

Hanoi, April 26th, 2025

REPORT ON BUSINESS PERFORMANCE IN 2024 AND BUSINESS PLAN FOR 2025

To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the 2024 audited financial statements by Vietnam Auditing and Valuation Co., Ltd;

Based on the actual business operations of Hanoi Civil Construction Investment Joint Stock Company and the anticipated plan for 2025;

The Executive Board of Hanoi Civil Construction Investment Joint Stock Company (the “Company”) hereby reports to the 2025 Annual General Meeting of Shareholders on the business performance in 2024 and the projected plan for 2025 as follows:

I. SUMMARY AND ASSESSMENT OF OPERATIONS IN 2024:

1. Business Performance in 2024:

Despite the Government’s strong measures and Hanoi’s local efforts, macroeconomic conditions only slightly improved. Enterprises continued to face significant difficulties: shortage of work, capital constraints, volatile input material prices, and rising labor costs, which drove up production costs and reduced business efficiency—especially for companies in construction and real estate investment, such as ours.

In response, the Company’s Executive Board successfully preserved and developed capital, maintained stable operations, leveraged internal resources, and followed the strategic direction of the Board of Directors. The Company largely fulfilled the targets set by the 2024 General Meeting of Shareholders, achieving after-tax profit of over VND 21 billion, or 105% of the target. Employee living standards also improved.

Investment Projects:

- *An Hong Residential Project (An Duong District, Hai Phong)*: Basic infrastructure construction completed; structural construction of adjacent housing ongoing.
- *202 Buoï Street Project*: Nearing completion and preparing for operational launch.

Post-Investment Service Management: As a key focus, the Company strengthened management and supervision of all revenue sources, enhancing efficiency and delivering primary profits in 2024.

Construction and Installation Bidding: The Company faced major challenges in contracting construction work in 2024, providing only limited job opportunities despite significant efforts.

2. Professional and Operational Results in 2024:

2.1 Planning and Production Scheduling:

Planning effectively controlled cost estimates and documentation, reducing errors and financial risks. Project progress, implementation volumes, and funding were closely monitored, supporting timely and accurate contractor payments.

2.2 Technical Quality, Labor Safety, and Environmental Sanitation:

Supervision ensured consistent adherence to design, quality, safety, and environmental standards. Training on occupational safety and fire prevention was conducted annually. Equipment safety inspections were completed as required. No labor accidents occurred in 2024.

2.3 Human Resources and Labor Management:

As of December 31, 2024, the Company had 156 contracted and insured employees: 107 male, 49 female; 49 direct, 107 indirect; 94 with bachelor's or higher degrees. All social insurance contributions (VND 3.6 billion) and benefits (sick leave, maternity, retirement) were paid fully and on time. Political security and workplace order remained stable.

2.4 Financial and Accounting Management:

Financial management was tightly aligned with project plans and internal regulations. Forecasting and cash flow control ensured funding availability and efficient capital usage. Idle capital was effectively rotated to optimize returns, contributing to the Company's overall profitability.

3. Limitations and Shortcomings:

Despite achievements, several internal limitations persist:

- Difficulty in securing new contracts at some units; insufficient initiative and leadership in external relations.
- Imbalance between direct and indirect labor; lack of skilled technical and managerial personnel.
- Some accountants lacked sufficient expertise, resulting in potential accounting risks and limited support for managerial decision-making.
- Occupational safety and environmental issues occasionally occurred due to passive supervision at some units.

Other ongoing issues:

- Delays in land and property ownership certification at Yên Hòa Urban Area due to planning inconsistencies.
- Incomplete financial obligations for site clearance (Routes 1.3, 1.2, 4.4) due to unresolved resettlement mechanisms.
- Obstacles in transferring land plot C4 due to encroachments and unauthorized constructions.
- Technical infrastructure handover in Yên Hòa remains pending due to procedural barriers, causing operating cost burdens.
- Investment on land plots B1 and A1 (Yên Hòa project) stalled due to procedural and funding inefficiencies. Investment approval for plot B1 remains outstanding.

4. Achievements in 2024 Emulation Movements:

The Company continued to excel as a flagship unit of UDIC, achieving all planned targets. Union and youth activities also garnered high-level recognition and awards for outstanding individuals and collectives.

II. 2025 BUSINESS PLAN AND ORIENTATION:

Based on 2024 results, the Company sets the following 2025 objectives: strengthen internal resources, maintain sustainable growth, limit financial leverage, optimize capital usage, expand job acquisition, restructure and streamline operations, and build a friendly, efficient corporate culture.

Priority is placed on financial safety, with capital efficiency driving all business and investment strategies.

1. 2025 Business Plan Targets:

No.	Indicator	Unit	2025 Plan	2024 Result	% vs. 2024
1	Output Value	VND Billion	150	150	100%
2	Revenue and Other Income	VND Billion	300	174	172%
3	Net Profit After Tax	VND Billion	30	21	143%
4	Budget Contributions	%	100%	100%	100%
5	Avg. Income per Employee	VND/month/person	9,100,000	9,100,000	100%

2. Implementation Solutions:

2.1 Bidding and Investment Development:

Emphasize leadership accountability and external relations expansion. Improve bidding capacity and financial risk assessment of investors. Strictly manage bidding and final settlement documentation. Efficient project execution to ensure timely capital recovery.

Plan to co-develop a 7.9-hectare commercial housing project in Đồng Thái Ward, An Dương District, Hai Phong, with an estimated investment of VND 610 billion—expected to secure work and revenue for 2025–2030.

2.2 Human Resource Management:

Rebalance direct and indirect labor; restructure and streamline the workforce. Recruit skilled professionals aligned with growth needs. Enhance employee benefits and welfare to ensure workforce stability. Prepare a flexible temporary workforce pool for seasonal work.

2.3 Technological Innovation:

Leverage UDIC’s support in applying BIM technology to control input costs and improve investment efficiency. Focus on targeted technological upgrades suited to project scale, reduce manual labor dependency, and enhance productivity and working conditions.

2.4 Financial Solutions:

Control expenditures, uphold internal financial management policies, and regularly train accountants. Use capital efficiently to meet project funding needs.

Accelerate capital recovery through settlement of completed projects. Utilize trade credit and bank loans strategically to minimize borrowing costs.

2.5 Post-Investment Services and Branding:

Professionalize post-investment service management. Promote the HCCI brand through customer-oriented training and discipline among staff. Optimize leasing space utilization to enhance returns and revenue streams.

This concludes the 2024 Business Performance Report and the 2025 Business Plan. Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincerely,

 **DIRECTOR**
Pham Tien Diep

Hanoi, April 26th, 2025

REPORT
BOARD OF DIRECTORS' ACTIVITIES IN 2024
AND ORIENTATION FOR 2025

To: The Annual General Meeting of Shareholders 2025

Pursuant to the functions, tasks, and powers of the Board of Directors (BOD) as stipulated in the Charter of Hanoi Civil Construction Investment Joint Stock Company; based on the performance in 2024 and the proposed plan for 2025, the BOD of the 4th term (2022–2027) hereby reports to the 2025 Annual General Meeting of Shareholders the following key contents:

I. PERFORMANCE IN 2024

1. Implementation of the 2024 AGM Resolutions

- The Company basically fulfilled the 2024 business targets, specifically as follows:

No.	Indicator	Unit	2024 Plan	2024 Actual	Achievement (%)
1	Production value	Billion VND	150	150	100%
2	Revenue & other income	Billion VND	200	174	87%
3	Profit after tax	Billion VND	20	21	105%
4	Budget payment as required	%	100	100	100%
5	Average monthly income per employee	VND	8,840,000	9,100,000	103%

- Successfully completed the profit distribution plan, established funds, and fully paid 2023 dividends: 8% of charter capital in cash.
- Paid BOD and Supervisory Board remuneration in 2024 as approved: 408,000,000 VND.
- Selected the auditing firm: Vietnam Auditing and Valuation Co., Ltd. (VAE), which completed the 2024 financial audit.

2. Evaluation of the BOD's Governance

2.1. Activities of the BOD

- The BOD consists of 5 members who, as per their assigned authority, have fulfilled duties responsibly and contributed actively to the Company's direction and operations.
- Regular quarterly meetings were held as required, along with extraordinary meetings or written consultations for urgent matters.
- All members attended fully and participated responsibly, providing constructive feedback in guiding and supervising company activities.
- The BOD translated AGM resolutions into specific plans for the executive team, adapting flexibly to market changes to exceed targets and maintain a stable development trajectory.

In 2024, the BOD held 6 meetings (regular and ad hoc), focusing on:

- Reviewing production and business results of 2024 and planning for 2025;
- Deploying investment projects;
- Bidding and contracting, job creation, payment recovery, and resolving construction-related issues;
- Preparing and organizing the AGM;
- Personnel work: issued 07 decisions on new appointments and reappointments;
- And other relevant tasks.

All meeting conclusions were formalized into Resolutions, providing a basis for the Executive Board's implementation.

2.2. Supervision of the General Director and Executive Board

- The BOD regularly monitored and guided the Executive Board, supporting proactive operations to meet 2024 goals.
 - The Executive Board complied with BOD resolutions, legal regulations, company charter, and internal policies, while responding effectively to practical business situations, delivering solid performance in 2024.
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II. ORIENTATION FOR 2025

Recognizing the mixed landscape of political and socio-economic challenges and opportunities in 2025, the Company aims to:

- Strengthen internal resources, maintain stable operations, seek investment opportunities;
- Streamline organizational structure, cut indirect costs;
- Develop high-quality human resources, improve management capabilities and competitiveness;
- Enhance product and service quality, business efficiency, and market reputation.

Target KPIs for 2025:

- Production value: 150 billion VND
- Revenue: 300 billion VND
- Profit after tax: 30 billion VND
- Average employee income: 9,100,000 VND/person/month
- Dividend payout: 7%
- Budget payment: 100% as per regulations

Strategic Directions:

- Monitor and guide operations towards stability and growth.
- Adjust business strategies flexibly, focusing on investment-led growth while maintaining traditional construction contracting and diversifying services.
- Continuously improve governance for efficiency.
- Develop long-term HR plans and train young, capable managers and skilled workers.
- Review and update internal policies, including BOD, Executive Board, and Supervisory Board regulations.
- Accelerate construction progress and finalization of projects, ensuring quality, cost-efficiency, and timely capital recovery.
- Invest in technology upgrades to boost capacity and improve post-investment services.
- Strictly manage finances, reduce waste, and maximize capital use to support construction and investment needs.
- Ensure employees' welfare in all aspects—salary, bonuses, healthcare, and mental well-being—while fulfilling shareholder rights such as dividend payments and transparent information access.
- Enhance risk management, legal compliance, internal controls, and environmental and occupational safety.

- Ensure accurate, timely corporate disclosures as required by law.

Conclusion:

The Board of Directors respectfully submits this report on the Company's 2024 performance and 2025 plans. We look forward to continued support, constructive feedback, and cooperation from shareholders to achieve greater success in 2025 and beyond.

Wishing the Annual General Meeting great success.
Sincerely thank and wish all shareholders and delegates good health and prosperity.

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**



Đỗ Tiến Lợi

Hanoi, April 26th, 2025

REPORT SUPERVISORY BOARD'S ACTIVITIES IN 2024

Based on:

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature, on June 17, 2020;
- Charter of Hanoi Civil Construction Investment Joint Stock Company;
- Resolutions of the General Meeting of Shareholders and the Board of Directors of the Company;
- The 2024 Financial Statements of Hanoi Civil Construction Investment Joint Stock Company audited by Vietnam Auditing and Valuation Co., Ltd.

The Supervisory Board respectfully submits the following report to the Annual General Meeting of Shareholders in 2025:

I. Activities of the Supervisory Board in 2024

Members of the Supervisory Board performed their assigned duties in accordance with the Company Charter, the Law on Enterprises, and the resolutions of the General Meeting of Shareholders. Members respected and cooperated with each other based on democratic centralism. Their work was carried out independently, objectively, and honestly in the interests of the Company and its shareholders.

The Board held meetings to implement its assigned tasks: approving the work plan and assigning responsibilities to each member.

Key activities included:

- Reviewing internal legal documents to ensure compliance with the law and alignment with the Company's development;
- Examining resolutions and decisions of the Board of Directors for legality and authority;
- Assessing the reasonableness, legality, and transparency of business operations, accounting, and financial reporting;
- Reviewing the audited financial statements prepared by Vietnam Auditing and Valuation Co., Ltd.

II. Business and Production Status in 2024

1. Financial status and business results

Unit: Billion VND

Indicator	2023	2024	2024/2023 (%)
I. Total Assets	863.2	857.6	99.3%
- Short-term Assets	469.0	477.9	101.8%
- Long-term Assets	394.2	379.7	96.3%
II. Total Liabilities & Equity	863.2	857.6	99.3%
- Liabilities	309.6	307.4	99.2%
- Owner's Equity	553.5	550.1	99.3%
III. Business Results			
- Net Revenue	171.5	155.8	90.8%
- Profit Before Tax	28.1	26.8	95.3%
- Profit After Tax	21.5	21.0	97.6%

2. Key financial ratios

Indicator	2023	2024
A. Liquidity Ratios		
- Current Ratio	1.51	1.55
- Quick Ratio	0.86	0.68
B. Debt Ratios		
- Liabilities/Total Assets (%)	35.86%	35.84%
- Liabilities/Equity (%)	55.9%	55.8%
C. Financial Efficiency		
- Gross Profit/Revenue (%)	12	20
- Net Profit/Revenue (%)	12.54	13.47
- Net Profit/Total Assets (%)	2.49	2.45
- Net Profit/Equity (%)	3.88	3.81

Supervisory Board's comments:

- The 2024 financial statements were audited in accordance with prevailing accounting regulations.
- Figures in the balance sheet, income statement, and cash flow statement are clearly explained.
- The Company demonstrates high financial autonomy and is capable of meeting its debt obligations.
- Revenue, output, and profit targets were met, preserving shareholder capital and ensuring business efficiency.
- 100% tax compliance was achieved.
- Average monthly income per employee: VND 9,100,000.

Thus, 2024 marked another successful year with financial and business targets achieved. The Company fulfilled obligations to the State and ensured good policies for employees.

III. Coordination between Supervisory Board, Board of Directors, Management, and Shareholders

The Supervisory Board representatives attended all meetings of the Board of Directors and supervised the implementation of resolutions by the Board and the Management. The Supervisory Board received full support and cooperation from all departments to fulfill its duties. No complaints were received regarding Company operations or the performance of the Board of Directors and Management.

IV. Supervision of the Board of Directors and Management

1. Leadership of the Board of Directors

The Board met regularly as required. Members actively participated with high responsibility to make timely decisions to guide business operations. The Board aligned activities with shareholder resolutions and responded effectively to the Company's practical conditions. It complied with all relevant laws, charters, and regulations while ensuring the interests of the Company and its shareholders.

2. Operation and Management by the Executive Board

Despite ongoing challenges in bidding and job acquisition due to intense competition and volatile input prices, the Management directed key projects such as:

- Company headquarters at 202 Buoi Street
- Low-rise housing in Lang Thuong Ward
- Hoa Mi Kindergarten, Chu Van An Primary School in Hai Phong
- Commercial housing project in Dong Kenh area, An Hong Commune, Hai Phong

The Executive Board ensured tight control over documentation and data during bidding to minimize risks. Weekly and ad-hoc meetings were held to evaluate progress and propose solutions.

V. Conclusion and Recommendations

In 2024, the Company largely complied with all legal and charter regulations. Departments coordinated effectively to manage risks in project execution. Construction and safety protocols were well implemented.

The internal contract regime promoted accountability and autonomy across units. Financial management was accurate and aligned with operational needs. Although job bidding remained competitive, the Company fulfilled its business targets and adjusted its organizational structure and personnel allocation to meet labor demands.

However, some units still lack experienced technical staff. Monitoring activities remain passive and overly reliant on the Company's safety officers and engineers. Some unit leaders showed limited capacity, affecting job acquisition.

Recommendations from the Supervisory Board:

1. Continue strengthening governance and management to ensure sustainable growth and meet 2025 business targets.
2. Proactively participate in external construction bids.
3. Continue organizational restructuring and training for professional development.
4. Improve bidding capacity and mobilize resources for effective project execution.
5. Recruit qualified workers and offer long-term contracts to high-skilled short-term employees.
6. Enhance post-investment services and reputation in the real estate market by finding and retaining potential customers.

This is the Supervisory Board's report on corporate governance and performance oversight in 2024, submitted for approval by the General Meeting of Shareholders.

Respectfully submitted.

Recipients:

- General Meeting of Shareholders
- Board of Directors
- Supervisory Board Members
- Archived by Supervisory Board

ON BEHALF OF THE SUPERVISORY BOARD

Head of Supervisory Board




Nguyen Thi Hai

No: .../2025/TTr-HĐQT

Hanoi, April 1st, 2025

PRESENTATION

Regarding the approval of the 2024 business results and the 2025 business plan

To: The Shareholders' General Assembly of the Company

Basis:

- Decision No. 1748/QĐ-UBND dated May 4, 2007, by the Hanoi People's Committee regarding the conversion of the state-owned enterprise Hanoi Civil Construction Company into Hanoi Civil Construction Investment Joint Stock Company.
- The Charter of Hanoi Civil Construction Investment Joint Stock Company.

The Board of Directors of the Company respectfully submits to the Annual General Shareholders' Assembly for the approval of the 2024 business results and the 2025 business plan as follows:

I. 2024 Business Results:

No.	Indicator	Unit	2024 Plan	2024 Actual	% of Plan
1	Output value	Billion VND	150	150	100%
2	Revenue and other income	Billion VND	200	174	87%
3	Net profit after tax	Billion VND	20	21	105%
4	Contribution to the state budget	%	100%	100%	100%
5	Average monthly income per employee	VND/employee	8,840,000	9,100,000	103%

II. 2025 Business Plan:

No.	Indicator	2025 Plan
1	Output value	150 billion VND
2	Revenue	300 billion VND
3	Net profit after tax	30 billion VND
4	Average monthly income per employee	9,100,000 VND
5	Dividend payout ratio	7%

The Board of Directors respectfully requests the General Shareholders' Assembly to review and approve the above business results and the 2025 business plan.

Recipient:

- As above
- Company Secretary's Archive

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**



Đỗ Tiên Lợi

Hanoi, April 1st, 2025

PRESENTATION
Regarding the Approval of the 2024 Financial Statements

To: The General Meeting of Shareholders of the Company

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Charter of Hanoi Civil Construction Investment Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2024 Financial Statements, audited by Vietnam Auditing and Valuation Company Limited (VAE), which have been disclosed in accordance with regulations and published on the Company's website (<http://hcci.com.vn>).

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

Recipient:

- As above
- Company Secretary's Archive

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**



Đỗ Tiên Lợi

Hanoi, April 26th , 2025

PROPOSAL
Regarding the Selection of the Independent Auditor for the Fiscal Year 2025

To: The General Meeting of Shareholders of the Company

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, issued by the National Assembly of the Socialist Republic of Vietnam;
- The Law on Securities No. 54/2019/QH14 dated November 26, 2019, issued by the National Assembly of the Socialist Republic of Vietnam;
- The Charter of Hanoi Civil Construction Investment Joint Stock Company;
- The list of 27 auditing firms and auditors approved to audit public interest entities in the securities sector in 2025,

The Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval the selection of an independent auditing firm to audit the Company's financial statements for the year 2025, as follows:

1. Criteria for Selecting the Independent Auditor:

- Legally operating in Vietnam and approved by the Ministry of Finance and the State Securities Commission to audit public interest entities in 2025;
- Possessing experience in auditing public interest entities in Vietnam;
- Having a strong reputation in the field of auditing;
- Having a team of auditors with strong professional qualifications and extensive experience in fields similar to the Company's business;
- Meeting the Company's requirements regarding audit scope and audit planning;
- Not having any conflict of interest in auditing the Company's financial statements;
- Offering an audit fee appropriate to the scope and audit plan of the Company.

2. Specific Proposal for Auditor Selection:

Based on the above criteria, the Supervisory Board respectfully proposes that the General Meeting of Shareholders consider and decide on the selection of the independent auditing firm to review the semi-annual financial statements and audit the annual financial statements for the fiscal year 2025. The proposed auditing firms are:

- Vietnam Audit and Valuation Co., Ltd. (VAE), or
- VACO Auditing Co., Ltd.

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

Recipients:

- As above
- Company Secretary's Archive

ON BEHALF OF THE SUPERVISORY BOARD

Head of Supervisory Board



Nguyen Thi Hai

No: .../2025/TTr-HĐQT

Hanoi, April 1st, 2025

PROPOSAL

**Approval of the Profit Distribution Plan, Allocation to Funds, and Dividend
Payment for 2024, with the Projected Dividend Payment for 2025**

To: The General Meeting of Shareholders of the Company

Pursuant to:

- Decision No. 1748/QĐ-UBND dated May 4, 2007, of the People's Committee of Hanoi on converting the State-owned Hanoi Civil Construction Company into Hanoi Civil Construction Investment Joint Stock Company;
- The Charter of Hanoi Civil Construction Investment Joint Stock Company;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval of the profit distribution plan, fund allocations, and dividend payment for 2024, as well as the projected dividend payment for 2025, with the specific contents as follows:

No.	Item	2024 Profit Distribution Plan	Note
1	Undistributed profit as of 31/12/2023, including:	236,803,000,276 VND	
1.1	Provision for DAYH payable expenses	220,931,390,925 VND	
1.2	Retained undistributed profit	15,871,609,351 VND	
2	Net profit after tax in 2024 (audited)	21,014,132,452 VND	
3	2024 profit distribution:	23,752,085,364 VND	
3.1	Allocation to funds:	4,833,250,464 VND	
	- Development Investment Fund (10% of net profit)	2,101,413,245 VND	
	- Reward and Welfare Fund (10% of net profit)	2,101,413,245 VND	
	- Executive Bonus Fund (3% of net profit)	630,423,974 VND	
3.2	Dividend payment for 2024: 7% of charter capital	18,918,834,900 VND	
4	Accumulated undistributed profit as of 31/12/2024	234,065,047,364 VND	4 = 1 + 2 – 3
5	Provision for DAYH payable expenses	220,931,390,925 VND	As per the 2021 General Meeting Resolution

No.	Item	2024 Profit Distribution Plan	Note
6	Total retained undistributed profit	13,133,656,439 VND	4 – 5

⌘ Projected Dividend Payment for 2025: 7%

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

Recipient:

- As above
- Company Secretary's Archive

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**



Đỗ Tiên Lợi

No: .../2025/TTr-HĐQT

Hanoi, April 1st, 2025

PROPOSAL

**On the Approval of Remuneration for the Members of the Board of Directors
and the Supervisory Board in 2024, and Proposed Remuneration for 2025**

To: The General Meeting of Shareholders of the Company

Pursuant to:

- Decision No. 1748/QĐ-UBND dated May 4, 2007, issued by the People's Committee of Hanoi City on the transformation of the State-owned Hanoi Civil Construction Company into Hanoi Civil Construction Investment Joint Stock Company;
- The Charter of Hanoi Civil Construction Investment Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following:

1. Remuneration for the Board of Directors and Supervisory Board Members in 2024:

- Chairman of the Board of Directors: 7,000,000 VND/month × 12 months = 84,000,000 VND
 - Members of the Board of Directors: 5,000,000 VND/month × 12 months × 4 persons = 240,000,000 VND
 - Head of the Supervisory Board: 3,000,000 VND/month × 12 months = 36,000,000 VND
 - Members of the Supervisory Board: 2,000,000 VND/month × 12 months × 2 persons = 48,000,000 VND
- Total remuneration: 408,000,000 VND**

2. Proposed Remuneration for the Board of Directors and Supervisory Board Members in 2025:

We propose that the 2025 remuneration remain at the same level as in 2024, specifically:

- Chairman of the Board of Directors (concurrent position): 7,000,000 VND/month
- Members of the Board of Directors: 5,000,000 VND/month
- Head of the Supervisory Board: 3,000,000 VND/month
- Members of the Supervisory Board: 2,000,000 VND/month

We respectfully submit this proposal to the General Meeting of Shareholders for review and approval.

Recipient:

- As above
- Company Secretary's Archive

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**



Đỗ Tiên Lợi

Hanoi, April 1st, 2025

PROPOSAL

On the Approval of the Policy to Withdraw Capital from the 4.8ha Commercial Housing Development Project in An Hồng Ward, Hồng Bàng District, Hải Phòng City

To: The General Meeting of Shareholders of the Company

Pursuant to the Charter of Hanoi Civil Construction Investment Joint Stock Company; The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the policy to withdraw capital from the 4.8-hectare Commercial Housing Development Project located in An Hồng Ward, Hồng Bàng District, Hải Phòng City. The Board also proposes to authorize the Board of Directors to instruct the Executive Management to carry out the implementation in a manner that ensures the highest efficiency.

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

Recipient:

- As above
- Company Secretary's Archive

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**



Đỗ Tiên Lợi