

Hanoi, 30 Mar 2026

**ANNUAL REPORT 2025**

**Dear:- STATE SECURITIES COMMISSION.  
- HANOI STOCK EXCHANGE**

**A. LISTING ORGANIZATION:**

Listed organization name: Constrexim No. 8 Investment and Construction Joint Stock Company.

English name: Constrexim No8 Investment and Construction Joint Stock Company

Abbreviation: Constrexim No8

Transaction code: CX8

Company Address: Constrexim 8 Building - Km 8 Nguyen Trai Street, C7 Thanh Xuan, Hanoi

Phone: 024-35543197 Fax: 024-35543197

Charter capital: VND 26,721,570,000

**B. ANNUAL REPORT 2025:**

**I. HISTORY OF THE COMPANY'S OPERATIONS:**

**1. History of formation.**

Constrexim No. 8 Investment and Construction Joint Stock Company (Constrexim No. 8 JSC) was established through the equitization of the State-owned enterprise Construction Company No. 8, a member of Vietnam Construction and Import-Export Investment Company - Constrexim Holdings (now Vietnam Construction and Trade Investment Corporation) according to Decision No. 2261/QĐ-BXD dated December 8, 2005, of the Minister of Construction.

The predecessor of Constrexim No. 8 Joint Stock Company was Construction Enterprise No. 9, established according to Decision No. 893/QĐ-BXD of the Ministry of Construction. Through the process of construction and development, the unit was reorganized into Construction Company No. 8 (Constrexim 8) based on the merger of Construction Enterprise No. 9 and Construction Enterprise No. 8 according to Decision No. 620/MC-TCHC dated October 20, 2003, of the General Director of Vietnam Investment Construction and Import-Export Company. These two construction enterprises have a long tradition of constructing civil works, industrial park infrastructure, interior and exterior of buildings, construction and installation of small hydropower plants, power lines and substations under 35KV, with a team of leaders and employees with 7 to 25 years of experience in the industry, possessing competence and professional ethics. From the very beginning, in order to maintain and build upon the established traditions, the company has implemented specific measures to stabilize its organizational structure, streamline its staff for efficiency, maintain its traditional market, and actively seek to expand its market to provinces such as Son La, Thai Binh, Nghe An, Da Nang, and other localities.

When the company transitioned from a state-owned enterprise to a joint-stock company (December 2005), its charter capital was VND 5,568,000,000. In 2007, the company conducted two private placements of shares (to fewer than 100 investors) according to the resolution of the annual General Meeting of Shareholders on January 20, 2007, increasing the company's charter capital from VND 5,568,000,000 to VND 10,568,000,000, and the resolution of the extraordinary General Meeting of Shareholders on October 27, 2007, increasing the company's charter capital from VND 10,568,000,000 to VND 19,568,000,000.

resolution of the extraordinary General Meeting of Shareholders on October 27, 2007, increasing the company's charter capital from VND 10,568,000,000 to VND 19,568,000,000. On May 19, 2010, shares of Constrexim No. 8 Investment and Construction Joint Stock Company (code CX8) were traded on the Hanoi Stock Exchange after the following documents were available:

- Document No. 142/SGDHN dated January 22, 2010, from the Hanoi Stock Exchange approving in principle the listing of shares of Constrexim No. 8 Investment and Construction Joint Stock Company, in which:

Number of listed securities: 1,858,960 shares;

Regarding the 97,840 shares whose origin is related to brand value, the Hanoi Stock Exchange will consider listing these additional shares after receiving further guidance.

- Securities registration certificate number: 65/2010/GCNCP-VSD dated March 17, 2010, issued by the Vietnam Securities Depository Center;

- Decision No. 166/QD-SGDHN dated March 24, 2010, of the Hanoi Stock Exchange approving the listing of shares of Constrexim No. 8 Investment and Construction Joint Stock Company.

In 2017: Implementing the Resolution of the 2017 Annual General Meeting of Shareholders (November 2017), the company increased its charter capital to VND 22,084,260,000 from equity capital.

In 2023: Implementing the 2023 Annual General Meeting Resolution (June 2023), in the fourth quarter of 2023, the company increased its charter capital from VND 22,084,260,000 to VND 26,721,570,000 from equity capital.

The additional listed shares of CX8 will be traded from January 12, 2024, according to Notice No. 62/TB-SGDHN dated January 4, 2024, of the Hanoi Stock Exchange.

## 2. Development process:

### a. Business lines:

STT	Department Name	Industry code
1	Specialized design activities - Interior decoration activities	7410
2	Real estate business, land use rights belonging to the owner, user or lessee. Details: - Investment in real estate, property leasing; Real estate business; - Business in infrastructure, technical infrastructure of urban areas, industrial parks, export processing zones, high-tech zones, new economic zones, office and residential leasing; business in services for high-rise apartment buildings and office buildings;	6810
3	Real estate consulting, brokerage, and auction services; land use rights auction services. Details: - Real estate brokerage and consulting services;	6820
4	Architectural and related engineering consulting activities Details: - Consulting services for construction and inspection of construction projects (excluding construction design services);	7110
5	Other manufacturing not classified elsewhere Details: Manufacturing of building materials;	3290
6	Wholesale of other building materials and installation equipment. - Wholesale trade of bamboo, rattan, timber, and processed wood; - Wholesale cement; - Wholesale of building bricks, tiles, stones, sand, and gravel; - Wholesale of building glass; - Wholesale of paints and varnishes;	4663

	<ul style="list-style-type: none"> <li>- Wholesale of tiles and sanitary ware;</li> <li>- Wholesale of hardware;</li> <li>- Wholesale of other building materials and installation equipment.</li> </ul>	
7	<p>Other specialized wholesale trade not classified elsewhere  Details: - Trading in materials, machinery and equipment, production lines, and goods;  (Except for items prohibited by the state)</p> <ul style="list-style-type: none"> <li>- Wholesale of industrial chemicals such as: Aniline, printing ink, essential oils, industrial gases, chemical adhesives, pigments, synthetic resins, methanol, paraffin, perfumes and fragrances, soda, industrial salt, acids and sulfur,...;</li> <li>- Wholesale of fertilizers and agricultural chemicals;</li> <li>- Wholesale of virgin plastics;</li> <li>- Wholesale rubber;</li> <li>- Wholesale of textile yarns...;</li> <li>- Wholesale of pulp;</li> <li>- Wholesale of gemstones;</li> <li>- Wholesale trade of scrap metal/non-metal waste and materials for recycling includes purchasing, sorting, classifying, and cleaning used goods to extract reusable parts (e.g., dismantling old cars, computers, televisions, etc.), packaging, warehousing, and distribution, but without performing any activities that transform the goods. The goods traded are those that still have value.</li> </ul>	4669
8	<p>Other remaining business support service activities not classified elsewhere.  Details: Import and export of materials, machinery and equipment, production lines, and goods;</p>	8299
9	<p>Management consulting activities</p> <ul style="list-style-type: none"> <li>- Providing consulting, guidance, and operational assistance to businesses and other organizations on management matters, such as strategic planning and operational planning, financial decision-making, market objectives and policies, human resource policies, implementation and planning; production schedules and monitoring plans. This business service provision may include consulting, guidance, or operational assistance to businesses or community services such as:</li> <li>- Community relations and information;</li> <li>- Lobbying activities;</li> <li>- Providing advice and assistance to businesses or services regarding planning, organization, efficient operation, management information, etc.</li> </ul>	7020
10	<p>Other mining not classified elsewhere  Details: mining of minerals (excluding those prohibited by the State).  Mining and extraction of minerals and other raw materials not elsewhere classified, such as:</p> <ul style="list-style-type: none"> <li>+ Materials for grinding stones, gemstones, minerals, natural graphite, and other additives...</li> <li>+ Gemstones, quartz powder, mica...</li> </ul>	0899
11	<p>Manufacture of wooden building materials  Details: - Woodworking production is primarily for use in the construction industry, specifically:</p> <ul style="list-style-type: none"> <li>+ Rafters, purlins, beams, joists, and bracing bars,</li> <li>+ The roof support frames are prefabricated from wood, from interconnected metal, and from thin plywood.</li> <li>+ Doors, windows, shutters, door frames, regardless of whether they have metal fittings such as hinges, locks, etc.</li> <li>+ Stairs, railings,</li> <li>+ Paneling, wood beads, molded wood,</li> <li>+ Flooring: Wooden floorboards are assembled into panels.</li> </ul>	1622

	<ul style="list-style-type: none"> <li>- Manufacture of prefabricated house frames or house components, primarily from wood;</li> <li>- Manufacture of mobile wooden houses;</li> <li>- Manufacture of wooden parts (excluding items without legs).</li> </ul>	
12	<p>Cutting, shaping, and finishing stone  Details: - Cutting, shaping, and finishing stone products used in construction, cemeteries, roads, and roofing.</p> <ul style="list-style-type: none"> <li>- Manufacture of household items made of stone.</li> <li>- Making a tombstone</li> </ul>	2396
13	<p>Manufacturing of metal components  Details: - Manufacturing of metal frames or structures for construction and their components (towers, columns, suspension bridges, etc.);</p> <ul style="list-style-type: none"> <li>- Manufacture of industrial metal frames (frames for steam boilers, lifting and handling equipment, etc.);</li> <li>- We manufacture prefabricated metal buildings such as mobile homes and modular units.</li> <li>- Manufacture of metal doors, windows and their frames, shutters, gates; - Metal room partitions.</li> </ul>	2511
14	<p>Demolition  Details: Destroy or demolish buildings and other structures.</p>	4311
15	<p>Site preparation  Details: - Cleaning the construction site;</p> <ul style="list-style-type: none"> <li>- Earthmoving: excavation, backfilling, leveling and bulldozing at construction sites, drainage, rock transport, blasting, etc.</li> <li>- Site preparation for exploitation includes: moving bulky materials and other preparatory and development activities for the site and mineral assets, except in oil and gas areas;</li> <li>- Exploratory drilling, test drilling, and sampling for geological, geophysical, or similar purposes;</li> <li>- Water supply and drainage system at the construction site;</li> <li>- Agricultural and forestry water supply and drainage systems;</li> </ul>	4312
16	<p>Electrical system installation  Details: Installation of electrical systems in all residential and civil construction projects; Specifically:</p> <ul style="list-style-type: none"> <li>+ Wires and electrical equipment,</li> <li>+ Communication lines,</li> <li>+ Computer networks and television cables, including fiber optic cables,</li> <li>+ Satellite dish,</li> <li>+ Lighting system,</li> <li>+ Fire alarm,</li> <li>+ Anti-theft alarm system,</li> <li>+ Electrical signals and streetlights,</li> <li>+ Lights on the airport runway.</li> <li>+ Connecting electrical devices and household appliances</li> </ul>	4321
17	<p>Building a house to live in.  Detail:</p> <ul style="list-style-type: none"> <li>- We build all types of residential buildings, such as:</li> <li>+ A house for a single family,</li> <li>+ Housing for multiple families, including high-rise buildings.</li> <li>- Renovating and remodeling existing residential areas.</li> </ul>	4101
18	Install other building systems	14329

	<ul style="list-style-type: none"> <li>- Installation of equipment systems in residential and other construction projects such as:</li> <li>+ Elevators, escalators,</li> <li>+ Rolling doors, automatic doors,</li> <li>+ Lightning protection wire,</li> <li>+ Dust extraction system,</li> <li>+ Sound system,</li> <li>+ Soundproofing, heat insulation, and vibration damping system.</li> </ul>	
19	<p>Railway construction</p> <p>Detail:</p> <ul style="list-style-type: none"> <li>- Construction of railways (including railway bridges);</li> <li>- Construct railway tunnels;</li> <li>- Build a subway line.</li> <li>- Railway painting;</li> <li>- Install barriers, railway traffic signs, and similar items.</li> </ul>	4211
20	<p>Building houses not to live in.</p> <p>Detail:</p> <ul style="list-style-type: none"> <li>- Construction of all types of non-residential buildings such as:</li> <li>+ Industrial production facilities, for example: factories, assembly plants, etc.</li> <li>+ Hospitals, schools, workplaces,</li> <li>+ Hotels, shops, restaurants, shopping malls,</li> <li>+ Airport terminal,</li> <li>+ Indoor sports area,</li> <li>+ Parking facilities, including underground parking,</li> <li>+ Warehouse,</li> <li>+ Houses serving religious or spiritual purposes.</li> <li>- Assembling and joining prefabricated building components at the construction site;</li> </ul>	4102 (Main)
21	<p>Construction of water supply and drainage systems. Details:</p> <ul style="list-style-type: none"> <li>- Construction of pipelines and water systems such as:</li> <li>+ Irrigation system (canals).</li> <li>+ Reservoir.</li> <li>- Construction of gate structures:</li> <li>+ Wastewater drainage system, including repairs.</li> <li>+ Wastewater treatment plant.</li> <li>+ Pumping station.</li> </ul>	4222
22	<p>Construction of telecommunications and communication infrastructure. Details:</p> <ul style="list-style-type: none"> <li>- Construction of telecommunications and communication cable networks and related structures and facilities:</li> <li>+ Cable lines and telecommunication networks.</li> <li>+ Pole lines, conduit lines, manholes for laying communication cables and auxiliary structures.</li> <li>- Construction of radio and television broadcasting stations and related facilities.</li> </ul>	4223
23	<p>Construction of power plants</p> <p>Detail:</p> <ul style="list-style-type: none"> <li>- Construction of power transmission and distribution networks and related structures and facilities such as:</li> <li>+ Power transmission lines and networks spanning long distances.</li> <li>+ Power lines, power transmission networks, underground power cables and auxiliary facilities in the city.</li> <li>+ Substation.</li> <li>- Build a power plant.</li> </ul>	4221
24	Construction of mining facilities	4292

	- Construction of industrial and mining facilities other than buildings, such as: + Oil refinery. + Coal and ore mining projects...	
25	Construction of processing and manufacturing facilities. Detail: - Construction of industrial processing and manufacturing facilities other than buildings; + Factory producing basic chemicals, pharmaceuticals, medicinal materials, and other chemicals. + Building materials manufacturing plant. + Food processing plant,...	4293
26	Construction of other civil engineering works Detail: - Construction of other structures besides houses, such as outdoor sports facilities.	4299
27	Installation of water supply and drainage systems, heating and air conditioning systems. Details: Installation of piping, heating, and air conditioning systems in homes or other construction projects, including extensions, modifications, maintenance, and repairs. Specifically: - Heating systems (electric, gas, oil); - Heaters, cooling towers; - Solar energy collectors do not use electricity; - Pumping and cleaning equipment; - Ventilation, cooling, or air conditioning equipment; - Gas installation equipment; - Air pump; - Ignition system; - Lawn mowing system; - Install the piping system.	4322
28	Agents, brokers, and auctioneers of goods. (Excluding the activities of auctioneers) Detail: - Sales agency activities on commission are carried out under authorization or on behalf of the trading account of the authorizing party or agency for the following types of goods: + In their original form, agricultural and forestry products, live animals, raw and semi-finished textile materials, + Fuels, ores, metals and industrial chemicals, fertilizers, + Food, beverages, tobacco products, snuff, + Textiles, ready-made clothing, fur and leather goods, footwear, leather and imitation leather products, + Construction timber and building materials, + Machinery and equipment, including office equipment, computers, industrial equipment, ships and aircraft, + Beds, wardrobes, tables, chairs and similar furniture, household goods, appliances and hardware; - Commercial broker	4610
29	Construction of hydraulic structures Detail: Construction of hydraulic structures such as: + Waterways, ports and river structures, tourist ports (docks), sluice gates, etc. + Dams and dikes.	4291

30	<p>Road construction Detail: Construct highways, motorways, streets, other types of roads, and pedestrian walkways;</p> <ul style="list-style-type: none"> <li>- Surface works on streets, roads, highways, bridges, and tunnels such as:</li> <li>+ Road surface construction: laying asphalt, laying concrete, etc.</li> <li>+ Road painting and other painting activities,</li> <li>+ Install barriers, traffic signs and similar items.</li> <li>- Construction of bridges, including bridges (excluding railway bridges);</li> <li>- Construct road tunnels;</li> <li>- Build a subway line.</li> <li>- Construction of airport runways and aircraft parking areas.</li> </ul>	4212
31	<p>Completion of construction work This group includes:</p> <ul style="list-style-type: none"> <li>- Various activities are involved in completing or finishing a construction project.</li> <li>- Laying wooden floors, carpets, linoleum underlayment, or covering with wallpaper...</li> <li>- Plastering both inside and outside civil and other construction works, including polishing materials.</li> <li>- Installation of door systems including entrance doors, windows, kitchen doors, staircases, and similar doors made of wood or other materials.</li> <li>- Interior finishing activities include: ceiling work, wood paneling, or movable partitions.</li> <li>- Arrangement, tiling, hanging, or installation in buildings or other structures using methods such as:</li> <li>+ Ceramic, cement, or cut stone or paving stones,</li> <li>+ Laying of wood flooring and other types of wood floor coverings,</li> <li>+ Floor mats and underlayment, including those made of rubber and plastic,</li> <li>+ Floor tiles, marble, granite, or wall or floor coverings,</li> <li>+ Wallpaper.</li> <li>+ Painting the exterior and interior of civil construction projects such as:</li> <li>+ Painting of civil engineering structures</li> </ul> <p>Install mirrors and glass.</p> <ul style="list-style-type: none"> <li>+ Cleaning newly constructed buildings.</li> <li>+ Completion of other construction projects not classified elsewhere.</li> <li>+ Suitable for installation inside shops, mobile homes, boats, etc.</li> </ul>	4330
32	<p>Other specialized construction activities This group includes:</p> <ul style="list-style-type: none"> <li>- Specialized construction work within a typical department varies in structural type, requiring specific, in-depth skills or specialized equipment such as:</li> <li>+ Constructing the building's foundation, including driving piles,</li> <li>+ Humidity testing and water testing work,</li> <li>+ Protect buildings from moisture,</li> <li>+ Bury the pillar base,</li> <li>+ Remove any steel parts that were not manufactured in-house.</li> <li>+ Steel bending,</li> <li>+ Lay bricks and set stones,</li> <li>+ Install a roof to cover the building,</li> <li>+ Erecting scaffolding and site preparation work involving the removal or demolition of construction structures, excluding the rental of scaffolding and site preparation equipment.</li> <li>+ Remove chimneys and industrial boilers.</li> </ul>	4390

	+ Jobs requiring specialized skills such as climbing and using related equipment, for example, working at high levels on tall structures. - Subsurface work; - Build an outdoor swimming pool; - Steam cleaning, sandblasting, and similar operations for building exteriors; - Hire a crane with an operator.	
33	Wholesale of metals and metal ores - Wholesale trade of iron and steel; - Wholesale of other metals (Gold not included)	4662
34	Forest planting, forest care, and forestry seedling cultivation.	0210

**b. Operational status:**

From a subsidiary accounting unit of a state-owned enterprise, implementing the State's privatization policy, since 2006 the Company has operated as a joint-stock company, in accordance with the provisions of the Enterprise Law. After 20 years of operation (2006 to 2026), the Company has made significant progress. Despite periods of general difficulties for the country or the construction industry (pandemic, material shortages, etc.), the Company has overcome these challenges, maintaining relatively stable operations while fulfilling all its obligations to the State and ensuring the legitimate rights of its employees. The company's construction capacity has been continuously improved, and its reputation has been affirmed in the domestic construction market. It has won bids and completed numerous projects in Hanoi and other areas, including: the Hoang Mai District Cultural and Sports Center, the 8,500 m<sup>3</sup>/day water pumping station serving the Soc Son waste-to-energy plant, the Thanh Xuan regulating lake park in Hanoi, the Noi Bai Airport secondary radar station headquarters; the Can Tho regional commercial center, National Highway 1A in Dong Nai, National Highway 62 in Long An, Tay Bac University, Hung Yen University of Technology and Education, Phuc Yen Stadium, etc.

Currently, the company is gradually transforming its business structure: focusing on construction and expanding into investment, office leasing, industrial production, and more.

### 3. Company's development orientation:

#### \* Orientation towards compliance with the law.

The company's production and business activities comply with legal regulations, regulations for publicly listed companies on the Hanoi Stock Exchange, and environmental protection regulations; it fulfills its obligations to the State and contributes to the overall development of the locality and the country.

#### \* Making informed choices and investing wisely.

- In the coming years, the company has identified construction as its core activity, while gradually expanding its business into investing in public works and housing projects in various provinces and cities.

- For construction activities, the company identifies the reputation and quality of its construction projects as a competitive advantage. The company continues to use the Constrexim brand. It also continues to innovate its equipment and technology to be capable of undertaking projects requiring high levels of management and technical expertise, such as: high-rise buildings, steel structure projects in industrial parks, and infrastructure systems in large urban areas.

- Regarding investment activities, the company invests in entities operating in the same field and those related to construction to increase profits and create synergies, expanding its scale of operations. In addition, the company is actively seeking and negotiating to invest in several construction projects in Hanoi and Ho Chi Minh City.

#### \* Quality policy.

- Quality and reputation are vital for a business's survival.

- Meeting the ever-increasing needs of partners and customers;

- Regularly recruit, train, and retrain employees to improve their qualifications, technology, management skills, and craftsmanship to meet development needs;

- By fulfilling its responsibilities to employees and society, the company will gradually improve the living standards of its workers.

#### \* Human resource development orientation.

Constrexim No. 8 Joint Stock Company has always recognized that human resources are an invaluable asset, a key factor that has brought success to the company over the years, and is implementing policies to develop human resources for the future, specifically:

- Allocate human resources appropriately.

- Enhance the responsibility, autonomy, and efficiency of the management team in managing and operating production and business. Effectively plan and train successor personnel, and implement appropriate policies to encourage talent acquisition and further education to meet the company's development needs. Promptly recruit qualified and skilled professionals to fill shortages in specific sectors. Prioritize improving the education and skills of the workforce.

- Improve wage policies to create incentives that encourage creativity and positive contributions from employees, while ensuring the legitimate rights of workers.

## II. REPORT OF THE BOARD OF DIRECTORS:

### 1. Business performance results for 2025: Unit: VND

STT	Target	2024	2025
1	Sales and service revenue	89.689.542.628	102.528.850.338
2	Deductions		

3	Net revenue from sales and services	89.689.542.628	102.528.850.338
4	Cost of goods sold	85.925.326.564	98.705.880.851
5	Gross profit from sales and services	3.764.216.064	3.822.969.487
6	Revenue from financial investment activities	3.654.957	5.760.481
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
11	Net profit from business operations	646.404.549	789.038.883
12	Other expenses	49.075.035	60.000.000
13	Other profits	20.462.511	(60.000.000)
14	Profit before tax	666.867.060	729.038.883
15	Corporate income tax payable	143.188.419	157.807.777
16	Net profit after tax	523.678.641	571.231.106
17	Earnings per share	195.98	213,77

- Key revenue and profit targets are expected to increase compared to 2024 and meet the resolution of the 2025 Annual General Meeting of Shareholders.

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

- It is profitable;

## 2. Investment in expanding production during the year:

In 2025, the company will not expand its production scale, focusing instead on implementing projects completed in the previous year, concurrently with projects awarded in 2025, and preparing for trade promotion activities to create jobs for the following years.

**3. Development strategy:-** Focus on marketing and bidding, maintaining traditional markets, expanding markets, and developing construction capabilities to enhance the value of output, reputation, and business efficiency of the enterprise.

- Focus on management, training, and attracting human resources;

- Continue to review and research feasible investment projects aimed at increasing revenue and improving production and business efficiency;

- Selecting partners for joint ventures and collaborations with the aim of diversifying products and industries and increasing the company's capacity; having reasonable and specific solutions for each business partner; in cases where profitability does not meet expectations, divesting and recovering investment capital to preserve capital.

## III. REPORT BY THE BOARD OF DIRECTORS:

### 1. Financial Statement

#### a. Key financial indicators:

STT	Target	Unit	Reporting period
-----	--------	------	------------------

1	<b>Asset structure</b>		
	- Fixed assets/Total assets	%	0,45%
	- Current assets/Total assets	%	96,26%
2	<b>Capital structure</b>		
	- Liabilities/Total Capital	%	66,52%
	- Equity/Total capital	%	33,48%
3	<b>Ability to pay</b>		
	- Quick ratio: (Current Assets - Inventory) / Short-term Liabilities	Time	1,42
	- Current ratio: Current assets/Short-term liabilities	Time	1,52
4	<b>Profit margin</b>		
	- Net profit margin/Net revenue	%	0,56%
	- Return on equity (ROI)	%	2,01%
	- Gross profit margin / Net revenue	%	3,73%
	- Profit margin before tax / Total assets	%	0,86%

**\* Analyzing financial indicators:**

**- Asset structure indicators:**

Total assets: Compared to the same period last year, in 2025 the Company's total assets increased by VND 1.5 billion, of which cash and cash equivalents increased by VND 2.5 billion, short-term receivables increased by VND 5.2 billion, and inventory decreased by VND 5.3 billion.

**- Group of indicators related to capital structure:**

Debt ratio (Debt payable/total capital): 66.52%, equivalent to the previous year (66.3%); Equity/Total Capital ratio: 33.48%, the same as the previous year (33.7%).

**- Group of indicators related to solvency:**

The quick ratio is 1.42

**- Profit margin ratio group:**

Net profit margin: 0,56 %

Gross profit margin: 3,73 %

Net Profit/Shareholder Equity: 2,01 %

Total Net Profit/Total Assets: 0,86 %

**b. Changes in charter capital and dividends:**

**\* Registered capital:**

In 2025, the Company will not change its charter capital; the Company's charter capital remains at VND 26,721,570,000 (corresponding to 2,672,157 common shares).

**\* Dividends:**

- 2024: 01%

- 2025: Projected 01%;

The Board of Directors will submit the decision to the Annual General Meeting of Shareholders in 2026.

## 2. Report on business performance:

### a. Revenue:

In 2025, revenue is projected to reach VND 102.528 billion, equivalent to 114.3% of 2024, achieving the targets set at the 2025 Annual General Meeting of Shareholders for both revenue and profit.

### b. Profit:

Net profit after corporate income tax reached VND 571.2 million, equivalent to 109% compared to 2024, meeting the targets set in the 2025 Annual General Meeting of Shareholders regarding pre-tax and net profit.

### 3. Plan for 2026:

The Executive Board has developed a business plan for 2026 and submitted it to the Company's Board of Directors for consideration before presenting it to the 2026 Annual General Meeting of Shareholders as follows:

- Total revenue	:	105,000,000,000 VND
- Profit before tax	:	1,104,000,000 VND
- Net profit after tax	:	912,000,000 VND
- Allocation of funds (20%)	:	182,400,000 VND

:

- Dividend payout ratio/par value (expected)	:	01 %
--	---	------

- Continue researching joint ventures and partnerships with domestic and foreign entities to seek new products in order to implement the policy of product diversification.
- Promoting investment projects in construction and real estate business.

**IV. FINANCIAL STATEMENTS (Audited as of December 31, 2025):**

Target	Final number	First issue of the year
<b>ASSET</b>		
<b>A - SHORT-TERM ASSETS</b>	<b>81.825.623.098</b>	<b>79.801.157.417</b>
<b>I. Cash and cash equivalents</b>	<b>5.600.031.187</b>	<b>3.110.875.588</b>
1. Money	5.600.031.187	3.110.875.588
2. Cash equivalents		
<b>II. Short-term financial investments</b>		
1. Trading securities	-----	-----
2. Provision for impairment of trading securities	-----	-----
3. Investment held until maturity.	-----	-----
<b>III. Short-term receivables</b>	<b>70.186.505.066</b>	<b>64.964.129.063</b>
1. Short-term receivables from customers	32.207.854.838	31.887.781.815
2. Prepayment to short-term suppliers	164.098.000	40.000.000
3. Short-term intercompany receivables	-----	-----
4. Payments must be collected according to the progress schedule of the construction contract.	-----	-----
5. Short-term loans receivable	-----	-----
6. Other short-term receivables	37.814.552.228	33.036.347.248
7. Provision for doubtful short-term receivables	-----	-----
8. Assets awaiting processing	-----	-----
<b>IV. Inventory</b>	<b>5.345.328.471</b>	<b>10.566.277.060</b>
1. Inventory	5.345.328.471	10.566.277.060
2. Provision for inventory devaluation.	-----	-----
<b>V. Other current assets</b>	<b>693.758.374</b>	<b>1.159.875.706</b>
1. Short-term prepaid expenses		
2. Deductible VAT	693.758.374	1.159.875.706
3. Taxes and other amounts due to the State	-----	-----
4. Government bond repurchase transactions	-----	-----
5. Other current assets	-----	-----
<b>B. LONG-TERM ASSETS</b>	<b>3.180.091.651</b>	<b>3.735.371.751</b>
<b>I. Long-term receivables</b>		-----
1. Long-term receivables from customers	-----	-----
2. Long-term upfront payment to the seller.	-----	-----

3. Business capital in subsidiary units	-----	-----
4. Long-term intercompany receivables	-----	-----
5. Long-term loans receivable	-----	-----
6. Other long-term receivables	-----	-----
7. Provision for long-term doubtful receivables.	-----	-----
<b>II. Fixed Assets</b>	<b>379.953.782</b>	<b>436.706.870</b>
<b>1. Tangible fixed assets</b>	<b>379.953.782</b>	<b>436.706.870</b>
- Original price	2.999.406.675	2.999.406.675
- Accumulated depreciation value	(2.619.452.893)	(2.562.699.805)
<b>2. Fixed assets under finance lease</b>	-----	-----
- Original price	-----	-----
- Accumulated depreciation value	-----	-----
<b>3. Intangible fixed assets</b>	-----	-----
- Original price	-----	-----
- Accumulated depreciation value	-----	-----
<b>III. Investment Properties</b>	-----	-----
- Original price	-----	-----
- Accumulated depreciation value	-----	-----
<b>IV. Long-term work-in-progress assets</b>	-----	-----
1. Long-term work-in-progress production and business costs	-----	-----
2. Construction in progress costs	-----	-----
<b>V. Long-term financial investment</b>	-----	-----
1. Investing in subsidiaries	-----	-----
2. Investing in affiliated companies and joint ventures.	-----	-----
3. Investing capital in other entities.	-----	-----
4. Provision for long-term financial investments	-----	-----
5. Investment held until maturity.	-----	-----
<b>VI. Other long-term assets</b>	<b>2.800.137.869</b>	<b>3.298.664.881</b>
1. Long-term upfront costs	2.800.137.869	3.298.664.881
2. Assets eligible for income tax refund	-----	-----
3. Long-term equipment, supplies, and spare parts.	-----	-----
4. Other long-term assets	-----	-----

5. Trade advantages	-----	-----
<b>TOTAL ASSETS</b>	<b>85.005.714.749</b>	<b>83.536.529.168</b>
<b>FUNDING</b>		
<b>C. LIABILITIES</b>	<b>56.544.374.986</b>	<b>55.347.784.093</b>
<b>I. Short-term debt</b>	<b>53.903.160.767</b>	<b>52.787.662.486</b>
1. Short-term payables to suppliers.	6.131.424.244	128.554.244
2. Short-term advance payment by the buyer	78.261.566	975.501.163
3. Taxes and other payments due to the government.	70.577.421	93.215.140
4. Workers must be paid.	-----	-----
5. Short-term liabilities	324.500.000	315.000.000
6. Short-term internal payments required.	-----	-----
7. Payment must be made according to the construction contract schedule.	-----	-----
8. Short-term unearned revenue	-----	-----
9. Other short-term payables	25.723.923.380	30.874.244.081
10. Short-term loans and financial leases	21.450.568.647	20.297.263.067
11. Short-term provisions for liabilities	-----	-----
12. Reward and Welfare Fund	123.905.509	103.884.791
13. Price Stabilization Fund	-----	-----
14. Government bond repurchase transactions	-----	-----
<b>II. Long-term debt</b>	<b>2.641.214.219</b>	<b>2.560.121.607</b>
1. Long-term payment to the seller.	-----	-----
2. Buyers pay in advance for a long term.	-----	-----
3. Long-term costs	-----	-----
4. Internal payments for working capital.	-----	-----
5. Long-term internal payment required.	-----	-----
6. Long-term unearned revenue	1.682.054.219	1.542.961.607
7. Other long-term payables	959.160.000	1.017.160.000
8. Long-term loans and financial leases	-----	-----
9. Convertible bonds	-----	-----
10. Preferred stock	-----	-----
11. Deferred income tax payable	-----	-----
12. Long-term provisions for liabilities	-----	-----
13. Science and Technology Development Fund	-----	-----

<b>D. EQUITY</b>	<b>28.461.339.763</b>	<b>28.188.745.075</b>
<b>I. Equity</b>	<b>28.461.339.763</b>	<b>28.188.745.075</b>
<b>1. Owner's equity contribution</b>	<b>26.721.570.000</b>	<b>26.721.570.000</b>
- Common stock with voting rights	26.721.570.000	26.721.570.000
- Preferred stock	-----	-----
2. Shareholder surplus	-----	-----
3. Bond conversion option	-----	-----
4. Other owner's equity	-----	-----
5. Treasury stock	-----	-----
6. Revaluation difference of assets	-----	-----
7. Exchange rate differences	-----	-----
8. Development Investment Fund	549.808.303	476.493.293
9. Fund for supporting business restructuring	-----	-----
10. Other funds belonging to equity capital	-----	-----
<b>11. Undistributed after-tax profit</b>	<b>1.189.961.460</b>	<b>990.681.782</b>
- Undistributed net profit accumulated up to the end of the previous period	618.730.354	467.003.141
- Undistributed net profit for this period	571.231.106	523.678.641
12. Capital investment sources for construction projects.	-----	-----
13. Non-controlling shareholder interests	-----	-----
<b>II. Funding Sources and Other Funds</b>	<b>-----</b>	<b>-----</b>
1. Funding sources	-----	-----
2. Sources of funding used to acquire fixed assets	-----	-----
<b>TOTAL FUNDING</b>	<b>85.005.714.749</b>	<b>83.536.529.168</b>

**DN - BUSINESS PERFORMANCE REPORT – YEAR 2025**

<b>Target</b>	<b>This year</b>	<b>Last year</b>
1. Revenue from sales and services	102.528.850.338	89.689.542.628
2. Revenue deductions		
<b>3. Net revenue from sales and services</b>	<b>102.528.850.338</b>	<b>89.689.542.628</b>
4. Cost of goods sold	98.705.880.851	85.925.326.564
<b>5. Gross profit from sales and services</b>	<b>3.822.969.487</b>	<b>3.764.216.064</b>
6. Financial operating revenue	5.760.481	3.654.957
7. Financial costs		

- Including: Interest expense		
8. Profit and loss share in joint ventures and associated companies		
9. Cost of goods sold		
10. Business management costs	3.039.691.085	3.121.466.472
<b>11. Net profit from business operations</b>	<b>789.038.883</b>	<b>646.404.549</b>
12. Other income		69.537.546
13. Other expenses	60.000.000	49.075.035
<b>14. Other profits</b>	<b>(60.000.000)</b>	<b>20.462.511</b>
<b>15. Total accounting profit before tax</b>	<b>729.038.883</b>	<b>666.867.060</b>
16. Current Corporate Income Tax Expense	157.807.777	143.188.419
17. Deferred Corporate Income Tax Expense		
<b>18. Net profit after corporate income tax</b>	<b>571.231.106</b>	<b>523.678.641</b>
18.1 Net profit after tax of the parent company		
18.2 Net profit after tax attributable to non-controlling shareholders		
19. Basic earnings per share(*)	213,77	195.98
20. Declining earnings per share		

**V. EXPLANATION OF FINANCIAL STATEMENTS AND AUDIT REPORT****1. Independent auditing firm:**

Number: 2403.01 -26/BC-TC/VAE

Hanoi, March 24, 2026

**INDEPENDENT AUDIT REPORT**

**Dear:** **Shareholders**  
**Board of Directors and General Management**  
**Constrexim No. 8 Investment and Construction Joint Stock Company**

We have audited the accompanying financial statements of Constrexim No. 8 Investment and Construction Joint Stock Company (hereinafter referred to as "the Company"). *Established on March 20, 2026, from page 6 to page 30* This includes: the balance sheet as of December 31, 2025, the income statement, the cash flow statement for the fiscal year ending on the same date, and the notes to the financial statements.

**Responsibilities of the Board of Directors**

The Board of Directors of the Company is responsible for preparing and presenting the Financial Statements fairly and reasonably in accordance with Vietnamese accounting standards, the Vietnamese corporate accounting system, and relevant legal regulations concerning the preparation and presentation of Financial Statements, and is responsible for internal controls that the Board of Directors deems necessary to ensure that the preparation and presentation of the Financial Statements are free from material misstatements due to fraud or error.

**Responsibilities of the Auditor**

Our responsibility is to express an opinion on the financial statements based on the results of our audit. We conducted the audit in accordance with Vietnamese auditing standards. These standards require us to comply with professional ethical standards and regulations, and to plan and conduct the audit to obtain reasonable assurance as to whether the Company's financial statements contain material misstatements.

The audit work includes performing procedures to gather audit evidence regarding the figures and disclosures in the financial statements. The audit procedures are selected based on the auditor's judgment, including an assessment of the risk of material misstatement in the financial statements due to fraud or error. In assessing these risks, the auditor considered the Company's internal controls related to the preparation and presentation of the financial statements in a fair and reasonable manner, in order to design audit procedures appropriate to the circumstances, but not to express an opinion on the effectiveness of the Company's internal controls. The audit work also includes evaluating the appropriateness of the accounting policies applied and the reasonableness of the accounting estimates made by the Board of Directors, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have gathered is sufficient and appropriate to form the basis of our audit opinion.

**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 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.

**Pham Thanh Ngoc**  
 Deputy General Manager  
*Audit Registration Certificate Number: 1011-2023-034-1*

**Pham Thi Hien**  
 Auditor  
*Audit Registration Certificate Number: 2449-2023-034-1*

On behalf of and representing  
**VIETNAM AUDITING AND VALUATION COMPANY LIMITED**  
**VI. RELATED COMPANIES:**

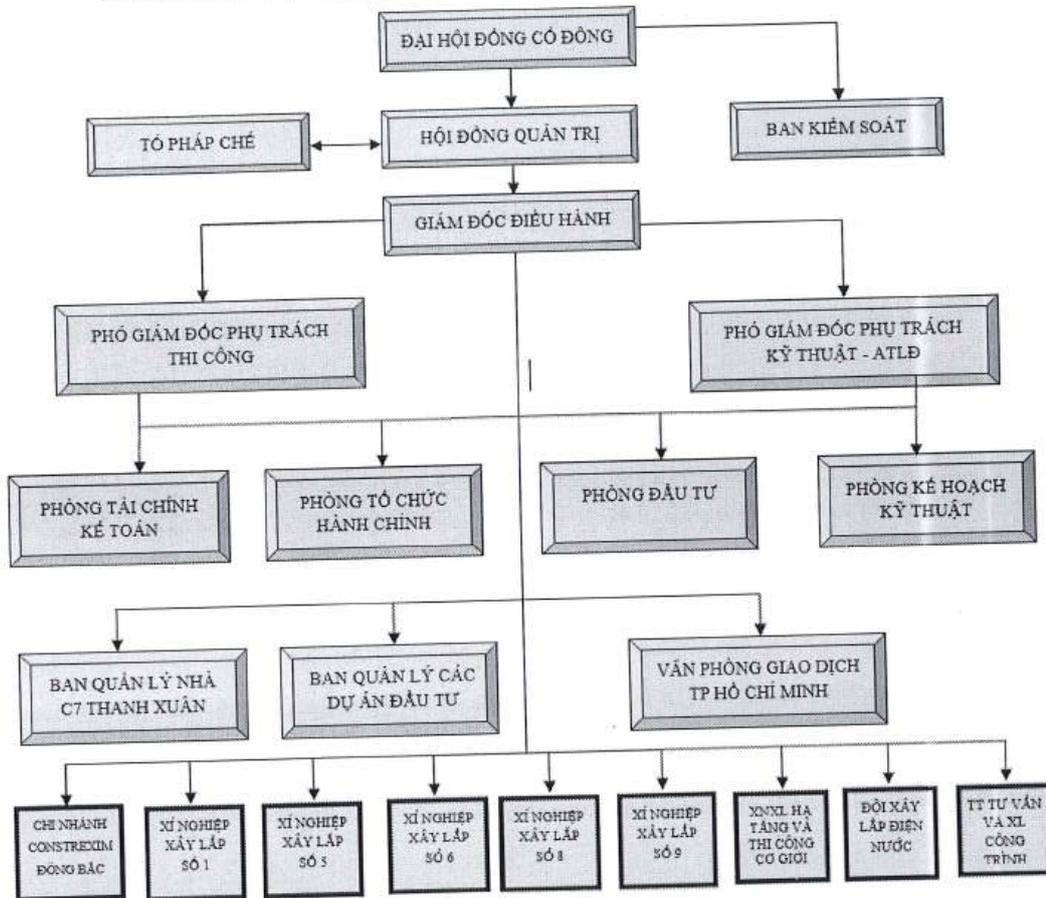
1. The company holds a controlling stake in the Investment and Construction Joint Stock Company. Constrexim No. 8: None.

2. Investment status in related companies:

VII. ORGANIZATION AND PERSONNEL:

1. Organizational chart:

**SƠ ĐỒ TỔ CHỨC SẢN XUẤT KINH DOANH CỦA CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY LẬP CONSTREXIM SỐ 8**



CONSTREXIM No. 8

**2. Briefly summarize the backgrounds of the individuals in the Company:****Board of Directors****1. Mr. Vu Duc Tien**

Chairman of the Board of Directors - Legal Representative

Sex: Male

Date of birth: 06/ 11/ 1958

Citizen ID Card Number: 001058010503 Department of Administrative Management of Social Order Police issued on July 25, 2021

Nationality: Vietnam

Nation: Terrible

Hometown: Thanh Tri, Hanoi

HKTT: 39 Alley 26 Tran Quy Cap Street, Van Mieu Ward, Dong Da District, Hanoi

Permanent address: 39/26 Tran Quy Cap Collective, Van Mieu Ward, Dong Da District, Hanoi

Contact phone number at the office: 024.22425695

Educational level: University

Qualifications: Civil Engineer

Work experience:

11/1988 - 12/1993: Deputy Team Leader of Construction Team No. 4 - Hanoi Investment and Construction Trading Company

01/1994 - 3/1998: Team leader of Construction Team No. 4 - Hanoi Investment and Construction Trading Company

4/1998 - 5/2003: Director of Construction and Installation Enterprise No. 4 - Hanoi Investment and Construction Trading Company

6/2003: Director of Construction and Installation Enterprise No. 8 - Vietnam Investment, Construction and Import-Export Company

7/2003 - 12/2005: Director of Construction Company No. 8 - Vietnam Investment, Construction and Import-Export Company

12/2005 - 4/2008: Chairman of the Board of Directors of Constrexim No. 8 Investment & Construction Joint Stock Company

5/2008 - 4/2010: Chairman of the Board of Directors and Director of Constrexim No. 8 Investment & Construction Joint Stock Company

April 2010 - present: Chairman of the Board of Directors of Constrexim No. 8 Investment & Construction Joint Stock Company

Current job title: Chairman of the Board of Directors of Constrexim No. 8 Investment & Construction Joint Stock Company

& Construction Joint Stock Company

Number of shares held: 608.678 shares, ownership 22,78% of charter capital

Illegal behavior: Are not

Liabilities owed to the Company: Are not

Related benefits for the Company: Wage. Bonuses and allowances as per company regulations.

Those involved: Vu Duc Thang (younger brother) holds 72,147 shares (2.7%); Vu Tuong Vy (daughter) holds 190,575 shares (7.13%). Board member and CEO of the company

**2. Mr. Vu Duy Hau**

Sex: Male

Date of birth: 15/ 06/ 1972

Citizen Identification Number: 014072000019 Department of Police for Registration and Management of Residence and National Database on Residents, issued on August 24, 2021

Nationality: Vietnam

Nation: Terrible

Hometown: Hong Thai, Kien Xuong, Thai Binh

Permanent address: 6B Alley 81 Nguyen Phong Sac Street, Cau Giay Ward, Hanoi

*Contact phone number at the office:* 024. 22427746  
*Educational level:* 12/12  
*Qualifications:* Bachelor of Economics, Master of Business Administration  
*Work experience:*  
 4/1992-12/1995: Officials of Construction Company No. 2 - Son La  
 1/1996 – 12/1998: Specialist in the General Affairs Department, Son La  
 Investment and Development Bureau  
 1/1999- 6/2000 Accountant at Hanoi Construction and Trading Investment  
 Company  
 7/2000 – 7/2003 Accounting Department, Construction Enterprise No. 9 -  
 Vietnam Investment Construction and Import-Export  
 Company  
 7/2003 – 12/2005 Chief Accountant of Construction Company No. 8 – Vietnam  
 Investment, Construction and Import-Export Company  
 01/2006- 4/2010 Board Member, Deputy Director, and Chief Accountant of  
 Constrexim No. 8 Investment and Construction Joint Stock  
 Company  
 4/2010 - 2022 Board Member and Director of Constrexim No. 8 Investment  
 and Construction Joint Stock Company  
*Current job title:* Board Member and General Director of Constrexim No. 8  
 Investment and Construction Joint Stock Company  
*Number of shares held:* 147,130 shares, representing 5.51% of the charter  
 capital.  
*Illegal behavior:* Are not  
*Liabilities owed to the Company:* Are not  
*Related benefits for the Company:* Salary, bonuses, and allowances are as per company  
 regulations.  
*Those involved:* Vu Thi Diep (mother-in-law) holds 13,915 shares.  
 Tran Ngoc Bich (sister-in-law) holds 13,875 shares.

**3. Mr. Hoang Bien Cuong**  
*Gender:* Male  
*Date of birth:* 25/7/1958  
*Citizen Identification Number:* 001058011055 Department of Police for Registration and  
 Management of Residence and National Population Data  
 issued on November 22, 2021  
*Nationality:* Vietnam  
*Nation:* Terrible  
*Hometown:* Hoang Van Thu Street - Hoang Mai District, Hanoi  
 Permanent address: Lot 1G P5 Trung Yen Urban Area, Hanoi  
*Contact phone number at the office:* 024.22425695  
*Educational level:* 10/10  
*Qualifications:* Civil Engineer  
*Work experience:*  
 11/1976 – 7/1982: Students of Hanoi University of Civil Engineering  
 11/1982 – 6/1986: Construction engineer at Song Da Construction Corporation  
 7/1986 – 4/1997: Specialist at the Equipment Joint Stock Company - Ministry of  
 Trade  
 5/1997 – 9/1998: Deputy Head of Planning and Investment Department,  
 Equipment Joint Stock Company - Ministry of Trade  
 10/1998-12/2006: Deputy Head of Planning and Investment Department,  
 Equipment Joint Stock Company - Ministry of Trade  
 1/2007 – 8/2007: Officials of the Equipment Joint Stock Company - Ministry of  
 Trade

9/2007 – 6/2009: Head of Planning Department, Constrexim Investment & Construction Joint Stock Company No. 8  
 7/2009 – 2022: Board Member and Deputy Director of the Company  
*Current job title:* Member of the Board of Directors of Constrexim No. 8 Investment & Construction Joint Stock Company  
 114.040 shares, ownership 4,27% of charter capital

*Number of shares held:*

*Illegal behavior:* Are not

*Liabilities owed to the Company:* Are not

*Related benefits for the Company:* Salary, bonuses, and allowances are as per company regulations.

*Those involved:* Are not

#### 4. Ms. Vu Tuong Vy

*Gender:* Female

*Date of birth:* 28/7/1991

*ID Card Number:* 001191038770 Date of issue: 10/07/2021 Place of issue: Department of Police for Registration and Management of Residence and National Population Data

*Nationality:* Vietnam

*Nation:* Terrible

*Hometown:* Thanh Tri, Hanoi

*Permanent address:* 39 Alley 26 Tran Quy Cap Street, Van Mieu Ward, Dong Da District, Hanoi

*Contact phone number:* 0964019922

*Educational level:* University

*Work experience:*

2009-2013

2013-2015

2015-2017

2017 to present

Company

*Current job title:*

Construction Joint Stock Company

*Number of shares held:*

*Illegal behavior:*

*Liabilities owed to the Company:* Are not

*Related benefits for the Company:* Salary, bonuses, and allowances are as per company regulations.

*Those involved:*

#### 5) Ms. Ly Thanh Hang

*Gender:* Female

*Date of birth:* 24/09/1983

*Citizen Identification Number:* 001183037625 Date of issue: 22/09/2023 Place of issue: Department of Police for Registration and Management of Residence and National Population Data

*Permanent address:*

*Nationality:* Vietnam

*Nation:* Terrible

*Educational level:*

From May 25, 2022 to present:

Stock Company

*Current job title:*

Independent Board Member of Constrexim No. 8 Joint Stock Company

Independent Board Member of Constrexim No. 8 Joint Stock Company

*Number of shares held:* 0shares, ownership 0% of charter capital  
*Illegal behavior:* Are not  
*Liabilities owed to the Company:* Are not  
*Related benefits for the Company:* Allowances/compensation as per company regulations.

**Supervisory Board**

**1. Mr. Nguyen Ngoc Thanh** Head of the Supervisory Board (as of June 5, 2025, he/she will no longer be a member of the Supervisory Board)

*Gender:* Male  
*Date of birth:* 06/06/1969  
*ID Card Number:* License number 020069000023 issued on June 21, 2016 by the Department of Police for Registration and Management of Residence and National Population Data.  
*Nationality:* Vietnam  
*Nation:* Terrible  
*Hometown:* Hong Phong Commune, Nam Sach District, Hai Duong  
*Province:*  
*Permanent address:* Lane 449, Ngoc Lam Street, Ngoc Lam Ward, Long Bien  
 District, Hanoi  
*Contact phone number:* 0936052969  
*Educational level:* University  
*Work experience:*  
 1992-1997: Miliket Company, Gia Lam Branch  
 1998-2002: Song Long Plastic Factory  
 2003-2009: Constrexim 8 Investment & Construction Joint Stock Company  
 2010-2017: Independent operation  
 2017 to present: Head of the Supervisory Board of Constrexim 8  
 Investment & Construction Joint Stock Company

*Number of shares held:* 0shares, representing 0% of the charter capital.

*Illegal behavior:* Are not  
*Liabilities owed to the Company:* Are not  
*Related benefits for the Company:* Salary, bonuses, and allowances are as per company regulations.

*Those involved:* Are not

**2. Ms. Nguyen Thi Thom** Head of the Supervisory Board (Date as Member of the Supervisory Board: 05/06/2025)

*Gender:* Female  
*Date of birth:* 20/10/1979  
*Citizen Identification Number:* 0361790300 Issued on 25/07/2021 by the Department of Management of Social Order and Security  
*Nationality:* Vietnam  
*Nation:* Terrible  
*Hometown:* Nam Dinh  
*Permanent address:* TDP 18, Dai Linh Street, Trung Van Ward, Nam Tu Liem  
 District, Hanoi  
*Contact phone number at the office:* 0915797336  
*Educational level:* University  
*Work experience:*  
 12/2003- 5/2009: Construction Company No. 5, Waterway Construction Corporation  
 1/2010- 3/2011: Rang Dong Light Bulb and Thermos Company  
 4/2011- 3/2014: Nguyen Sinh Investment and Construction Joint Stock Company  
 Company

April 2014 - present:	Construction Team Accountant - Enterprise 9,
Constrexim 8 Joint Stock Company	
<i>Current job title:</i>	Head of the Supervisory Board of Constrexim 8 Investment & Construction Joint Stock Company
<i>Number of shares held:</i>	121 shares, representing 0.005% of the charter capital.
<i>Illegal behavior:</i>	Are not
<i>Liabilities owed to the Company:</i>	Are not
<i>Related benefits for the Company:</i>	Compensation as per company regulations.
<i>Those involved:</i>	Mr. Nguyen Van Khue (husband)
<i>Position of the person involved:</i>	Are not
<i>Number of shares held:</i>	Are not
<b>3. Ms. Truong Thi Luong</b>	Start date is TV. License plate: 27/7/2021
<i>Gender:</i>	Female
<i>Date of birth:</i>	16/11/1984
<i>ID Card Number:</i>	033184001523 issued on April 14, 2021 by the Department of Police for Registration and Management of Residence and National Population Management
<i>Nationality:</i>	Vietnam
<i>Nation:</i>	Terrible
<i>Hometown:</i>	Hung Yen
<i>Permanent address:</i>	Team 10, Nhu Quynh Village, Nhu Quynh Commune, Hung Yen Province
<i>Contact address:</i>	Team 10, Nhu Quynh Village, Nhu Quynh Commune, Hung Yen Province
<i>Contact phone number:</i>	0387239328
<i>Educational level:</i>	University
<i>Work experience:</i>	
2008 - 2019	Constrexim Investment & Construction Joint Stock Company
No. 8	
January 2020 to March 2021	Hoa Phat Steel Pipe Factory
April 2021 to present	Constrexim Investment & Construction Joint Stock Company
No. 8	
<i>Current job title:</i>	Member of the Supervisory Board of Constrexim 8 Investment & Construction Joint Stock Company
<i>Number of shares held:</i>	0 shares, representing 0.00% of the charter capital.
<i>Illegal behavior:</i>	Are not
<i>Liabilities owed to the Company:</i>	Are not
<i>Related benefits for the Company:</i>	Compensation as per company regulations.
<i>Those involved:</i>	
<b>4. Mr. Hoang Van The</b>	TV. Board of Supervisors (Start date as TV. Board of Supervisors: May 15, 2024)
<i>Gender:</i>	Male
<i>Date of birth:</i>	13/01/1985
<i>Citizen Identification Number:</i>	036085010388 Date issued: 18/12/2022
<i>Nationality:</i>	Issuing authority: Department of Public Security and Social Order
<i>Nation:</i>	Social Order
<i>Hometown:</i>	Vietnam
<i>Permanent address:</i>	Terrible
<i>Contact phone number:</i>	Giao Tien Commune, Giao Thuy District, Nam Dinh Province
<i>Educational level:</i>	An Lac Hamlet, Trau Quy Commune, Gia Lam District, Hanoi
<i>Work experience:</i>	Hanoi
- 8/2008-12/2011:	0968516519

- 01/2012- 11/2025:	University
<i>May 2024 to present:</i>	Employees of Hanoi-An Duong Construction Investment
<i>Number of shares held:</i>	Joint Stock Company
<i>Illegal behavior:</i>	Staff of the Infrastructure and Mechanical Construction
<i>Liabilities owed to the Company:</i>	Enterprise, Constrexim 8 Investment & Construction Joint
<i>Related benefits for the company:</i>	Stock Company
<i>Those involved:</i>	TV. Supervisory Board of Constrexim 8 Investment &
	Construction Joint Stock Company
	0 shares, representing 0% of the charter capital.
	Are not
	Are not
	Compensation as per company regulations.

**\* Members of the Executive Board:**

<b>1. Mr. Vu Duy Hau</b>	Board Member and General Director
	(Details are presented in the Board of Directors section)
<b>2. Mr. Vu Ngoc Triu</b>	Deputy General Manager
<i>Gender:</i>	Male
<i>Date of birth:</i>	02/7/1979
<i>ID Card Number:</i>	034079002661 issued on 09/05/2021
<i>Issuing authority:</i>	Department of Police for Residence Management and
	National Population Data
<i>Nationality:</i>	Vietnam
<i>Nation:</i>	Terrible
<i>Hometown:</i>	Quang Lich, Kien Xuong, Thai Binh
<i>Permanent address:</i>	Quang Lich, Kien Xuong, Thai Binh
<i>Contact address:</i>	Quang Lich, Kien Xuong, Thai Binh
<i>Contact phone number:</i>	0913749458
<i>Educational level:</i>	University
<i>Work experience:</i>	
2001 - 2008	Enterprise 19, Construction Company 319 - Ministry of
National Defense	
2009 - present	Constrexim Investment and Construction Joint Stock Company
No. 8.	
<i>Current job title:</i>	Deputy Director of Constrexim No. 8 Joint Stock Company,
	also Director of Construction Enterprise No. 5, a subsidiary of
	Constrexim No. 8 Joint Stock Company.
<i>Number of shares held:</i>	78.352 CP, occupies 2,93% of charter capital
<i>Illegal behavior:</i>	Are not
<i>Liabilities owed to the Company:</i>	Are not
<i>Related benefits for the Company:</i>	Compensation as per company regulations.
<i>Those involved:</i>	
<b>3. Mr. Le Van Luc</b>	Deputy General Manager
<i>Gender:</i>	Male
<i>Date of birth:</i>	16/09/1962
<i>Citizen Identification Number:</i>	026062010566 issued date August 8, 2022, issuing
	authority: Department of Police for Residence Management and
	National Population Data
<i>Nationality:</i>	Vietnam
<i>Nation:</i>	Terrible
<i>Hometown:</i>	Vinh Phuc
<i>Permanent address:</i>	Tuan Chinh, Vinh Tuong, Vinh Phuc

Contact address: Tuan Chinh, Vinh Tuong, Vinh Phuc  
 Contact phone number: 0961 165 588  
 Educational level: 10/10  
 Work experience:  
 1980-1983 Soldiers - Non-commissioned Officers  
 1984-1986 Students of Vinh Phuc Agricultural Machinery School  
 1987-2003 CB Company of Vinh Phuc Province  
 2004-2010 Hung Dung Trading JSC - Director  
 2007- 2021 Constrexim No. 8 Joint Stock Company – Director of  
 Subsidiary Enterprise  
 October 2021 to present Deputy General Director of Constrexim No. 8 JSC and  
 concurrently Director of Construction Enterprise No. 9  
 Current job title: Deputy General Director of Constrexim No. 8 JSC and  
 concurrently Director of Construction Enterprise No. 9  
 Number of shares held: 35,826 accounts for 1.34% charter capital  
 Illegal behavior: Are not  
 Liabilities owed to the Company: Are not  
 Related benefits for the Company: Compensation as per company regulations.  
 Those involved:  
**4. Mr. Nguyen Van Sinh** Deputy General Manager  
 (Start date is TV. Management: 16/01/2024)  
 Gender: Male  
 Date of birth: 14/02/1974  
 Citizen Identification Number: 001074030434 Date of issue: April 19, 2021  
 Issuing authority: Department of Public Security and  
 Social Order  
 Nationality: Vietnam  
 Nation: Vietnam  
 Hometown: Terrible  
 Permanent address: Phu Phuong, Ba Vi, Hanoi  
 Contact phone number: No. 4, Alley 112/26, 19/5 Street, Group 2, Van Quan  
 Ward, Ha Dong District, Hanoi  
 Educational level: University  
 Work experience:  
 2000 - 2003: Employee of Sel Electronics Company  
 2004 – 2009: Employee of Creative Advertising JSC;  
 2009 - 2013: CB Nguyen Sinh Investment and Construction Joint Stock  
 Company;  
 2013 - 2023: Staff of Construction and Installation Enterprise No. 6 -  
 Constrexim 8 Investment & Construction Joint Stock  
 Company  
 January 2024 to present  
 Number of shares held: Deputy General Director of Constrexim 8 Investment &  
 Construction Joint Stock Company;  
 52,541 shares, representing 1.97% of the charter capital.  
 Illegal behavior: Are not  
 Liabilities owed to the Company: Are not  
 Related benefits for the company: Are not  
 Those involved: Are not  
 Salary, bonuses, and allowances are as per company  
 regulations.

Are not

#### 6. Policies regarding employees.

\* Working mode.

Working hours: The company operates on a 44-hour work week. Office staff work during regular business hours, and work at the company's construction sites is organized according to the project's construction schedule.

Leave of absence, holidays, and Tet (Lunar New Year): These are implemented in accordance with the Labor Law, the Enterprise Law, and other current regulations of the Vietnamese State.

Sick leave and maternity leave: These are implemented in accordance with the Labor Law, the Enterprise Law, the Social Insurance Law, and other current regulations of the Vietnamese State.

Benefits and entitlements: The company implements employee benefits and entitlements in accordance with labor laws.

- Pay social insurance (health insurance, unemployment insurance) for 100% of employees with fixed-term contracts with the company.
- Provide employees with the necessary work equipment based on the nature of their jobs.
- Workers directly involved in production are provided with protective work clothing.
- Meal allowance.

Workplace safety is a priority for the company's leadership, ensuring that all employees understand technical safety and the importance of workplace safety.

The activities of Party organizations, trade unions, and youth organizations are facilitated.

**\* Recruitment and training policy.**

Recruitment: The company's recruitment goal is to attract qualified, capable, and experienced employees who meet job requirements. The company regularly focuses on recruiting, arranging, assigning, and strengthening its workforce to match their abilities and professional qualifications, meeting the requirements and tasks of production and business operations.

Training: The company places great emphasis on promoting training and development activities, especially in professional skills. The company closely integrates training and development with employee development, always creating opportunities for employees to participate in training courses to improve their professional skills.

**7. Changes to the Board of Directors:**

The board of directors consists of 5 members.

There will be no changes to the Board of Directors in 2025.

**8. Changes to the Supervisory Board:**

The Supervisory Board consists of 3 members.

There will be changes to the Supervisory Board members in 2025:

Mr. Nguyen Ngoc Thanh He has not been the Head of the Supervisory Board since [date].05/06/2025;

Ms. Nguyen Thi Thom has been the Head of the Supervisory Board since [date]05/06/2025

**VIII. SHAREHOLDER INFORMATION AND CORPORATE GOVERNANCE:**

**1. Board of Directors and Supervisory Board:**

**a. Members of the Board of Directors:**

- Mr. Vu Duc Tien - Chairman of the Board of Directors
- Mr. Vu Duy Hau - Member of the Board of Directors and Director
- Mr. Hoang Bien Cuong - Member of the Board of Directors - also Deputy Director
- Ms. Vu Tuong Vy - Member of the Board of Directors - Does not hold any other position at the Company;
- Ms. Ly Thanh Hang - Independent Member of the Board of Directors.

**b. Members of the Supervisory Board:**

- Mr. Nguyen Ngoc Thanh - Head of the Supervisory Board (no longer Head of the Supervisory Board from June 5, 2025)
- Ms. Nguyen Thi Thom - Head of the Supervisory Board (from June 5, 2025)
- Ms. Truong Thi Luong - Member of the Supervisory Board;
- Mr. Hoang Van The - Member of the Supervisory Board (Date of appointment as a member of the Supervisory Board: May 15, 2024)

**c. Evaluating the performance of the Board of Directors and the Executive Board:**

The activities of the Board of Directors and the Executive Board of Constrexim No. 8 Investment and Construction Joint Stock Company always closely adhere to and correctly implement the guidelines, policies, and resolutions of the Party, the laws of the State, and the Company's Charter and General Meeting of Shareholders' resolutions. This is to guide and manage the company.

In business operations, the Board of Directors issues resolutions and decisions that are appropriate to the actual situation, contributing to the unit's effectiveness. Specifically, as follows:

**c.1 Regarding advantages:**

**c.1.1. Regarding leadership and management:**

The Board of Directors unanimously agreed on the objectives of consolidating, stabilizing, and developing the Company's production and business; fulfilling all obligations to the State; always paying attention to employment, material and spiritual well-being, and implementing policies and regulations for employees in accordance with State regulations; and paying annual dividends as per the Shareholders' General Meeting Resolution.

To guide and manage production and business activities, the Board of Directors promptly issued resolutions, decisions, and directives to the Company's Executive Board to effectively manage production and business operations, overcome natural disasters and epidemics, and minimize risks.

By building and effectively implementing democratic principles, all major policies and medium- and long-term plans, both before and during their development, are subject to consultation with shareholders at annual and extraordinary general meetings. In the period before the general meeting, the Supervisory Board, the company's trade union executive committee, the company's employee conference, and affiliated units are consulted. This has created a democratic and cohesive atmosphere among all employees and shareholders.

Implement the Disclosure Procedure and Corporate Governance Regulations based on current regulations applicable to companies listed on the Stock Exchange.

**c.1.2. Regarding personnel matters:**

In 2006, at the Annual General Meeting of Shareholders, the first meeting after the transition from a state-owned enterprise to a joint-stock company, five members of the Board of Directors and three members of the Supervisory Board were elected to direct and manage the company's operations in accordance with the resolutions of the General Meeting of Shareholders.

In 2012, the General Meeting elected a new term for 2012-2016 consisting of 5 members of the Board of Directors and 3 members of the Supervisory Board.

In 2017, the Annual General Meeting of Shareholders (May 2017) elected 5 members of the Board of Directors for the 2017-2022 term, including Mr./Ms. Vu Duc Tien, Vu Duy Hau, Hoang Bien Cuong, Nguyen Dinh Nghia, and Vu Tuong Vy, and 3 members of the Supervisory Board for the 2017-2022 term, including Mr./Ms. Nguyen Ngoc Thanh, Ly Van Kha, and Nguyen Thi Hong Van.

In 2019, there were changes to the members of the Board of Directors and the Supervisory Board for the 2017-2022 term:

Mr. Nguyen Dinh Nghia, a member of the Board of Directors, submitted his resignation due to personal reasons, and Mr. Ly Van Kha, a member of the Supervisory Board, submitted his resignation due to personal health reasons. The 2019 Annual General Meeting of Shareholders accepted the resignations and elected Mr. Vu Ngoc Chinh to the position of member of the Board of Directors and Ms. Bui Thi Ha Thu to the position of member of the Supervisory Board.

There were changes to the Supervisory Board members in 2021:

Ms. Bui Thi Ha Thu ceased to be a member of the Supervisory Board as of July 27, 2021, due to her resignation and subsequent dismissal by a vote of the General Shareholders' Meeting.

Ms. Truong Thi Luong - Elected by the General Meeting of Shareholders as a Member of the Supervisory Board from July 27, 2021;

In 2022, at the Annual General Meeting of Shareholders, effective May 25, 2022, Mr. Vu Ngoc Chinh ceased to be a member of the company's Board of Directors, and Ms. Ly Thanh Hang became an independent member of the company's Board of Directors.

The Annual General Meeting of Shareholders 2024 (May 15, 2024) approved the resignation (due to personal reasons), voted to dismiss Ms. Nguyen Thi Hong Van from her position as a member of the Supervisory Board, and elected Mr. Hoang Van The as a member of the Supervisory Board for the term 2022-2027.

There will be changes to the Supervisory Board members in 2025:

Mr. Nguyen Ngoc Thanh, Head of the Supervisory Board, submitted a resignation letter for personal reasons to the 2025 Annual General Meeting of Shareholders, which was approved by a vote of the General Meeting of Shareholders.

The 2025 Annual General Meeting of Shareholders elected Ms. Nguyen Thi Thom as an additional member of the Supervisory Board. The members of the Supervisory Board then met and elected Ms. Nguyen Thi Thom as the Head of the Supervisory Board.

#### c.2. Existing problems:

Joint ventures, partnerships, and product diversification receive regular attention, but their effectiveness has not met expectations.

#### c.3. Remedial measures:

Establish a system of internal management regulations for the Company, the Board of Directors, and other regulations as required for the Company's management and operation. Implement the issued regulations seriously and effectively, maximize resources, and engage in joint ventures and partnerships to increase competitiveness, achieve higher efficiency in production and business, and preserve and develop capital.

There is a specific plan to thoroughly, promptly, and seriously address any emerging issues. Strengthen and promote unity and solidarity within the Board of Directors and the Company based on compliance with the law and the Company's charter; ensure coordination among socio-political organizations within the Company (Party branch, trade union), and effectively utilize the cooperation of employees and shareholders of the company.

#### **d. Rights and benefits of members of the Board of Directors and the Supervisory Board:**

The 2025 Annual General Meeting of Shareholders unanimously approved the remuneration of the members of the Board of Directors and the Supervisory Board for 2024.

#### **e. Changes in the ownership percentages of the Board of Directors and the Supervisory Board:**

Board members: None

Supervisory Board Members: None

**f. Information on stock transactions of members of the Board of Directors and Supervisory Board, major shareholders and others. Individuals involved (from January 1, 2025 – December 31, 2025):**

*Stock transactions by board members and related parties: Do not have*

**Major shareholder's stock transactions:**

*Ms. Quách Bích Việt*

*Stock ticker symbol: CX8*

*Number and percentage of shares held before the transaction: 158,323 shares (5.92%)*

*Number of shares registered for sale:*

*Number of shares traded and sold on the date the ownership ratio changed and the shareholder ceased to be a major shareholder: 125,600 shares*

*Number and percentage of shares held after the transaction: 32,723 shares (1.22%)*

*Trading method: order matching at the Hanoi Stock Exchange*

*Date of transaction that changes ownership percentage and results in ceasing to be a major shareholder: June 3, 2025.*

**2. SHAREHOLDER STATISTICS:**

2.1. State Shareholders: None

2.2. Shareholder structure data:

a. Domestic shareholders: 2,664,504 shares, value: VND 26,645,040,000

In there:

- Number of shares: 2,546,118 shares; Share value: VND 25,461,180,000 deposited at VSDC

- Number of shares: 118,386 shares; Share value: VND 1,183,860,000, not yet registered for deposit at VSDC; These shares originate from the Constrexim brand value, which has not yet been approved for listing by the Hanoi Stock Exchange and will be considered for supplementary listing after receiving guidance (according to document No. 142/SGDCKHN dated January 22, 2010 of HNX).

Shareholders holding 5% or less have the right to vote on 2,664,504 shares with a value of VND 26,645,040,000, representing 99.71%.

b. Foreign shareholders: 7,653 shares; share value of VND 76,530,000, accounting for 0.29%

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

**Legal representative  
Chairman of the Board**



**Vũ Đức Tiên**