to the General Meeting of Shareholders.
- In 2025, the SB implemented several supervisory activities, including:

▪ Supervising the governance and management activities of the Corporation: monitoring the operations of the Board of Directors (BOD) and the Board of Management in implementing resolutions of the General Meeting of Shareholders (GMS) and the BOD; supervising compliance with laws, the Corporation's Charter, internal governance regulations, resolutions on delegated authority, and task assignments of the BOD and Executive Board; and assessing the execution of business operations in line with assigned objectives and approved plans.

▪ Supervising the financial situation and business performance efficiency: Appraising periodic financial statements (quarterly, semi-annual, and annual) before and after audit; analyzing financial indicators and performance metrics to assess the financial condition, business results, and the Corporation's ability to achieve its planned targets.

▪ Supervising compliance with laws and information disclosure: Monitoring compliance with legal regulations, the Corporation's Charter, and internal governance regulations in management and administration activities; overseeing compliance with information disclosure obligations and ensuring the legitimate rights and interests of shareholders, the Corporation, and employees.

▪ Supervising financial, asset, and cost management: Monitoring and evaluating the management of receivables, inventories, assets, and costs; supervising labor and salary management; and assessing the use of the Corporation's resources.

▪ Supervising investment, procurement, and bidding activities: Overseeing the implementation of investment and procurement activities, bidding processes, contract signing and execution; and reviewing project completion and contract settlement in accordance with regulations.

▪ Supervising audit activities and the internal control system: Participating in the selection and quality assessment of the independent audit firm; coordinating with the external auditor during the review and audit of financial statements; supervising the implementation of audit recommendations and conclusions from inspection and audit authorities; and reviewing the implementation of risk management, internal audit activities, and the effectiveness and efficiency of the internal control system.

- Supervising the operations of subsidiaries: Monitoring the performance of subsidiaries in foreign markets, including legal compliance, business performance results and cash flow management.
- Supervising coordination among the Board of Directors (BOD), the Board of Management, and relevant departments with the Supervisory Board (SB); overseeing compliance with regulations to ensure the legitimate rights and interests of shareholders, the company, and employees.
- Supervising coordination among the Board of Directors (BOD), the Board of Management, and relevant units with the Supervisory Board (SB); and monitoring compliance with regulations to ensure the legitimate rights and interests of shareholders, the Corporation, and employees.
- In addition to supervisory activities, members of the SB also participated in training and professional development programs for supervisors, focusing on areas such as corporate governance, financial management, risk management, and updates on relevant legal regulations, in order to enhance their capacity to perform assigned duties.

II. REPORT ON SUPERVISORY RESULTS IN 2025

1. Assessment of transactions between the Corporation and related parties

Pursuant to Clause 4, Article 290 of Decree No. 155/2020/ND-CP on the supervision of reports on transactions between the Corporation and related parties:

- In 2025, no transactions arose between the Corporation, its subsidiaries, or companies in which the Corporation holds more than 50% of charter capital and members of the Board of Directors (BOD), or their related persons.
- In 2025, transactions with related parties were conducted with the Viettel Military Industry and Telecoms Group and its affiliated units. The contract contents mainly involved common goods and services such as telecom network operation services, supply of telecom equipment and materials, and construction works. These transactions were reported and submitted for approval to the 2025 Annual General Meeting of Shareholders (AGM) and disclosed in accordance with regulations. These transactions contributed stable revenue, cash flow, and good profitability for the Corporation in 2025.

2. Operational supervision results of the Corporation

- In 2025, the Corporation continued to fulfill and exceed its planned targets in terms of revenue, profit, labor productivity and financial indicators; maintaining sustainable double-digit growth while preserving and developing capital.
- The management and operation of business activities were carried out in close alignment with the Resolution of the 2025 Annual General Meeting of Shareholders (AGM) and the strategic orientation for the 2020–2025 period. Key objectives and tasks were implemented in a synchronized and well-controlled manner.

- With 2025 identified as a pivotal year to strengthen foundations and elevate brand position, it has created the necessary premise and preparation for the implementation of the Corporation's business strategy for the 2026–2030 period.

3. Operational supervision results of the Board of Directors

- The Board of Directors (BOD) for the 2025–2030 term of the Corporation consists of five members, elected by the General Meeting of Shareholders (GMS) in accordance with applicable laws and the Corporation's Charter. During the year, the BOD held 11 meetings to review, discuss and decide on matters within its authority, including 04 in-person meetings and 07 rounds of written consultations. Based on these meetings and written consultations, the BOD issued 24 resolutions/decisions and 11 meeting minutes to implement key governance matters of the Corporation. The meetings and issuance of resolutions were conducted in accordance with the order and procedures prescribed by law, the Charter, and the BOD's internal regulations. The Supervisory Board attended the in-person meetings of the BOD to monitor, report, and provide opinions on matters related to the Corporation's governance and management.
- The resolutions of the BOD during the year primarily focused on strategic orientation and directing the implementation of the Corporation's business tasks, including: approving the 2025 business plan and investment plan; directing the formulation of the 2026–2030 development strategy; and developing a human resource strategy to support the 2026–2030 business strategy under the viewpoint that "Viettel Construction is a standardized, comprehensive human resource ecosystem, serving as a model of best practice for Vietnamese enterprises." In addition, the BOD carried out organizational restructuring of the Corporation by reorganizing the nationwide branch system to align with adjustments in provincial and municipal administrative boundaries.
- The members of the BOD fulfilled their duties of honesty, loyalty, and prudence in accordance with applicable laws, the Corporation's Charter and internal governance regulations. The BOD has promoted its role in strategic orientation, supervision of executive management, and issuance of important resolutions to improve business efficiency and ensure the lawful rights and interests of shareholders and the Corporation.
- The Corporation's information disclosure activities were carried out in strict compliance with the Circular No. 96/2020/TT-BTC by the Ministry of Finance on disclosure of information in the securities market. In 2025, the Corporation disclosed 21 items of information and reports in accordance with regulations, ensuring complete and timely provision of information to shareholders and investors.
- In addition to regular governance responsibilities, the Board of Directors and Executive Board also focused on improving the quality of public company governance through participation in corporate governance training programs, strengthening investor relations activities, and maintaining regular communication channels with shareholders and investment institutions. The

Corporation has also gradually standardized its governance practices in line with G20/OECD corporate governance principles, contributing to the continuous improvement of its corporate governance system.

General assessment: The Board of Directors has performed its functions and duties in accordance with the provisions of law, the Corporation's Charter, and the resolutions of the General Meeting of Shareholders. All governance decisions were issued within its authorized competence and closely aligned with the Corporation's development orientation.

4. Supervision Results of the Executive Board's management activities

- The Executive Board/Board of Management has directed the Corporation's operations in close alignment with the Resolution of the 2025 Annual General Meeting of Shareholders (AGM) and the resolutions of the Board of Directors (BOD), proactively implementing flexible management solutions in a market environment that remains volatile. As a result, the Corporation completed and exceeded its assigned business targets, maintained double-digit growth compared to 2024, and ensured stable income for employees. Key highlights of the Board of Management's performance in 2025 are as follows:

▪ The Corporation's business activities continued to maintain positive growth momentum. Total revenue in 2025 reached VND 14,058 billion, exceeding the AGM-approved plan by 1% and increasing by 11% compared to 2024. Profit before tax reached VND 745.4 billion, exceeding the plan by 3.3% and increasing by 10.9% year-on-year, while profit after tax reached VND 599.8 billion, exceeding the plan by 7% and increasing by 11.5% compared to the previous year. Key efficiency indicators continued to improve, with ROA of approximately 7.8% (109% of the planned target) and ROE of approximately 30.5%, remaining at a high level.

▪ In the telecommunications infrastructure sector, the Corporation continues to maintain its No. 1 position in the TowerCo market in Vietnam, with a cumulative total of approximately 12,000 stations as of the end of 2025. At the same time, the Corporation serves as a key entity in deploying Viettel's 5G network infrastructure, completing the installation of 6,452 5G stations during the year, making a significant contribution to the Group's total of 22,400 5G stations.

▪ The revenue structure continued to shift in a positive direction as the proportion of revenue from new business areas and external customers increased. All new business segments achieved double-digit growth compared to 2024, while revenue from external customers grew by approximately 15% year-on-year, raising the share of external revenue from 39.7% in 2024 to about 41% in 2025.

▪ Digital transformation activities were further accelerated across various management and operational areas, thereby contributing to improved labor productivity and operational efficiency. By the end of 2025, the Corporation's digital transformation level reached 4.16/5 with all 6/6 assessed domains at 4 or higher (advanced level).

- The Executive Board has implemented multiple solutions to enhance the Corporation's management capacity and operational efficiency, with a strong focus on training and developing the management team and building a pipeline of successor personnel. At the same time, operational processes at business centers and provincial/city construction branches have been standardized, gradually strengthening the role of provincial units in local business activities.
- In 2025, the Executive Board carried out organizational restructuring toward a leaner and more efficient model. The nationwide branch system was reorganized from 63 provincial construction branches (CNCTs) down to 34 CNCTs, with 29 CNCTs being dissolved in line with adjustments to provincial and municipal administrative boundaries. The Corporation also reviewed and standardized job functions and responsibilities, developed competency frameworks, career development pathways, and job grading systems, and implemented a digital performance management system (PMS) to standardize KPI assignment and work performance evaluation processes.
- The Corporation continues to organize its business activities under an integrated ecosystem model: "Consulting – Design – Construction – Equipment Supply – Operation – Optimization," contributing to enhanced professionalism, resource optimization, and improved operational efficiency.
- With respect to the Board of Directors (BOD), the Executive Board has provided complete and timely reports on business operations, financial performance, and significant issues arising during management, enabling the BOD to review, give guidance, and set strategic directions for implementation.
- With respect to the Supervisory Board (SB), the Executive Board has coordinated closely, providing sufficient information and documentation and facilitating favorable conditions for the SB to perform its supervisory functions in accordance with regulations. The SB's opinions and recommendations have been duly received and directed for review and implementation by relevant units.
- In addition, the Executive Board has continued to focus on and effectively carry out external relations, shareholder and investor relations, as well as engagement with state regulatory authorities, thereby contributing to enhancing the Corporation's reputation, brand image, and market position.

General assessment: The Board of Management has directed the Corporation's operations in close alignment with the resolutions of the General Meeting of Shareholders (GMS) and the Board of Directors (BOD), effectively organizing and implementing business tasks, and fulfilling and exceeding assigned performance targets. The management activities were carried out in accordance with applicable laws, the Corporation's Charter, and internal governance regulations, contributing to improved operational efficiency and ensuring the stable and sustainable development of the Corporation.

5. Assessment of coordination between the Supervisory Board (SB) and the Board of Directors (BOD), Executive Board (BOM), and General Meeting of Shareholders (GMS)

- The Board of Directors and the Executive Board have coordinated closely with the Supervisory Board, providing timely information and documents and facilitating the SB's supervisory functions in accordance with applicable laws, the Corporation's Charter, and internal governance regulations. The coordination among governance and management bodies has been carried out on the basis of compliance with regulations and ensuring the legitimate interests of the Corporation and its shareholders.
- During its operations, the Supervisory Board did not receive any complaints, denunciations or requests for inspection or supervision from shareholders or shareholder groups as prescribed by law and the Corporation's Charter.

6. Appraisal results of the 2025 Financial Statements

- The 2025 Financial Statements of the Corporation were prepared based on the consistent application of accounting policies. Accounting estimates were made on a prudent and reasonable basis, in compliance with Vietnamese Accounting Standards and the Vietnamese Enterprise Accounting Regime, as well as relevant legal regulations.
- The separate and consolidated Financial Statements for 2025 were audited by AASC Auditing Firm Co., Ltd., the independent auditor approved by the General Meeting of Shareholders (GMS). Accordingly, the independent auditor issued an unqualified audit opinion, confirming that the Financial Statements fairly and appropriately reflect, in all material respects, the financial position, business performance, and cash flows of the Corporation. Information disclosure was carried out in full compliance with legal regulations.
- The Supervisory Board monitored and supervised the review and audit process, and noted the close coordination between the Corporation and the independent auditor in discussing and addressing issues related to accounting, preparation, and presentation of the Financial Statements.

❖ Selected key indicators of the 2025 Consolidated Financial Statements

Unit: Billion dong.

No.	Metric	2025	2024	+/-	
				Δ (+/-)	%
I	**Balance Sheet**				
	Total assets	8.185,5	7.106,3	1.079,3	15,2%
	Current assets	6.625,4	5.421,4	1.204,0	22,2%
	Cash and short-term financial investments	3.322,7	1.740,5	1.582,2	90,9%
	Non-current assets	1.560,1	1.684,8	(124,7)	-7,4%
	Total liabilities	6.118,4	5.241,2	877,2	16,7%
	Current liabilities	5.600,0	4.652,9	947,0	20,4%
	Equity	2.067,2	1.865,1	202,1	10,8%
II	**Income Statement**				
	Revenue	14.057,7	12.662,6	1.395,1	11,0%
	Total expenses	13.312,0	11.990,5	1.321,5	11,0%
	Profit before tax (PBT)	745,7	672,0	73,6	11,0%
	Profit after tax (PAT)	599,7	538,2	61,5	11,4%
III	**Efficiency Ratios**				
	Debt/Total assets	0,75	0,74		
	Equity/Total assets	0,25	0,26		
	Return on assets (ROA)	7,8%	7,6%		
	Return on equity (ROE)	30,5%	27,9%		
	Receivables turnover	7,4	6,35	1,07	16,9%
	Inventory turnover	25,0	16,75	8,28	49,5%
	Working capital turnover	15,5	13,59	1,95	14,3%
	Current ratio	1,2	1,17	0,02	1,5%
	Quick ratio	1,1	1,03	0,07	7,1%

As of December 31, 2025, the Corporation's total assets reached VND 8,185.5 billion, an increase of 15.2% compared to the beginning of the year. The asset scale continued to expand, meeting the requirements of business growth.

- Regarding the structure of assets and capital sources:

The asset structure shifted toward a higher proportion of current assets. Specifically, current assets reached VND 6,625.4 billion, accounting for approximately 80.9% of total assets, and increased by 22.2% compared to the beginning of the year. The main growth driver came from cash and short-term financial investments (up 90.9%), reflecting the Corporation's proactive cash flow management and maintenance of high liquidity. At the same time, receivables and inventories were well controlled, helping to reduce working capital pressure.

Long-term assets reached VND 1,560.1 billion, decreasing by 7.4%, reflecting a shift from the investment phase to the operational phase, as several projects have been completed and begun generating revenue. This structure is consistent with the Corporation's operational characteristics and business cycle.

Regarding capital structure, total liabilities were VND 6,118.4 billion, accounting for 74.7% of total capital sources, an increase of 16.7% compared to

the beginning of the year, of which short-term liabilities accounted for a significant proportion (VND 5,599.9 billion, up 20.4%), serving working capital requirements. Owner's equity reached VND 2,067.2 billion, increasing by 10.8%, mainly driven by retained earnings.

Overall, the Corporation's financial structure continues to maintain an appropriate level of financial leverage while ensuring financial autonomy and the ability to meet capital requirements for operations.

- Regarding business performance results:

In 2025, the Corporation recorded consolidated revenue of VND 14,057.7 billion, an increase of 11% compared to 2024. Total expenses reached VND 13,312 billion, also increasing by 11%, indicating that costs were effectively controlled in line with revenue scale.

Profit before tax reached VND 745.7 billion, up 11%, while profit after tax reached VND 599.7 billion, up 11.4% year-on-year. The profit growth rate was broadly aligned with revenue growth, reflecting stable operational efficiency.

Despite input cost pressures and competitive market conditions, the Corporation maintained both revenue and profit growth, demonstrating effective execution of business plans and efficient cost management.

- Regarding operational efficiency and liquidity:

The Corporation's operational efficiency indicators in 2025 showed an improving trend. Return on Assets (ROA) reached 7.8% (compared to 7.6% in 2024), while Return on Equity (ROE) reached 30.5% (compared to 27.9%), indicating improved efficiency in the use of both assets and equity.

Working capital efficiency improved significantly: receivables turnover reached 7.42 times (up from 6.35 times), inventory turnover reached 25.03 times (a strong increase from 16.75 times), and working capital turnover reached 15.54 times (compared to 13.59 times). These indicators reflect strengthened management of receivables and inventories, contributing to enhanced capital utilization efficiency.

Liquidity was maintained at a safe level, with a current ratio of 1.18 times and a quick ratio of 1.11 times, both higher than the previous year and above 1. The debt-to-total-assets ratio stood at 0.75, indicating that the capital structure continues to rely significantly on debt but remains within an appropriate range for the Corporation's operational characteristics.

Overall, efficiency and liquidity indicators improved compared to 2024. The management of receivables and inventories became more effective, with shorter collection periods, contributing to stronger cash flow and enhanced financial autonomy.

General assessment: In 2025, the Corporation maintained stable growth, with a financial structure appropriate to its operational characteristics. Operational efficiency and liquidity improved, creating a solid foundation for the implementation of business plans in the following years.

❖ Financial position of the Parent Company

Unit: Billion dong.

No.	Metric	2025	2024	+/-	
				Δ (+/-)	%
I	**Balance Sheet**				
	Total assets	7.917,0	6.729,2	1.187,8	17,7%
	Current assets	6.365,3	5.052,3	1.313,1	26,0%
	Non-current assets	1.551,6	1.676,9	(125,3)	-7,5%
	Total liabilities	5.926,2	4.944,5	981,7	19,9%
	Current liabilities	5.423,6	4.371,6	1.052,0	24,1%
	Equity	1.990,8	1.784,7	206,1	11,5%
II	**Income Statement**				
	Revenue	11.934,3	10.138,6	1.795,7	17,7%
	Total expenses	11.207,7	9.478,7	1.729,0	18,2%
	Profit before tax (PBT)	726,6	659,9	66,8	10,1%
	Profit after tax (PAT)	587,4	531,6	55,8	10,5%

The scale of assets and business results of the Parent Company in 2025 continued to grow positively compared to 2024, with a high growth rate of profits, reflecting sustained operational efficiency.

- Financial structure

Total assets as of December 31, 2025 reached VND 7,917 billion, up 17.7% compared to the beginning of the year. The asset structure showed a trend of increasing the proportion of current assets (up 26.0%), while long-term assets slightly decreased (down 7.5%), indicating that the Company actively allocated resources to business operations and improved capital flexibility.

Regarding capital resources, total liabilities increased by 19.9%, mainly due to a 24.1% rise in short-term liabilities, in line with the need for additional working capital. Owner's equity increased by 11.5%, continuing to be strengthened by business performance. Overall, the capital structure remained balanced, meeting operational and development requirements.

- Business results

In 2025, total revenue reached VND 11,934.3 billion, an increase of 17.7% compared to 2024, while total expenses rose by 18.2%, corresponding to the expansion of operations. Profit before tax reached VND 726.6 billion, up 10.1%, and profit after tax reached VND 587.4 billion, up 10.5%.

Although the growth rate of expenses was higher than revenue growth, the Company still maintained positive profit growth, indicating that cost management and operational efficiency were appropriately controlled in line with the scale of expansion.

General assessment: Overall, in 2025, the Parent Company maintained stable growth in both scale and operational efficiency. The asset–capital

structure was adjusted in line with the specific characteristics of its business operations. Business results continued to grow, playing a key role within the entire Corporation and providing a solid financial foundation for subsequent development phases.

7. Monitoring results of the 2025 Annual General Meeting (AGM) Resolutions

- The Board of Directors and the Executive Board have implemented the contents of the 2025 AGM Resolution. Key production and business indicators were all completed and exceeded the approved plan, with higher revenue and profit continuing compared to 2024.
- The Company's charter capital in 2025 remained unchanged at VND 1,143,858,790,000, equivalent to 114,385,879 shares.
- The distribution of after-tax profit and appropriation to funds was carried out in accordance with the AGM Resolution and applicable laws. The Company paid cash dividends as approved by the AGM at a rate of 21.5% of charter capital, and disclosed information in compliance with legal regulations.

- Independent audit selection: The Corporation organized the selection of an independent auditing firm in compliance with regulations on contractor selection for service procurement. The preparation of the request for proposals and the bid evaluation process were supervised by the Supervisory Board. The Corporation signed Audit Contract No. 210725.001/HDTC.KT6 dated July 21, 2025 with AASC Auditing Firm Limited. The Supervisory Board monitored and supervised the review and audit of the 2025 financial statements. During the process, the audit firm proactively coordinated with the Supervisory Board in accounting issues and the preparation and presentation of the Company's financial statements, and carried out the review and audit under the signed audit contract.
- Information disclosure was fully and promptly carried out in accordance with securities laws, ensuring transparency for shareholders and investors.
- The payment of remuneration, salaries, and other benefits for members of the Board of Directors, Supervisory Board, and Executive Board was implemented in accordance with the AGM Resolution and the Company's applicable internal regulations.

III. 2026 OPERATION PLAN AND RECOMMENDATIONS

1. 2026 Operation Plan

In 2026, the Supervisory Board will continue to perform its supervisory functions in accordance with applicable laws, the Company's Charter, and General Meeting of Shareholders (GMS) Resolutions, focusing on the following key areas:

- Supervising the governance and management activities of the Board of Directors (BOD) and the Executive Board in implementing GMS Resolutions and BOD Resolutions, as well as in executing the Company's business plan and

strategic objectives, ensuring compliance with applicable laws, the Charter, and internal governance regulations.

- Reviewing quarterly, semi-annual, and annual financial statements of the Company; monitoring the preparation and disclosure of financial statements before and after audit to ensure compliance with accounting standards, legal regulations, and the accuracy and fairness of financial information.
- Supervising the review and audit process conducted by the independent auditor; monitoring the implementation of audit recommendations to improve financial governance and internal control quality.
- Supervising the management and use of capital and assets; monitoring the implementation of financial targets, operational efficiency indicators, and profit distribution in accordance with GMS Resolutions.
- Supervising risk management, internal control systems, and compliance across the Company's business operations.
- Strengthening thematic supervision in key areas, including: legal compliance in business operations, investment activities, financial management, legal documentation and procedures related to procurement, bidding, and contract execution.
- Supervising the Company's compliance with periodic and ad-hoc information disclosure obligations in accordance with securities and stock market regulations.
- Monitoring the implementation of conclusions and recommendations from inspection, audit, and supervisory authorities, as well as the remediation of identified shortcomings and limitations.
- Reviewing and handling proposals or petitions from shareholders or groups of shareholders (if any), and performing other inspection and supervisory duties as assigned by the General Meeting of Shareholders and in accordance with applicable laws.

2. Some Opinions and Recommendations

To enhance the effectiveness of management and operations, the Supervisory Board makes the following recommendations to the Board of Directors (BOD) and the Executive Board:

- The Company should continue to strengthen the review and inspection of legal documentation related to domestic and market business activities, ensuring that all production and business operations strictly comply with and uphold the law.
- In the context of ongoing global and regional economic fluctuations that may affect business operations, the Company should proactively develop appropriate management and operational scenarios to promptly adapt to market changes, ensuring sustained growth and operational stability.
- Continue to improve corporate governance efficiency, with a focus on enhancing the quality of management information systems to support decision-making and executive functions. At the same time, accelerate digital transformation in governance and business operations to improve labor

productivity, optimize management processes, and enhance overall operational efficiency.

- Build and strengthen the Company's brand and market position domestically and internationally. At the same time, identify and develop core products and services with competitive advantages, strengthen management and communications activities, and promote branding to expand markets, optimize costs, and improve business efficiency.

- Continue to improve the public company governance system and risk management framework, ensuring that risk management is implemented in a synchronized manner across all business and production activities of the Company.

The above is the report of the Supervisory Board and we hereby respectfully send to the General Meeting of Shareholders for consideration and approval../.

ON BEHALF OF SUPERVISORY BOARD
HEAD OF SUPERVISORY BOARD

Tran Minh Nguyet

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

No.: 09/TTr-VCC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 01, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Re: The selection of the auditor for the 2026 Financial Statements

To: The General Meeting of Shareholders of Viettel Construction Joint Stock Corporation.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Viettel Construction Joint Stock Corporation;

In consideration of the rights and obligations of the Supervisory Board in accordance with applicable laws and the Corporation's Charter;

The Supervisory Board respectfully submits this Proposal to the General Meeting of Shareholders for consideration the selection of the auditor for the Corporation's 2026 Financial Statements as follows:

1. Requirements for the auditing firm

- Being an independent auditing firm approved by the State Securities Commission of Vietnam to audit public interest entities in the securities sector for 2026.
- Having reputable standing, professional competence and auditing experience appropriate to the scale and business lines of the Corporation.

2. List of proposed auditing firms

Based on the review and assessment of the capacity and reputation of independent auditing firms, the Supervisory Board proposes the following list of auditing firms for consideration by the General Meeting of Shareholders:

1. Ernst & Young Vietnam Co., Ltd
2. Deloitte Vietnam Company Limited
3. AASC Auditing Firm Company Limited
4. UHY Auditing and Consulting Company Limited

3. Recommendation

The Supervisory Board respectfully recommends that the General Meeting of Shareholders:

- To approve the above list of auditing firms to conduct the audit of the Corporation's 2026 Financial Statements.
- To 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 2026 Financial Statements of the Corporation; based on such selection, the General Director shall sign and implement the contract in accordance with regulations.

We hereby respectfully send this Proposal to the General Meeting of Shareholders for consideration and approval./.

ON BEHALF OF SUPERVISORY BOARD
HEAD OF SUPERVISORY BOARD

Tran Minh Nguyet

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

No.: 10/TTr-VCC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ha Noi, April 01, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Re: the addition of business lines and the amendment and supplementation of the Company Charter, Internal Corporate Governance Regulations, and the Operational Regulations of the Board of Directors

To: The General Meeting of Shareholders of Viettel Construction Joint Stock Corporation.

Pursuant to the Law on Enterprises 2020;

Pursuant to Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020 by the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter of Viettel Construction Joint Stock Corporation;

Based on the actual situation of Viettel Construction Joint Stock Corporation;

The Board of Directors respectfully send this proposal to the General Meeting of Shareholders of Viettel Construction Joint Stock Corporation (the "Corporation") for approval the following contents:

1. Addition of business lines:

1.1. Proposed additional business activities

Purpose: To complete and enhance VCC's business value chain in the construction and energy sectors, creating a foundation for the implementation of EPC contracts and turnkey projects, as well as expanding international business activities in line with the strategic orientation for the 2026–2030 period.

a. Engineering solutions and technical services sector

- Proposed additional business activity: Provision and installation of Battery Energy Storage Systems (BESS).

- Reason: The Battery Energy Storage System (BESS) market is experiencing strong growth in line with the development of renewable energy and the global green transition (Vietnam's BESS capacity target is approximately 10,000 MW – 16,300 MW by 2030). Engaging in the distribution and integration of energy storage solutions will enable VCC to expand its product portfolio within the

EPC value chain for solar and waste-to-energy projects, enhance its capability to deliver comprehensive solutions to corporate clients, industrial parks, and independent power projects, and strengthen its competitiveness in energy and smart infrastructure projects.

b. Trading sector

- **Proposed additional business activities:** (1) Wholesale of metals, metal ores, and fuels; (2) Export and import entrustment and entrusted import-export services.

- **Reason:**

(1) Wholesale of metals, metal ores, and fuels: This will enable VCC to participate more deeply in the supply chain of materials for infrastructure construction, M&E, and energy projects; enhance supply chain autonomy; reduce dependence on third parties; and take advantage of international partnerships to expand import-export trading activities.

(2) Export and import entrustment services: This will help VCC diversify its revenue streams, promote its logistics and financial capabilities, and facilitate the development of international trading activities within VCC's ecosystem.

1.2. Proposed additional business lines (industry codes)

- Newly proposed additional industry codes: 4773, 4672, 4671.
- Detailed proposed additional industry codes: 8299, 4659.
- The addition of the above business lines does not affect the maximum foreign ownership ratio of the Corporation.

1.3. Update of business lines:

a. Reason:

On September 29, 2025, the Prime Minister issued Decision No. 36/2025/QD-CP promulgating the Vietnam Standard Industrial Classification, replacing the system issued together with the Decision No. 27/2018/QD-CP. Accordingly, the Corporation needs to update its registered business lines in accordance with the new classification system as prescribed by law.

b. Content:

Update the industry codes and business line names of 26 registered codes.

(Details of additional and updated business lines are provided in Appendix 1 attached.)

2. Amendment and supplementation of the Charter:

To amend 07 items and supplement 01 new Article:

- Amendment of the Corporation's registration information, including:

  + Head office: Update the address following changes in administrative boundaries;

  + Telephone, fax, email: Update based on the actual situation.

- Addition of business lines specified in Section 1 above to Clause 1, Article

4.

- Removal of the provision on “Identity Card (ID)” relating to information of individual shareholders in accordance with Law No. 76/2025/QH15.
- Adjustment of 05 contents in accordance with Decree No. 245/2025/ND-CP relating to the structure of the Board of Directors, the rights and obligations of the Board of Directors, and the qualifications of the General Director.
- Addition of 01 new Article relating to “Committees under the Board of Directors” based on corporate governance needs.
- Amendment of Clause 1, Article 4 on the Corporation’s business lines to record and detail the additional business lines approved by the General Meeting of Shareholders after completion of registration with competent authorities.

(Details are provided in Appendix 02 attached hereto.)

2. Amendment and supplementation of the Internal Corporate Governance Regulations:

To amend 06 items and supplement 02 Articles:

- Removal of the provision on “Identity Card (ID)” relating to information of individual shareholders in accordance with Law No. 76/2025/QH15.
- Adjustment of 05 contents in accordance with Decree No. 245/2025/ND-CP relating to the structure of the Board of Directors, the rights and obligations of the Board of Directors, and the qualifications of the General Director.
- Addition of 01 new Chapter, including 02 Articles, relating to “Committees under the Board of Directors” based on corporate governance needs.

(Details are provided in Appendix 03 attached hereto.)

3. Amendment and supplementation of the Operational Regulations of the Board of Directors:

To amend 04 contents:

- Amendment of 03 contents in accordance with Decree No. 245/2025/ND-CP relating to the structure of members of the Board of Directors and the rights and obligations of the Board of Directors.
- Amendment of 01 item: Clause 1, Article 15 relating to “Committees and supporting apparatus of the Board of Directors” based on the Company’s governance requirements.

(Details are provided in Appendix 04 attached hereto.)

4. Implementation:

Upon approval by the General Meeting of Shareholders, the Corporation shall be responsible for issuing and disclosing the Company Charter and the Internal Corporate Governance Regulations in accordance with its authority and applicable regulations.

We respectfully send this Proposal to the General Meeting of Shareholders for consideration and approval./.

ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN

DO MANH HUNG

APPENDIX 1.

Proposed additional business lines

No.	Additional business lines	Code	Proposed additional business lines in 2026	
A	**Newly proposed business line codes**			
1	Provision and installation of Battery Energy Storage Systems (BESS)	4773	Retail sale of other new goods. *Details: Retail of energy storage systems.*	
2	Wholesale of metals, metal ores, and various types of fuels.	4672	Wholesale of metals and metal ores (excluding export, import, and distribution activities for goods subject to the List of goods in which foreign investors are not permitted to exercise export rights, import rights, or distribution rights in accordance with applicable laws).	
		4671	Wholesale of solid, liquid, and gaseous fuels and related products (excluding export, import, and distribution activities for goods subject to the List of goods in which foreign investors are not permitted to exercise export rights, import rights, or distribution rights in accordance with applicable laws).	
B	**Detailed list of proposed additional business lines.**			
		Registered business lines of VCC		**Proposed additional business lines**
1	Entrusted import–export agency and consignment services.	8299	Other remaining business support services not elsewhere classified. *Details*: - *E-commerce trading services.* - *Export and import of goods traded by the Company.*	Other remaining business support services not elsewhere classified. *Details:* *-E-commerce trading services.* *-Export and import of goods traded by the Company.* *-<u>Entrusted export and import services and import/export consignment activities (excluding export, import, and distribution of goods subject to the List of goods in which foreign investors are not permitted to exercise export rights, import rights, or distribution rights in accordance with applicable laws).</u>*

2	Supply and installation of Battery Energy Storage Systems (BESS).	4659	Wholesale of other machinery, equipment and spare parts. Details: *-Trading in fire prevention and firefighting equipment (excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law);* *-Wholesale of elevators and escalators.*	Wholesale of other machinery, equipment and spare parts. *Details:* - *Trading in fire prevention and firefighting equipment (excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law);* - *Wholesale of elevators and escalators;* - *Wholesale of energy storage systems.*

STT	Current business lines *(According to Decision No. 27/2018/QD-CP)*		Updated business lines *(According to Decision No. 27/2018/QD-CP)*	
	Code	**Business lines**	**Code**	**Business lines**
C	**Updated business lines in accordance with the Decision No. 36/2025/QD-CP.**			
1.	0722	Mining of other non-ferrous metal ores	**0729**	Mining of other non-ferrous metal ores
2.	1104	Manufacture of non-alcoholic beverages and mineral water	**1105**	Manufacture of non-alcoholic beverages and mineral water
3.	4663	Wholesale of construction materials and installation equipment (excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law)	**4673**	Wholesale of construction materials and installation equipment (excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law) Generation, trading, and sale of electricity (excluding electricity transmission and distribution)
4.	7820	Temporary labor supply (excluding services of sending workers abroad under contract)	**7821**	Temporary labor supply (excluding services of sending workers abroad under contract)
5.	2620	Manufacture of **computers** and peripheral equipment	2620	Manufacture of **computers** and **peripheral equipment**
6.	3312	Repair of machinery and equipment Details: - Maintenance and repair of fire prevention and firefighting equipment; - Maintenance and repair of elevators and escalators.	3312	Repair and **maintenance** of machinery and equipment Details: - Maintenance and repair of fire prevention and firefighting equipment; -Maintenance and repair of elevators and escalators.
7.	3314	Repair of electrical equipment	3314	Repair and **maintenance** of electrical equipment
8.	3511	**Electricity generation**	**3511**	**Electricity generation from non-renewable**

STT	Current business lines *(According to Decision No. 27/2018/QD-CP)*		Updated business lines *(According to Decision No. 27/2018/QD-CP)*	
	Code	**Business lines**	**Code**	**Business lines**
		Details: - Generation, trading and sale of electricity (excluding electricity transmission and distribution)		**sources** **Details:** -Generation, trading, and sale of electricity (excluding electricity transmission and distribution).
9.			**3512**	**Electricity generation from renewable energy sources** Details: -Generation, trading, and sale of electricity (excluding electricity transmission and distribution)
10.	4651	Wholesale of **computers**, peripheral equipment, and software (excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law)	4651	Wholesale of **computers**, peripheral equipment, and software (excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law)
11.	4752	Retail sale of hardware, paints, glass, and other installation equipment **in specialized stores** (excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law)	4752	Retail sale of hardware, paints, glass, **construction materials**, and other installation equipment in specialized stores (excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law)
12.	4759	Retail sale of electrical household appliances, beds, wardrobes, tables, chairs and similar furniture, lighting equipment, and other household articles not **elsewhere classified in specialized stores**	4759	Retail sale of electrical household appliances, beds, wardrobes, tables, chairs and similar furniture, lighting equipment, and other household articles not elsewhere classified

STT	Current business lines *(According to Decision No. 27/2018/QD-CP)*		Updated business lines *(According to Decision No. 27/2018/QD-CP)*	
	Code	**Business lines**	**Code**	**Business lines**
		(excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law)		(excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law)
13.	6110	Wired telecommunications activities	6110	Wired, **wireless, and satellite telecommunications activities**
14.	6120	Wireless telecommunications activities		
15.	8129	**Industrial cleaning and specialized facility cleaning activities**	8129	**Other cleaning services**
16.	9521	Repair of consumer electronics and audio-visual equipment	9521	Repair and **maintenance** of consumer electronics and audio-visual equipment
17.	4741	Retail of computers, peripheral equipment, software, and telecommunications equipment in specialized stores (excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law)	**4740**	**Retail of information and communication technology (ICT) equipment** (excluding the exercise of export, import, and distribution rights for goods listed in the category for which foreign investors are not permitted to exercise such rights in accordance with the law)
18.	4799	Other retail n.e.c Details: -Retail of elevators and escalators.	**4773**	**Other new retail sale of goods (excluding automobiles, motorcycles, motorbikes and related parts and accessories)** Details: -Retail of elevators and escalators.
19.	5820	Software publishing	**5829**	**Other software publishing**
20.	6201	Computer programming	**6219**	**Other computer programming**
21.	6202	Computer consultancy and computer system administration		

STT	Current business lines *(According to Decision No. 27/2018/QD-CP)*		Updated business lines *(According to Decision No. 27/2018/QD-CP)*	
	Code	**Business lines**	**Code**	**Business lines**
22.	6209	Other information technology and computer service activities	**6290**	**Other computer and information technology service activities**
23.	7490	Other professional, scientific and technical activities not elsewhere classified Details: Technology transfer consultancy in fire prevention and firefighting	**7499**	Other **remaining** professional, scientific and technical activities not elsewhere classified Details: Technology transfer consultancy in fire prevention and firefighting
24.	7830	Provision and management of labor resources (excluding services of sending workers abroad under contract)	**7822**	**Other human resource supply** (excluding services of sending workers abroad under contract)
25.	8020	Security system services	**8019**	**Other security services**
26.	9512	Repair of communication equipment	**9510**	**Repair and maintenance of computers and communication and information technology equipment.**

APPENDIX 2.
Detailed amendments and supplements to the Charter.

No.	Article, Clause, Point	Current contents	Proposed amendments	Reasons
1.	Clause 3, Article 2: Registered address of the Corporation.	The registered office of the Corporation is as follows: -Head office: No. 01, Giang Van Minh Street, Kim Ma Ward, Ba Dinh District, Hanoi, Vietnam. -Telephone: 024.6275.1785 -Fax: 024.6275.1783 -E-mail: viettelxlct@viettel.com.vn -Website: www.congtrinhviettel.com.vn	The registered office of the Corporation is as follows: -Head office: No. 01, Giang Van Minh Street, Giang Vo Ward, Hanoi, Vietnam. -Telephone: 024.6275.1783 -Fax: -E-mail: congtrinhviettel@viettel.com.vn -Website: congtrinhviettel.com.vn	Updated to reflect actual information
2.	Clause 1, Article 4: Business lines of the Corporation	86 business lines	Supplement 4 business lines: -4773: Retail of other new goods *(Details: Retail of energy storage systems).* - 4659: Wholesale of other machinery, equipment and spare parts *(Details: Wholesale of energy storage systems).* - 4672: Wholesale of metals and metal ores (excluding export, import, and distribution activities for goods subject to the List of goods in which foreign investors are not permitted to exercise export rights, import rights, or distribution rights in accordance with applicable laws).	-

No.	Article, Clause, Point	Current contents	Proposed amendments	Reasons
			- 4671: Wholesale of solid, liquid, and gaseous fuels and related products (excluding export, import, and distribution activities for goods subject to the List of goods in which foreign investors are not permitted to exercise export rights, import rights, or distribution rights in accordance with applicable laws).	
		8299: Other remaining business support service activities not elsewhere classified. *Details:* *-E-commerce trading services.* *-Export and import of goods traded by the Company.*	8299: Other remaining business support service activities not elsewhere classified. *Details:* - *E-commerce trading services.* - *Export and import of goods traded by the Company.* - *Entrusted export and import services and import/export consignment activities (excluding export, import, and distribution of goods subject to the List of goods in which foreign investors are not permitted to exercise export rights, import rights, or distribution rights in accordance with applicable laws).*	
3.	Point d, Clause 4, Article 11: Rights of shareholders or	Proposals for issues in the agenda of the General Meeting of Shareholders must be made in writing and submitted to the Corporation no later than 03 working days	Proposals for issues in the agenda of the General Meeting of Shareholders must be made in writing and submitted to the Corporation no later than 03	Remove "Identity Card" due to the 2025 amended Law on Enterprises, which abolishes "Identity Card"

No.	Article, Clause, Point	Current contents	Proposed amendments	Reasons
	groups of shareholders holding 5% or more of the total common shares.	prior to the opening date of the meeting. The proposal must include the full name of the shareholder, permanent address, nationality, Citizen Identity Card number, Identity Card, Passport, or other lawful personal identification for individual shareholders; the name, business registration certificate number or establishment decision number, and head office address for organizational shareholders; the number and type of shares held by such shareholder; and the proposed contents to be included in the meeting agenda.	working days prior to the opening date of the meeting. The proposal must include the full name of the shareholder, permanent address, nationality, Citizen Identity Card number, Passport, or other lawful personal identification for individual shareholders; the name, business registration certificate number or establishment decision number, and head office address for institutional shareholders; the number and type of shares held by such shareholder; and the contents proposed to be included in the meeting agenda.	as a lawful personal identification document.
4.	Clause 3, Article 25: Composition of the Board of Directors (BOD)	The total number of non-executive members of the Board of Directors shall account for at least one-third (1/3) of the total number of Board members, and the proportion of independent Board members shall comply with the regulations applicable to listed companies. The composition of the Board of Directors shall be implemented in accordance with applicable laws. The Corporation shall minimize the number of Board members concurrently holding executive positions within the Corporation to ensure the independence of the Board of Directors.	The proportion of non-executive members of the Board of Directors and the proportion of independent members of the Board of Directors shall comply with the regulations applicable to listed companies. The composition of the Board of Directors shall be implemented in accordance with applicable laws. The Corporation shall minimize the number of Board members concurrently holding executive positions within the Corporation to ensure the independence of the Board of Directors.	Based on Clause 79, Article 1 of Decree 245/2025/ND-CP: "The number of non-executive members of the Board of Directors of a public company must comply with the following requirements: - At least 01 non-executive member in case the Board of Directors has from 3 to 5 members; - At least 02 non-executive members in case the Board of Directors has

No.	Article, Clause, Point	Current contents	Proposed amendments	Reasons
				from 6 to 8 members; - At least 03 non-executive members in case the Board of Directors has from 9 to 11 members."
5.	Point x, Clause 2, Article 26: Rights and obligations of the Board of Directors (BOD)	Organization of training and capacity-building programs on corporate governance and other necessary skills for members of the Board of Directors, the General Director, and other managers of the Corporation.	Organization of training and capacity-building programs on corporate governance and other necessary skills for members of the Board of Directors, the General Director, the Person in charge of corporate governance, and other managers of the Corporation.	Based on Clause 81, Article 1 of Decree 245/2025/ND-CP.
6.	Article 26: Rights and obligations of the Board of Directors (BOD).	None	Supplements: -To implement dividend payment to shareholders in accordance with the law after approval by the General Meeting of Shareholders (GMS). -To establish, reorganize, and dissolve specialized committees under the Board of Directors, as well as supporting departments, to assist the Board of Directors in performing its duties and exercising its powers in accordance with these Regulations, the Corporation's Charter, and applicable laws.	Based on Clause 81, Article 1 of Decree 245/2025/ND-CP. Based on the governance requirements of the Corporation.
7.		None	Supplementing provisions on "Committees under the Board of Directors / Supporting Units" as follows:	Based on the governance requirements of the Corporation.

No.	Article, Clause, Point	Current contents	Proposed amendments	Reasons
			1. The Board of Directors may establish the Board of Directors Office and other sub-committees to assist the Board of Directors in performing its duties and exercising its powers in accordance with these Regulations, the Corporation's Charter, and applicable laws. 2. The Board of Directors may establish specialized committees under the Board of Directors to conduct advisory, consultative, and supporting functions for supervision and governance in specialized areas, including audit, human resources, remuneration, strategy, investment, risk management, sustainability, and other relevant fields, for the Board of Directors.	
8.	Point b, Clause 1, Article 34: Standards for the General Director (CEO).	Must not be a person with family relationship with managers of the Corporation, Controllers of the Corporation and the Group, representatives of state capital in the Group, or representatives of the Group's capital in the Corporation.	Must not be a related person of enterprise managers, Controllers of the Company and the Group, representatives of state capital, or representatives of the enterprise's capital in the Company and the Group.	Based on Clause 83, Article 1 of Decree 245/2025/ND-CP, a "related person" also includes "family-related persons."

APPENDIX 3.
Detailed amendments and supplements to the Internal Regulations on Corporate Governance

No.	Article, Clause, Point	Current contents	Proposed amendments	Reasons
1.	Clause 5.1, Article 4: Rights of shareholders or groups of shareholders holding 5% or more of the total common shares.	Proposals on issues to be included in the agenda of the General Meeting of Shareholders shall be made in writing and submitted to the Corporation no later than 03 working days prior to the opening date. Such proposals must include the full name, permanent address, nationality, Citizen Identity Card number, Identity Card, Passport or other lawful personal identification documents for individual shareholders; the name, business code or establishment decision number, and registered head office address for institutional shareholders; the number and type of shares held by such shareholder; and the content proposed to be included in the meeting agenda.	Proposals on issues to be included in the agenda of the General Meeting of Shareholders shall be made in writing and submitted to the Corporation no later than 03 working days prior to the opening date of the meeting. Such proposals must include the full name, permanent address, nationality, Citizen Identity Card number, Passport or other lawful personal identification documents for individual shareholders; the name, bussiness code or establishment decision number, and registered head office address for institutional shareholders; the number and type of shares held by such shareholder; and the content proposed to be included in the meeting agenda.	Remove "Identity Card" due to the 2025 amended Law on Enterprises, which abolishes "Identity Card" as a lawful personal identification document..
2.	Point x, Clause 2, Article 8: Rights and obligations of the Board of Directors	Organization of training and capacity-building programs on corporate governance and other necessary skills for members of the Board of Directors, the General Director, and other managers of the Corporation.	Organization of training and capacity-building programs on corporate governance and other necessary skills for members of the Board of Directors, the General Director, the Person in charge of corporate governance, and other managers of the Corporation.	Based on Clause 81, Article 1 of Decree No. 245/2025/ND-CP.

No.	Article, Clause, Point	Current contents	Proposed amendments	Reasons
	(BOD).			
3.	Article 8: Rights and obligations of the Board of Directors (BOD)		Supplement: - To implement dividend payment to shareholders in accordance with the law after approval by the General Meeting of Shareholders (GMS). -The Board of Directors has the authority to establish, organize the structure of, and dissolve specialized committees under the Board of Directors, as well as supporting units of the Board of Directors.	Based on Clause 81, Article 1 of Decree No. 245/2025/ND-CP.
4.	v.b.2 Article 9: Standards and conditions for members of the Board of Directors (BOD).	A member of the Board of Directors of the Corporation may concurrently serve as a member of the Board of Directors in no more than five (05) other companies.	A member of the Board of Directors of the Corporation may concurrently serve as a member of the Board of Directors or Members' Council in no more than five (05) other companies.	Based on Clause 78, Article 1 of Decree No. 245/2025/ND-CP.
5.	Point a, Clause 2, Article 9: Structure, standards, and conditions of members of the Board	The total number of non-executive members of the Board of Directors shall account for at least one-third (1/3) of the total number of Board members, and the proportion of independent Board members shall comply with the regulations applicable to listed companies. The composition of the Board of Directors shall be implemented in accordance with	The proportion of non-executive members of the Board of Directors and the proportion of independent members of the Board of Directors shall comply with the regulations applicable to listed companies. The composition of the Board of Directors shall be implemented in accordance with applicable laws. The Corporation shall	Pursuant to Clause 79, Article 1 of Decree No. 245/2025/ND-CP: "The number of non-executive members of the Board of Directors of a public company must comply with the following requirements:

No.	Article, Clause, Point	Current contents	Proposed amendments	Reasons
	of Directors (BOD).	applicable laws. The Corporation shall minimize the number of Board members concurrently holding executive positions within the Corporation to ensure the independence of the Board of Directors.	minimize the number of Board members concurrently holding executive positions within the Corporation to ensure the independence of the Board of Directors.	- At least 01 non-executive member where the Board of Directors consists of 3 to 5 members; - At least 02 non-executive members where the Board of Directors consists of 6 to 8 members; - At least 03 non-executive members where the Board of Directors consists of 9 to 11 members.”
6.	Point b, Clause 1.2, Article 16: Standards for the General Director (CEO).	Must not be a person having a family relationship with managers of the Corporation, Controllers of the Corporation and the Group, representatives of state capital in the Group, or representatives of the Group’s capital in the Corporation.	Must not be a related person of enterprise managers, Controllers of the Company and the Group, representatives of state capital, or representatives of the enterprise’s capital in the Company and the Group.	Pursuant to Clause 83, Article 1 of Decree No. 245/2025/ND-CP, “related persons” also include “family-related persons.”
7.			Chapter VI: Committees under the Board of Directors Article 17. Committees under the Board of Directors/Supporting Units of the Board of Directors 1. The Board of Directors may establish the Board of Directors Office and other sub-committees to assist the Board of Directors in	Based on the governance requirements of the Corporation.

No.	Article, Clause, Point	Current contents	Proposed amendments	Reasons
			performing its duties and exercising its powers in accordance with these Regulations, the Corporation's Charter, and applicable laws. 2. The Board of Directors may establish specialized committees under the Board of Directors to provide advisory, consultative, and supervisory support to the Board of Directors in specialized areas, including audit, human resources, remuneration, strategy, investment, risk management, sustainability, and other relevant fields.	

APPENDIX 4.
Detailed amendments and supplements to the Operational Regulations of the Board of Directors (BOD)

No.	Article, Clause, Point	Current contents	Proposed amendments	Reasons
1.	Clause 4, Article 7: Standards and conditions of members of the Board of Directors (BOD).	A member of the Board of Directors of the Corporation may concurrently serve as a member of the Board of Directors in no more than five (05) other companies.	A member of the Board of Directors of the Corporation may concurrently serve as a member of the Board of Directors or Members' Council in no more than five (05) other companies.	Based on Clause 78, Article 1 of Decree No. 245/2025/ND-CP.
2.	Point x, Clause 2, Article 12: Rights and obligations of the Board of Directors (BOD).	Organization of training and capacity-building programs on corporate governance and other necessary skills for members of the Board of Directors, the General Director, and other managers of the Corporation.	Organization of training and capacity-building programs on corporate governance and other necessary skills for members of the Board of Directors, the General Director, the Person in charge of corporate governance, and other managers of the Corporation.	Based on Clause 81, Article 1 of Decree No. 245/2025/ND-CP.
3.	Article 12: Rights and obligations of the Board of Directors (BOD)	None	Supplement: - To implement dividend payments to shareholders in accordance with applicable laws after approval by the General Meeting of Shareholders. - The Board of Directors has the authority to establish, organize the structure of, and dissolve specialized committees under the Board of Directors, as well as supporting units of the Board of Directors.	Based on Clause 81, Article 1 of Decree No. 245/2025/ND-CP.

4.	Clause 1, Article 15: Committees and supporting apparatus of the Board of Directors.	The Board of Directors may establish Committees/Councils under the Board of Directors to assist the Board of Directors in performing its duties and exercising its powers in accordance with this Regulation, the Corporation's Charter, and applicable laws.	Amendments and supplements: 1. The Board of Directors may establish the Board of Directors Office and other sub-committees to assist the Board of Directors in performing its duties and exercising its powers in accordance with these Regulations, the Corporation's Charter, and applicable laws. 2. The Board of Directors may establish specialized committees under the Board of Directors to give advisory, consultancy, and supervisory support to the Board of Directors in specialized areas, including audit, human resources, remuneration, strategy, investment, risk management, sustainability, and other relevant fields. 3. The Board of Directors shall decide on the naming, number of personnel, and appointment or dismissal of personnel of the units specified in Clauses 1 and 2 of this Article. 4. The operations of the units specified in Clauses 1 and 2 of this Article shall comply with the organizational and operational regulations issued by the Board of Directors. 5. Conclusions and recommendations of the Committees are advisory in nature only and serve as a basis for the Board of Directors to consider and decide within its authority.	Based on the governance needs of the Corporation.

VIETTEL GROUP
VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

DRAFT

No.: /NQ-VCC

Ha Noi, April day ,2026

RESOLUTION OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS OF VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

GENERAL MEETING OF SHAREHOLDERS OF VIETTEL CONSTRUCTION JOINT STOCK CORPORATION

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its implementing guidelines;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its implementing guidelines;

Pursuant to the Charter of Viettel Construction Joint Stock Corporation;

Pursuant to the Minutes of the General Meeting of Shareholders No, .../BB-VCC dated April 22, 2026;

DECIDES:

Article 1. To approve Report No. 02/BC-VCC dated April 1, 2026 by the Board of Directors on the 2025 performance results and the 2026 strategic orientation.

Article 2. To approve Report No. 04/BC-VCC dated April 1, 2026 by the Executive Board on the 2025 business performance and the 2026 business plan, Key indicators are as follows:

2.1. Business results 2025 (consolidated figures):

No.	Indicators	Actual 2024	2025			Compared to 2024	
			Plan	Actual	%Plan	△	%
I	**Financial indicators** (billion dong)						
1	Total Revenue	12,663	13,968	14,058	101%	1,395	11.0%
2	Total Expenses	11,991	13,247	13,312	100%	1,321	11.0%
3	Profit Before Tax (PBT)	672	721	746	103%	74	11.0%
4	Profit After Tax (PAT)	538	563	600	107%	61	11.4%
II	**Efficiency indicators**						

No.	Indicators	Actual 2024	2025			Compared to 2024	
			Plan	Actual	%Plan	△	%
1	ROA (%)	7.6%	7.2%	7.8%	109%	0.2%	2.7%
2	ROE (%)	27.9%	24.7%	30.5%	123%	2.6%	9.4%

2.2. 2026 Business plan:

- **Consolidated indicators**

No.	Indicators	Actual 2025	Plan 2026	Compared to 2025	
				△	%
I	**Financial indicators** (billion dong)				
1	Total Revenue	14,058	15,653	1,596	11.4%
2	Total Expenses	13,312	14,875	1,563	11.7%
3	Profit Before Tax (PBT)	746	778	32	4.3%
4	Profit After Tax (PAT)	600	622	23	3.8%
II	**Efficiency indicators**				
1	ROA (%)	7.8%	7.0%	-0.9%	-10.9%
2	ROE (%)	30.5%	26.3%	-4.2%	-13.9%

- **Parent company indicators**

No,	Indicators	Actual 2025	Plan 2026	Compared to 2025	
				△	%
I	**Financial indicators** (billion dong)				
1	Total Revenue	11,934	13,696	1,762	14.8%
2	Total Expenses	11,208	12,951	1,743	15.6%
3	Profit Before Tax (PBT)	727	745	19	2.5%
4	Profit After Tax (PAT)	587	596	9	1.5%
II	**Efficiency indicators**				
1	ROA (%)	8.0%	7.1%	-0.9%	-11.1%
2	ROE (%)	31.1%	26.8%	-4.3%	-13.9%

Article 3. To approve Report No. 08/BC-VCC dated April 1, 2026 by the Supervisory Board on the 2025 performance results and the 2026 plan.

Article 4. To approve the audited 2025 Financial Statements.

Article 5. To approve the profit distribution plan for 2025 as follows:

No.	Indicators	Value	Proportion	
			%/Charter capital;	%/PAT 2025
1	**Charter capital at the beginning of the period**	**1,143,858,790,000**		
2	**Total profit after tax**	**587,426,098,041**		
-	Profit after tax this year	587,417,356,381		
-	Undistributed profit after tax from the previous period	8,741,660		
3	**Proposed profit distribution:**	**587,426,098,041**		
3.1	**Development investment fund**	146,854,339,095	**12.8%**	**25.0%**
3.2	**Bonus and Welfare Fund**	131,729,885,646	**11.5%**	**22.4%**
3.3	**Dividend payment:**	**308,841,873,300**	**27.0%**	**52.6%**
*	Cash payment	171,578,818,500	15.0%	29.2%
*	Dividend payment in shares	137,263,054,800	12.0%	23.4%
4	Undistributed profit after tax**:**	**0**		
5	**Charter capital at the end of period**	**1,281,121,844,800**		

- *Regarding the appropriation of the Reward and Welfare Fund: The General Director of the Corporation is authorized to determine the allocation ratio for the Reward and Welfare Fund based on actual expenditure needs and in compliance with applicable laws and the Corporation's internal regulations.*

Article 6. To approve the share issuance plan for dividend payment as follows:

Viettel Construction Joint Stock Corporation shall issue shares to pay dividends to shareholders with the following details:

- Share name: Viettel Construction Joint Stock Corporation
- Type of shares: Common shares
- Par value: VND 10,000 per share
- Total number of outstanding shares: 114,385,879 shares
- Number of shares to be issued: 13,726,305 shares (equivalent to 12% of the total outstanding shares)
- Exercise ratio: 100:12 (for every 100 shares held by a shareholder on the final registration date, the shareholder will receive 12 new shares)
- Source of issuance: Undistributed profit after tax
- Eligible participants: Existing shareholders whose names are on the shareholder list as of the final registration date for entitlement

- Final registration date: The General Meeting of Shareholders authorizes the Board of Directors to determine an appropriate time based on market conditions and the Corporation's operations, in compliance with applicable laws.

Article 7. The General Meeting of Shareholders authorizes the Board of Directors to select one of the following four auditing firms and assigns the General Director to execute the audit service contract with the selected firm to perform the review/audit of the semi-annual (6-month) financial statements and the 2026 financial statements of the Corporation. The list of auditing firms includes:

- Ernst & Young Vietnam Limited
- Deloitte Vietnam Company Limited
- AASC Auditing Firm Company Limited
- UHY Auditing and Consulting Company Limited

Article 8. To approve the proposal on remuneration for the Board of Directors and the Supervisory Board for 2025 and the proposed remuneration for 2026.

Article 9. To approve Proposal No. 05/TTr-VCC dated April 1, 2026 by the Board of Directors for the approval of contracts and transactions with Viettel Group.

Article 10. To approve Proposal No. 10/TTr-VCC dated April 1, 2026 by the Board of Directors for the addition of business lines and the amendment and supplementation of the Company Charter, Internal Corporate Governance Regulations, and the Operational Regulations of the Board of Directors.

Article 10. Executive provisions: This Resolution shall take effect from the date of signing. The Board of Directors and the Supervisory Board of the Corporation are responsible for organizing and implementing this Resolution./.

ON BEHALF OF GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN

DO MANH HUNG

Sent to:
- State Securities Commission; Ho Chi Minh City Stock Exchange;
-Board of Directors, Supervisory Board, Executive Board;
-Shareholders (via the Company's website);
-Kept at: Administration Dept., Board of Directors Office, District 03.