

Hanoi, April 22, 2026

**MEETING NOTICE**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**Dear Shareholders of Constrexim No. 8 Investment and Construction Joint Stock Company**

The Board of Directors of Constrexim No. 8 Investment and Construction Joint Stock Company respectfully announces and invites all shareholders of the Company to attend the Annual General Meeting of Shareholders 2026, with the following agenda:

1. **Date and time:** 9:15 AM to 11:55 AM on May 27, 2026;
2. **Location:** Meeting room at the Company's headquarters, 16th floor, Constrexim 8 Building, Km 8 Nguyen Trai Street - C7 Thanh Xuan Ward, Hanoi;
3. **Conditions for attending the meeting:** All shareholders owning common shares of the Company (or persons legally authorized by shareholders to attend the meeting) according to the Summary List of Securities Holders entitled to attend the 2026 Annual General Meeting of Shareholders - Constrexim Investment and Construction Joint Stock Company No. 8, with the last registration date of April 17, 2026;
4. **Meeting agenda:** Discuss and vote on the following issues.
  - Reports from the Board of Directors, Supervisory Board, and Company Management Board;
  - The financial statements for 2025 have been audited;
  - Business performance results for 2025; Profit distribution for 2025;
  - Business plan for 2026;
  - Selecting an auditing firm for the 2026 fiscal year;
  - Other matters fall under the jurisdiction of the General Meeting of Shareholders.

**5. Documents to bring to the conference:**

When attending the General Meeting, shareholders or their authorized representatives are kindly requested to bring: Citizen Identification Card or passport, and a Letter of Authorization (if applicable) to complete the registration procedures.

- For documents and detailed information, please see the website.

Company: [www.constrexim8.com.vn](http://www.constrexim8.com.vn)

Contact phone numbers: 024.35543197; 024.62858458

Best regards !

**Recipient:**

- As K. sent;
- Board of Directors, Supervisory Board;
- Company Management Board;
- Related CQ;
- Announce the information;
- Save HC.

**On behalf of the Board of Directors**





## PROGRAMME

### ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

CONSTREXIM INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY NO. 8

Time: From 09:15 on May 27, 2026.

Location: 16th Floor, Constrexim8 Building - C7 Thanh Xuan, Hanoi.

TT	Time	Content
1	8h30-9h15	- Welcoming shareholders and guests - Shareholders register, confirm attendance, and receive documents.
2	9h15-9h30	- Report from the Organizing Committee before the opening of the Congress - Opening of the Congress.
3	9h30-9h50	- The Chairman of the Congress presides over the meeting. Appointing the secretary of the Congress; Introduction and voting for the personnel of the Ballot Counting Committee; Voting to approve the Program and Regulations for organizing the Congress.
4	9h50-10h20	- Report from the Executive Board: Business performance results for 2025, business plan for 2026 The 2025 financial report has been audited. -Shareholder opinion; General meeting vote.
5	10h20-10h50	- Board of Directors' Report: The Board of Directors' work plan for 2025 and its plan for 2026; Profit distribution in 2025; Selecting an auditing firm for the 2026 fiscal year; Other issues (if any); - Shareholder opinion; General meeting vote.
6	10h50-11h05	- Report of the Supervisory Board; - Shareholder opinion; General meeting vote.
7	11:05-11:25	- Discuss and vote on other issues (if any); - Statements by shareholders and guests.
8	11:25-11:50	- Draft minutes of the Congress meeting, Draft resolution of the Congress; - The congress votes.
	11h55	The Congress is closing.





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

....., date ... month ... year 2026

**POWER OF ATTORNEY**

Subject: Attending the 2026 Annual General Meeting of Shareholders  
 Constrexim No. 8 Investment and Construction Joint Stock Company

**1. The authorizing party:**

Name of individual/organization granting authorization: .....

Citizen Identification Card/Passport/Business Registration Number:.....

Issued on .....

in .....

Address: .....

Phone: .....

Number of shares owned: ..... common shares with voting rights code CX8

(In words: .....)

**2. Authorized Party:**

Name of authorized individual/organization: .....

Citizen Identification Card/Passport/Business Registration Number:.....

Issued on .....

in .....

Address: .....

Phone: .....

**3. Content of authorization:**

Number of authorized shares: ..... common shares with voting rights code CX8

(In words: .....)

The authorized party shall exercise the shareholder rights and obligations of the authorizing party as stipulated in the Notice of Invitation to the Annual General Meeting of Shareholders 2026 of Constrexim Investment and Construction Joint Stock Company No. 8, with the number of shares specified in this section;

The authorized party is responsible for presenting this document along with their Citizen Identification Card/Passport/Business Registration Certificate as requested by Constrexim No. 8 Investment and Construction Joint Stock Company;

This power of attorney is valid from the date of signing and expires at the time of closing. Annual General Meeting of Shareholders 2026, Constrexim No. 8 Investment and Construction Joint Stock Company.

We take full responsibility for the content of this document and commit to strictly complying with all applicable laws and regulations of Constrexim No. 8 Investment and Construction Joint Stock Company.

**AUTHORIZED PARTY**

(Signature, printed name,)

(Position and seal if it is an organization)

**AUTHORIZED PARTY**

(Signature, printed name,)

(Position and seal if it is an organization)

Hanoi, April 22, 2026

**REPORT**  
**BY THE BOARD OF DIRECTORS**  
**PRESENTED TO THE 2026 ANNUAL GENERAL MEETING OF**  
**SHAREHOLDERS**

Based on the functions, duties, and powers of the Board of Directors as stipulated in the charter of Constrexim No. 8 Investment and Construction Joint Stock Company;  
In accordance with Resolution No. 19 NQ-2025/CX8-DHĐCĐ dated June 5, 2025, of the Annual General Meeting of Shareholders of Constrexim No. 8 Investment and Construction Joint Stock Company.

The Board of Directors reports the results of operations in 2025 and the plan for 2026 to the Annual General Meeting of Shareholders of Constrexim No. 8 Investment and Construction Joint Stock Company in 2026 as follows:

**Part I**  
**RESULTS OF OPERATIONS IN 2025**

**I. Implementing the resolution of the 2025 Annual General Meeting of Shareholders:**

**1. Some key production and business indicators for 2025 (Audited figures):**

Unit: VND

TT	Target	2025	2024	Ratio 2025 to 2024 (%)	Ratio of 2025 to the 2025 National University Entrance Examination Resolution (%)
1	Sales and service revenue	102.528.850.338	89.689.542.628	114,27	102,53
2	Profit before tax	729.038.883	666.867.060	109,32	185,68
3	Income tax payable	157.807.777	143.188.419		
4	Net profit after tax	571.231.106	523.678.641	109,08	181,86
5	Earnings per share	213.77	195.98	109,08	

**a) Revenue and profit:**

- The business is operating normally and is profitable.
- Revenue and profit in 2025 will both increase compared to 2024 and meet the targets set at the 2025 Annual General Meeting of Shareholders;

**b) Office rental services sector:**

This has been a relatively stable source of revenue for the company over many years;  
The office rental market is highly competitive; operating and management costs are also affected by fuel prices, electricity, labor, and other ancillary services.  
The Board of Directors has instructed the Executive Board to take measures to resolve the issue together with the customers;  
Revenue from office rental services in 2025: VND 3.5 billion. (2024: VND 3.65 billion)



**c) *Efforts to practice thrift:***

The company has thoroughly implemented cost-saving measures, reducing expenses to the greatest extent possible in all areas of its production and business operations; business management expenses compared to 2024 were 97.4% while revenue was 114.27%.

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

**a) *Selecting the auditing firm:***

In accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, the company has signed a contract with Vietnam Audit and Valuation Company Limited (VAE) to audit the 2025 financial statements.

**b) *Profit distribution for 2024:***

Dividend payments for 2024 and other matters as per the General Meeting's Resolution have been made.

**c) *Implement management and direct the operation of production and business activities:***

*Regarding the organization and management of the business:*

- The company's workforce is allocated appropriately to its production and business tasks;
- Develop human resource plans to enhance competitiveness.

*Regarding the direction and implementation of production and business activities:*

- Market and products:

In 2025, construction and installation activities will be carried over from 2024 and new bidding will be conducted.

We continue to offer office space for rent at C7 Thanh Xuan building, Hanoi, and in Ho Chi Minh City, with flexible adjustments and solutions to suit the general market.

- Bidding process:

Business operations must ensure capital safety and efficiency;

Maintaining credibility with clients: ensuring quality, workplace safety, environmental hygiene, and guaranteeing construction progress as required by the Investor.

In 2025, the company won bids for several projects with a total contract value of VND 151.8 billion.

- Investment promotion, joint venture and partnership management:

*An Dat Joint Stock Company :*

Implement measures to manage and preserve investment capital;

Assign one member of the Board of Directors to be responsible for handling this matter.

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

Continuing the project with our partner Vietaset Company, construction is scheduled to begin in 2025.

- Managing the company's financial operations:

**Capital management and utilization:**

Adhere to the principles of preserving and developing business capital, and maintaining financial transparency;

Regular guidance is provided to the Management Board on strictly controlling production costs, carrying out project acceptance and settlement, and recovering capital to accelerate capital turnover, reduce dependence on bank loans, and contribute to increased profits;

Capital recovery efforts: Clearly define the responsibilities for implementation among members of the Board of Directors and the Executive Board;

Implement reporting and information disclosure procedures as required by the State and the Stock Exchange;

**Bank credit:**

The company continues its credit relationship with the banks:

BIDV - Branch 1;



## **II. Other activities:**

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

- Convened and chaired by the Chairman of the Board of Directors; in accordance with the law and the company's charter;
- Resolutions from the meetings are being implemented seriously.
- Total number of Board of Directors meetings: 4
- Total number of resolutions of the Board of Directors: 04

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

- Implement the contents of the Board of Directors' Report submitted to the Annual General Meeting of Shareholders in 2025, as approved by the General Meeting of Shareholders;
- Total remuneration costs: 60,000,000 VND, of which the Board of Directors: 24,000,000 VND, the Supervisory Board: 36,000,000 VND, within the permitted spending limit..

### ***3. Income of the Executive Board and other Management Staff:***

- Management Board: 404,385,945 VND;
- Chief accountant and other management staff: VND 771,092,512.

### ***4. Guidance and supervision of the company's executive board and other management staff:***

#### **4.1 Guidance and direction for the company's management board:**

- The Chairman of the Board of Directors directly supervises the Executive Board in implementing the State's policies and guidelines; resolutions of the General Meeting of Shareholders and resolutions and decisions of the Board of Directors;
- Board members perform their assigned functions and duties;
- Issue timely decisions for the Executive Board to implement;
- Regularly inspect and monitor the work of the Executive Board regarding the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors; organize construction work and debt collection;
- Instruct the Executive Board to implement risk prevention measures in production and business operations.

#### **4.2 Supervision of the company's General Director:**

- The General Director has complied with the provisions of: Relevant legal documents This includes compliance with the company's operations, the company charter and resolutions of the General Meeting of Shareholders, resolutions and decisions of the Board of Directors, and adherence to the company's internal rules and regulations;
- The General Director receives instructions and decisions from the Board of Directors and regularly coordinates with them.

Working closely with other managers in the implementation of production operations;

- The General Director of the company has performed his duties and exercised his authority in accordance with the law and the company's charter; completing the assigned tasks.

#### **4.3 Supervision of other management personnel:**

- Comply strictly with the provisions in: Relevant legal documents related to the activity. Business operations, company charter and resolutions of the General Meeting of Shareholders, resolutions and decisions of the Board of Directors, compliance with company rules and regulations;
- Comply with the directives of the company's General Director; Coordinate with specialized departments to perform the assigned task;

#### **4.4 Bonuses for the Executive Board and Employees:**

In 2025, no bonuses will be given to the Executive Board; bonuses will only be awarded to a select number of employees who have performed their assigned tasks well, using funds from the company's reward and welfare fund.



### III. Conclusion:

Based on the functions, duties, and powers of the Board of Directors as stipulated in the Company's charter, and in implementation of the Resolution of the 2025 Annual General Meeting of Shareholders of Constrexim No. 8 Investment and Construction Joint Stock Company, the Board of Directors, with a spirit of responsibility for the interests and development of the Company, has seriously implemented the resolution of the General Meeting of Shareholders, organized and implemented all aspects of the Company's production and business activities, preserved capital, and operated profitably.

## Part II

### PROFIT DISTRIBUTION PLAN FOR 2025:

Based on the business results for 2025 and the audited financial statements, the Board of Directors of the Company prepares the Profit Distribution Plan for 2025 to be submitted to the General Meeting of Shareholders as follows:

1. Allocation to funds (20%): VND 114,246,221

Include:

*Development investment fund;*

*Financial reserve fund;*

*Reward and welfare fund.*

2. Dividend payment for 2025:

a) Dividend rate: 1.0% / par value;

b) Payment method: in Vietnamese Dong (VND)

Total dividend payout value: VND 267,215,700, to be used from after-tax profit in 2025 after deducting funds (item 1).

c) Dividend payment period: From November 2026 to January 2027, as authorized by the General Meeting of Shareholders.

The company's board of directors has the right to decide on the specific payment date.

Submitted to the General Meeting of Shareholders for approval

## Vegetable section

### PLAN OF ACTIVITIES FOR 2026

#### I. Key production and business targets for 2026:

- Total revenue(Excluding 10% VAT):	105,000,000,000 VND
- Profit before tax :	735,000,000 VND
- Net profit after tax :	588,000,000 VND
- Allocation of funds (20%) :	117,600,000 VND
- Expected dividend (%/par value) :	01%

#### II.Implementation organization:

To focus on leading the Company in implementing the 2026 business plan and developing for the following years, the Board of Directors has determined the following operational program:

##### 1. Regarding business management organization:

We propose that the General Meeting of Shareholders authorize the Board of Directors to consider and decide on the model for subsidiary units in order to organize the Company's operational structure to develop and adapt to market demands;

##### 2. Regarding the management of production and business activities:

###### 2.1 Construction work:

Implement the resolutions of the 2026 Annual General Meeting of Shareholders, strengthen the Board of Directors' guidance and supervision of the Executive Board's activities in carrying out production and business tasks and other management tasks,



ensuring profitable production and business operations, establishing funds and paying dividends to shareholders;

## 2.2 Financial and investment management:

The Chairman of the Board of Directors, the legal representative of the company, continues to directly supervise the company's financial affairs.

## 2.3 Regarding the implementation of joint venture and partnership capital contribution contracts:

For An Dat Joint Stock Company: This content has been implemented according to the Resolution of the Annual General Meeting of Shareholders in 2019 and will continue to be implemented in 2026;

Regarding the social housing project in Xuan Phuong, Tu Liem, Hanoi: Construction commenced in 2025 and will continue in partnership with Vietaset Company.

## 2.4 We 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 investment projects, and to decide on their implementation when opportunities arise, ensuring economic efficiency and investment capital safety for the Enterprise;

## 2.5 Review and decide on the establishment of provisions for certain doubtful receivables, provisions for inventory devaluation, etc., in accordance with current legal regulations.

## 3. **Signing the contract for auditing the 2026 financial statements:**

After reviewing the company profile, the Board of Directors proposes signing an audit contract for the 2026 financial statements with the following entity:

Vietnam Auditing and Valuation Company Limited – VAE

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

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

The entity is listed in the following documents:

- Decision No. 3830/QD-BTC dated November 14, 2025 of the Ministry of Finance on approval

This allows auditing firms and practicing auditors to audit entities with public interest in 2026;

- Decision No. 902/QD-UBCK dated November 19, 2025 of the State Securities

Commission on approving the Organization

Auditing firms and practicing auditors are authorized to audit entities with public interest in the securities sector in 2026.

The General Meeting of Shareholders decides and authorizes the Board of Directors to sign the contract.

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

Total expenses shall not exceed VND 90,000,000 per year; the Board of Directors is authorized to decide on the detailed content of remuneration and adjust it as needed to suit operations, but it must not exceed the total expenses.

## 5. **Company's registered capital:**

As of December 31, 2025, the company had not yet increased its capital to  $\geq 30$  billion VND. Regarding this matter, the company sent document No. 01/CX8-HĐQT dated January 5, 2026 to the State Securities Commission stating that "the enterprise does not meet the conditions to be a public company".

On February 13, 2026, the State Securities Commission issued document No. 1378/UBCK-GSĐC to the Company regarding the "non-fulfillment of the conditions for a public company by CX8" and provided the following opinion:

*"We request that the company continue to monitor its compliance with the public company requirements, one year after January 1, 2026:"*



- If the company still does not meet the conditions for being a public company as stipulated in point a, clause 1, Article 32 of the Securities Law No. 54/2019/QH14, as amended and supplemented by point a, clause 11, Article 1 of the Securities Law No. 56/2014/QH15, the company is requested to submit the application. To cancel the public company's status in accordance with regulations, the company must submit the application to the State Securities Commission to carry out the procedures for canceling its public company status.

- If the company continues to meet the conditions for a public company, it is responsible for reporting to the State Securities Commission and fulfilling all information disclosure obligations as prescribed. The company is responsible for complying with regulations related to public companies until the State Securities Commission announces the cancellation of the company's public company status as prescribed."

The company continues to study whether or not to increase its charter capital by December 31, 2026, and will report to the State Securities Commission in accordance with current regulations on the charter capital of enterprises.

The above is the complete content of the Board of Directors' activity report for 2025 and the plan for 2026 presented to the Annual General Meeting of Shareholders of Constrexim No. 8 Investment and Construction Joint Stock Company in 2026.

The Board of Directors of the Company looks forward to receiving constructive feedback from shareholders, delegates, and employees to help Constrexim No. 8 Investment and Construction Joint Stock Company achieve even greater success in 2026 and the following years.

Respectfully submitted to the General Meeting of Shareholders.

**Recipient:**

- Board of Directors; Supervisory Board;
- The Executive Board;
- Announce the information;
- Company Records

**TM. BOARD OF DIRECTORS  
CHAIRPERSON**



T.C.P \* ION.

Hanoi, April 22, 2026

**REPORT OF THE AUDIT COMMITTEE**  
**PRESENTED TO THE 2026 ANNUAL GENERAL MEETING OF**  
**SHAREHOLDERS**

- Based on the functions and duties of the Supervisory Board as stipulated by law and the organizational charter.

Operations of Constrexim No. 8 Investment and Construction Joint Stock Company;

- Based on the audited financial statements for 2025.

The Supervisory Board hereby reports on its activities in 2025 to the General Meeting of Shareholders as follows:

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

1. Information about the members of the Supervisory Board:

In 2025, the Supervisory Board will operate under the 2022-2027 term.

The Supervisory Board consists of the following members:

Nguyen Ngoc Thanh - Head of Department(05/06/2025 is no longer TV. License plate)

Nguyen Thi Thom - Head of Department(05/06/2025 is the TV license plate number)

Truong Thi Luong - Member

Hoang Van The - Member

The members of the Supervisory Board meet the qualifications stipulated in the Enterprise Law, the Securities Law, and other relevant legal documents;

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

Stt	Supervisory Board Member	Position	Date of commencement/cessation of membership in the Supervisory Board	Number of Supervisory Board meetings attended	Meeting attendance rate	Reason did not attend the meeting.
1	Nguyen Ngoc Thanh	Head of the Supervisory Board	On May 20, 2017, he started as a member of the Supervisory Board; on May 25, 2022, he was elected as a member of the Supervisory Board by the General Meeting of Shareholders.	02	100%	June 5, 2025 is no longer TV. BKS



			05/06/2025 is no longer TV BKS			
2	Nguyen Thi Thom	Head of the Supervisory Board	Date of becoming a member of the Supervisory Board: 05/06/2025	01	100%	June 5, 2025 is TV BKS
3	Truong Thi Luong	TV. BKS	I started as a member of the Supervisory Board on July 27, 2021. On May 25, 2022, he was elected as a member of the Supervisory Board by the General Meeting of Shareholders.	03	100%	
4	Hoang Van The	TV. BKS	I started as a member of the Supervisory Board on May 15, 2024. On May 15, 2024, he was elected by the General Meeting of Shareholders as a member of the Supervisory Board.	03	100%	

2. Total number of Supervisory Board meetings: 3

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

- Inform the Board of Directors and the Executive Management about the Supervisory Board's working methods for coordinated implementation.

- Participated in inspection teams for several projects the company was undertaking;

- Access to company documents as per the reasonable and legitimate needs of the Supervisory Board.

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

- Monitoring and verifying compliance with legal regulations, company charter, and resolutions of the General Meeting of Shareholders in the company's management and administration;

- Review quarterly, semi-annual, and annual financial reports;

- The auditing firm's profile/capabilities;

- Dividend payments will be made in accordance with current regulations;

- Disclose information as required by regulations;

- Fulfilling the rights and obligations towards employees;

- Other routine tasks.

5. Some key business performance indicators for 2025 (audited data):

TT	Target	2025	2024	Ratio 2025 to 2024 (%)	Ratio of 2025 to the 2025 National
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					University Entrance Examination Resolution (%)
1	Sales and service revenue	102.528.850.338	89.689.542.628	114,27	102,53
2	Profit before tax	729.038.883	666.867.060	109,32	185,68
3	Income tax payable	157.807.777	143.188.419		
4	Net profit after tax	571.231.106	523.678.641	109,08	181,86
5	Earnings per share	213.77	195.98	109,08	

**\* Comment:**

- The company is operating normally and is profitable.
- Revenue and profit in 2025 will both increase compared to 2024 and meet the targets set at the 2025 Annual General Meeting of Shareholders.
- Dividend payment for 2024: Already paid in accordance with the Resolution of the General Meeting of Shareholders in 2025;
- An auditing firm with sufficient capacity, approved by the Ministry of Finance and the State Securities Commission, is authorized to audit entities with public interest in the securities sector in 2025.

**II. Plan for 2026**

The Supervisory Board has assigned tasks to its members and will continue to coordinate closely with the Board of Directors and the Executive Board to implement the contents of the General Meeting of Shareholders' Resolution;

The Supervisory Board, based on the content of the Congress Resolution, carries out its work honestly and impartially; the members of the Supervisory Board perform their assigned duties correctly.

All members of the Supervisory Board work towards the goal of protecting the legitimate interests and development of the Enterprise.

The above is the complete content of the Supervisory Board's activity report for 2025.

Respectfully submitted to the Annual General Meeting of Shareholders 2026 of Constrexim No. 8 Investment and Construction Joint Stock Company.

**Recipient:**

- Board of Directors; Supervisory Board;
- The Executive Board;
- Company records.

**TM. BOARD OF SUPERVISORS  
PREFECT**



**Nguyen Thi Thom**

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**REPORT OF THE AUDIT COMMITTEE**  
**Presented to the Annual General Meeting of Shareholders in 2026**



**Hanoi, April 2026**

Hanoi, April 22, 2026

**REPORT**  
**RESULTS OF BUSINESS OPERATIONS IN 2025**  
**MANAGEMENT BOARD'S BUSINESS PLAN FOR 2026**  
*(Submitted to the Annual General Meeting of Shareholders in 2026)*

**Part I**

**IMPLEMENTING THE RESOLUTION OF THE GENERAL SHAREHOLDER  
MEETING AND DIRECTING THE BUSINESS OPERATIONS OF THE COMPANY'S  
BOARD OF DIRECTORS.**

**I. Advantages and Disadvantages**

**1. Advantages:**

- There was timely and close guidance from the Company's Board of Directors;
- The company's capabilities meet the investor's requirements, including construction capacity and bidding capacity for projects.

**2. Difficulties.**

- Materials and supplies are subject to fluctuations, and labor costs are increasing;
- Some projects have been completed and handed over for use, but are still finalizing payment and settlement procedures,...
- Capital recovery efforts have been interrupted and have not met expectations due to factors beyond the company's control.

**II. Achievements.**

**1. Organizational work**

- Continue to improve the company's management structure;
- Professional training is provided to promptly meet the practical operational requirements of the company.
- Safety measures (security, occupational safety, fire prevention, environmental sanitation, etc.) are maintained regularly;
- Boosting efforts to expand office space for lease.

**2. Business and production activities**

**2.1 Plan Implementation**

In 2025, construction and leasing of service areas at C7 Thanh Xuan - Hanoi and Binh Thanh - Ho Chi Minh City will remain the main activities in the Company's business operations.

The company's management team organizes and implements work according to actual conditions, regularly checks progress, and assigns members to monitor each project.

***The following projects have been constructed and completed, and have been handed over for use:***

- Son La Provincial Police Headquarters;
- Technical support for the Nam Sach multi-purpose gymnasium, Hai Duong.
- Construction and installation of equipment at the Lao Cai Provincial Police Headquarters;
- The central square of Dam Ha district.
- Several projects are nearing completion and will be handed over for use:

Fire protection system at Hanoi Hotel;

Renovating Saigon University;

Renovate the section of the Thiep River passing through Kim Quy Park.



***Projects carried over to 2026:***

Number: 23 projects

Total remaining contract value carried over to 2026: VND 218 billion

***2.2 Marketing new jobs and bidding processes:***

In 2025, the company won bids with a total contract value of VND 151.8 billion.

Construction locations: Hanoi, Ho Chi Minh City, Phu Tho, Tuyen Quang, Ha Tinh, Hung Yen.

***2.3 Safety work (Occupational safety, fire prevention and control, environmental sanitation, disease prevention and control, etc.):***

Safety is always a priority for the company, and is maintained regularly. 100% of construction projects have occupational safety measures in place. Before starting work, employees receive occupational safety training, are provided with personal protective equipment, and are instructed on safety procedures and company regulations.

Workers on the construction site have been covered by occupational accident insurance purchased by the company's affiliated units in accordance with state regulations.

Throughout the entire construction site managed by the company, there were no workplace safety violations.

Fire prevention and control and environmental sanitation work are implemented in conjunction with occupational safety and health work.

***2.4 Regarding financial and cost management.***

Following the directives and assignments of the Board of Directors regarding financial management and debt recovery, the company's management team proactively coordinated with the Investor and relevant agencies and organizations to resolve issues and recover capital.

For some projects facing difficulties in recovering capital, the Management Board assigns responsibility to each member of the management board to monitor, urge, and be responsible for debt collection;

By December 31, 2025, most projects will have sufficient capital to operate, fulfill tax and insurance obligations; and ensure a balance between the company's revenue and expenses, as well as the well-being of its employees.

Practice cost-saving and reduce business management expenses (office expenses, salary expenses, etc.);

Accounting work, timely implementation of periodic and annual reporting, meeting the requirements of state management agencies and relevant authorities, and complying with the information disclosure regulations of listed public companies.

Adhering strictly to the Board of Directors' policy: preserving and developing business capital, and maintaining financial transparency;

***2.5 Regarding investment management:***

In 2025, the company will continue to implement various measures to support customers in the development of the C7 Thanh Xuan project in Hanoi and office space for rent in Ho Chi Minh City, with flexible utilization of business and service areas to ensure economic efficiency;

Continuing to implement the Board of Directors' policy on investment, monitoring, and researching the procedures for real estate investment projects in Hanoi and several other major cities; will submit proposals to the Board of Directors for consideration when all conditions are met, in order to avoid business risks.

Currently, the focus is on the mixed-use social housing and commercial project in Nam Tu Liem, Hanoi, which is being jointly funded by Vietasset and is scheduled to commence in 2025.

### 3. Business and production situation in 2025(Audited figures)

STT	Target	2024 (copper)	2025 (copper)	Compared to 2024 (%)
1	Sales and service revenue	89.689.542.628	102.528.850.338	114,32%
2	Deductions			
3	Net revenue from sales and services	89.689.542.628	102.528.850.338	114,32%
4	Cost of goods sold	85.925.326.564	98.705.880.851	114,87%
5	Gross profit from sales and services	3.764.216.064	3.822.969.487	101,56%
6	Revenue from financial investment activities	3.654.957	5.760.481	157,61%
7	Costs from financial investment activities			
8	Profits from financial investment activities			
9	Cost of goods sold			
10	Business management costs	3.121.466.472	3.039.691.085	97,38%
11	Net profit from business operations	646.404.549	789.038.883	122,07%
12	Other expenses	49.075.035	60.000.000	122,26%
13	Other profits	20.462.511	(60.000.000)	-293,22%
14	Profit before tax	666.867.060	729.038.883	109,32%
15	Corporate income tax payable	143.188.419	157.807.777	110,21%
16	Net profit after tax	523.678.641	571.231.106	109,08%
17	Earnings per share	195.98	213,77	109,08%

#### 4. Overall assessment:

The results for 2025 show that all key indicators are performing better than in 2024 and meet the targets set in the Annual General Meeting Resolution for 2025;

The company fulfills its obligations to the State and protects the legitimate rights of its employees.

There is profit and allocation of funds as required (20%).

### Part II

#### FINANCIAL REPORT 2025

##### 1) Financial report for 2025(audited):

The 2025 financial report of Constrexim No. 8 Investment and Construction Joint Stock Company includes:

- Balance sheet as of December 31, 2025;
- Report on business performance;
- Cash flow statement for the fiscal year ended December 31, 2025;
- Explanatory notes to the financial statements.



**Some key points of the 2025 Financial Report:**

Unit of measurement: VND

TT	CATEGORY	01/01/2025	31/12/2025
<b>A</b>	<b>ASSET</b>		
I	SHORT-TERM ASSETS	79.801.157.417	81.825.623.098
1	Cash and cash equivalents	3.110.875.588	5.600.031.187
2	Short-term receivables	64.964.129.063	70.186.505.066
3	Inventory	10.566.277.060	5.345.328.471
4	Other current assets	1.159.875.706	693.758.374
II	LONG-TERM ASSETS	3.735.371.751	3.180.091.651
1	Long-term receivables		
2	Fixed assets	436.706.870	379.953.782
3	Long-term financial investments		
4	Other long-term assets	3.298.664.881	2.800.137.869
III	TOTAL ASSETS	83.536.529.168	85.005.714.749
<b>B</b>	<b>FUNDING</b>		
I	LIABILITIES	55.347.784.093	56.544.374.986
1	Short-term debt	52.787.662.486	53.903.160.767
2	Long-term debt	2.560.121.607	2.641.214.219
II	EQUITY	28.188.745.075	28.461.339.763
1	Equity	28.188.745.075	28.461.339.763
2	Other funding sources and funds		
III	TOTAL FUNDING	83.536.529.168	85.005.714.749
<b>C</b>	<b>BUSINESS PERFORMANCE RESULTS</b>	<b>2024</b>	<b>2025</b>
1	Sales revenue and CC services	89.689.542.628	102.528.850.338
2	Total Profit Before Tax	666.867.060	729.038.883
3	Current corporate income tax payable	143.188.419	157.807.777
4	Net profit after tax	523.678.641	571.231.106

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

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

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

As an entity approved by the State management agency to conduct audits for public interest entities in the securities sector in 2025.

### 3) Opinion of the Auditor:

On March 24, 2026, Vietnam Auditing and Valuation Company Limited issued Independent Audit Report No.: 2403.01-26/BC-TC/VAE, in which the auditor's opinion is as follows:

#### Auditor's Opinion:

"In our opinion, the financial statements fairly and reasonably reflect, in all material respects, the financial position of the Company as of December 31, 2025, as well as the results of its operations and cash flows for the fiscal year ended on that date, in accordance with Vietnamese accounting standards, the Vietnamese corporate accounting system, and relevant legal regulations concerning the preparation and presentation of financial statements."

### Vegetable section

#### **BUSINESS PRODUCTION PLAN FOR 2026**

##### **I. Business production tasks**

With the goal of sustainable development, capital preservation and growth, and a focus on economic efficiency in production and business operations, the Company's Executive Board has prepared a production and business plan for 2026, reporting it to the Board of Directors and submitting it to the General Meeting of Shareholders.

- Total revenue :	105,000,000,000 VND
- Profit before tax :	735,000,000 VND
- Net profit after tax :	588,000,000 VND
- Allocation of funds (20%) :	117,600,000 VND

The data is based on the following:

- Workload from 2025 carried over to 2026 and projected workload for 2026;
- The operational status of our clients and partners;
- And several other factors.

##### **II. Implementation organization:**

1. Strengthen the construction and project settlement process.
2. Strengthen marketing and bidding efforts for projects with diverse funding sources (State budget, private sector, foreign).
3. Strengthen the recruitment of qualified personnel to meet the production and business requirements of the Company, and continue to train and improve the skills and capabilities of the production and business management team;
4. Adjusting salary regulations to be reasonable, with appropriate compensation, especially for key positions, important positions that are decisive to the business performance of the enterprise, and technical staff working remotely;
5. Organize construction work to ensure safety, quality, and efficiency;
6. Joint ventures and partnerships create strength;
7. We will fully utilize the C7 Thanh Xuan project, continue to finalize procedures for real estate investment and business projects in Hanoi, and will implement them when all conditions are met;
8. Strengthen debt recovery efforts and improve capital utilization efficiency. Create proactive access to capital and mobilize funds for production and business activities, develop detailed plans for each leader, and definitively resolve outstanding issues related to some old projects.



The above is the complete report on the performance of production and business tasks in 2025 and the plan for 2026 by the Company's Executive Board.

Respectfully submitted to the Annual General Meeting of Shareholders 2026 of Constrexim No. 8 Investment and Construction Joint Stock Company.

**Recipient:**

- Board of Directors; Supervisory Board;
- TV Executive Board;
- Announce the information;
- Save HC.

**TM. BOARD OF DIRECTORS**



TỔNG GIÁM ĐỐC  
*Vũ Duy Hậu*



Hanoi, date 22 April 2026



## REPORT

BY INDEPENDENT BOARD OF DIRECTORS MEMBERS  
PRESENTED TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: The Annual General Meeting of Shareholders 2026 of Constrexim No. 8  
Investment and Construction Joint Stock Company

The independent members of the Board of Directors of Constrexim No. 8 Investment and Construction Joint Stock Company hereby report on the performance of the Board of Directors in 2025 as follows:

**1. Regarding the organization of Board of Directors meetings:**

- In 2025, the company's Board of Directors held 4 meetings. These meetings were convened and conducted in accordance with the law and the company's charter. The content of the meetings was discussed and evaluated thoroughly and carefully by the members of the Board of Directors;

- Issues related to strategy, business plans, etc., are discussed and closely monitored between the Board of Directors and the General Director;

- Any adjustments or changes to the company's business plan are independently researched and reviewed by the Board of Directors and the Executive Board.

**2. Regarding supervision of the Executive Board:**

- The Board of Directors has overseen the Executive Board to ensure that the company's operations are always closely monitored and aligned with the company's operational direction; timely adjustments have been made to suit the actual situation;

- Board members holding positions in the Executive Board attend all meetings, and all decisions of the Executive Board are analyzed and consulted with the Board of Directors to ensure the optimal interests of the company. Through this, the Board of Directors always has a clear understanding of the company's operations and is up-to-date on the latest practical requirements;

- The Board of Directors is interested in risk management solutions to support the Executive Board in identifying problems early, maintaining stability and sustainable development in the company's operations, and protecting the interests of investors.

**3. Regarding the Company's financial statements, operational performance, and financial situation:**

- Financial statements are prepared in a timely manner in accordance with current laws and regulations, and information is disclosed as required.

- The auditing firm has the required qualifications to conduct audits of entities with public interest.

- The company continues to maintain a relationship with BIDV bank in credit activities to support production and business operations;

- Business performance results for 2025 (some key indicators):

Revenue : 102.528.850.338 copper;

Profit before tax: 729.038.883 copper;

Net profit after tax: 571.231.106 copper.



Businesses fulfill all their obligations to the State.

- The business operations in 2025 will be profitable, with 20% allocated to designated funds, ensuring the rights of the business owners.

- the legitimate rights of workers.

In 2025, key indicators will be higher than in 2024 and will meet the targets set in the Resolution of the 2025 Annual General Meeting of Shareholders.

#### **4. Overall assessment:**

- The Board of Directors' activities comply with the law and the company's charter;
- Board members comply with regulations in participating in board meetings, discussing and voting independently and objectively with the goal of serving the legitimate interests of the company;
- The Board of Directors has provided timely guidance and solutions to support the Executive Board in the company's operations; regularly carried out monitoring and control to ensure that the company's operations are normal and comply with legal regulations;
- The management board strictly implements the directives and decisions of the Board of Directors in the process of organizing and carrying out the company's production and business activities;
- The business is operating normally and is profitable.

The above is the Report of the Independent Board Member presented to the Annual General Meeting of Shareholders in 2026.

Constrexim No. 8 Investment and Construction Joint Stock Company.

Best regards !

**Independent Board Member**

**Ly Thanh Hang**