

**MINUTES OF THE MEETING**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

**CONSTREXIM INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY NO. 8**

Enterprise Code: 0101850677

Head Office: Constrexim8 Building, Km8 Nguyen Trai Street – C7, Thanh Xuan Bac Ward,  
Thanh Xuan District, Hanoi

**I. TIME, LOCATION, AND PARTICIPANTS OF THE MEETING**

**1. Time and Venue**

At 09:15 AM, at the meeting room of Constrexim No. 8 Investment and Construction Joint Stock Company (hereinafter referred to as “Constrexim No. 8 JSC”), the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the “General Meeting”) was convened and conducted in accordance with the scheduled agenda and order of proceedings.

**2. Meeting participants:**

The 2025 Annual General Meeting of Shareholders of Constrexim Joint Stock Company No. 8 will be held on June 5, 2025 according to Meeting Invitation No. 12/CX8-HĐQT dated May 13, 2025 of the Board of Directors of Constrexim Joint Stock Company No. 8;

- Company shareholders;

Shareholders/Appointed representatives shall attend the meeting according to:

List of securities owners with code CX8 exercising their rights, prepared by Vietnam Securities Depository and Clearing Corporation - VSDC;

List of shareholders not registered for deposit at VSDC managed by Constrexim No. 8 Joint Stock Company;

Last registration date 06/05/2025

- Member of the Board of Directors, Supervisory Board, Executive Board of the company;

- Representative of Auditing Unit: Vietnam Auditing and Valuation Company Limited - VAE

**3. Report of the Congress Organizing Committee before the opening ceremony**

On behalf of the Congress Organizing Committee, Mr. Nguyen Huy Dung reported on the Congress including 02 contents:

Minutes of checking the qualifications of shareholders attending the meeting and other matters.

**a) BB checks shareholder status:**

- Total number of shareholders entitled to attend the meeting: 114 shareholders, owning and representing a total of 2,672,157

common voting shares of the Company;

- Shareholders and representatives attending the meeting have been duly registered with the Organizing Committee of the General Meeting;

- Valid power of attorney.

- At 09:15, there were 16 shareholders and authorized representatives attending the meeting, representing the ownership of 2,472,197 common shares with voting rights, corresponding to 92,52 % of the total number of common shares with voting rights of Constrexim Joint Stock Company No. 8;

According to the provisions of the Enterprise Law and the Company Charter, the 2025 Annual General Meeting of Shareholders of Constrexim Joint Stock Company No. 8 with the above-mentioned shareholders is valid and meets the conditions prescribed by law to hold the General Meeting.

**b) Other issues:**



- Documents sent to the company before the opening of the Congress:
  - 01 Report of the independent Board of Directors;
  - 01 Resignation letter of Mr. Nguyen Ngoc Thanh - Head of the Board of Supervisors for the term 2022-2027
  - 01 Notice of meeting of the group of shareholders owning 10.72% of the total number of common shares with voting rights of Constrexim Joint Stock Company No. 8;
  - 01 Letter of nomination for additional election of members of the company's Board of Supervisors from 01 group of shareholders mentioned above;
  - 02 Letter of feedback on the BOD report regarding the company's charter capital
- Factors regarding documents, location, security and order, and other physical conditions: Meet meeting conditions.

With the above contents, the Annual General Meeting of Shareholders of Constrexim JSC No. 8 in 2025 is qualified according to regulations to be implemented.

From 9:15 a.m. to the closing of the General Meeting, number of shareholders attending the meeting:

There is a change:

10h40': Decrease 01 shareholders/ authorized representatives, representatives owning 100 common shares with voting rights, corresponding to 0,0038% of total common shares with voting rights.

## II. CONFERENCE PROGRAM AND CONTENT

### 1. Chairman of the Congress:

Mr. Vu Duc Tien - Chairman of the Board of Directors of Constrexim No. 8 Joint Stock Company.

### 2. Secretary of the Congress:

The Chairman of the Congress appoints the Secretary of the Congress: Nguyen Huy Dung.

### 3. Vote Counting Committee:

3.1 The Chairman of the Congress introduces the personnel of the Ballot Counting Committee:

Ms. Nguyen Ha Phuong, Ms. Truong Thi Luong, Mr. Nguyen Quang Huy

3.2 Congress votes on the personnel of the Ballot Counting Committee

Approval: 100% Disapprove: 0% Other comments: 0%

### 4. Congress Program and Regulations:

#### 4.1 Congress Program:

The Congress voted on the Congress's agenda:

Approval: 100% Disapprove: 0% Other comments: 0%

#### 4.2 Working regulations of the Congress:

Congress voted Working regulations of the Congress:

Approval: 100% Disapprove: 0% Other comments: 0%

### 5. Present and discuss the Reports to the Congress:

#### 5.1 Report of the Executive Board:

Mr. Vu Duy Hau - General Director of the Company read the report of the Executive Board with the following main contents:

a) Results of production and business activities in 2024:

- Revenue : 89,689,542,628 VND

- Profit before tax : 666,867,060 VND

- Profit after tax : 523,678,641 VND

b) Evaluation and explanation of revenue and profit targets:

- Revenue and profit after tax in 2024 both increased compared to 2023 but did not meet the resolution of the 2024 Annual General Meeting of Shareholders;

*Board of Directors' explanation:*

Some projects depend on the Investor's site clearance work, design changes and adjustments lead to construction delays;



Part of the value of completed construction volume in 2024 has not been confirmed by the investor (still unfinished);

c) Audited financial statements for 2024;

Constrexim Joint Stock Company No. 8's 2024 financial report includes:

- Balance sheet as of December 31, 2024;
- Business performance report;
- Cash flow statement for the fiscal year ending December 31, 2024;
- Notes to financial statements.

Auditing unit: Vietnam Auditing and Valuation Company Limited - VAE

d) Production and business tasks in 2025:

- Revenue : 100,000,000,000 VND
- Profit before tax : 392,592,593 VND
- Profit after tax : 314,074,074 VND

e) The Congress voted on the Executive Board's Report:

Number of votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of valid votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of invalid votes: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of votes in favor: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of votes against: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of abstentions: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

f) The Congress voted on the audited 2024 financial statements:

Number of votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of valid votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of invalid votes: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of votes in favor: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of votes against: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of abstentions: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting

## **5.2 Board of Directors' performance report:**

Mr. Hoang Bien Cuong - Member of the Board of Directors reported on the activities of the Board of Directors with the following main contents:

### **5.2.1 Activities of the Board of Directors in 2024:**

Implement the resolution of the 2024 Annual General Meeting of Shareholders:

Some key indicators:



Unit: VND

TT	TARGET	2023	2024	Ratio 2024 to 2023 (%)	Ratio 2024 to Resolution of the 2024 AGM (%)
1	Sales and service revenue	88.020.789.065	89.689.542.628	101,89	85,42
2	Profit before tax	435.791.502	666.867.060	153,02	73,72
3	Income tax payable	118.726.301	143.188.419		
4	Profit after tax	317.065.201	523.678.641	170,54	72,37
5	Earnings per share	143,49	195.98	143,02	

Revenue and profit after tax in 2024 both increased compared to 2023 but did not meet the resolution of the 2024 Annual General Meeting of Shareholders;

The business is operating normally and profitably. The company's Board of Directors has given an explanation. The company's Board of Directors agrees with the explanation of the Board of Directors.

**Some other contents of the Resolution:**

- Auditing unit: Signed a contract with Vietnam Auditing and Valuation Company Limited;
- Dividend payment for 2023 and other contents have been made in accordance with the Resolution;
- Perform job Management and direction of production and business activities:  
About Business Management Organization;  
On directing the implementation of production and business

**Other activities:**

- Board of Directors Meetings:  
Convened and chaired by the Chairman of the Board of Directors, carried out in accordance with the Law and the Company's Charter; Total number of meetings of the Board of Directors: 03; Total number of resolutions of the Board of Directors: 03
- Board of Directors and Supervisory Board remuneration: Total remuneration cost: 60,000,000 VND, within the allowed level.
- Income of the Executive Board and other management staff (recorded in the financial statements);
- Directing and supervising the company's Executive Board and other management staff;
- Bonus for Executive Board and employees: In 2024, there will be no bonus for Executive Board; Only bonuses will be paid to some employees who have completed their assigned tasks well from the company's reward and welfare fund.

**5.2.2 Profit distribution plan for 2024:**

Funds: 104.735.728 copper

Dividend 2024: 01% / face value; Total dividend payment value: 267.215.700 VND, please use from after-tax profit in 2024;

**Dividend payment time:** In the fourth quarter of 2025, the General Meeting of Shareholders authorized the Board of Directors to decide on the specific payment date.

**5.2.3 Operational plan for 2025:**

**a) Main production and business indicators:**

Category	Unit	Target
Revenue (excluding 10% VAT):	copper	100.000.000.000
Profit before tax:	copper	392.592.593



Profit after tax:	copper	314.074.074
Enterprise fund provision (20%):	copper	62.814.815
Expected Dividend	%/face value	1 ÷ 1,5

b) Implementation organization:

*About business management organization:*

Propose that the General Meeting of Shareholders assign the Board of Directors to consider and decide on the model of affiliated units to organize the Company's operating apparatus to develop and adapt to market requirements;

*Regarding production and business management activities:*

- Construction work: Strengthen the direction and supervision of the Board of Directors on the activities of the Board.

management in performing production and business tasks and other management tasks;

- Financial and investment management: Chairman of the Board of Directors - Legal representative of the company

continue to directly direct corporate finance work;

- Regarding the implementation of joint venture and association capital contribution contracts:

For An Dat Joint Stock Company: in 2025, continue to implement this content according to the Resolution of the 2019 Annual General Meeting of Shareholders and have implemented it in 2024;

For the Housing Project in Xuan Phuong, Tu Liem, Hanoi: Continue to implement with partner Vietaset Company;

- Propose that the General Meeting of Shareholders continue to authorize the Chairman of the Board of Directors to carry out the work of promoting and selecting

Select investment projects and decide to implement them when there is an opportunity to ensure economic efficiency and safety of investment capital for the Enterprise;

- Review and decide to set aside provisions for some doubtful receivables and provisions for price reduction.

inventory, ... in accordance with current legal regulations.

5.2.4 Signing the Financial Statement Audit Contract:

The Board of Directors of the company proposes to sign a contract to audit the 2025 financial statements with the following unit:

Vietnam Auditing and Valuation Company Limited – VAE

Head office: 11th floor, Song Da building, 165 Cau Giay, Dich Vong Ward, Cau Giay District, Hanoi; Business registration number: 0101202228, issued by Hanoi Department of Planning and Investment on September 15, 2006, 11th change on December 29, 2023. Is a qualified unit to be audited for public interest units in the securities sector in 2025.

5.2.5 Remuneration for members of the Board of Directors and Board of Supervisors: Total cost does not exceed 90,000,000

VND/year; The Board of Directors is authorized to decide on adjusting the detailed content of the remuneration level when necessary to suit the operation but not exceeding the total cost.

5.2.6 Company charter capital:

Pursuant to Law No. 56/2024/QH15 and Document No. 566/SGDHN-QLNY dated March 21, 2025 of HNX on: "Notice to TCNY/TCCĐKGD about the possibility of having their public company status revoked under Law No. 56/2024/QH15".

The Board of Directors of the Company would like to continue to study in the third quarter of 2025 the increase in charter capital to VND 30 billion or more to comply with the provisions of Law No. 56/2024/QH15 and other relevant legal documents. If the capital increase is implemented, an extraordinary General Meeting of Shareholders will also be held in the third quarter of 2025;

If the conditions are not met, it must be agreed to comply with the provisions of Law No. 56/2024/QH15 on the revocation of public company status.



\*Shareholders' opinions:

Shareholder code 1.29: Regarding the Board of Directors's report, proposes that the company leadership consider capital increase according to new regulations and does not wish for the company's public company status to be revoked;

\*Chairman of the meeting: Regarding the company's charter capital, the Board of Directors will carefully consider it in June and July 2025 and will inform the shareholders.

5.2.7 The Congress voted on the Board of Directors' 2024 operational report:

Number of votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of valid votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of invalid votes: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of votes in favor: 2.452.897 Votes, equivalent to 99,22 % of the total number of votes of shareholders attending the meeting.

Number of votes against: 19.300 votes, equivalent to 0,78 % of the total number of votes of shareholders attending the meeting.

Number of abstentions: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

5.2.8 The congress voted on the 2024 profit distribution plan:

Number of votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of valid votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of invalid votes: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of votes in favor: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of votes against: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of abstentions: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting

5.2.9 The congress voted on the Auditing Unit: Vietnam Auditing and Valuation Company Limited.

Number of votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of valid votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of invalid votes: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of votes in favor: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of votes against: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of abstentions: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting

5.2.10 The Congress voted on the issue of charter capital:

Number of votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of valid votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.



Number of invalid votes: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of votes in favor: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of votes against: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of abstentions: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting

### **5.3 Report of the Board of Supervisors**

Mr. Nguyen Ngoc Thanh - Head of the Company's Inspection Committee read the report on the activities of the Inspection Committee:

#### **5.3.1 Control Board Activities:**

- Information about the members of the Board of Supervisors (BOS):

In 2024, the Supervisory Board will operate for the 2022-2027 term; Supervisory Board members must meet the prescribed qualifications;

Total number of meetings of the Board of Supervisors: 03; Meeting attendance rate: 100%

- Coordination of activities between the Supervisory Board and the Board of Directors, Executive Board and other management staff;

- Supervisory activities of the Board of Supervisors over the Board of Directors and Executive Board.

#### **5.3.2 Comments of the Supervisory Board:**

- The company operates normally and is profitable;

- Dividend payment in 2023: Implemented according to the content of the Resolution of the General Meeting of Shareholders

- Revenue and profit after tax in 2024 did not achieve these targets according to the resolution of the 2024 Annual General Meeting of Shareholders due to a number of factors. The Executive Board has explained the results of production and business activities and has been approved by the Board of Directors. The Supervisory Board approved the explanation of the Executive Board;

- The auditing unit has sufficient capacity to perform;

#### **5.3.3 Work in 2025:**

The Board of Supervisors has received the 2025 Business Plan prepared by the Board of Directors; After the 2025 Annual General Meeting of Shareholders, the Board of Supervisors for the 2022-2027 term will assign tasks to members of the Board of Supervisors and continue to closely coordinate with the Board of Directors and the Executive Board to implement the contents of the Resolution of the General Meeting of Shareholders;

#### **5.3.4 The Congress voted on the report of the Supervisory Board:**

Number of votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of valid votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of invalid votes: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of votes in favor: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of votes against: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of no votes: 0 votes, equivalent to 0.0% of total votes of shareholders attending the meeting

## **6. Company Board of Supervisors:**

### **6.1 Dismissal of members of the company's Board of Supervisors for the 2022-2027 term**



On May 12, 2025, the Company received the resignation letter of Mr. Nguyen Ngoc Thanh - Head of the Board of Supervisors for the term 2022-2027. The Company has made information disclosure according to regulations;

The Congress voted to accept the resignation of Member of the Board of Supervisors Nguyen Ngoc Thanh:

Number of votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of valid votes: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of invalid votes: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of votes in favor: 2.472.197 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of votes against: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of abstentions: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

### **6.2 Election of additional members of the company's Board of Supervisors for the 2022-2027 term:**

Counting Committee:

a) Posting the Candidate List Election of additional members of the Board of Supervisors:

<b>Candidates for election of members of the Board of Supervisors</b>	
1) Mrs. Nguyen Thi Thom	
2) .....	

b) Election instructions, public announcement of empty ballot boxes;

c) Shareholders vote

d) Collect ballots for members of the Supervisory Board and count votes;

and) Announcement of the vote counting minutes:

Results of the vote to elect additional members of the Board of Supervisors for the 2022-2027 term

TT	Full name	Number of votes	Note
1	Mrs. Nguyen Thi Thom	2.389.772	96,66 %
2	.....	.....	..... %

Announcement of election results:

- Elected member of the Board of Supervisors of Constrexim Investment and Construction Joint Stock Company No. 8 for term

2022-2027:

Grandparents: Nguyen Thi Thom

### **6.3 Election of the head of the Board of Supervisors for the 2022-2027 term**

The Congress voted to accept the resignation of the Board of Supervisors of Mr. Nguyen Ngoc Thanh, so the position of Head of the Board of Supervisors also automatically ceased to exist at the time of the Congress's vote.

The members of the Supervisory Board will hold a meeting to elect the Head of the Supervisory Board and disclose this information within the legally stipulated timeframe. The Head of the Supervisory Board is responsible for assigning tasks to the members of the Supervisory Board.

\* *Change the number of shareholders attending the meeting:*

10h40': Decrease 01 shareholders/ authorized representatives, representatives owning 100 common shares with voting rights, corresponding to 0,0038 % of total common shares with voting rights.

## **7. Minutes of meeting and Resolution of General Meeting of Shareholders**



a) Secretary reads the draft minutes of the 2025 Annual General Meeting of Shareholders Constrexim No. 8 Joint Stock Company

The congress voted:

Number of votes: 2.472.057 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of valid votes: 2.472.057 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of invalid votes: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of votes in favor: 2.472.057 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of votes against: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of abstentions: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

b) Secretary reads the draft Resolution of the 2025 Annual General Meeting of Shareholders Constrexim No. 8 Joint Stock Company

The congress voted:

Number of votes: 2.472.057 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of valid votes: 2.472.057 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of invalid votes: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of votes in favor: 2.472.057 Votes, equivalent to 100% of the total number of votes of shareholders attending the meeting.

Number of votes against: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

Number of abstentions: 0 votes, equivalent to 0.0% of the total number of votes of shareholders attending the meeting.

The 2025 Annual General Meeting of Shareholders of Constrexim Investment and Construction Joint Stock Company No. 8 closed at 11h00' on the same day;

Above is the entire content of the Minutes of the 2025 Annual General Meeting of Shareholders of Constrexim Investment and Construction Joint Stock Company No. 8, read before the entire General Meeting and approved by the General Meeting with 100% of the total votes of all shareholders attending the meeting.

This record is made in 03 copies with equal legal value and kept at the Company's administrative office.

### T.M GENERAL MEETING OF SHAREHOLDERS

Secretary of the Congress



Nguyen Huy Dung

Preside



Vu Duc Tien



**CONSTREXIM INVESTMENT AND  
CONSTRUCTION JOINT STOCK COMPANY NO. 8**

No: 19. NQ-2025/CX8-DHĐCD

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

Hanoi June 5, 2025

**RESOLUTION**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
CONSTREXIM INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY  
NO. 8**

**Base:**

- Enterprise Law No. 59/2020/QH14; Securities Law No. 54/2019/QH14;
- Relevant legal documents;
- Charter of organization and operation of Constrexim Investment and Construction Joint Stock Company No. 8;
- Minutes of the 2024 Annual General Meeting of Shareholders of Investment and Construction Joint Stock Company

Constrexim number 8 established on June 5, 2025

Annual General Meeting of Shareholders 2025 Constrexim Investment and Construction Joint Stock Company No. 8

**RESOLUTION**

**Article 1.** Agreed to approve the following contents:

**1. Reports:**

Report of the Company's Board of Directors;  
Report on Association activities corporate governance;  
Report of the Company's Board of Supervisors.  
Report of Independent Board Member

**2. Business results in 2024:**

- Revenue
- Profit before tax
- Profit after tax

As shown in the audited 2024 Financial Statements.

**3. Financial report 2024:**

The entire Financial Statements for the fiscal year 2024 ending on December 31, 2024 have been audited by Vietnam Auditing and Valuation Company Limited (VAE).

**4. Profit distribution plan for 2024:**

Funds: 104.735.728 copper

Dividend 2024: 01 %/ face value; Total dividend payment value: 267.215.700 VND, used from after-tax profit in 2024.

Dividend payment time: In the fourth quarter of 2025, the General Meeting of Shareholders authorized the Board of Directors to decide on the specific payment date.

**5. Production and business plan for 2025**

**5.1 Some key indicators:**

- Revenue : 100.000.000.000 copper
- Profit before tax : 392.592.593 copper
- Profit after tax : 314.074.074 copper





Expected dividend level:  $1,0 \div 1,5\%$  / face value

## **5.2 Organizing business management and directing production and business activities:**

### **5.2.1 Regarding business management organization:**

During the implementation process, the General Meeting of Shareholders assigned the Board of Directors to consider and decide. set to organize the set

The Company's operating machinery develops to adapt to market requirements;

### **5.2.2 Regarding direction of implementation of production and business plans:**

- a) Strengthen the direction and supervision of the Board of Directors on the activities of the Executive Board.

in performing production and business tasks and other management tasks

- b) Financial and investment management: Chairman of the Board of Directors - Legal representative of the Company.

The company continues to directly direct corporate finance work;

- c) Regarding the implementation of joint venture and association capital contribution contracts:

For An Dat Joint Stock Company: in 2025, continue to implement this content according to the Resolution of the 2019 Annual General Meeting of Shareholders and have implemented it in 2024;

For the Housing Project in Xuan Phuong, Tu Liem, Hanoi: Continue to implement with partner Vietaset Company.

- d) Authorize the Chairman of the Board of Directors to carry out the work of promoting and selecting investment projects,

Decide to implement when there is an opportunity to ensure economic efficiency and safety of investment capital for the Enterprise;

- and) Review and decide on the provision for inventory price reduction and provisions for

bad debts according to current law;

- f) The company's Board of Directors directed the Executive Board to step up debt collection work.

improve capital efficiency

## **6. Auditing unit in 2025**

Vietnam Auditing and Valuation Company Limited – VAE

Head office: 11th floor, Song Da building, 165 Cau Giay, Dich Vong Ward, Cau Giay District, Hanoi; Business registration number: 0101202228, issued by Hanoi Department of Planning and Investment on September 15, 2006, 11th change on December 29, 2023.

## **7. Remuneration for members of the Board of Directors and Supervisory Board**

- Agree on total costs and remuneration levels for 2024;

- In 2025, the total cost shall not exceed 90 million VND/year. The Board of Directors shall decide to adjust the detailed content when necessary to suit the operation but shall not exceed the total cost.

## **8. Company Board of Supervisors:**

8.1 Approve the resignation application of Mr. Nguyen Ngoc Thanh as a member of the Board of Supervisors for the 2022-2027 term.

From June 5, 2025, Mr. Nguyen Ngoc Thanh is no longer a member of the Company's Board of Supervisors and is automatically no longer the Head of the Company's Board of Supervisors. The handover of work and documents will be carried out immediately after this Resolution takes effect.

8.2 Election of additional members of the Board of Supervisors for the 2022-2027 term:

Full name: Nguyen Thi Thom      Gender: Female      Nationality: Vietnam

1850677  
ÔNG TY  
CỔ PHẦN  
KINH DOANH VÀ XÂY  
DỰNG  
STREX  
SỐ 8  
HÀ NỘI - TP



Date of birth: October 20, 1979 Degree: University  
Address: TDP No. 18 Dai Linh Street, Trung Van Ward, Nam Tu Liem District, Hanoi City.  
ID card number: 036179002300 Date of issue: July 25, 2021  
Place of issue: Department of Administrative Procedures on Social Order  
Elected by the General Meeting of Shareholders as a member of the Board of Supervisors for the 2022-2027 term.

### 8.3 Head of the Company's Board of Supervisors

The members of the Supervisory Board will hold a meeting to elect the Head of the Supervisory Board and disclose this information within the legally stipulated timeframe.  
The Head of the Supervisory Board is responsible for assigning tasks to the members of the Supervisory Board

### 9. Company charter capital

According to Law No. 56/2024/QH15, there is a provision for public companies on the minimum charter capital of 30 billion VND or more and will take effect from January 1, 2026;

Assign the company's Board of Directors to study in June ÷ July 2025 the increase of the company's charter capital to VND 30 billion or more to meet regulations.

If capital increase is implemented, an extraordinary General Meeting of Shareholders must be held early to ensure the time according to the procedures of the competent State agency;  
If the conditions are not met, the Board of Directors will notify the company's shareholders and relevant agencies that the company will be stripped of its public company status.

### Article 2. Effective date:

This Resolution consists of 03 pages, with 02 articles, read in full before the Annual General Meeting of Shareholders of Constrexim Investment and Construction Joint Stock Company No. 8 in 2025, and was approved by the General Meeting with 100% of the total votes of all shareholders attending the meeting;

This Resolution comes into force from June 5, 2025.

The Board of Directors, Board of Supervisors, Board of Management of the Company, the Company's affiliated units and related units and individuals are responsible for implementing this Resolution.

### TM. GENERAL MEETING OF SHAREHOLDERS

Preside



Vu Duc Tien



CONSTREXIM NO. 8 INVESTMENT  
AND CONSTRUCTION  
JOINT STOCK COMPANY  
No. ~~17~~ BB/CX8-BTCĐH 2025

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ha Noi, June 5, 2025

## MINUTES

**Subject: Results of the shareholder eligibility check for the 2025 Annual General Meeting of Shareholders of Constrexim No.8 Investment and Construction Joint Stock Company.**

Enterprise Code: 0101850677

Head Office: Constrexim8 Building, Km8 Nguyen Trai Road – C7 Thanh Xuan Bac Ward, Thanh Xuan District, Hanoi;

Today, at the meeting room of the head office of Constrexim No. 8 Investment and Construction Joint Stock Company (hereinafter referred to as "Constrexim No. 8 JSC"), the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Constrexim No. 8 JSC, including:

Mr. Vu Duy Hau	Head of the Organizing Committee of the General Meeting
Mr. Nguyen Huy Dung	Shareholder Eligibility Verification Committee
Ms. Tran Thi Hai Ninh	Shareholder Eligibility Verification Committee

has prepared these minutes with the following content:

1) Shareholders entitled to attend the meeting:

The total number of shareholders entitled to attend the meeting is 114 shareholders, owning and representing a total of 2,672,157 common voting shares of the company according to the list:

- Consolidated list of securities holders with code CX8 exercising their rights, prepared by Vietnam Securities Depository and Clearing Corporation - VSDC;
- List of shareholders who have not registered their securities at VSDC, managed by Constrexim No. 8 JSC.

Last registration date: May 6, 2025

2) Attending Shareholders:

- Shareholders and authorized representatives attending the meeting have validly registered with the General Meeting Organizing Committee;
- Valid authorization documents;
- Before the opening of the General Meeting, at 09:15 AM, there were 16 shareholders and authorized representatives attending the meeting, representing ownership of 2,472,197 common voting shares, corresponding to 92,52% of the total common voting shares of Constrexim No. 8 JSC.

In accordance with the provisions of the Enterprise Law and company charter, the 2025 Annual General Meeting of Shareholders of Constrexim No. 8 JSC, with the aforementioned attending shareholders, is valid and eligible to proceed with the General Meeting.



These minutes were completed at 09:15 AM on June 5, 2025, and will be publicly reported before the General Meeting.

Sincerely!

**ON BEHALF OF THE ORGANIZING  
COMMITTEE OF THE GENERAL MEETING  
HEAD OF COMMITTEE**



**Vu Duy Hau**





Hanoi, June 5, 2025

MINUTES OF VOTE COUNTING  
FOR THE ELECTION OF AN ADDITIONAL MEMBER OF  
THE SUPERVISORY BOARD FOR THE 2022-2027 TERM



**Based on:**

- The Charter of Constrexim No. 8 Investment and Construction Joint Stock Company;
- The Annual General Meeting of Shareholders (ĐHĐCĐ) in 2025 has voted on the personnel of the Voting Committee.

Our Voting Committee consists of:

- |                             |                            |
|-----------------------------|----------------------------|
| 1. Mr./Ms. Nguyen Ha Phuong | - Head of voting Committee |
| 2. Mr./Ms. Nguyen Quang Huy | - Member                   |
| 3. Mr./Ms. Truong Thi Luong | - Member.                  |

Prepared minutes with the following content:

**A. LIST OF NOMINEES/CANDIDATES**

**I. Number of Supervisory Board members and election method:**

- The number of Supervisory Board members is 03 people. Of which: 02 members are currently performing their normal duties, 01 member (Supervisory Board Member) has submitted a resignation letter and it has been approved by the General Meeting;
- Number of additional Supervisory Board members to be elected: 01 person
- Election method: Cumulative voting.

**II. List of candidates for the additional Supervisory Board member election:**

According to the nomination and candidacy dossiers for the election of an additional Supervisory Board member of Constrexim No. 8 Investment and Construction Joint Stock Company, the candidates include the following individuals:

No.	Full Name
1	Ms. Nguyen Thi Thom
2	

**B. ELECTION RESULTS**

**I. Vote counting results:**

- |   |  |
|---|--|
| a) Total ballots issued: ...16... ballots | b) Total ballots collected: ...15... ballots |
| Of which: Valid: ...15... ballots         | Invalid: ...0.... ballots                    |

**b) Details of votes for Supervisory Board members:**

No.	Full Name	Number of votes	Notes
1	Nguyen Thi Thom	2.389.722	96,66%
2			

**II. List of elected members to the Supervisory Board for the 2022-2027 term:**

No.	Full Name	Number of votes	Notes
1	Nguyen Thi Thom	2.389.722	

The vote counting minutes were completed at 10 h 35' on the same day and read publicly before the 2025 Annual General Meeting of Shareholders of Constrexim No. 8 Investment and Construction Joint Stock Company.

Member

Truong Thi Luong

Member

Nguyễn Quang Huy

Head of voting Committee

Nguyễn Hà Phương



2024



CONSTREXIM No8 INVESTMENT & CONSTRUCTION  
JOINT STOCK COMPANY  
(CONSTREXIM No8 )

**REPORT**  
**2024 BUSINESS OPERATION RESULTS**  
**AND 2025 BUSINESS OPERATION PLAN OF THE EXECUTIVE**  
**BOARD**

Submitted to the 2025 Annual General Meeting of Shareholders

Hanoi, May 2025





Hanoi, 13 May 2025

**REPORT**  
**2024 BUSINESS OPERATION RESULTS**  
**AND 2025 BUSINESS OPERATION PLAN OF THE EXECUTIVE BOARD**  
*(Submitted to the 2025 Annual General Meeting of Shareholders)*

**PART I**  
**IMPLEMENTATION OF AGM RESOLUTIONS**  
**AND BOARD OF DIRECTORS' OPERATIONAL GUIDANCE**

**I. Favorable and Difficult Conditions**

**1. Favorable Conditions:**

- Received timely and close guidance from the Company's Board of Directors.
- The Company's capabilities meet investor requirements, with strong construction and bidding competencies.

**2. Difficulties:**

- Office leasing segment had to scale down, extend debts, and reduce service prices.
  - Fluctuations in material costs and increased labor expenses.
  - Some completed projects faced delayed payment finalization procedures.
  - Capital recovery was disrupted due to external factors beyond the Company's control.
- These challenges impacted the Company's 2024 business results.

**II. Achievements**

**1. Organizational Efforts:**

- Continue improving the Company's governance structure, streamlining operations for efficiency across all departments from headquarters to subsidiary units;
- Conducted professional training to meet operational demands;
- Maintained regular safety protocols (labor safety, fire prevention, environmental hygiene,.....);
- Enhance the exploitation of office leasing space.

**2. Business Operations:**

***2.1 Project Implementation:***

In 2024, the Company's core business operations remained focused on construction activities and leasing service spaces at C7 Thanh Xuan (Hanoi) and Binh Thanh (Ho Chi Minh City);

The Executive Board organized and implemented work plans tailored to actual conditions, conducted regular inspections, and assigned members to oversee each project.

***Completed and Handed-over Projects:***

- + Renovation of Hoan Kiem District People's Procuracy headquarters;
- + Flight Management Technical Company Limited office project at 58 Truong Son, Ho Chi Minh City;
- + Construction of a multi-purpose building under the project: "Supplementing facilities for Son La Provincial Ethnic Boarding High School";
- + Contract Package No. 15: Construction of radar tower and ancillary items - Noi Bai Primary and Secondary Radar Station project.



### ***Projects Under Construction to be Completed in 2025:***

Number of projects: 19

Remaining contract value: VND 220.65 billion

Construction locations: Hanoi, Bac Giang, Phu Tho, Son La, Lao Cai, Thanh Hoa, Tuyen Quang, Quang Ninh, Hai Duong.

### ***2.2 New Business Development and Bidding Activities:***

In 2024, the Company secured new contracts worth a total of VND 105.19 billion.

Construction locations: Hanoi, Bac Giang, Phu Tho, Son La, Lao Cai, Vung Ang (Ha Tinh), Tuyen Quang.

### ***2.3 Safety Management (Occupational Safety, Fire Prevention, Environmental Hygiene, etc.):***

The Company consistently prioritizes safety measures, maintaining 100% compliance with occupational safety regulations across all construction sites, all workers receive safety training, are equipped with protective gear, and are instructed on safety protocols and work regulations before commencing work.

Subsidiary units have procured mandatory occupational accident insurance for all site workers as required by law.

No occupational safety violations occurred at any company-managed construction sites.

Fire prevention and environmental hygiene measures were implemented in coordination with safety protocols.

### ***2.4 Financial and Cost Management:***

Following the Board of Directors' guidance on financial management and debt recovery, the Executive Board proactively coordinated with investors and relevant authorities to resolve issues and recover capital.

For projects facing payment difficulties, the Executive Board assigned specific members to monitor, follow up, and take responsibility for debt collection;

As of December 31, 2024, most projects maintained sufficient operational capital to fulfill tax and insurance obligations while ensuring balanced company finances and employee welfare;

Cost-saving measures were implemented to reduce administrative expenses (office costs, salaries, etc.);

Accounting practices and periodic/annual reporting were conducted promptly to meet regulatory requirements and comply with public company disclosure rules;

Adhering to the Board's principles of capital preservation, business development, and financial transparency.

### ***2.5 Investment Management:***

In 2024, the Company continued implementing measures to support clients in operating the C7 Thanh Xuan (Hanoi) project and Ho Chi Minh City office leasing spaces. While service areas were flexibly utilized for economic efficiency, results fell short of previous years' performance, reflecting Vietnam's general market conditions;

The Company maintained its investment strategy, monitoring and researching procedures for housing investment projects in Hanoi and other major cities, and will propose investments to the Board when conditions are met to mitigate business risks.



The current focus is on the social housing-commercial complex project in Nam Tu Liem, Hanoi, being developed in partnership with Vietasset, with construction expected to commence in late 2025.

### 3. 2024 Business Performance (Audited Figures):

No.	Indicator	2024 (VND)	2023 (VND)	YoY (%)
1	Revenue from sales and services	89.689.542.628	88.020.789.065	101,89
2	Deductions			
3	Net revenue from sales and services	89.689.542.628	88.020.789.065	
4	Cost of goods sold (COGS)	85.925.326.564	84.506.237.924	
5	Gross profit from sales and services	3.764.216.064	3.514.551.141	107,10
6	Income from financial investments	3.654.957	264.416.660	
7	Expenses from financial investments			
8	Profit from financial investments			
9	Selling expenses			
10	General and administrative expenses (G&A)	3.121.466.472	3.185.336.299	97,99
11	Net operating profit	646.404.549	593.631.502	108,89
12	Other expenses	49.075.035	157.840.000	
13	Other income	20.462.511	-157.840.000	
14	Profit before tax	666.867.060	435.791.502	153,02
15	Corporate income tax payable	143.188.419	118.726.301	
16	Net profit after tax	523.678.641	307.065.201	170,54
17	Basic earnings per share (EPS)	195.98	137.03	143,02

### 4. Overall Assessment:

The Company's 2024 performance showed improvement across all indicators compared to 2023. However, it fell short of the targets set in the 2024 Annual General Meeting of Shareholders (AGM) Resolution (detailed explanations are provided in Section 5 below); The Company fulfilled all obligations to the State and safeguarded the legitimate rights and interests of its employees;

It achieved profitability with a post-tax profit of VND 523,678,641 and allocated 20% of profits to reserve funds as regulated.

### 5. Explanations Regarding 2024 Operational Performance by the Executive Board:

While 2024 saw year-on-year growth in both revenue and post-tax profit, the Company did not meet the Annual General Meeting of Shareholders resolution targets due to the following factors:

Several projects faced construction delays due to dependencies on investor-led site clearance (GPMB) processes and design modifications;

A portion of work completed in 2024 remains pending formal confirmation by investors (classified as work-in-progress).

## PART II

### 2024 FINANCIAL REPORT

#### 1) Audited 2024 Financial Statements:

The 2024 financial statements of Constrexim No.8 Investment and Construction Joint Stock Company include:

- Balance Sheet as of December 31, 2024;
- Income Statement;
- Cash Flow Statement for the fiscal year ended December 31, 2024;
- Notes to the Financial Statements.

Key Components of the 2024 Financial Statements:

Unit: VND

No.	ITEMS	31/12/2024	01/01/2024
<b>A</b>	<b>ASSETS</b>		
I	CURRENT ASSETS	79.801.157.417	103.070.301.774
1	Cash and cash equivalents	3.110.875.588	13.358.910.646
2	Short-term receivables	64.964.129.063	72.453.138.938
3	Inventory	10.566.277.060	16.753.406.609
4	Other current assets	1.159.875.706	1.504.845.581
II	NON-CURRENT ASSETS	3.735.371.751	4.366.093.851
1	Long-term receivables		
2	Fixed assets	436.706.870	493.459.958
3	Long-term financial investments		
4	Other non-current assets	3.298.664.881	3.872.633.893
III	TOTAL ASSETS	83.536.529.168	107.436.395.625
<b>B</b>	<b>LIABILITIES AND EQUITY</b>		
I	LIABILITIES	55.347.784.093	79.489.845.557
1	Short-term liabilities	52.787.662.486	76.681.936.719
2	Long-term liabilities	2.560.121.607	2.807.908.838
II	OWNERS' EQUITY	28.188.745.075	27.946.550.068
1	Owners' capital	28.188.745.075	27.946.550.068
2	Other funds and reserves		
III	TOTAL LIABILITIES AND EQUITY	83.536.529.168	107.436.395.625
<b>C</b>	<b>OPERATING RESULTS</b>	<b>2024</b>	<b>2023</b>
1	Revenue from sales and service provision	89.689.542.628	88.020.789.065
2	Total profit before tax	666.867.060	435.791.502
3	Current corporate income tax payable	143.188.419	118.726.301
4	Net profit after tax	523.678.641	307.065.201



**2) Auditing Firm: Vietnam Auditing and Valuation Company Limited – VAE**

Head Office: 11th Floor, Song Da Building, 165 Cau Giay Street, Dich Vong Ward, Cau Giay District, Hanoi;

Business Registration No.: 0101202228, issued by Hanoi Department of Planning and Investment on September 15, 2006, 11th amendment on December 29, 2023;

VAE is licensed by state authorities to audit public-interest entities in the securities sector for 2024.

**3) Auditor's Opinion:**

On March 31, 2025, VAE issued Independent Audit Report No. 3103.02-25/BC-TC/VAE, stating:

Auditor's Opinion:

“In our opinion, the financial statements present fairly, in all material respects, the financial position of the Company as of December 31, 2024, and its business results and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, Enterprise Accounting Regime, and relevant financial reporting regulations.”

**PART III**

**2025 BUSINESS OPERATION PLAN**

**I. 2025 Business Objectives**

With goals of sustainable development, capital preservation/growth, and operational efficiency, the Executive Board submits this 2025 plan to the Board of Directors and 2025 Annual General Meeting of Shareholders:

Targets	Unit (VND)
Revenue (excl. VAT)	100.000.000.000
Pre-tax Profit	392.592.593
Post-tax Profit	314.074.074
Reserve Allocation (20%)	62.814.815

Basis for Projections:

- Carry-over work from 2024 + anticipated 2025 contracts;
- Client/partner activity assessments;
- Other relevant factors.

**II. Implementation Measures:**

1. Enhance construction & final settlement of projects;
2. Intensify bidding for public/private/foreign-funded projects;
3. Recruit skilled personnel + upskill management teams
4. Revise salary regulations appropriately with competitive compensation packages, particularly for: Key leadership positions, mission-critical roles that directly impact business operational efficiency and technical staff working at remote project sites;
5. Remove underperforming staff lacking responsibility;
6. Ensure safety/quality in project execution;
7. Establish joint ventures and strategic partnerships to enhance competitive strength;
8. Maximize exploitation of the C7 Thanh Xuan project while completing procedures for Hanoi real estate investment projects, to be executed when all conditions are met;

9 Accelerate debt recovery and optimize capital efficiency. Ensure capital readiness and mobilization for business operations through detailed action plans assigned to each manager, with final resolutions for legacy project issues.

This concludes the full report on the implementation of 2024 business operations and the 2025 execution plan by the Company's Executive Board.

Respectfully submitted to the 2025 Annual General Meeting of Shareholders of Constrexim No.8 Investment and Construction Joint Stock Company

**Recipients:**

- Board of Directors;
- Supervisory Board;
- Executive Board Members;
- For posting on company website;
- Company Administrative Records

**ON BEHALF OF EXECUTIVE BOARD**

**GENERAL DIRECTOR**



**Vu Duy Hau**





1007

**REPORT  
OF THE BOARD OF DIRECTORS**

**Submitted to the 2025 Annual General Meeting of Shareholders**

**Ha Noi, May 2025**



Ha Noi, 13/ May/2025

**REPORT  
OF THE BOARD OF DIRECTORS**

**SUBMITTED TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Pursuant to the functions, duties, and powers of the Board of Directors according to the organizational and operational charter of Constrexim No. 8 Investment and Construction Joint Stock Company;

Implementing Resolution No. 16 NQ-2024/CX8-ĐHĐCĐ dated May 15th, 2024, of the 2024 Annual General Meeting of Shareholders of Constrexim No. 8 Investment and Construction Joint Stock Company.

The Board of Directors reports on the business results of 2024 and the plan for 2025 to be submitted to the 2025 Annual General Meeting of Shareholders of Constrexim No. 8 Investment and Construction Joint Stock Company as follows:

**Part I**

**BUSINESS RESULTS OF 2024**

**I. Implementation of the 2024 Annual General Meeting of Shareholders' Resolution:**

**1. Some key production and business indicators for 2024 (audited figures):**

Unit: VND

No.	Indicators	2023	2024	2024 Ratio compared to 2023 (%)	2024 Ratio compared to 2023 (%)
1	Sales and service revenue	88.020.789.065	89.689.542.628	101,89	85,42
2	Pre-tax profit	435.791.502	666.867.060	153,02	73,72
3	Corporate income tax payable	118.726.301	143.188.419		
4	Post-tax profit	317.065.201	523.678.641	170,54	72,37
5	Earnings per share	143,49	195.98	143,02	

**a) Revenue and profit:**

- The enterprise operates normally and profitably.

- Both revenue and post-tax profit in 2024 increased compared to 2023 but did not meet the targets set in the 2024 Annual General Meeting of Shareholders' Resolution;

Regarding the above results, the Company's Management Board provided the following explanation:

*"Explanation from the Management Board:*

Some projects are dependent on site clearance by the Investor, and design changes have led to construction delays;

A portion of the completed work volume in 2024 has not been confirmed by the investor (still pending)".

The Company's Board of Directors accepts the explanation from the Management Board.

**b) Office leasing service activities:**

This has been a relatively stable source of revenue for the Company for many years;

The office leasing market is highly competitive; Operating management costs are also affected by fuel, electricity, labor, and other support service costs;

The Board of Directors has directed the Management Board to take measures to resolve issues with customers;

Revenue from office leasing services in 2024: VND 3.65 billion.

**c) Practicing thrift:**

The Company has thoroughly applied all possible measures to save and reduce costs in all areas of operation; General and administrative expenses compared to 2023 were 98%, while revenue was 101.89%.



## **2. Other contents of the Resolution:**

### **a) Selection of the auditing firm:**

Implementing the 2024 Annual General Meeting of Shareholders' Resolution, the Company signed a contract with Vietnam Auditing and Valuation Company Limited (VAE) to audit the 2024 financial statements.

### **b) 2023 profit distribution:**

The 2023 dividend payment and other contents have been implemented in accordance with the General Meeting's Resolution.

### **c) Implementation of production and business management and direction:**

*Enterprise management organization:*

- Arranging the Company's personnel appropriately for production and business tasks;
- Having a human resource plan and enhancing competitiveness.

*Directing production and business implementation:*

- Market and products:

In 2024, construction and installation activities carried over from 2023 and new bidding resulted in winning contracts with a total value of: VND 105.19 billion;

Continuing to lease offices at the C7 Thanh Xuan Bac building in Hanoi and the office in Ho Chi Minh City with flexible adjustments and handling to suit the general market.

- Bidding activities:

Ensuring capital safety and efficiency in production and business activities;

Maintaining credibility with customers: ensuring quality, occupational safety, environmental hygiene, and construction progress as required by the Investor.

In 2024, several projects were won with a total value of: VND 105.19 billion.

- Investment promotion, joint venture, and association management:

*An Dat JSC:*

Implementing measures to manage and preserve invested capital;

Assigning one member of the Board of Directors to be in charge of this task.

*Housing project in Xuan Phuong, Tu Liem, Hanoi:*

Continuing implementation with Vietaset Company.

- Financial management of the enterprise

### **Capital management and utilization:**

Adhering to the principle of preserving and growing business capital, ensuring financial transparency;

Capital recovery: Clearly defining implementation responsibilities for members of the Board of Directors and the Management Board;

Regularly directing the Management Board to strictly control production costs, carry out project acceptance, settlement, and rapid capital recovery to increase capital turnover and reduce reliance on bank loans, contributing to increased profits;

Implementing reporting and information disclosure regimes in accordance with State regulations and the Stock Market;

Bank credit:

The Company continues its credit relationships with banks:

BIDV - Transaction Center Branch 1;

## **II. Other activities:**

### **1. Regular meetings of the Board of Directors:**

- Summoned and chaired by the Chairman of the Board of Directors, conducted in accordance with the provisions of law and the Company's charter;
- Resolutions of the meetings are seriously implemented.
- Total number of meetings of the Board of Directors: 03
- Total number of resolutions of the Board of Directors: 03

### **2. Remuneration of the Board of Directors and the Supervisory Board:**

- Implemented according to the content of the Board of Directors' Report submitted to the 2024 Annual General Meeting of Shareholders and approved by the General Meeting;
- Total remuneration expense: VND 60,000,000, of which: Board of Directors: VND 24,000,000, Supervisory Board: VND 36,000,000, within the permitted spending limit.

### **3. Income of the Management Board and other management personnel:**



- Management Board (General Director and 03 Deputy General Directors): VND 395,329,098;
- Chief Accountant and other management personnel: VND 635,927,876.

#### **4. Directing and supervising the Company's Management Board and other management personnel:**

##### **4.1 Directing the Company's Management Board:**

- The Chairman of the Board of Directors directly directs the Management Board to implement the State's policies; Resolutions of the General Meeting of Shareholders and resolutions and decisions of the Board of Directors;
- Members of the Board of Directors perform according to their assigned functions and tasks;
- Issuing timely decisions for the Management Board to implement;
- Regularly inspecting and supervising the Management Board's implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors; Organizing construction and debt recovery;
- Directing the Management Board to take measures to prevent risks in production and business activities.

##### **4.2 Supervising the Company's General Director:**

- The General Director has complied with the provisions of: Relevant legal documents on enterprise operations, the Company's Charter, and Resolutions of the General Meeting of Shareholders, Resolutions and Decisions of the Board of Directors, and adhered to the Company's internal regulations and rules;
- The General Director receives direction and decisions from the Board of Directors and regularly coordinates closely with other management personnel in implementing production management;
- The Company's General Director has performed duties and exercised powers in accordance with the provisions of law and the Company's Charter; Completed assigned tasks.

##### **4.3 Supervising other management personnel:**

- Adhering to the provisions of: Relevant legal documents on enterprise operations, the Company's Charter, and Resolutions of the General Meeting of Shareholders, Resolutions and Decisions of the Board of Directors, and complying with the Company's internal regulations and rules;
- Complying with the direction of the Company's General Director; Coordinating with specialized departments to perform assigned tasks;

##### **4.4 Bonuses for the Management Board and employees:**

No bonuses were awarded to the Management Board in 2024; Bonuses were only awarded to some employees who completed their assigned tasks well, from the Company's Reward and Welfare Fund.

### **III. Kết luận:**

- Pursuant to the functions, duties, and powers of the Board of Directors according to the Company's Charter;
- Implementing Resolution No. 16 NQ-2024/CX8-ĐHĐCĐ dated May 15, 2024, of the 2024 Annual General Meeting of Shareholders of Constrexim No. 8 Investment and Construction Joint Stock Company.

With a spirit of responsibility and for the benefit and development of the Company, the Company's Board of Directors has seriously implemented the resolutions of the General Meeting of Shareholders, organized and carried out the enterprise's production and business activities; The enterprise has preserved capital and operated profitably.

## **Part II**

### **2024 PROFIT DISTRIBUTION PLAN:**

Based on the 2024 production and business results and the audited financial statements, the Company's Board of Directors has developed the 2024 Profit Distribution Plan to be submitted to the General Meeting of Shareholders as follows:

1. Allocations to funds (20%) as required: VND 104,735,728

Including:

*Development investment fund;*

*Financial reserve fund;*

*Reward and welfare fund.*



2. 2024 dividend payment:

a) Dividend rate: 1.0% / par value;

b) Payment method: in VND currency

Total dividend payment value: VND 267,215,700, proposed to be used from the 2024 post-tax profit after allocations to funds (1.)

c) Dividend payment period: In Q4/2025, the General Meeting of Shareholders authorizes the Company's Board of Directors to decide the specific payment date.

Respectfully submitted to the General Meeting of Shareholders for approval.

### Part III 2025 BUSINESS PLAN

#### I. Key production and business targets for 2025:

Item	Unit	Indicator
Revenue (excluding 10% VAT)	VND	100.000.000.000
Pre-tax profit	VND	392.592.593
Post-tax profit	VND	314.074.074
Enterprise fund allocation (20%)	VND	62.814.815
Projected dividend	%/par value	1 ÷ 1,5

#### II. Implementation organization:

In order to focus on leading the Company to implement the 2025 production and business plan and develop for the following years, the Company's Board of Directors has identified the following operational program:

##### 1. Enterprise management organization:

It is proposed that the General Meeting of Shareholders assign the Board of Directors to consider and decide on the model of directly affiliated units to organize the Company's operational apparatus to adapt to market requirements;

##### 2. Production and business management activities:

###### 2.1 Construction and Installation Work:

Organize and implement the resolutions of the 2025 Annual General Meeting of Shareholders, strengthen the Board of Directors' supervision and direction over the Executive Board's operations in fulfilling business production tasks and other management activities, ensuring profitable operations, allocating funds, and paying dividends to shareholders.

###### 2.2 Financial and Investment Management:

The Chairman of the BOD and the company's legal representative will continue to directly oversee corporate financial management.

###### 2.3 The Chairman of the Board of Directors and the company's legal representative will continue to directly oversee corporate financial management.

For An Dat Joint Stock Company: Continue implementation in accordance with the 2019 AGMS resolution and the execution in 2024.

For the Social Housing Project in Xuan Phuong, Tu Liem, Hanoi: Continue implementation in collaboration with the partner company Vietaset.

###### 2.4 The Annual General Meeting of Shareholders is requested to continue authorizing the Board of Directors Chairman to promote and select investment projects, making implementation decisions when opportunities arise that ensure economic efficiency and investment security for the company.

###### 2.5 Consider and decide on setting up provisions for bad debts, inventory devaluation, etc., in compliance with current legal regulations.

##### 3. Signing the 2025 Financial Statement Audit Contract:

After reviewing competency profiles, the Board of Directors proposes signing the 2025 financial audit contract with the following entity:

Vietnam Auditing and Valuation Co., Ltd. – VAE

Headquarters: 11th Floor, Song Da Building, 165 Cau Giay, Dich Vong Ward, Cau Giay District, Hanoi.

Business Registration No.: 0101202228, issued by the Hanoi Department of Planning and Investment on September 15, 2006, 11th amendment on December 29, 2023.

The company is listed in the following documents:



- Decision No. 2730/QD-BTC dated November 15, 2024, by the Ministry of Finance, approving audit firms and auditors eligible to audit public interest entities in 2025.
- Decision No. 1262/QD-UBCK dated November 19, 2024, by the State Securities Commission, approving audit firms and auditors eligible to audit public interest entities in the securities sector in 2025.

Đại hội đồng cổ đông quyết định và ủy quyền cho HĐQT thực hiện ký kết hợp đồng.

#### **4. Remuneration for Board of Directors and Supervisory Board Members:**

Total annual remuneration shall not exceed 90,000,000 VND. The BOD is authorized to determine specific remuneration details and make necessary adjustments in line with operations, provided the total cost is not exceeded.

#### **5. Company Charter Capital:**

Pursuant to Law No. 56/2024/QH15 effective from January 1, 2025, and Document No. 566/SGDHN-QLNY dated March 21, 2025, from the Hanoi Stock Exchange regarding: "Noting that public companies may lose their public status under Law No. 56/2024/QH15".

The BOD proposes further study in Q3/2025 on increasing charter capital to at least 30 billion VND to comply with Law No. 56/2024/QH15 and related regulations. If capital increase is approved, an Extraordinary General Meeting of Shareholders (EGMS) will be held in Q3/2025.

If conditions are unmet, the company must accept the revocation of its public company status as stipulated by Law No. 56/2024/QH15.

The above presents the full report on the Board of Directors's activities in 2024 and the 2025 operational plan, submitted to the 2025 Annual General Meeting of Shareholders of Constrexim No. 8 Investment and Construction Joint Stock Company.

The Board of Directors looks forward to constructive feedback from shareholders, delegates, and employees to further the success of Constrexim No. 8 JSC in 2025 and beyond.

Respectfully submitted to the Annual General Meeting of Shareholders.

#### **Recipients::**

- Board of Directors; Supervisory Board;
- Executive Board;
- Company website;
- Company Administrative Records.

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



**Vũ Đức Tiến**







CONSTREXIM No8 INVESTMENT & CONSTRUCTION  
JOINT STOCK COMPANY  
(CONSTREXIM No8)

**REPORT  
OF THE SUPERVISORY BOARD**

**Presented to the Annual General Meeting of Shareholders in 2025**

Hanoi, May 2025



Hanoi, 13 May 2025

**REPORT OF THE SUPERVISORY BOARD  
PRESENTED TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

- Based on the functions and duties of the Supervisory Board as stipulated by law and the Charter of CONSTREXIM No8 Investment & Construction JSC;
  - Based on the audited financial statements for 2024.
- The Supervisory Board hereby reports its activities in 2024 to the Annual General Meeting of Shareholders as follows:

**I/ Activities of the Supervisory Board.**

**1. Information about Supervisory Board members:**

In 2024, the Supervisory Board operated under the 2022-2027 term.

Members of the Supervisory Board include:

Mr. Nguyen Ngoc Thanh - Chairman  
Ms. Truong Thi Luong - Member  
Ms. Nguyen Thi Hong Van - Member  
Mr. Hoang Van The - Member

All members meet the qualifications required by the Enterprise Law, Securities Law, and other relevant legal documents;

The Chairman has assigned specific tasks to each member and defined the working methods of the Supervisory Board.

No.	Member	Role	Start/End Date as a Member	Number of Supervisory Board meetings attended	Attendance rate	Reason for absence
1	Nguyen Ngoc Thanh	Chairman	20/05/2017 started as a member; 25/05/2022 elected by Annual general meeting of shareholders as a member.	03	100%	
2	Nguyen Thi Hong Van	Member	20/05/2017 started as a member; 25/05/2022 elected by Annual general meeting of shareholders as a member; 15/05/2024 no longer a member	02	100%	
3	Truong Thi Luong	Member	27/07/2021 started as a member; 25/05/2022 elected by Annual general	03	100%	



			meeting of shareholders as a member			
4	Hoang Van The	Member	15/05/2024 started as a member; 15/05/2024 elected by Annual general meeting of shareholders as a member	01	100%	

2. Total number of Supervisory Board meetings: 03

3. Coordination between the Supervisory Board, the Board of Directors, the Executive Board, and other management personnel:

- Notified the Board of Directors and Executive Board about the Supervisory Board's working methods for coordination.

- Participated in inspections of some ongoing company projects.

- Accessed company documents as reasonably and legally required.

4. Supervisory activities over the Board of Directors and Executive Board:

- Monitored compliance with legal regulations, the company's charter, and resolutions of the AGM in corporate governance.

- Reviewed quarterly, semi-annual, and annual financial reports.

- Evaluated the competence of the auditing firm.

- Ensured dividend payments complied with current regulations.

- Ensured information disclosure complied with regulations.

- Monitored the implementation of rights and obligations toward employees.

- Other routine tasks.

5. Key business performance indicators for 2024 (audited figures):

No.	Indicator	2023	2024	2024 vs 2023 (%)	2024 vs AGM Resolution (%)
1	Revenue from sales & services	88.020.789.065	89.689.542.628	101,89	85,42
2	Pre-tax profit	435.791.502	666.867.060	153,02	73,72
3	Corporate income tax payable	118.726.301	143.188.419		
4	Post-tax profit	317.065.201	523.678.641	170,54	72,37
5	Earnings per share	143,49	195.98	143,02	

**\* Comments:**

- The company operated normally and profitably.

- Revenue and post-tax profit in 2024 increased compared to 2023 but did not meet the AGM resolution targets; The Executive Board provided explanations, which were accepted by the Board of Directors and the Supervisory Board.

- Dividend payments for 2023 were made as per the Annual general meeting of shareholders resolution.

- The auditing firm was qualified and approved by the Ministry of Finance and the State Securities Commission for auditing public-interest entities in the securities sector in 2024.

## II. Plans for 2025

The Supervisory Board has reviewed the 2025 business plan prepared by the Board of Directors;

Tasks have been assigned to members, and close coordination with the Board of Directors and Executive Board will continue to implement the Annual general meeting of shareholders resolutions.

The Supervisory Board shall implement its tasks honestly and impartially based on the contents of the General Meeting Resolution; All members of the Supervisory Board shall strictly fulfill their assigned duties.

All members strive toward the goal of protecting the lawful rights and interests and promoting the development of the Company.

This concludes the Supervisory Board's activity report for 2024.

Submitted to the Annual General Meeting of Shareholders in 2025 of CONSTREXIM No8 Investment & Construction JSC.

### Recipients:

- Board of Directors; Supervisory Board;
- Executive Board;
- Company Administrative Records.

ON BEHALF OF  
THE SUPERVISORY BOARD  
CHAIRMAN



Nguyễn Ngọc Thanh







Hanoi, 13. May 2025

**REPORT**  
OF THE INDEPENDENT BOARD MEMBER  
TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**To: The 2025 Annual General Meeting of Shareholders**

**Constrexim No.8 Investment & Construction Joint Stock Company**

The Independent Board Member of Constrexim No.8 JSC respectfully submits this evaluation report on the 2024 activities of the Board of Directors (BOD) as follows:

**1. Board Meeting Organization**

- In 2024, the Board of Directors convened 03 meetings, all properly convened and conducted in compliance with laws and the Company Charter. Meeting agendas were thoroughly and prudently discussed by all members;
- Strategic matters and business plans were rigorously debated and closely monitored between the Board of Directors and Chief executive officer.
- Adjustments to business operations plans underwent independent review and constructive debate within both the Board of Directors and Executive Board.

**2. Oversight of Executive Board:**

- The Board of Directors exercised effective supervision to ensure strict operational control aligned with corporate objectives, making timely adjustments to address practical conditions.
- BOD members holding executive positions attended all meetings, with all Executive Board decisions being analyzed and advised by the BOD to optimize company interests. This enabled the BOD to maintain full operational awareness and responsiveness.
- The BOD prioritized risk management solutions to support early issue identification by the Executive Board, ensuring operational stability and sustainable growth while protecting investor interests.

**3. Financial and Operational Reporting**

- Financial statements were prepared and disclosed in full compliance with current regulation;
- The appointed auditor is legally qualified to audit public-interest entities;
- Maintained credit relations with BIDV Bank to support business operations;
- Key 2024 results (audited):

Revenue	: VND 89.689.542.628
Pre-tax profit	: VND 666.867.060;
Post-tax profit	: VND 523.678.641.
- Full fulfillment of state obligations.
- The Company achieved profitability in 2024, allocating 20% of profits to reserve funds as regulated, while fully safeguarding employees' legitimate benefits.
- While 2024 key performance indicators showed improvement over 2023 results, they fell short of the targets set in the 2024 Annual General Meeting Resolution. The Executive



Board has provided satisfactory explanations to the Board of Directors, which were duly approved.

**4. Overall Assessment:**

- All activities of the Board of Directors strictly complied with legal regulations and the Company's Charter;
- All Board of Directors members adhered to regulations regarding meeting attendance, and demonstrated independent, objective deliberation and voting with the sole aim of protecting the Company's legitimate interests;
- The Board of Directors provided timely strategic direction and solutions to support the Executive Board in company operations, while maintaining regular supervision and control to ensure normal business activities in full compliance with legal requirements;
- The Executive Board rigorously implemented all directives and decisions of the BOD in organizing and executing the Company's business operations;
- The Company maintained normal and profitable operations.

This concludes the Independent Board Member's Report to the 2025 Annual General Meeting of Shareholders of Constrexim No.8 Investment and Construction Joint Stock Company.

Respectfully submitted!

**Independent Board Member**



**Lý Thanh Hằng**

