

No. 48/2026/NQ-ĐHĐĐ

Hanoi, April 22, 2026

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

HANOI CIVIL CONSTRUCTION INVESTMENT JOINT STOCK COMPANY

Base:

- Law on Enterprises No. 59/2020/QH14 dated 17/06/2020 and legal documents guiding the implementation;
- Charter of Hanoi Civil Construction Investment Joint Stock Company;
- Minutes of the Annual General Meeting of Shareholders of Hanoi Civil Construction Investment Joint Stock Company dated 22/04/2026,

Annual General Meeting of Shareholders 2026

Hanoi Civil Construction Investment Joint Stock Company

RESOLUTION

Điều 1. Approving the reports of the Board of Directors, the Board of Directors and the Supervisory Board, specifically as follows:

1. Report on production and business results in 2025 and production and business plan in 2026 of the Board of Directors of the Company
2. Report on the activities of the Board of Directors in 2025 and the orientation of activities in 2026
3. Report on the activities of the Supervisory Board in 2025

Điều 2. Approving the results of production and business activities in 2025 and the production and business plan in 2026.

❖ Results of production and business activities in 2025:

TT	Criteria	Unit of calculation	Plan for 2025	Implementation in 2025	Compared to the plan (%)
1	Output value	Billion VND	150	165	110%
2	Revenue and other income	Billion VND	300	176	59%
3	Profit after tax	Billion VND	30	33	110%
4	Budget remittance as prescribed	%	100	100	100%
5	Average income (VND/person/month)	Copper	9.100.000	9.370.000	103%

❖ Production and business plan in 2026:

TT	Criteria	Plan for 2026
1	Output value	150 billion VND
2	Revenue	300 billion VND
3	Profit after tax	30 billion VND
4	Average income (VND/person/month)	9.370.000
5	Dividend payout ratio	10%

**Điều 3. Approved the 2025 financial statements of Hanoi Civil Construction Investment Joint Stock Company audited by Vietnam Auditing and Valuation Co., Ltd.**

**Điều 4. Through the use of the undistributed profit of VND 220,931,390,925 to supplement equity, serve the proof of financial capacity when participating in the proposal for the implementation of the project of agency and office headquarters in land plot B1 Yen Hoa, and assign the Board of Directors to organize the implementation according to regulations**

**Điều 5. Approving the plan to distribute profits, set aside funds and distribute dividends in 2025**

TT	Criteria	LN distribution plan in 2025
1	Undistributed profit until 31/12/2024, of which:	234.065.047.364
1.1	<i>DAYH Expense Provision</i>	220.931.390.925
1.2	<i>Total undistributed profit retained</i>	13.133.656.439
2	Profit after tax in 2025 according to audit results	32.725.111.900
3	Adjust to reduce profit in 2025 from space leasing activities at F4 Yen Hoa apartment to return to the F4 Housing Management Board	3.641.684.925
4	The remaining after-tax profit of 2025 is used for distribution (2-3)	29.083.426.975
5	Distribution of appropriations for 2025 funds	6.689.188.204
	<i>- Development investment fund 10% of profit after tax</i>	2.908.342.698
	<i>- Welfare reward fund 10% of profit and loss</i>	2.908.342.698
	<i>- Bonus fund of the Board of Directors 3% of profit and loss</i>	872.502.809
6	Dividend 2025: 9% of charter capital	24.324.216.300
7	Residual undistributed profit carried forward to 2026 (1.2+4-5-6)	11.203.678.910
8	Undivided retained profits to supplement equity in order to serve the proof of financial capacity when participating in submitting dossiers for approval for investment policies for the project of office headquarters and offices in land plot B1 Yen Hoa	220.931.390.925

**Điều 6. Approving the results of the election of additional members of the Board of Directors (Term 2022-2027).** Specifically, as follows:

- Dismissal of members of the Board of Directors and the title of Chairman of the Board of Directors for Mr. Do Tien Loi
- Mr. Dam Thanh Tung was elected as a member of the Board of Directors for the term 2022-2027

**Điều 7. Through the selection of an audit unit to review the semi-annual financial statements and audit the financial statements in 2026: Vietnam Auditing and Valuation Company Limited (VAE) or VACO Auditing Co., Ltd.**

**Điều 8. Approving the payment of remuneration for the Board of Directors and the Supervisory Board in 2025 and the remuneration level in 2026:**

Title	Number of people	Remuneration in 2025 (VND/year)
<b>I. Board of Directors</b>	<b>5</b>	
1. Chairman of the Board of Directors	1	84.000.000
2. Member of the Board of Directors	4	240.000.000
<b>II. Supervisory Board</b>	<b>3</b>	
1. The Head of the Control Board	1	36.000.000
2. Controllers	2	48.000.000
<b>Total</b>	<b>8</b>	<b>408.000.000</b>

❖ Remuneration of members of the Board of Directors and the Supervisory Board in 2026

Title	Number of people	Remuneration in 2026 (VND/person/month)
<b>I. Board of Directors</b>	<b>5</b>	
1. Chairman of the Board of Directors	1	7.000.000
2. Member of the Board of Directors	4	5.000.000
<b>II. Supervisory Board</b>	<b>3</b>	
1. The Head of the Control Board	1	3.000.000
2. Controllers	2	2.000.000

**Điều 9. For the project "Social housing area" in Nguyen Van Linh commune, Hung Yen province:**

- Approving the investment in the "Social Housing Project" in Nguyen Van Linh commune, Hung Yen province when the project is approved by a competent state agency
- Total expected investment: 1,608,000,000,000 VND
- Assign the Board of Directors to direct the Executive Board of the Company to organize the implementation, and at the same time authorize the Board of Directors to decide on

issues arising related to the "Social Housing Project" in Nguyen Van Linh commune, Hung Yen province under the decision-making authority of the General Meeting of Shareholders

**Điều 10.Implementation provisions**

- This Resolution has been approved by the Annual General Meeting of Shareholders in 2026 and takes effect from April 22, 2026.
- The Board of Directors, the Control Board, the Board of Directors and relevant units shall be responsible for the implementation of this Resolution

Recipients:

- As above;
- Save the Company Secretary

**TM. GENERAL MEETING OF SHAREHOLDERS  
CHAIRMAN**



***Do Tien Loi***

Number: 46/2026/BB-ĐHĐCĐ

*Hanoi. April 22. 2026*

**REPORT**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**HANOI CIVIL CONSTRUCTION INVESTMENT JOINT STOCK COMPANY**

**I. General information:**

- Company Name: Hanoi Civil Construction Investment Joint Stock Company
- Head office address: 292 Van Chuong Alley. Kham Thien Street. Van Mieu - Quoc Tu Giam Ward. Hanoi City.
- Business registration number: 0100105380
- Time of the Congress: 8:30 <sup>AM</sup> to 10:30 AM on April 22. 2026

**II. Participants:**

- Board of Directors
- Board of Directors
- Supervisory Board
- Shareholders and authorized representatives of shareholders (according to the shareholder list as of March 30. 2026)

**III. Personnel structure of the Presidium and supporting committees at the Congress:**

The personnel structure of the Presidium and supporting committees at the General Meeting was approved by the General Shareholders' Meeting through a show of cards. with 100% of the shareholders present voting in favor. Specifically, it is as follows:

1. Presidium:

- Mr. Do Tien Loi: Chairman of the Board of Directors – Presiding Officer
- Mr. Phuong Kim Thao: Member of the Board of Directors
- Mr. Pham Tien Diep: Company Director

2. Secretariat:

- Ms. Ha Van Chi

3. Election Committee:

- Ms. Nguyen Thi Hai - Head of the Supervisory Board: Head of the Board
- Ms. Nguyen Thu Thuy - Chief Accountant: Member
- Mr. Le Xuan Loi - Head of the General Planning Department: Member
- Ms. Nguyen Do Quyen - Staff member of the Planning and General Affairs Department: Member

**IV. Conditions for holding the Congress:**

Ms. Nguyen Thi Hai - Head of the Shareholder Eligibility Verification Committee. announced the Report on the results of verifying the eligibility of shareholders to attend the 2026 Annual General Meeting. with the following shareholder structure:

Total number of shareholders attending and authorizing representatives to attend the General Meeting: 115 shareholders. representing 25.765.135 voting shares. accounting for 95.5% of the total voting shares. including:

- The number of shareholders attending in person was 115. representing 25.765.135 shares. accounting for 95.5% of the total voting shares.
- The number of authorized shareholders is 0. representing 0 shares. which is 0% of the total voting shares.

In accordance with the Company's Articles of Association. the General Meeting is eligible to proceed.

#### **V. Contents of the Congress:**

1. The agenda and working regulations of the General Meeting were approved by the General Meeting of Shareholders with 100% of the shareholders present voting in favor by raising their voting cards.
2. The General Meeting heard Mr. Pham Tien Diep - Director of the Company - present the draft report on the results of production and business activities in 2025 and the production and business plan for 2026.
3. The General Meeting heard Mr. Do Tien Loi - Chairman of the Board of Directors - present the draft Report on the activities of the Board of Directors in 2025 and the direction of activities in 2026.
4. The General Meeting heard Ms. Nguyen Thi Hai. Head of the Supervisory Board. present the draft Report on the Supervisory Board's Activities in 2025.
5. The reports presented at the Congress were:
  - Report on the approval of business performance results for 2025 and business performance plan for 2026.
  - The submission concerns the approval of the audited financial statements for 2025.
  - This proposal concerns the use of undistributed profits to supplement equity capital. serving as proof of financial capacity when submitting an application for approval of the investment policy for the office building project at plot B1 Yen Hoa.
  - The proposal approves the profit distribution plan. fund allocation. and dividend payment for 2025. with expected dividend payments for 2026.
  - Proposal for the selection of the auditing firm for the 2026 fiscal year.
  - Proposal for approval of remuneration for the Board of Directors and Supervisory Board in 2025 and remuneration levels for 2026.
  - The proposal for investment approval of the "Vinh Hoa Social Housing Project" will be submitted once the competent authority approves and selects the investor.
  - Proposal regarding the dismissal and election of additional members of the Board of Directors for the 2022-2027 term.

#### **VI. Election of additional members to the Board of Directors (term 2022-2027):**

- The General Meeting approved the list of candidates for election to the Board of Directors with 100% of shareholders present voting in favor by raising their ballots.
- The General Meeting approved the Election Regulations with 100% of shareholders present voting in favor by raising their ballots.
- The General Meeting proceeded with the election of additional members to the Board of Directors for the 2022-2027 term.

## VII. Discussion and voting at the Congress:

- ❖ The Congress proceeded to discuss and vote on the draft reports and proposals by raising ballots. with the following voting results:

No .	VOTING CONTENT	VOTING RESULTS						
		Total number of votes cast by sharehold ers present at the meeting.	Approved		Disapprove		No comment	
			Number of votes	Perce ntage	Num ber of votes	Perc enta ge	Num ber of votes	Perc enta ge
1	Draft Report on Business Performance in 2025 and Business Plan for 2026	25.765.135	25.765.135	100%	0	0%	0	0%
2	Draft Report on the Board of Directors' Activities in 2025 and Plan of Action for 2026	25.765.135	25.765.135	100%	0	0%	0	0%
3	Draft Report on the Activities of the Supervisory Board in 2025	25.765.135	25.765.135	100%	0	0%	0	0%
4	Report on the approval of business performance results for 2025 and business performance plan for 2026.	25.765.135	25.765.135	100%	0	0%	0	0%
5	The submission concerns the approval of the audited financial statements for 2025.	25.765.135	25.765.135	100%	0	0%	0	0%
6	This proposal concerns the use of undistributed profits to supplement equity capital. serving as proof of financial capacity when submitting an application for approval of the investment policy for the office building project at plot B1 Yen Hoa.	25.765.135	25.765.135	100%	0	0%	0	0%

7	The proposal approves the profit distribution plan, fund allocation, and dividend payment for 2025, with expected dividend payments for 2026.	25.765.135	25.765.135	100%	0	0%	0	0%
8	Proposal for the selection of the auditing firm for the 2026 fiscal year.	25.765.135	25.765.135	100%	0	0%	0	0%
9	Proposal for approval of remuneration for the Board of Directors and Supervisory Board in 2025 and remuneration levels for 2026.	25.765.135	25.765.135	100%	0	0%	0	0%
10	The proposal for investment approval of the "Vinh Hoa Social Housing Project" will be submitted once the competent authority approves and selects the investor.	25.765.135	25.765.135	100%	0	0%	0	0%
11	Proposal regarding the dismissal and election of additional members of the Board of Directors for the 2022-2027 term.	25.765.135	25.765.135	100%	0	0%	0	0%

❖ Based on the provisions of the Enterprise Law No. 59/2020/QH14 and the Company's Charter, the General Meeting approves the following reports and proposals:

1. Report on business performance in 2025 and business plan for 2026
2. Board of Directors' Activity Report for 2025 and Action Plan for 2026
3. Report on the activities of the Supervisory Board in 2025
4. Report on the approval of business performance results for 2025 and business performance plan for 2026.
5. The submission concerns the approval of the audited financial statements for 2025.
6. This proposal concerns the use of undistributed profits to supplement equity capital, serving as proof of financial capacity when submitting an application for approval of the investment policy for the office building project at plot B1 Yen Hoa.
7. The proposal approves the profit distribution plan, fund allocation, and dividend payment for 2025, with expected dividend payments for 2026.
8. Proposal for the selection of the auditing firm for the 2026 fiscal year.
9. Proposal for approval of remuneration for the Board of Directors and Supervisory Board in 2025 and remuneration levels for 2026.
10. The proposal for investment approval of the "Vinh Hoa Social Housing Project" will be submitted once the competent authority approves and selects the investor.
11. Report on the dismissal and election of additional members of the Board of Directors for the term 2022-2027

**VIII. Announcement of the results of the by -election for additional members of the Board of Directors (term 2022-2027):**

- The election committee announced the results: Mr. Dam Thanh Tung was elected with 25.568.372 cumulative votes. equivalent to 99.94% of the total valid votes cast by shareholders present at the meeting.
- Based on the provisions of the Enterprise Law No. 59/2020/QH14 and the Company's Charter. Mr. Dam Thanh Tung has been elected to the Board of Directors for the term 2022-2027.

**IX. Through the Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders**

The General Meeting Secretary read the full text of the Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders. which were unanimously approved by 100% of the shareholders present. as voted by raising their voting cards.

The minutes and resolutions of the General Meeting will be disclosed in accordance with the law on information disclosure and will be posted on the Company's website ( <http://hcci.com.vn> ) to inform all shareholders.

The congress concluded at 11:05 AM on the same day.

**REPRESENTATIVE OF THE SECRETARIAT**

*Ha Van Chi*

**TM. GENERAL MEETING OF SHAREHOLDERS  
PRESIDE**



*Do Tien Loi*

*Hanoi, April 22, 2026*

Number: 34/2026/BC-HCCI

## **REPORT ON BUSINESS PERFORMANCE IN 2025 AND BUSINESS PLAN FOR 2026**

- Based on the 2025 financial statements audited by VAE Auditing Company;
- Based on the company's business performance results;

The Board of Directors of Hanoi Civil Construction Investment Joint Stock Company respectfully reports to the Annual General Meeting of Shareholders in 2026 on the results of operations in 2025 and the direction and business plan for 2026, specifically as follows:

### **I. SUMMARY, EVALUATION, AND BUSINESS RESULTS FOR 2025:**

#### **1. Overall assessment:**

In 2025, the macroeconomic situation showed many positive signs, with improved disbursement of public investment, boosting consumption and overall growth in many sectors. However, the construction and real estate market still faced many difficulties; besides the tightening of lending policies for the real estate sector, the prices of raw materials and labor costs fluctuated sharply, goods shortages occurred frequently, and the inter-departmental price list did not keep pace with actual market price fluctuations, thereby increasing costs and prices, directly affecting the production and business efficiency of enterprises.

In this context, the Board of Directors proactively implemented solutions and managed operations flexibly, aiming to stabilize finances, ensure liquidity, stabilize production, strive to complete assigned economic targets, and continue to maintain and gradually improve the living standards of employees.

#### **2. Results of achieving key production and business targets in 2025**

TT	Target	Unit of measurement	Plan for 2025	To be implemented in 2025	Compared to the plan (%)
1	Output value	Billion VND	150	165	110
2	Revenue and other income	Billion VND	300	176	59
3	Net profit after tax	Billion VND	30	32.7	110
4	Pay taxes as required.	%	100	100	100
5	Average income	VND/person/month	9,100,000	9,370,000	103

### **3. Results of implementing other key tasks**

#### ***3.1 Project investment and development***

The company continues to implement the Xứ Đồng Kênh – Hải Phòng commercial housing project (now Hồng An ward, Hải Phòng city). Currently, the company is organizing flexible, phased construction of project components, while simultaneously carrying out business and sales activities to recover capital. In the coming period, the project will provide stable work and a major source of revenue and profit, contributing to business results over the next two years.

Regarding the Yen Hoa Market Commercial Service Center project, the company is actively coordinating with its business partners to complete the legal documentation and working with Hanoi's departments and agencies to carry out the procedures for obtaining investment approval as required. The goal is to commence the project in the fourth quarter of 2026.

Regarding the project to build the agency's headquarters on plot B1 in Yen Hoa, the Steering Committee is studying the most suitable option to ensure investment efficiency and fundamentally resolve the long-standing land clearance issues in the Yen Hoa project.

The Executive Board has received in-principle approval from the Board of Directors to conduct research on participating in a joint investment and development project for an additional social housing project in Ngoc Tinh Hamlet, Nguyen Van Linh Commune, Hung Yen Province, with an estimated scale of approximately 6.2 hectares and a total investment of over 1,000 billion VND.

#### ***3.2 Contracting and Construction Work***

In 2025, the company will continue to undertake and implement construction projects, specifically as follows:

- Xuan La Resettlement Housing Area – Xuan La Ward
- Dong Kanh Commercial Housing Project – Hai Phong
- Renovation work on the headquarters of the State Reserve Bureau.
- Renovating and rebuilding Nguyen Tri Phuong Secondary School...
- Construction is nearing completion of Trust City apartment complex in Hung Yen.

Essentially, the construction projects were carried out in a manner that ensured quality, progress, and workplace safety, thereby further affirming the company's reputation and capabilities.

#### ***3.3 Technical management, quality control, and occupational safety.***

Technical management, construction quality control, and occupational safety are always given special attention by the Company. All construction sites undergo regular safety inspections and are fully equipped with personal protective equipment to ensure safe working conditions for workers. All sites are also equipped with surveillance cameras that operate

continuously throughout the construction period. In 2025, the Company aims to prevent any occupational safety incidents or injuries to its workers.

### ***3.4 Labor organization and labor policies***

The average number of employees at the company in 2025 is 143, of which 132 are covered by social insurance.

The company fully implements all policies and regulations regarding employees as stipulated by the State, while also focusing on improving working conditions and enhancing the material and spiritual well-being of its employees . By 2025, the company will have no outstanding insurance contributions for its employees.

### ***3.5 Financial and Accounting Work***

- Financial and accounting work continues to be strengthened and regularly refined for each accounting staff member. The application of accounting software has been widely implemented in all subordinate units, thereby making accounting and record-keeping more professional and systematic, minimizing accounting errors. The company's capital scale belongs to the group of large-scale public companies and is listed on the UPCOM stock exchange. Therefore, the preparation of financial statements in Vietnamese and English has been carried out periodically every 6 months and 1 year by the auditing firm and publicly disclosed in accordance with the Securities Law. In the past year, this work was assessed as being completed well.
- In addition, the control of revenue, expenditure, and cash flow is always closely monitored to ensure liquidity and balance of cash flow to effectively serve production, business operations, and project investments. Currently, all of the Company's revenue is collected without cash, and we strive to ensure that all future expenditures are paid via bank transfer.
- Notably, by 2025, the company will no longer have to lend money or have outstanding debts related to its construction contracting business, and will no longer have to deal with suppliers sending debt collection notices at the end of each calendar year or lunar year.

### ***3.6 Post-investment service activities***

In 2025, the management, operation, and exploitation of post-investment services in general, and the leasing of premises in particular, will continue to be an important source of revenue, providing the main profit for the Company's operations. This activity has been closely supervised and managed by the Company's leadership at all levels to ensure comprehensive coverage and maximize all revenue for the company.

### ***3.7 Other aspects of work***

The activities of the trade union and youth union are always given attention by the leadership at all levels, with particular emphasis on caring for the spiritual well-being of employees. The company's departments are always attentive in visiting and offering support to employees' families during times of joy or sorrow, providing timely encouragement and

condolences. In addition, cultural, artistic, and sports activities continue to be maintained and developed, receiving positive feedback and numerous prestigious awards from the higher-level trade union.

#### **4. Existence and limitations**

- Job search and bidding processes are still facing difficulties, job sources are unstable , and some subordinate units are experiencing a shortage of work.
- Although personnel have been reorganized and rotated to match their abilities and work realities, the overall labor structure is still considered unbalanced, particularly due to the imbalance between indirect and direct labor, the shortage of experienced technical staff, and the lack of skilled workers.
- Many obstacles and issues related to investment, land, and site clearance in the component projects of the Yen Hoa New Urban Area project have not yet been completely resolved.
- Several other objective issues related to mechanisms, institutions, and policies have changed significantly since the time the company was assigned to implement the project, especially in the Yen Hoa new urban area project.

## **II. DIRECTIONS, PLANS FOR 2026, AND IMPLEMENTATION SOLUTIONS**

Based on the results of 2025 and the projected plan for 2026, the Company sets the following tasks and objectives: to continue consolidating and developing internal strengths for stable and sustainable development, using financial leverage in investment activities only at an appropriate level, managing and utilizing capital effectively, expanding job opportunities, seizing opportunities to expand investment activities, restructuring and reorganizing the organizational structure, and allocating and utilizing human resources appropriately and effectively to maximize the potential of employees, and building a civilized, friendly, united, effective, and efficient corporate culture.

Prioritizing financial security and using capital efficiently as a goal for business development and investment, the projected economic targets and plans for 2026 are as follows:

### **1. Production and business plan targets for 2026:**

- Production value: 150 billion VND
- Revenue: 300 billion VND
- Budget payment: 100% as per regulations.
- Net profit after tax: 30 billion VND
- Average income per worker: 9,370,000 VND/person/month
- Dividend payout ratio: 10%

### **2. Solution:**

To successfully complete the production and business tasks and achieve the economic and financial targets set for 2026, we need to effectively address the limitations and

shortcomings identified in the report. Specific solutions are needed for each stage and each specific case to maximize efficiency.

### ***2.1. For projects currently underway***

- Strengthening the documentation and settlement process, expediting capital disbursement procedures, thereby concentrating resources to accelerate the construction progress of projects, ensuring quality, speed, efficiency, and timely resolution of difficulties and obstacles arising during implementation.
- Strengthen on-site management, strictly control the quality, quantity, and progress of construction; ensure compliance with design specifications, technical standards, and labor safety regulations.
- Actively coordinate with the investor, supervisory consultant, and relevant parties to expedite acceptance testing, final settlement, and capital recovery.
- Review and evaluate the effectiveness of each project to find appropriate adjustments, minimize cost overruns, and improve production and business efficiency.
- For projects facing legal obstacles, land clearance issues, or funding problems, it is necessary to proactively work with relevant authorities and partners to resolve them and ensure timely implementation.
- For commercial housing projects in Hai Phong: implement a comprehensive solution combining construction and sales, both accelerating the construction progress of various components and proactively organizing business and marketing of the product; taking advantage of market conditions to generate cash flow early, improve capital efficiency and shorten the investment payback period.
- Regarding the Yen Hoa project: Expedite procedures to strive for the early commencement of the Yen Hoa commercial and service center and market project on plot A1, while continuing to find ways to definitively resolve outstanding issues related to land clearance and investment direction on plot B1 to ensure maximum efficiency.

### ***2.2. Increased activity in construction contracting and project investment:***

- Enhance the accountability of leaders throughout all production and business activities, from the company level to its subsidiaries; link responsibility to job placement results and project implementation effectiveness.
- Proactively expanding foreign relations, strengthening market access, and actively participating in bidding for external projects are crucial to ensuring the completion of the 2026 production plan, while maintaining strict control over efficiency and financial security.
- Enhance bidding capabilities, particularly in analyzing and evaluating the financial capacity of the investor, to mitigate risks during contract execution. Simultaneously, strengthen quality control of bid documents and payment settlement documents; closely monitor financial indicators throughout the construction process to minimize risks for the project and the contractor.

- Regarding the Eco Vinh Hoa Social Housing Project in Hung Yen province: The company participates as the leading partner in the consortium. This is a large-scale project, aligned with the government's development orientation for social housing, ensuring jobs and profits for the company for the next 5 years. The Board of Directors will focus on coordinating with partners to complete the necessary documentation and meet all requirements to be approved by the competent authority as the project's investor.

### ***2.3 Human resource organization and management***

- Continue reviewing and restructuring the organizational apparatus towards a streamlined and efficient structure; address the imbalance between direct and indirect labor, ensuring that human resources are allocated appropriately to the specific production and business characteristics of each unit.
- Strengthen recruitment efforts to supplement the workforce with qualified professionals and technical skills to meet the development requirements of the new phase; at the same time, build and improve a salary and benefits mechanism that is appropriate to reality and competitive in order to attract and retain employees.
- Paying attention to and caring for the material and spiritual well-being of workers; effectively carrying out timely visits and encouragement, creating a sense of belonging and psychological stability so that workers can work with peace of mind.
- For outsourced, contracted, and seasonal workers: proactively build and maintain a reserve workforce, ready to meet the demands of project implementation, ensuring construction progress and quality.

### ***2.3 Solutions regarding technological innovation***

- Strengthen coordination and leverage the support of UDIC Corporation in researching and applying BIM technology to investment and construction activities, thereby improving management efficiency, reducing costs, avoiding waste, and lowering product prices.
- Investment and technological innovation should be focused and targeted, appropriate to the scale of each project; avoid scattered investments that lead to waste.
- Gradually reduce reliance on manual labor, increase the level of mechanization and automation in construction, thereby increasing labor productivity, improving product quality, enhancing working conditions for workers, and shortening the payback period.
- Increase investment and upgrade equipment to suit production activities, in order to increase productivity and product quality...

### ***Financial Solutions***

- Implement strict cost control, comply with the Company's financial management regulations and rules; promote cost-saving and combat waste.
- Strengthen training and professional development programs to enhance the expertise and skills of accounting staff from the company level to its subsidiaries, meeting the requirements of financial management in the new era.

- Utilize capital resources economically and efficiently, promptly meeting the capital needs for construction projects under contract and projects where the Company is the investor.
- Expedite the acceptance and final settlement of completed projects; actively recover outstanding debts from investors, internal units, and business cooperation contracts.
- Proactively explore and flexibly utilize commercial credit and bank credit (when necessary) to ensure cash flow balance, reduce capital costs, and improve capital efficiency.

### ***2.5 Solutions for post-investment services and brand development***


- Continue to professionalize the management, operation, and exploitation of post-investment services; gradually build and strengthen the HCCI brand in the market.
- Organize training and professional development programs for staff; strengthen discipline and order, enhance compliance awareness, and foster a customer-centric mindset throughout all service operations.
- Improving the quality of service provision, effectively utilizing service areas and leased premises, thereby optimizing investment efficiency and increasing stable revenue for the Company.

## **III. CONCLUDE**

- In 2025, the company successfully met and exceeded its targets despite challenging market conditions. In particular, the after-tax profit target of 30 billion VND set by the 2025 Annual General Meeting of Shareholders was achieved at 32.7 billion VND, exceeding the plan by 109%.
- In 2026, the Executive Board will continue to adhere closely to the tasks assigned by the 2026 Annual General Meeting of Shareholders, strictly implement the directives and orientations of the Board of Directors, while also leveraging the support and assistance of UDIC Corporation, demonstrating flexibility in directing and managing production and business operations, and striving to best fulfill the assigned tasks.
- The above is the full text of the draft report evaluating and summarizing the results of business operations in 2025, and the direction and plan for 2026, submitted to the General Meeting of Shareholders for consideration and approval.

Best regards!

**COMPANY DIRECTOR**



**Pham Tien Diep**

Number: 41/2026/BC-HĐQT

*Hanoi, April 22, 2026*

## **REPORT**

### **ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025 AND DIRECTIONS FOR ACTIVITIES IN 2026**

#### **To: Annual General Meeting of Shareholders 2026**

In fulfilling the functions, duties, and powers of the Board of Directors as stipulated in the Charter of Hanoi Civil Construction Investment Joint Stock Company; Based on the results of 2025 and the projected plan for 2026, the Board of Directors for the 4th term (2022-2027) reports to the Annual General Meeting of Shareholders 2026 on the following main points:

#### **I. RESULTS OF OPERATIONS IN 2025:**

##### **1. Results of implementing the Resolution of the 2025 Annual General Meeting of Shareholders:**

In 2025, amidst a volatile economy and a slow recovery in the real estate and construction markets, the Company's business operations faced considerable difficulties. In light of this situation, the Board of Directors closely followed the Shareholders' General Meeting Resolution, proactively directing the Executive Board to implement comprehensive solutions to maintain operational stability and control risks.

The results of achieving the main targets are as follows:

- Production value: 165 billion VND (achieving 110% of the plan)
- Revenue and other income: VND 176 billion
- Net profit after tax: 33 billion VND (achieving 110% of the plan)
- Budget payment: fully comply with regulations.
- Average income: 9.37 million VND/person/month

Although revenue did not meet the target, the company ensured operational efficiency, maintained stable profits, effectively controlled costs, and upheld financial stability.

Besides:

- The company has implemented its 2024 profit distribution plan, paying a 7% cash dividend in accordance with the Shareholders' General Meeting Resolution.
- Pay the remuneration of the Board of Directors and the Supervisory Board for 2025 according to the approved rates.
- Select an independent auditing firm and complete the audit of the 2025 financial statements in accordance with regulations.

## **2. Evaluating the management and operational performance of the Board of Directors:**

### ***2.1. Activities of the Board of Directors:***

The Board of Directors consists of 5 members, operating in accordance with the functions and duties stipulated in the Company's Charter.

Throughout the year, the Board of Directors holds regular quarterly meetings at least once, ensuring full compliance with the prescribed timeframes, procedures, and regulations. In addition, to promptly address and resolve issues arising during operations, the Board of Directors has held extraordinary meetings or solicited members' opinions in writing.

The Board members fully participate in meetings, proactively study documents with a high sense of responsibility, and contribute many practical ideas to the orientation, supervision, and direction of the Company's operations.

The Board of Directors promptly translated the Shareholders' General Meeting Resolutions into work programs and plans; assigning clear tasks to the Executive Board, in line with market developments and the Company's actual situation. This contributed to improving operational efficiency, supporting the Executive Board in achieving planned targets, and creating a foundation for the Company's stability and sustainable development.

In 2025, the Board of Directors held 7 regular and extraordinary meetings. Resolutions were issued promptly and in accordance with the actual situation. The meeting agenda focused on:

- Evaluating business performance and developing a plan for 2026.
- Directing the implementation of investment projects.
- Bidding process, job search, and capital recovery.
- Personnel management and corporate governance
- Preparing and organizing the Annual General Meeting of Shareholders

The Board of Directors has played a strategic guiding role, promptly adjusting production and business plans to suit market fluctuations, thereby creating conditions for the Executive Board to proactively implement its tasks.

### ***2.2. Supervisory role of the Executive Board:***

The Board of Directors has fully exercised its oversight function over the Director and the Executive Board through:

- Monitor the progress in achieving planned targets.
- Monitoring compliance with resolutions of the Board of Directors and the General Meeting of Shareholders.
- Control investment, financial, and risk management activities.

Throughout the management process, the Board of Directors closely followed the directives of the Board of Trustees, proactively implemented solutions appropriate to the reality, and ensured stable and efficient production and business operations.

The Board of Directors also plays a supporting role, resolving difficulties and creating conditions for the Executive Board to exercise initiative and flexibility in organizing and implementing tasks.

### **2.3. Overall assessment**

In 2025, despite facing many challenges, the Board of Directors performed its governance, leadership, and oversight roles well:

- Management activities ensure compliance with legal regulations and the Company's Articles of Association.
- The coordination between the Board of Directors and the Executive Board is close and effective.
- The company has maintained stability and is gradually improving its operational efficiency.

## **II. DIRECTION OF ACTIVITIES FOR 2026**

### **1. General orientation:**

Entering 2026, the market is projected to remain challenging, with increasingly fierce competition. Based on this, the Board of Directors has determined:

- Focus on financial efficiency and security.
- Focus on strengthening internal capabilities and improving management capacity.
- Proactively seize investment opportunities and expand markets.
- Developing the company in a sustainable and long-term direction.

### **2. Key indicators**

- Production value: **150 billion VND**
- Revenue: **300 billion VND**
- Net profit after tax: **30 billion VND**
- Average income: **9.37 million VND/person/month**
- Expected dividend: **10%**

### **3. Key tasks and solutions**

- Directing flexible adjustments to business strategies and plans to suit the actual situation; identifying project investment as the key sector, construction contracting as the traditional foundation, and simultaneously promoting diversification of services before, during, and after investment to increase overall efficiency.
- Continue to improve the management system towards a streamlined and efficient structure; direct the Executive Board to develop long-term personnel plans, training plans, and high-quality human resource development plans, focusing on management, technical, and direct labor forces, including skilled workers, to meet production and business requirements.

- Regularly review, revise, and supplement the internal regulations and rules to suit each stage of development, including the operating regulations of the Board of Directors, the Executive Board, and the Supervisory Board.
- Directing the acceleration of construction progress for projects; strictly controlling product quality and cost; ensuring technical and aesthetic requirements; enhancing market reputation; and simultaneously strengthening the work of acceptance testing, final settlement, and complete capital recovery for projects.
- Promoting in-depth investment and technological innovation to enhance construction capacity and business efficiency; focusing on investing in equipment and applying advanced management software, especially in the field of post-investment services, contributing to improving service quality and the company's brand.
- Directing the implementation of financial and accounting work in compliance with legal regulations; strengthening cost control, practicing thrift, and combating waste; maximizing resource efficiency, using capital rationally, and ensuring that capital needs for production, business, and investment activities are met.
- Paying attention to and caring for the material and spiritual well-being of employees; fully implementing all regulations and policies; and at the same time ensuring the legitimate rights of shareholders, including dividend payments and information transparency.
- Strengthen risk management, especially legal risks and internal controls; enhance awareness and responsibility in environmental protection and workplace safety.
- Ensure full and timely disclosure of information as required by law; improve the quality of corporate governance in accordance with best practices.

### III. CONCLUDE:

The above is the Company's Board of Directors' report on the results of operations in 2025 and the direction of operations in 2026.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration, discussion, and approval; and hopes to continue receiving the attention, support, and valuable contributions of our esteemed shareholders so that the Board of Directors and the Executive Board can successfully fulfill their duties and lead the Company to stable and sustainable development in the future.

We wish the 2026 Annual General Meeting of Shareholders great success.

Thank you very much!

**TM. BOARD OF DIRECTORS**  
**Chairperson**



***Do Tien Loi***

Number: 35/2026/BC-BKS

Hanoi, April 22, 2026

## REPORT ACTIVITIES OF THE SUPERVISORY BOARD IN 2025

**To: Annual General Meeting of Shareholders 2026**

*Basis:*

- The Enterprise Law No. 59/2020/QH14 and the amended Enterprise Law No. 76/2025/QH15 were passed by the National Assembly of the Socialist Republic of Vietnam;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019; Law amending and supplementing a number of articles of the Law on Securities No. 56/2024/QH15 dated November 19, 2024;
- Articles of Association of Hanoi Civil Construction Investment Joint Stock Company;
- Regulations on the operation, functions, and duties of the Supervisory Board of Hanoi Civil Construction Investment Joint Stock Company;
- The 2025 financial report of Hanoi Civil Construction Investment Joint Stock Company has been audited by Vietnam Auditing and Valuation Company Limited.

The Supervisory Board hereby reports the following matters to the Annual General Meeting of Shareholders in 2026:

### **I. Activities of the Supervisory Board in 2025:**

The members of the Supervisory Board have performed their functions and duties in accordance with the law and the Company's Charter; complying with the Enterprise Law, the Securities Law, and the Resolutions of the General Meeting of Shareholders. In carrying out their duties, the Supervisory Board has ensured independence, objectivity, honesty, and acted in the best interests of the Company and its shareholders.

The Supervisory Board held a meeting to implement its tasks: approving the work plan; and assigning responsibilities to the members of the Supervisory Board.

Review and verify all issued internal legal documents to ensure compliance with legal regulations and the company's development situation.

Review the resolutions and decisions of the Board of Directors to ensure they are appropriate in terms of decision-making authority.

To examine the reasonableness, legality, honesty, and level of prudence in the management and operation of business activities, in the organization of accounting and statistical work, and in the preparation of financial reports.

Review the financial statements for the years audited by Vietnam Auditing and Valuation Company Limited.

### **II. The company's business performance in 2025:**

#### ***1. The company's financial situation and business results:***

*Unit of measurement: Billion VND*

Target	2024	2025	Comparison of 2025/2024
<b>I. Total Assets</b>	<b>857.6</b>	<b>940.5</b>	<b>109.6%</b>
1. Current assets	477.9	575	120.3%
2. Long-term assets	379.7	365.4	96.2%
<b>II. Total capital</b>	<b>857.6</b>	<b>940.5</b>	<b>109.6%</b>
1. Liabilities	307.4	379.2	123.3%
2. Equity	550.1	561.2	102%
<b>III. Business Results</b>			
1. Net revenue	155.8	162.9	104.5%
2. Profit before tax	26.8	40.9	152.6%
3. Net profit after tax	21.0	32.7	155.7%

**2. Some key financial indicators:**

Target	2024	2025
A. Ability to pay		
- Current payment (times)	1.55	1.51
- Quick payment (time)	0.68	0.57
B. Debt ratio		
- Liabilities/Total Assets (%)	35.84%	40.3%
- Liabilities/Equity (%)	55.8%	67.5%
C. Financial efficiency		
- Gross Profit / Revenue (%)	20	31
- Net Profit/Revenue (%)	13.47	20.08
- Net profit after tax / Total assets (%)	2.45	3.47
- Net Profit After Tax / Equity (%)	3.81	5.83

Based on the above data, the Supervisory Board has the following observations:

- The 2025 financial statements have been audited by Vietnam Auditing and Valuation Company Limited in accordance with the issued corporate accounting regulations and other relevant regulations.
- The figures on the balance sheet, income statement, and cash flow statement are clearly explained, with detailed and complete data in the notes to the financial statements.
- Current ratio: 1.51 times > 1 time, adequately meeting debt repayment needs.
- Both production value and revenue exceeded the planned targets.
- Profits increased by 55.7% compared to 2024. Business operations were efficient, ensuring the preservation and growth of shareholders' capital.
- Earnings per share reached VND 1,211, a 179% increase compared to the previous year.
- Pay 100% of the budget as required.
- Average income is 9,370,000 VND/person/month.

**Conclusion :** The company's business performance in 2025 exceeded the plan approved by the General Shareholders' Meeting. The financial situation is sound, and the basic indicators ensure safety and liquidity. The company fulfills all its obligations to the State, ensuring jobs and income for its employees. Financial management is carried out in accordance with regulations, contributing to improved capital utilization efficiency and maximizing shareholder benefits.

### **III. Report on the coordination of activities between the Supervisory Board, the Board of Directors, the Management Board, and the shareholders:**

Representatives of the Supervisory Board have fully attended all meetings of the Company's Board of Directors, supervising the implementation of the Shareholders' General Meeting Resolutions by the Board of Directors and the Company's Management Board.

The coordination of activities between the Supervisory Board, the Board of Directors, and the Management Board of the Company is carried out closely in accordance with the resolutions of the General Meeting of Shareholders. The Supervisory Board is provided with all necessary information and documents in the process of supervising the management and operation of the business activities of the Board of Directors and the Management Board . During the year, the Supervisory Board did not receive any recommendations related to the Company's operations or the management of the Board of Directors and the Management Board.

### **IV. Results of the inspection and supervision of the Company's Board of Directors and Management Board :**

The Board of Directors has maintained a regular meeting schedule to manage and direct the Company's operations, fulfilling its rights and obligations as stipulated in the Articles of Association and the Enterprise Law.

The Board of Directors has effectively fulfilled its role in strategic planning, directing and supervising the operational activities of the Management Board, promptly issuing resolutions and decisions to guide the Company's production and business activities effectively.

The disclosure of information and the review of contracts and transactions with related parties are carried out in accordance with the provisions of the Enterprise Law and the Securities Law.

In 2025, the company continued to face difficulties in bidding and securing projects due to increasingly fierce competition. In this context, the company's management made significant efforts in seeking work, especially in project investment, as well as strictly controlling costs and continuously improving the quality and efficiency of post-investment services...

2025 continued to be a year of positive results for the Company, exceeding production, profit, and financial targets. The Board of Directors managed production and business operations in compliance with the law, adhering closely to the resolutions of the General Shareholders' Meeting and the decisions of the Board of Directors.

### **V. Conclusion and recommendations:**

Through the monitoring activities in 2025, it was shown that the Company's production and business operations were safe, compliant with all legal regulations, and aligned with the direction of the Shareholders' General Meeting Resolution. With the efforts of the Board of Directors, the Management Board, and all employees, the Company exceeded the revenue and profit targets set by the Shareholders' General Meeting.

The Company's operations in 2025 will essentially comply with the provisions of the law and the Company's charter.

The control of financial resources and the balancing of revenue and expenditure are always ensured to be accurate, meeting the production and business needs of the Company.

The company's departments and divisions have closely coordinated the control of cost estimate documents from the bidding stage and economic contracts after winning bids, minimizing risks in construction. Construction work, technical supervision, and labor safety have all been carried out effectively.

The regulations on contract-based assignments have been effectively implemented, promoting autonomy and responsibility among unit leaders.

Although the staff from the Unit level to the Company level have received attention in training and professional development to improve their skills, the reorganization and streamlining of some units and departments within the Company, along with the transfer, placement, and rearrangement of labor, aim to promptly meet human resource needs while ensuring stable employment and income for workers.

To further ensure the successful implementation of the Company's development strategy, the Supervisory Board recommends:

- Continue participating in bidding for external construction projects to find work.
- Continue to train and develop staff, build a high-quality workforce to meet the requirements of the Company's production and business development in the new phase.
- Enhance bidding capacity. Utilize all resources to ensure efficient project implementation.
- Continue to improve governance and utilize cash flow effectively.
- Continue to implement policies to attract young, highly skilled professionals and arrange them appropriately to maximize the capabilities of each officer and employee.
- Continue to improve the quality and efficiency of the Company's post-investment services, ensuring the maximum exploitation of the potential of post-investment services, contributing to increased revenue, enhancing the Company's reputation in the real estate investment and business market, constantly seeking and developing potential customers, and effectively utilizing the diversification of business sectors throughout the Company.

The above is the result of the Supervisory Board's inspection of the Company's governance and the operational management of production and business activities by the Board of Directors and the Management Board in 2025. The Supervisory Board hereby reports and requests the General Meeting of Shareholders to approve this.

Wishing the Congress great success!

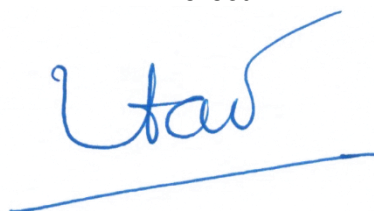
Thank you very much!

Recipient :

- Company's University Entrance Exam
- Company Management Board
- Supervisory Board Member
- License Plate Holder

**ON BEHALF OF THE SUPERVISORY BOARD**

**Prefect**



**Nguyen Thi Hai**

No. 27/2026/TTr-HDQT

*Hanoi, March 20, 2026*

## STATEMENT

**Re: Approving the results of production and business activities in 2025 and  
Production and business plan in 2026**

**Presentation: General Meeting of Shareholders of Hanoi Civil Construction Investment  
Joint Stock Company**

*Base:*

- Decision No. 1748/QD-UBND dated 04/05/2007 of the Hanoi City People's Committee on the transformation of the State-owned enterprise Hanoi Civil Construction Company into Hanoi Civil Construction Investment Joint Stock Company;
- 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 results of production and business activities in 2025 and the production and business plan in 2026 as follows:

**❖ Results of production and business activities in 2025:**

TT	Criteria	Unit of calculation	Plan for 2025	Implementation in 2025	Compared to the plan
1	Output value	Billion VND	150	165	110%
2	Revenue and other income	Billion VND	300	176	59%
3	Profit after tax	Billion VND	30	33	110%
4	Submit the budget according to regulations		100	100	100%
5	Average income (VND/person/month)	Copper	9.100.000	9.370.000	103%

**❖ Production and business plan in 2026:**

TT	Criteria	Plan for 2026
1	Output value	150 billion VND
2	Revenue	300 billion VND
3	Profit after tax	30 billion VND

TT	Criteria	Plan for 2026
4	Average income (VND/person/month)	9.370.000
5	Dividend payout ratio	10%

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

Recipients:

- As above
- Save the Company Secretary

**TM. BOARD OF DIRECTORS**

**Chairman**



***Do Tien Loi***

No. 28/2026/TTr-HDQT

*Hanoi, March 20, 2026*

**STATEMENT**

**Re: Approval of the 2025 Financial Statement**

**Presentation: General Meeting of Shareholders of Construction Investment Joint  
Stock Company Hanoi Civil**

*Base:*

- *Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;*
- *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 the 2025 Financial Statements that have been audited by Vietnam Auditing and Valuation Co., Ltd. (VAE), and have been disclosed and posted on the Company's website (<http://hcci.com.vn>) in accordance with regulations

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

**Recipients:**

- As above
- Save the Company Secretary

**TM. BOARD**  
**Chairman**



The stamp is a red circular seal. The outer ring contains the text 'S.Đ.Κ.Κ.Đ. 010010538' at the top and 'Q. ĐÔNG ĐÀ - TP. HÀ NỘI' at the bottom. The inner circle contains the text 'CÔNG TY CỐ PHẦN ĐẦU TƯ XÂY DỰNG DÂN DỤNG HÀ NỘI'.

***Do Tien Loi***

No. 28/2026/TTr-HDQT

*Hanoi, March 20, 2026***STATEMENT**

**Example: Using undistributed profits to supplement equity to serve the proof of financial capacity when participating in submitting dossiers for approval for investment policies for the project of office headquarters in land plot B1 Yen Hoa**

**Presentation: General Meeting of Shareholders of Hanoi Civil Construction Investment Joint Stock Company**

**I. Base:**

- Charter of the Company;
- Audited financial statements for 2025;
- Accumulated undistributed profit until 31/12/2025: 266,790,159,264 VND;
- The need to supplement equity to meet the conditions on financial capacity of investors at the request of state management agencies when participating in the proposal for the implementation of the project of agency and office headquarters in land plot B1 Yen Hoa.

**II. Recommended content:**

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

- Using the undistributed profit of VND 220,931,390,925 (according to the Resolution of the 2025 Annual General Meeting of Shareholders) to supplement equity, serving the proof of financial capacity when participating in the proposal for the implementation of the project of agency and office headquarters in land plot B1 Yen Hoa;
- Assign the Board of Directors to organize the implementation according to regulations

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and resolution to approve the above contents.

**Recipients:**

- As above
- Save the Company Secretary

**TM. BOARD****Chairman*****Do Tien Loi***

No. 29/2026/TTr-HDQT

*Hanoi. March 20, 2026***STATEMENT****Re: Approving the profit distribution plan, setting up funds  
and dividends in 2025; Expected dividend in 2026****Presentation: Meeting of Shareholders of Hanoi Civil Construction Investment Joint Stock  
Company***Base:*

- Decision No. 1748/QD-UBND dated 04/05/2007 of the Hanoi City People's Committee on the transformation of the State-owned enterprise Hanoi Civil Construction Company into Hanoi Civil Construction Investment Joint Stock Company;
- Charter of Hanoi Civil Construction Investment Joint Stock Company.

The Board of Directors of the Company would like to submit to the Annual General Meeting of Shareholders for consideration and decision to approve the plan for profit distribution, setting up funds and paying dividends in 2025, expected to pay dividends in 2026, with the following specific contents:

<b>TT</b>	<b>Criteria</b>	<b>LN distribution plan in 2025</b>
1	Undistributed profit until 31/12/2024, of which:	234.065.047.364
1.1	<i>DAYH Expense Provision</i>	220.931.390.925
1.2	<i>Total undistributed profit retained</i>	13.133.656.439
2	Profit after tax in 2025 according to audit results	32.725.111.900
3	Adjust to reduce profit in 2025 from space leasing activities at F4 Yen Hoa apartment to return to the F4 Housing Management Board	3.641.684.925
4	The remaining after-tax profit of 2025 is used for distribution (2-3)	29.083.426.975
5	Distribution of appropriations for 2025 funds	6.689.188.204
	<i>- Development investment fund 10% of profit after tax</i>	2.908.342.698
	<i>- Welfare reward fund 10% of profit and loss</i>	2.908.342.698

	- Bonus fund of the Board of Directors 3% of profit and loss	872.502.809
6	Dividend 2025: 9% of charter capital	24.324.216.300
7	Residual undistributed profit carried forward to 2026 (1.2+4-5-6)	11.203.678.910
8	Undivided retained profits to supplement equity in order to serve the proof of financial capacity when participating in submitting dossiers for approval for investment policies for the project of office headquarters and offices in land plot B1 Yen Hoa	220.931.390.925

❖ Expected dividend payment in 2026: 10%

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

Recipients:

- As above
- Save the Company Secretary



**Do Tien Loi**

Number: 30/2026/TTr-BKS

Hanoi, March 20, 2026

## REPORT

**Subject: Selection of the auditing firm for the 2026 fiscal year**

**To : The General Meeting of Shareholders of Hanoi Civil Construction Investment Joint Stock Company**

**Base:**

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam;
- Articles of Association of Hanoi Civil Construction Investment Joint Stock Company;
- List of 27 auditing firms and auditors approved to audit public interest entities in the securities sector in 2026 .

The Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval the selection of an independent auditing firm to review the semi-annual financial statements and audit the 2026 annual financial statements of the Company, specifically as follows:

**1. Criteria for selecting an independent auditing firm**

- As a company operating legally in Vietnam and authorized by the Ministry of Finance, the Commission The State Securities Commission has approved the auditing of entities with public interest in 2026 .
- Experienced in auditing public interest entities in Vietnam ;
- Reputable in the field of auditing;
- We have a team of auditors with good professional qualifications and experience in fields similar to the Company's operations ;
- The stone meets the Company's requirements regarding the scope and audit plan;
- There is no conflict of interest in conducting the audit of the Company's financial statements;
- There are reasonable audit fees.

**2. Specific recommendations for selecting an independent auditing firm .**

Based on the above criteria, the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the list of auditing firms to select the auditing firm to review the semi - annual financial statements and audit the 2026 financial statements of the Company, including:

- Vietnam Auditing and Valuation Company Limited ( VAE );
- VACO Auditing Company Limited.

respectfully request that the General Meeting of Shareholders authorize the Board of Directors of the Company to decide on the selection of one of the two auditing firms on the above list to review the semi-annual financial statements and audit the 2026 annual financial statements of the Company in accordance with the provisions of the law.

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

**Recipient :**

- As above
- Company Secretary

**TM. BOARD OF SUPERVISORS**

**Prefect**



**Nguyen Thi Hai**

No. 31/2026/TTr-HDQT

Hanoi, March 20, 2026

**STATEMENT**

**Re: Approving the remuneration of the Board of Directors and the Supervisory Board in 2025 and the remuneration level in 2026**

Presentation: **Meeting of Shareholders of Hanoi Civil Construction Investment Joint Stock Company**

Base:

- Decision No. 1748/QD-UBND dated 04/05/2007 of the Hanoi City People's Committee on the transformation of the State-owned enterprise Hanoi Civil Construction Company into Hanoi Civil Construction Investment Joint Stock Company;
- Charter of Hanoi Civil Construction Investment Joint Stock Company,

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

**1. Remuneration of members of the Board of Directors and the Supervisory Board of the Company in 2025, specifically:**

- Chairman of the Board of Directors: 7,000,000 VND/month  $\times$  12 months = 84,000,000 VND
- Members of the Board of Directors: 5,000,000 VND/month  $\times$  12 months  $\times$  4 people = 240,000,000 VND
- Head of the Supervisory Board: 3,000,000 VND/month  $\times$  12 months = 36,000,000 VND
- Member of the Supervisory Board: 2,000,000 VND/month  $\times$  12 months  $\times$  2 people = 48,000,000 VND

**Total: 408,000,000 VND**

**2. The remuneration level of the Board of Directors and the Supervisory Board in 2026 is proposed to remain the same as in 2025, specifically:**

- Chairman of the Board of Directors (part-time): 7,000,000 VND/month
- Member of the Board of Directors: 5,000,000 VND/month
- Head of the Supervisory Board: 3,000,000 VND/month
- Member of the Supervisory Board: 2,000,000 VND/month

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

Recipients:

- As above
- Save the Company Secretary

**TM. BOARD**

**Chairman**



**Do Tien Loi**

No. 32/2026/TTr-HDQT

*Hanoi, March 20, 2026***STATEMENT**

**Re: Approval of investment in the project "Vinh Hoa Social Housing Area" when approved by the competent authority and selection of investors**

**Presentation: General Meeting of Shareholders of Hanoi Civil Construction Investment Joint Stock Company**

**I. Base:**

- Law on Enterprises in 2020;
- the Law on Investment and its guiding documents;
- Charter of Hanoi Civil Construction Investment Joint Stock Company;
- Resolution and Minutes of the Board of Directors meeting dated 31/12/2025;
- The Company's project development investment needs.

**II. Contents to be submitted to the General Meeting**

Implementing the orientation and direction of the Board of Directors of the Company on allowing the Board of Directors to cooperate in a joint venture with Eco Vinh Hoa Joint Stock Company to study and propose participation in the implementation of the Social Housing Project in Nguyen Van Linh commune, Hung Yen province, With an initial research scale of about 4.5 hectares, the total investment is expected to be about 1,080 billion VND.

However, in the process of research and planning, the project scale is expected to be adjusted upwards. Currently, the Company's Board of Directors is coordinating with partners to continue to implement the necessary preparations to be approved by the competent authority and selected as an investor to implement the project.

**1. Project information**

- Project name: Investment in construction of Eco Vinh Hoa social housing area
- Location: Nguyen Van Linh Commune, Hung Yen Province
- Scale: About 62,215 m<sup>2</sup> (6.2ha), including social housing, part of commercial housing and synchronous infrastructure system
- Total expected investment: 1,608,000,000,000 VND
- Participated equity: about 20% of the total investment

- Form of investment: Hanoi Civil Construction Investment Joint Stock Company cooperates with Eco Vinh Hoa Joint Stock Company to prepare a dossier of proposal for approval of investment policy and approval of the Investor to implement the project.
- Cooperation Rate:
  - + Hanoi Civil Construction Investment Joint Stock Company at the rate of 52%;
  - + Eco Vinh Hoa Joint Stock Company (48%)
- Hanoi Civil Construction Investment Joint Stock Company is the head of the representative consortium to perform the work in the process of submitting the project proposal dossier in accordance with the law.

## 2. Contents of consultation of the General Meeting of Shareholders

Based on the expected scale and total investment of the project and the provisions of the Company's Charter on the competence of the General Meeting of Shareholders to decide on project investment, the Board of Directors respectfully submits to the General Meeting:

- Approving the investment in the "Social Housing Project" in Nguyen Van Linh commune, Hung Yen province with the above contents when the project is approved by a competent state agency for the joint venture of Hanoi Civil Construction Investment Joint Stock Company and Eco Vinh Hoa Joint Stock Company as the investor in accordance with the provisions of law
- The General Meeting of Shareholders assigns the Board of Directors to direct the Executive Board of the Company to organize the implementation, and at the same time authorizes the Board of Directors to decide on issues arising related to the "Social Housing Project" in Nguyen Van Linh commune, Hung Yen province under the decision-making authority of the General Meeting of Shareholders.

Respectfully submit to the General Meeting of Shareholders for consideration and decision.

### Recipients:

- As above
- Save the Company Secretary



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**rman**



***Do Tien Loi***

No. 35/TTr-HDQT

Hanoi, March 20, 2026

**STATEMENT****Through the dismissal and election of additional members****Board of Directors for the 2022-2027 term****Presentation: General Meeting of Shareholders of Hanoi Civil Construction Investment Joint Stock Company****Base:**

- Law on Enterprises No. 59/2020/QH14 dated 17/6/2020 and guiding documents;
- Charter of Hanoi Civil Construction Investment Joint Stock Company;
- Resignation letter of Mr. Do Tien Loi dated .../03/2026,

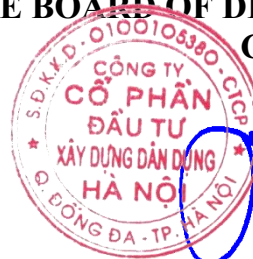
In order to ensure the organizational structure and operation of the Board of Directors in accordance with the provisions of law and the Company's Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval:

- Dismissal of the title of Member of the Board of Directors and Chairman of the Board of Directors for Mr. Do Tien Loi.
- Election of 01 additional member of the Board of Directors for the term 2022-2027. The additional elected member shall exercise his rights and obligations during the remaining term of office.

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

**Recipients:**

- As above
- Save the Company Secretary

**TM. THE BOARD OF DIRECTORS OF THE COMPANY**  
**Chairman****Do Tien Loi**

URBAN INFRASTRUCTURE DEVELOPMENT INVESTMENT CORPORATION

**HANOI CIVIL CONSTRUCTION INVESTMENT JSC**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

*Hanoi, April 22, 2026*

**LIST OF CANDIDATES**

**ELECT 01 ADDITIONAL MEMBER OF THE BOARD OF DIRECTORS FOR THE TERM 2022-2027**

<b>TT</b>	<b>Full name, date of birth</b>	<b>ID number/CCCD</b>	<b>Date of Issue</b>	<b>Address Permanent Residency</b>	<b>Qualifications</b>	<b>Number of shares held</b>	<b>Compare d to charter capital</b>	<b>Position/Position</b>
1	Dam Thanh Tung  Born on 30/10/1981		23/07/2021	K2-14 Nam Thang Long New Urban Area, Phu Thuong Ward, Hanoi	Civil Engineer	6.756.750	25%	Member of the Board of Members, Deputy General Director of Urban Infrastructure Investment Corporation

## VOTE COUNTING RECORD

**Electing one additional member to the Board of Directors of Hanoi Civil Construction Investment Joint Stock Company at the 2026 Annual General Meeting of Shareholders.**

**April 22, 2026**

Today, April 22, 2026, the Annual General Meeting of Shareholders of Hanoi Civil Construction Investment Joint Stock Company was held at the meeting hall on the 4th floor of the company: 292 Van Chuong Alley , Van Mieu - Quoc Tu Giam Ward, Hanoi City.

Our election committee consists of:

- Ms. Nguyen Thi Hai – Head of the Administrative and Organizational Department: Head of the Committee
- Ms. Nguyen Thu Thuy – Head of Accounting and Finance Department: Member
- Mr. Le Xuan Loi – Head of General Planning Department: Member
- Ms. Nguyen Do Quyen - Staff member of the Planning and General Affairs Department: Member

List of nominees for the election of one additional member to the Board of Directors of Hanoi Civil Construction Investment Joint Stock Company:

- Mr. Dam Thanh Tung – Member of the Board of Directors , Deputy General Director of the Urban Infrastructure Development Corporation .

The election committee disseminated the election regulations before the Congress.

The election committee distributed ballots, supervised the election process, and conducted the vote count. The specific results of the vote count are as follows:

- Total number of voting shares present at the General Meeting: 25,765,135 shares
- Total number of ballots issued: 115, corresponding to 25,765,135 votes.
- Total number of ballots received: 101 ballots, corresponding to 25,583,281 votes.

*In there :*

- Number of valid votes: 101 votes, corresponding to 25,583,281 votes cast.
- Invalid ballots: 0 votes, corresponding to 0 votes cast.

*Results of the vote count for the by-election to add one member to the Board of Directors:*

TT	Full name	Number of votes elected	Percentage compared to the total number of valid votes cast by shareholders present at the meeting (%)
1	Dam Thanh Tung	25,568,372	99.94%

Based on the election regulations approved by the General Meeting and the vote count results mentioned above, Mr. Dam Thanh Tung has been elected as a member of the Board of Directors of Hanoi Civil Construction Investment Joint Stock Company for the term 2022–2027.

The vote count was completed at 10:30 AM on April 22, 2026, and was publicly announced to the Congress.

*Hanoi, April 22, 2026*

**TM. VOTE COUNTING COMMITTEE**

**Prefect**



**Nguyen Thi Hai**