CDC CONSTRUCTION JOINT STOCK COMPANY

DOCUMENTS FOR THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Ha Noi, July 4th, 2025

1. Agenda of the Annual General Meeting of Shareholders, Working Regulations of the General Meeting of Shareholders, Voting Rules

AGENDA ANNUAL GENERAL MEETING OF SHAREHOLDERS 2024

Time: From 08:00 AM, July 26, 2025

Venue: Meeting Room, 6th Floor – Headquarters of CDC Construction Joint Stock Company – LK 18-24, Galaxy 8, Ngan Ha Van Phuc Residential Area, No. 69 To Huu Street, Ha Dong Ward (formerly Van Phuc Ward, Ha Dong District), Hanoi City.

Time	Agenda	Responsibility
08:00 – 09:00	Shareholder registration, welcoming guests, distributing meeting materials and voting ballots	Organizing Committee
09:00 – 09:55	1. Opening remarks, introduction of participants 2. Report on shareholder eligibility 3. Introduction and approval of the Presidium 4. Proposal and approval of the Secretariat and the Vote Counting Committee 5. Opening of the Meeting and approval of the Working Regulations and Meeting Agenda	Organizing Committee
09:55 – 11:05	**A. Presentation of Reports:** 1. Report of the Board of Directors on 2024 activities and 2025 orientation 2. Report of the Supervisory Board on 2024 activities and 2025 orientation 3. Report of the General Director on business results in 2024 and business plan for 2025 **B. Presentation of Proposals:** 1. Proposal for approval of the audited financial statements for 2024 2. Proposal on profit distribution and fund appropriation for 2024 3. Proposal on remuneration for the BOD and Supervisory Board in 2024 and remuneration budget for 2025 4. Proposal on amendments and supplements to the Company's Charter 5. Proposal on related party transactions under the authority of the General Meeting of Shareholders 6. Proposal on selection of auditing firm for 2025	Presidium

	7. Other matters under the authority of the General Meeting of Shareholders (if any)	
11:05 – 11:40	1. Discussion and shareholder feedback; the Presidium receives and responds to shareholder queries 2. Voting on the Reports and Proposals	Presidium / Vote Counting Committee
11:40 – 11:55	Break	
11:55 – 12:25	1. Announcement of voting results 2. Approval of the Meeting Minutes and Resolutions	Presidium / Vote Counting Committee
12:25 – 12:40	Closing remarks and official adjournment of the Meeting	Presidium

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

MR NGO TAN LONG

CDC CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM**
	Independence – Freedom – Happiness
No.: 01/QC-HĐQT	Hanoi, July 4th , 2025

WORKING REGULATIONS

AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS CDC CONSTRUCTION JOINT STOCK COMPANY

CHAPTER I – GENERAL PROVISIONS

CHAPTER I: GENERAL PROVISIONS

Article 1. Adjusted Subjects and Scope of Application

1.1. These Regulations apply to all Shareholders of CDC Construction Joint Stock Company (hereinafter referred to as the "Company") and participants attending the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting of Shareholders" or the "General Meeting") of the Company.

1.2. These Regulations provide for: the working principles, participation conditions, the conduct of the General Meeting; the rights and obligations of the parties participating in the General Meeting; the voting method and the adoption of matters presented at the Meeting.

Article 2. Principles of Work at the General Meeting

To ensure the General Meeting is organized efficiently, safely, and orderly, all Shareholders and participants must comply with the following principles:

2.1. Follow the guidance and management of the Chairing Committee, behave civilly and respectfully, maintain order during the General Meeting, and respect the outcomes of the Meeting;

2.2. Smoking is not allowed in the meeting room;

2.3. All mobile phones must be set to silent mode and their usage should be limited to the minimum during the General Meeting;

2.4. Filming, photography, and audio recording that disrupt the management of the Meeting are prohibited (except in cases where permission is granted by the Chairing Committee and the Organizing Committee);

2.5. Comply with the provisions of the law, the Company Charter, and these Regulations.

CHAPTER II: RIGHTS AND OBLIGATIONS OF PARTICIPANTS

Article 3. Shareholders Attending the General Meeting of Shareholders

3.1. Conditions for Participation:

3.1.1. Must be a Shareholder or a legally authorized representative of a Shareholder holding voting shares as recorded on the list of Shareholders as of June 24, 2025.

3.1.2. Each Shareholder or authorized representative must present the meeting invitation, ID card/Citizen ID/Passport, Power of Attorney (if any) to complete registration procedures.

3.1.3. Delegates and invited guests must attend as per invitations of the Organizing Committee. Other cases require approval from the Organizing Committee.

3.2. Rights and Obligations of Shareholders:

Rights:

a) Shareholders attending the General Meeting shall enjoy full rights and obligations as prescribed in Articles 12 and 13 of the Company Charter and the current legal provisions;

b) Entitled to receive a voting card in the prescribed form issued by the Company, meeting documents, and other documents in accordance with the Company's regulations;

c) A person authorized to attend the General Meeting is not allowed to delegate such authorization to a third party;

d) Shareholders who have registered and attended but are absent at the time of voting shall be deemed to agree with the voting contents presented during their absence.

Obligations:

a) During the Meeting, Shareholders must follow the instructions of the Chairing Committee and behave in a civilized and polite manner;

b) Arrive on time. If arriving after the opening of the Meeting, the Shareholder may still register and vote, but the Chairperson shall not be obligated to pause the Meeting. Previously approved matters shall remain valid;

c) Comply strictly with these Regulations. Violators may, depending on the severity, be subject to appropriate measures by the Chairing Committee, including requests to competent authorities to maintain order, or expulsion from the Meeting for non-compliance, disruption, obstruction, or security violations in accordance.

Article 4. Chairperson and Chairing Committee

4.1. The Chairing Committee consists of five (05) members who are members of the Board of Directors ("BOD"), with the Chairman of the BOD acting as the Chairperson.

4.2. In case the Chairman is absent or temporarily incapacitated, the remaining BOD members shall elect a Chairperson by majority. If not possible, the Head of the Supervisory Board shall preside over the election by the General Meeting, and the candidate with the highest votes shall become Chairperson.

4.3. The Chairing Committee shall assist the Chairperson in conducting the General Meeting and executing related rights and duties.

4.4. Rights and Duties of the Chairperson:

4.4.1. Conduct the Meeting according to the agenda and Regulations approved by the General Meeting;

4.4.2. Exercise supreme authority regarding procedures, orders, and incidental matters, including but not limited to:

a) Respond to Shareholder inquiries (except trade secrets) or delegate responses, or record contributions not within the voting scope;

b) Invite professionals, lawyers, or qualified individuals to clarify matters;

c) Take necessary and reasonable measures to conduct the Meeting in an orderly manner;

d) Suspend or postpone the Meeting if disorder occurs or expel those violating rules or disrupting proceedings to ensure compliance with the law;

e) Exercise other powers under the Company Charter and legal provisions to manage the Meeting.

CHAPTER II: RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE GENERAL MEETING

Article 5. Shareholder Eligibility Verification Committee

5.1. The Shareholder Eligibility Verification Committee consists of one (01) Head and other members appointed by the Board of Directors.

5.2. The Shareholder Eligibility Verification Committee has the following rights and obligations:

a) To verify the eligibility of shareholders qualified to attend the General Meeting in accordance with legal regulations, the Company Charter, and other internal regulations of the Company;

b) To answer questions, detect and handle issues related to shareholder status, voting cards, and other related matters throughout the duration of the General Meeting;
c) To summarize the results of the verification and report them to the General Meeting, and to take full responsibility for the verification results of shareholders attending the General Meeting before the official commencement of the General Meeting;
d) To perform other tasks as assigned by the Presidium.

Article 6. Secretariat

6.1. The Secretariat consists of two (02) members appointed by the Presidium.

6.2. The Secretariat performs supporting duties for the Chairperson/Presidium including:

a) Recording fully and truthfully all content of the General Meeting;
b) Announcing draft Minutes of the Meeting, Resolutions of the General Meeting of Shareholders, and notifications from the Chairperson/Presidium to shareholders as required;
c) Receiving written questions from shareholders or authorized representatives attending the Meeting;
d) Assisting in announcing documents, conclusions, or sending notifications to shareholders when requested;
e) Performing other tasks as assigned by the Chairperson/Presidium.

Article 7. Vote Counting Committee

7.1. The Vote Counting Committee consists of one (01) Head and members nominated by the Chairperson and approved by the General Meeting. Members of the Vote Counting Committee must not be listed in the nominations or candidates for executive positions of the Company. If necessary, the General Meeting of Shareholders may designate one member of the Supervisory Board and one randomly selected shareholder from the meeting attendees to supervise the vote counting process.

7.2. The Vote Counting Committee has the following rights and obligations:

a) To guide shareholders/authorized representatives of shareholders on how to cast votes on the issues at the General Meeting;
b) To count votes on the issues presented at the General Meeting and report the results publicly at the General Meeting;
c) To address issues arising in connection with the exercise of voting rights;
d) To perform other tasks as assigned by the Presidium.

CHAPTER III: CONDUCTING THE GENERAL MEETING AND APPROVING MATTERS

Article 8. Conditions for Convening the General Meeting of Shareholders

8.1. The General Meeting of Shareholders may proceed when shareholders present represent more than 50% of the total voting shares.

8.2. In case the first meeting fails to satisfy the condition mentioned in Clause 1 of this Article, the Company shall proceed with a second invitation in accordance with legal regulations, the Company Charter, and other relevant internal regulations.

Article 9. Conduct of the General Meeting of Shareholders

9.1. The Chairperson shall conduct the General Meeting in accordance with the sequence and content of the agenda approved by the General Meeting.

9.2. The General Meeting of Shareholders shall discuss and approve the agenda items by the voting method specified in these Regulations. The Chairperson shall allocate appropriate time for discussion and voting on each matter on the agenda.

9.3. The General Meeting of Shareholders shall adjourn after the Minutes of the Meeting are approved.

Article 10. Voting Procedures at the General Meeting of Shareholders

10.1. Voting Method:

10.1.1. The General Meeting shall discuss and vote on each issue on the agenda. Voting shall be conducted by collecting Voting Ballots, followed by vote counting on the number of votes in favor, against, or abstaining.

10.1.2. Each shareholder upon registration shall receive one (01) Voting Ballot from the Shareholder Eligibility Verification Committee to vote on all matters included in the agenda.

10.1.3. Form and content of Voting Ballots: - Voting Ballots are printed on A4 paper and bear the Company's hanging seal; - The Ballots shall indicate the shareholder's information, number of voting shares owned, number of votes, information of the authorized representative (if any), the issues subject to voting, voting options, confirmation signature and full name of the shareholder or authorized representative.

10.2. Voting Instructions:

10.2.1. Shareholders shall mark an "X" in one of the boxes: "APPROVAL", "DISAPPROVAL", or "ABSTENTION" for each matter requiring voting at the Meeting.

10.2.2. In case of marking incorrectly, circle the incorrect mark and make a new correct selection.

10.2.3. If the shareholder selects again on a circled option, the circled option must be filled in (blacked out).

10.3. Invalid Ballots:

A Voting Ballot shall be considered invalid in the following cases:

- The Ballot is not issued by the Shareholder Eligibility Verification Committee, lacks the Company's seal, or is inconsistent in form and content as described above;

- The Ballot is erased or altered in a way not compliant with Clause 1, Section III of these Regulations;

- The Ballot is torn;

- The Ballot is submitted after the voting session has concluded;

- The Ballot lacks a complete signature and full name of the shareholder or authorized representative;

- The Ballot has more than one box selected for any single issue;

- The Ballot has no selection for any of the issues subject to voting.

10.4. Voting and Counting Procedures:

– The Vote Counting Committee shall inspect the ballot box before collecting ballots in the presence of shareholders;
– Shareholders shall cast their ballots into the ballot box;
– Voting shall begin upon notice by the Head of the Vote Counting Committee and conclude when no more ballots are being cast. The Head shall announce the end of the voting session;
– Immediately after voting ends, the Vote Counting Committee shall count the votes at the venue;
– A Vote Counting Report must be prepared stating: total number of ballots issued, collected, valid and invalid ballots, and detailed results of votes (in favor, against, abstaining) on each matter subject to voting;
– The Head of the Vote Counting Committee shall announce the results at the Meeting.

Article 11. Discussion or Commentary During the General Meeting

11.1. Discussions shall only occur within the scheduled timeframe and within the scope of matters presented in the Meeting agenda.

11.2. Shareholders' comments must not violate the law and must be relevant to the authority and scope of the General Meeting. The Chairperson may remind or request the shareholder to focus on core content to ensure time efficiency and discussion quality.

11.3. Based on the importance or level of concern, the Presidium shall select and respond to comments in the most efficient manner to ensure meeting time and quality.

Article 12. Adoption of Resolutions by the General Meeting of Shareholders

12.1. Resolutions concerning the following matters shall be passed when approved by shareholders representing at least 65% of the total voting rights of all shareholders present and voting at the Meeting, except as provided in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises:

- Types and total number of shares of each class;
- Changes to lines of business and business sectors;
- Changes to the organizational and management structure of the Company;
- Investment projects or sale of assets with a value equal to or greater than 35% of the Company's total asset value recorded in the latest financial statements;
- Reorganization or dissolution of the Company.

12.2. Other resolutions shall be passed when approved by shareholders representing more than 50% of the total voting rights of all shareholders present and voting at the Meeting, except as provided in Article 12.1 of these Regulations and Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises.

Article 13. Recording and Preparation of Meeting Minutes

13.1. The Secretariat shall be responsible for recording the entire proceedings, resolutions adopted, and preparing the Minutes of the General Meeting of Shareholders.

13.2. The Minutes must be approved before the Meeting adjourns and published on the Company's website within twenty-four (24) hours from the conclusion of the General Meeting.

13.3. The Chairperson and Secretariat shall be jointly responsible for the accuracy and truthfulness of the Meeting Minutes.

CHAPTER IV: IMPLEMENTING PROVISIONS

Article 14. Effectiveness

These Regulations consist of four (04) chapters and fourteen (14) articles, publicly announced prior to the General Meeting of Shareholders, and shall take effect from the time

they are approved by the General Meeting and apply to the 2025 Annual General Meeting of Shareholders of the Company.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

MR. NGO TAN LONG

VOTING REGULATIONS

AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS CDC CONSTRUCTION JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises 2020 and relevant legal documents;
- Pursuant to the Charter of the Company;

The voting procedures for the approval of the Proposals and Reports at the Annual General Meeting of Shareholders (AGM) of CDC Construction Joint Stock Company shall be as follows:

I. Eligible Voters

1. All shareholders of CDC Construction Joint Stock Company attending the AGM scheduled for 08:00 AM on July 26, 2025, at the Company's headquarters, Meeting Room on the 6th Floor, LK 18-24, Galaxy 8, Ngan Ha Van Phuc Residential Area, 69 To Huu Street, Van Phuc Ward, Ha Dong District, Hanoi City, including shareholders' authorized representatives, shall be eligible to vote.
2. Shareholders who do not attend the meeting and do not legally authorize another person to attend shall not be entitled to vote.

II. Voting Method

1. The General Meeting shall deliberate and vote on each matter on the agenda. Voting shall be conducted by collecting Voting Ballots, followed by vote counting for ballots marked "In favor", "Against", and "Abstain".
2. Each shareholder will receive one (01) Voting Ballot from the Shareholder Eligibility Verification Committee upon registration to vote on all matters on the meeting agenda.
3. Form and content of the Voting Ballot:
   - The ballot is printed on A4 paper and bears the Company's seal.
   - The ballot contains: shareholder's information, the number of voting shares held, number of votes, details of the authorized representative (if any), matters to be voted on, voting options, and a section for signature and full name of the shareholder or their authorized representative.

III. Voting Instructions

1. Voting Instructions:
   - Shareholders mark an "X" in the corresponding box for "In favor", "Against", or "Abstain" for each matter presented for voting.
   - In case of an incorrect mark, circle the mistaken mark and reselect the intended option.
2. Invalid Ballots:

   Voting Ballot shall be considered invalid in the following cases:

- The ballot was not issued by the Shareholder Eligibility Verification Committee, lacks the Company's seal, or deviates from the stipulated format.
- The ballot is erased or modified in contradiction with Clause 1, Section III herein.
- The ballot is torn or damaged.
- The ballot is submitted after the voting period has concluded.
- The ballot lacks a valid signature and full name of the shareholder or their authorized representative.
- The ballot has more than one selection for any single matter to be voted on.
- The ballot has no selection for any matter to be voted on.

IV. Ballot Casting and Counting

- The Vote Counting Committee shall inspect the ballot box prior to collection in the presence of the shareholders.
- Shareholders shall cast their ballots into the ballot box.
- The voting period begins upon notice from the Head of the Vote Counting Committee and ends once no further ballots are cast. The closing time will be announced by the Head of the Committee.
- Immediately after the voting period ends, the Vote Counting Committee shall conduct the vote count at the meeting venue.
- A Vote Counting Record shall be prepared, stating: total number of ballots issued, collected, valid, invalid, and vote details (In favor, Against, Abstain) for each matter.
- The Head of the Vote Counting Committee shall announce the voting results at the meeting.

V. Complaints Regarding Vote Counting

- Every shareholder has the right to raise questions at the AGM concerning voting matters. Any complaints about voting results or procedures shall be reviewed and resolved during the meeting. In case of complaints, the Vote Counting Committee shall recheck and submit to the AGM for decision.
- Complaints regarding vote counting shall be settled by the Chairperson of the meeting and recorded in the AGM minutes.

VI. Effectiveness of the Voting Regulations

These Voting Regulations shall take effect only upon approval by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

MR. NGO TAN LONG

2. Reports of the Board of Directors, the Supervisory Board, and the Executive Board on Business Performance in 2024 and Orientation & Plans for 2025

CDC CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No.: 01/BC-HĐQT	Hanoi, July 4th ,2025

REPORT
ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2024 AND ORIENTATION AND PLAN FOR 2025

To: The General Meeting of Shareholders CDC Construction Joint Stock Company

The Board of Directors (hereinafter referred to as the "Board") of CDC Construction Joint Stock Company respectfully submits this report on the performance of the Board in 2024 and the orientation and plan for 2025 for consideration and approval by the General Meeting of Shareholders:

I. PERFORMANCE REPORT OF THE BOARD OF DIRECTORS IN 2024

1. General Assessment

In 2024, Vietnam's socio-economic situation maintained a positive trend, with macroeconomic stability, inflation kept below the target level, major economic balances ensured, and social security maintained. Key sectors achieved or exceeded planned targets, making Vietnam a bright spot for economic growth in the region and globally.

However, the construction and real estate markets in 2024 have yet to recover from the crisis caused by the turmoil of large domestic real estate corporations during the 2023–2024 period. The stagnation in the real estate market led to a significant decline in construction demand, particularly in the residential and commercial segments.

The presence of numerous domestic and international construction enterprises competing for a limited number of projects has intensified market competition, compelling construction companies to genuinely enhance their competitiveness and significantly reduce production costs. Meanwhile, soaring prices of input materials especially natural resources such as soil, sand, gravel, and stone due to urgent demand have placed substantial pressure on contractors' profits and cash flows.

In this challenging context, under the leadership of the Board and the Executive Management, CDC Construction Joint Stock Company recorded commendable business results in the 2024 fiscal year compared to the previous year.

2. Overview of Business Operations in 2024

In 2024, CDC Construction Joint Stock Company maintained stable growth momentum and achieved favorable business results. Despite fluctuations in the construction industry, the Company recorded positive growth in both revenue and profit.

Profit after tax in 2024 reached over VND 42.29 billion, an increase of more than 46% compared to 2023, thanks to effective cost control strategies and improved construction efficiency. The gross profit margin remained stable, demonstrating effective cost and production management.

By the end of 2024, the Company's total assets reached approximately VND 2,083 billion, up 21.2% compared to the beginning of the year. The financial structure remained safe, with the debt-to-equity ratio at around 64%, significantly lower than the industry average of 110%.

In terms of construction activities, CDC participated in numerous civil and industrial construction projects across the country. In 2024, the Company successfully completed several key projects on time and met quality standards. Notably, projects such as A&T Sky Garden (Binh Duong), Peninsula Danang, Hinode Suite, and Viha Complex were implemented smoothly, with several reaching the topping-out phase in 2024, affirming CDC's credibility and capability as a general contractor in the market.

The Company also expanded its presence into the Southern market (in addition to its traditional markets in the North and Central regions) and achieved initial success, laying the groundwork for further expansion of its project portfolio and customer base.

Alongside construction, the Company continued its building materials and related service segments, contributing to the consolidated revenue.

As of March 31, 2025, CDC had a workforce of approximately 318 experienced and well-qualified employees, organized in a streamlined and efficient manner, capable of simultaneously managing multiple projects nationwide. The corporate culture emphasizes professionalism and occupational safety, which enabled uninterrupted operations throughout the year, with no major incidents affecting business activities.

Detailed information on the implementation of the 2024 business plan is as follows:
Unit: VND

NO.	Indicator Name	Actual 2024	Plan 2024	Completion Rate (%)
1	Net revenue from sales of goods and provision of services	2.189.074.369.779	2.426.800.000.000	90,20%

NO.	Indicator Name	Actual 2024	Plan 2024	Completion Rate (%)
2	Profit before tax	53.401.528.685	61.024.234.098	87,51%
3	Profit after tax	42.288.498.003	48.819.387.278	86,62%
4	Payment to the state budget	17.151.153.738	18.204.846.820	94,21%

3. Activities of the Board of Directors in 2024

3.1. Members and Structure of the Board of Directors

No.	Name	Position	Executive	None executive	Independent Member
1	Mr Ngô Tấn Long	Chairman	X		
2	Mr Trần Văn Trường	Vice chairman	X		
3	Mr Lê Văn Quang	Member		X	
4	Mr Ngô Quý Nhâm	Independent member			X
5	Mrs Đặng Thanh Trang	Member of BOD and General Director	X		

3.2. Report on the Implementation of Resolutions of the General Meeting of Shareholders

In the 2024 fiscal year, CDC successfully convened one Annual General Meeting of Shareholders and conducted one round of written consultation with shareholders to adopt a resolution of the General Meeting of Shareholders. At the meeting and through the written consultation process, the General Meeting of Shareholders approved several key policies and strategic orientations for the Company's development in the coming period. Below is a summary of the approved matters and the status of their implementation:

No.	Resolution/Decision No.	Date	Content	Implementation
1	01/2024/NQ-ĐHĐCĐ	2024/05/11	Report on the Board of Directors' activities in 2023 and the direction and operational plan for 2024.	Implemented
			Report on the Supervisory Board's activities in 2023 and the direction and operational plan for 2024.	Implemented
			Report on the business results in 2023 and the direction and operational plan for 2024.	Implemented
			Approval of the audited financial statements for 2023	Implemented

No.	Resolution/Decision No.	Date	Content	Implementation
			Approval of the remuneration report for the Board of Directors and Supervisory Board in 2023 and the projected remuneration for 2024.	On-going
			Proposal for the profit distribution plan for 2023 and the establishment of funds	Implemented
			Proposal for amending and supplementing the Company Charter, Internal Regulations on Corporate Governance, and the operational regulations of the Board of Directors	Implemented
			Approval of the selection of an auditing organization for 2024	Implemented
			Approval regarding the continued listing of CDC Construction Joint Stock Company shares on HOSE	Implemented
2	02/2024/NQ-ĐHĐCĐ	2024/09/10	Resolution of the General Shareholders' Meeting approving the addition of business lines.	Implemented

3.3. Summary of Meetings and Resolutions of the Board of Directors

In the 2024 fiscal year, the Company's Board of Directors held **35 meetings** to consider and approve matters within its authority in a timely manner, thereby ensuring the effective support of the Company's business operations. Specifically:

No.	*Resolution/Decision No.*	*Date*	*Content*	*Approval rate*
1.	12/2024/NQ-HĐQT	01/04/2024	*Appoint the person responsible for corporate governance*	100%
2.	13/NQ-HĐQT	01/04/2024	*Resolution to restructure the company departments*	100%
3.	14/QĐ-HĐQT	01/04/2024	*Decision to change the structure of the Finance Board*	100%

No.	*Resolution/Decision No.*	*Date*	*Content*	*Approval rate*
4.	15/QĐ-HĐQT	01/04/2024	*Decision to establish an internal audit department*	100%
5.	16/QĐ-HĐQT	01/04/2024	*Decision to merge and rename the A-B Contract and Bidding Department*	100%
6.	17/QĐ-HĐQT	01/04/2024	*Decision to merge the Supply and Equipment Management Department*	100%
7.	18/QĐ-HĐQT	01/04/2024	*Decision to establish a Market Department*	100%
8.	18A/QĐ-HĐQT	01/04/2024	*Decision to change the structure of the System and Human Resources Board*	100%
9.	19/2024/NQ-HĐQT	05/04/2024	*Resolution regarding the final registration date and the plan for additional public offerings of shares*	100%
10.	20/NQ-HĐQT	17/04/2024	*Implement business production activities for 2024 and approve the credit limit at BIDV – Thanh Xuan Branch*	100%
11.	21/NQ-HĐQT	23/04/2024	*Implement business production activities for 2024 and approve the credit limit at TPBANK*	100%
12.	22/2024/NQ-HĐQT	27/05/2024	*Approve the list of investors eligible to purchase the unsold shares*	100%
13.	23/2024/NQ-HĐQT	28/05/2024	*Approve the results of the additional public offering of shares*	100%
14.	24/2024/NQ-HĐQT	31/05/2024	*Issue the amended and supplemented Charter*	100%

No.	*Resolution/Decision No.*	*Date*	*Content*	*Approval rate*
15.	25/2024/NQ-HĐQT	01/06/2024	*Appoint the Legal Representative, General Director, and Deputy Chairman of the Board of Directors*	100%
16.	26/2024/QĐ-HĐQT	03/06/2024	*Decision to appoint the Deputy Chairman of the Board of Directors*	100%
17.	27/2024/QĐ-HĐQT	03/06/2024	*Decision to appoint the General Director*	100%
18.	28/2024/NQ-HĐQT	03/06/2024	*Clarify the Charter*	100%
19.	29/2024/NQ-HĐQT	02/07/2024	*Change the representative of the account holder at credit institutions*	100%
20.	30/2024/NQ-HĐQT	09/07/2024	*Approve the contract with related parties at CDC Mechanical and Electrical Joint Stock Company*	100%
21.	31/2024/NQ-HĐQT	16/07/2024	*Approve the temporary suspension of the Southern Branch's operations*	100%
22.	32/2024/NQ-HĐQT	19/07/2024	*Resolution to approve the first trading date of CCC shares on UPCOM*	100%
23.	33/2024/NQ-HĐQT	22/07/2024	*Resolution to clarify the first trading date of CCC shares on UPCOM*	100%
24.	34/2024/NQ-HĐQT	31/07/2024	*Resolution to issue internal regulations on corporate governance*	100%
25.	34A/2024/NQ-HĐQT	31/07/2024	*Resolution to issue operational regulations for the Board of Directors*	100%

No.	*Resolution/Decision No.*	*Date*	*Content*	*Approval rate*
26.	35/2024/NQ-HĐQT	31/07/2024	*Resolution to issue information disclosure regulations*	100%
27.	36/2024/NQ-HĐQT	01/08/2024	*Resolution by the Board of Directors to approve the plan to solicit shareholder opinions in writing*	100%
28.	37/2024/NQ-HĐQT	02/08/2024	*Resolution by the Board of Directors to approve the extension of the credit limit at Military Commercial Joint Stock Bank – Dien Bien Phu Branch*	100%
29.	38/2024/NQ-HĐQT	21/08/2024	*Resolution by the Board of Directors to approve transactions with related parties at CDC Mechanical and Electrical Joint Stock Company*	100%
30.	39/2024/NQ-HĐQT	05/09/2024	*Resolution by the Board of Directors to approve transactions with related parties at CDC Mechanical and Electrical Joint Stock Company*	100%
31.	40/2024/NQ-HĐQT	04/10/2024	*Approve the credit limit at Techcombank*	100%
32.	41/2024/NQ-HĐQT	14/11/2024	*Resolution by the Board of Directors to approve the capital contribution to establish CDCLEASING Investment Joint Stock Company*	100%
33.	42/2024/ NQ - HĐQT	28/11/2024	*Resolution by the Board of Directors to approve the*	100%

No.	*Resolution/Decision No.*	*Date*	*Content*	*Approval rate*
			credit limit at Military Commercial Joint Stock Bank	
34.	43/2024/ NQ - HĐQT	29/11/2024	*Resolution by the Board of Directors to approve transactions with related parties at CDC Mechanical and Electrical Joint Stock Company*	100%
35.	44/2024/ NQ - HĐQT	10/12/2024	*Resolution by the Board of Directors to approve transactions with related parties at CDC Mechanical and Electrical Joint Stock Company*	100%
36.	44A/2024/ NQ - HĐQT	10/12/2024	*Resolution on the Approval of the Implementation and Signing of the Construction Contract for the Đống Đa Apartment Complex Project, Hue City*	100%
37.	45/2024/ NQ - HĐQT	17/12/2024	*Resolution by the Board of Directors to approve the distribution of dividends for 2023*	100%
38.	46/2024/ NQ - HĐQT	25/12/2024	*Resolution by the Board of Directors to approve the purchase of shares offered to existing shareholders of CDCLEASING Investment Joint Stock Company*	100%
39.	47/2024/ NQ - HĐQT	28/12/2024	*Resolution by the Board of Directors to approve transactions with related parties at CDC*	100%

No.	*Resolution/Decision No.*	*Date*	*Content*	*Approval rate*
			Mechanical and Electrical Joint Stock Company	
40.	01/2025/NQ-HĐQT	13/01/2025	*Resolution by the Board of Directors to approve transactions with related parties at CDC Mechanical and Electrical Joint Stock Company*	100%
41.	02/2025/NQ-HĐQT	17/02/2025	Approval of the departmental restructuring	100%
42.	03/2025/NQ-HĐQT	21/03/2025	Approval of the delisting from UPCoM	100%
43.	04/2025/NQ-HĐQT	24/03/2025	Techcombank/Approval of credit limits and transactions with Techcombank	100%

Corporate governance has been a particular focus of the Board of Directors (the "BOD"), closely adhering to the duties assigned/authorized by the General Meeting of Shareholders ("GMS") through its Resolutions. The implementation of these Resolutions has consistently ensured high efficiency, maximizing the interests of both the Company and its shareholders.

3.4. Report on Transactions between the Company, Subsidiaries, and Entities Controlled by the Public Company (with over 50% Ownership) and Members of the BOD and Their Related Persons; and Transactions between the Company and Companies in Which BOD Members are Founding Members or Hold Managerial Positions within the Last 3 Years Prior to the Transaction

All transactions have been disclosed in the Company's 2024 Corporate Governance Report and the 2024 Annual Report. Every transaction strictly complied with the provisions of the Law on Enterprises and the Company’s Charter regarding internal approvals by competent levels, depending on the value and type of the transaction, and has been disclosed in accordance with applicable laws. The BOD ensures that any transaction with potential conflicts of interest is carefully reviewed to safeguard fairness and shareholders’ rights. BOD members with related interests have always proactively reported to the BOD and

abstained from voting to ensure compliance with legal provisions and to protect the Company's interests.

3.5. Activities of the Independent BOD Members and Their Evaluation of the BOD's Performance

The independent members of the BOD have fully exercised their rights and fulfilled their obligations as prescribed by the Company Charter and the BOD's Rules of Operation. With their professional qualifications and accumulated experience in the Company's core business areas, the independent members played a significant role in shaping strategy and enhancing governance efficiency, specifically:

• Contributing to the enhancement of transparency and governance effectiveness of the BOD by supervising the coordination between the BOD and the Executive Board in implementing GMS and BOD Resolutions; overseeing information disclosure, financial reporting, and related-party transactions.

• Providing feedback on strategic business direction and mid-term planning, contributing to the refinement of the Company's organizational structure; reviewing and proposing adjustments to key policies such as business promotion and human resources policies.

• Assessing and analyzing potential risks, thereby recommending appropriate risk management measures and guiding improvements in corporate governance standards in line with best practices. Independent BOD members also offer an objective perspective in executive and business operations, thereby improving internal control efficiency.

• Carefully reviewing plans and performance reports of the Executive Board in relation to management activities toward set objectives, and actively monitoring the reporting of results. Notably, in project investment activities, independent BOD members provided highly responsible opinions and constructive counterarguments regarding investment plans and project proposals.

Thanks to the evaluation and insights provided by independent members, the BOD effectively exercised its powers and duties in accordance with its authority and legal provisions. The BOD ensured that the Company operated safely and efficiently, in compliance with the Charter, the law, and other internal regulations, treating all shareholders and relevant parties fairly and equitably.

Thanks to the assessments provided by the independent members, the Board of Directors (the "BoD") has effectively fulfilled its rights and obligations in accordance with its delegated authority and applicable legal regulations. The BoD ensures that the Company operates in a safe and efficient manner, in compliance with the Company's Charter, laws,

and other internal regulations, while treating all shareholders fairly and in the best interests of all shareholders and stakeholders of the Company.

3.6. Evaluation by the Board of Directors of the Executive Management

To the Company's Charter and internal regulations, the BoD delegated authority to the General Director and the Executive Board to manage and make decisions on the Company's daily business activities, while requiring regular reporting on the implementation of decisions, business plans, and directions as assigned by the BoD and the General Meeting of Shareholders (the "GMS").

The Executive Board has properly and fully executed its rights and obligations in accordance with the law and the Company's Charter. The Executive Board has focused on improving the efficiency of business management and corporate governance, especially in the areas of risk management and internal control. The BoD recognizes the Executive Board's dedicated contributions to business development and project execution over the past year, helping the Company overcome the difficult phase in the construction market and securing a significant backlog of projects for fiscal year 2025.

The BoD highly appreciates the efforts and achievements of the Executive Board in 2024. Under the BoD's direction, the Executive Board has adhered to the objectives set by the GMS, flexibly managed the Company's business operations, and exceeded several key performance indicators. The Company maintained a revenue growth rate of over 30% and a profit increase of 46% compared to the previous year — demonstrating the effectiveness of leadership, optimization of fixed costs, improved construction productivity, and efficient resource management. The Executive Board also actively implemented cash flow controls, debt collection efforts, and maintained a sound financial structure, enabling the Company to preserve liquidity and maintain a safe leverage ratio (borrowings only ~64% of equity). This is particularly significant given the ongoing challenges in the construction market, reflecting the Executive Board's risk management capability and strategic vision.

In addition to financial results, the Executive Board has effectively organized construction works, ensuring project timelines and quality standards. All projects undertaken by CDC in 2024 strictly complied with occupational safety and environmental hygiene standards. The BoD acknowledges the Executive Board's close oversight in adopting modern construction technologies, optimizing timelines, controlling quality and costs, thereby enhancing overall operational efficiency. The Company also proactively invested in corporate governance by implementing advanced management systems (ERP, BIM), standardizing processes to international standards (ISO), and focusing on workforce training and development. These initiatives not only improved internal performance but also prepared CDC to meet public

company governance standards, laying a strong foundation for the next stage of development.

The BoD further recognizes that the Executive Board has closely coordinated with the BoD in preparing the necessary conditions for the Company's transformation into a listed company. The Executive Board actively worked with advisory firms and regulatory authorities to complete the procedures for public company registration and stock listing. The listing plan was implemented according to schedule, successfully bringing 40.25 million CDC shares into trading on the Ho Chi Minh City Stock Exchange (HOSE) in April 2025. This achievement reflects the Executive Board's proactive and professional approach in realizing the major strategic directions set by the BoD.

Overall, the BoD assesses that the Executive Board has successfully completed its 2024 tasks, meeting and surpassing many key performance targets while effectively executing the BoD's strategic resolutions. The results achieved in terms of financials, market share, brand reputation, and the Company's internal capacity are direct outcomes of the Executive Board's dynamic, creative, and determined leadership and that of the entire management team.

4. The activities of supervision, governance, and internal control

In 2024, the BoD fully performed its supervisory and governance functions, ensuring that the Company operated in the right direction and in compliance with laws and the Company's Charter. Specifically, the BoD held regular quarterly meetings and ad hoc meetings as needed to discuss, evaluate operational status, and promptly make decisions. All BoD resolutions were passed with high consensus and were seriously implemented by the Executive Board with regular progress reporting. The BoD closely monitored the implementation of the 2024 GMS Resolution, especially the execution of revenue, profit, and production-business targets.

Regarding corporate governance, the BoD instructed a review and update of internal governance regulations to align with the model of a listed public company. The BoD worked closely with the Supervisory Board and the Internal Audit Department (restructured in 2024) to enhance oversight of financial, accounting, and compliance activities. The BoD received quarterly reports from the Supervisory Board on the Company's financial condition, internal control, and risk management. Recommendations from the Supervisory Board were reviewed, and the Executive Board was instructed to promptly address any limitations or shortcomings. As a result, the Company's internal control system was gradually improved, helping to prevent risks and ensure transparency and accuracy in financial reporting.

The BoD also placed particular emphasis on risk management in the context of a challenging construction industry. During the year, the BoD required the Executive Board to implement proactive risk management measures, including: strict quality and occupational safety controls on construction sites; close monitoring of cash flows per project to avoid liquidity risks; diversification of clients and partners to mitigate credit risks; and hedging for material price fluctuations in construction contracts. The BoD supervised the Company's compliance with obligations to employees (salaries, social insurance, etc.) and to the State (timely payment of taxes and fees). Any delays in social insurance contributions were promptly addressed under the BoD's direction to safeguard employee rights and corporate reputation.

In the area of information disclosure and transparency, the BoD directed the establishment of standard disclosure procedures in compliance with listing regulations. All periodic information (quarterly and annual financial statements, corporate governance reports, etc.) and ad hoc disclosures were made promptly and adequately through legally prescribed channels. The BoD continuously updated and complied with new corporate governance regulations issued by the State Securities Commission and the Stock Exchange, ensuring that CDC fulfilled its obligations as a listed company.

Overall, the BoD effectively fulfilled its oversight role in 2024. All corporate governance and operational activities were under the BoD's control and adhered to best corporate governance practices. This laid the foundation for CDC to operate transparently, efficiently, and in the best interests of shareholders and stakeholders.

5. Major Milestones in Fiscal Year 2024

On May 28, 2024, the Company successfully completed the offering of 5,250,000 shares and, subsequently, increased its charter capital on June 12, 2024. The post-offering charter capital reached VND 402.5 billion, enhancing the Company's financial capacity. Simultaneously, the BoD directed the Executive Board to complete the Company's registration as a public company and initiate trading of CDC shares on the UpCOM market from July 2024. This was a crucial preparatory step for meeting the conditions for listing on the centralized stock exchange.

As a result, on April 21, 2025, more than 40 million CDC shares (ticker: CCC) were officially listed on the Ho Chi Minh City Stock Exchange (HOSE), marking a historic milestone in CDC's development journey.

In addition, 2024 was a year of many remarkable achievements for CDC Construction Joint Stock Company across multiple operational areas, enhancing the Company's brand

reputation and industry position. Below are some of the key results and honors CDC achieved in 2024:

• Achieved strong growth targets: With full-year after-tax profit reaching VND 42.29 billion, a 46% increase over 2023, CDC had a successful business year. The high profit growth rate reflects the Company's exceptional efforts in cost optimization and performance enhancement amid a challenging construction market. This result also exceeded the profit plan, laying the groundwork for increased enterprise value and sustainable dividend policy in the future.

• Honored in reputable business rankings: In 2024, CDC made its debut in the VNR500 Ranking – Top 500 Largest Enterprises in Vietnam, and FAST500 – Top 500 Fastest Growing Enterprises in Vietnam. According to Vietnam Report, CDC ranked 335th among the largest enterprises (VNR500) and was among the fastest-growing private enterprises. This recognition reflects CDC's sustained revenue growth and business expansion efforts over the years. The VNR500 and FAST500 accolades affirm CDC's brand credibility in the Vietnamese business landscape.

• BCI Asia Awards 2024 – Top 10 Contractors in Vietnam: CDC was honored by BCI Asia as one of Vietnam's Top 10 Contractors in 2024. This prestigious award recognizes leading and reputable contractors with significant contributions to the construction industry. CDC's inclusion in the Top 10 underscores its outstanding competitiveness, especially in its role as a general contractor for numerous major projects nationwide. This achievement is both a source of pride and a motivating force for the Company to further enhance its industry position.

• Completed quality, environmental, and safety management certifications: In 2024, the Company was certified for Environmental Management System ISO 14001:2015 and Occupational Health & Safety Management System ISO 45001:2018. Previously, CDC had also maintained its Quality Management System ISO 9001:2015. These international certifications reflect CDC's commitment to service quality, occupational safety, and environmental responsibility. The certifications are the results of years of continuous improvement and affirm CDC's adherence to advanced governance standards. ISO 14001 and 45001 are especially meaningful in the construction sector, reinforcing CDC's image as a professional, safety-oriented, and sustainable contractor.

• Other accolades and achievements: In addition to the highlights above, CDC achieved various encouraging outcomes in 2024: Early completion of several key projects highly rated by major investors; continued improvement of the working environment, helping attract and retain talent; and active participation in community and charitable activities,

reflecting the Company's corporate social responsibility. These accomplishments paint a comprehensive picture of CDC's success in 2024.

The results and accolades achieved over the past year are a testament to the BoD's sound strategies and the Executive Board's effective execution. They also serve as motivation for the entire Company to enter 2025 with greater determination and readiness to conquer new objectives.

II. Strategic Orientation and Plan for 2025

Entering 2025, the Board of Directors has outlined strategic directions and key plans to promote the sustainable development of CDC Construction Joint Stock Company, aiming to be worthy of shareholders' trust after becoming a listed company. The main objectives and directions for 2025 include:

• Business and Production Objectives:

The Board of Directors (BoD) sets a cautiously optimistic growth target. This plan will be submitted to the General Meeting of Shareholders for approval and serve as the basis for implementation by the Executive Board. The Company aims to fulfill and exceed set targets by expanding its market presence, increasing the number of successfully awarded projects, and optimizing operational efficiency.

• Continued Market Expansion and Customer Diversification:

In 2025, CDC will focus on strengthening its position in the Northern and Central regions while accelerating market development in the South, where initial successes have been achieved. The goal is to increase revenue contribution from Southern projects, moving toward a balanced nationwide market structure. The Company will also seek opportunities to participate in infrastructure and industrial construction projects to diversify its portfolio beyond its traditional strength in civil construction. CDC will continue maintaining strategic partnerships with reputable developers (such as Mipec, Van Phu Invest, Apec Group, Hoang Huy Group…) while expanding its customer base, especially targeting foreign investors operating in Vietnam.

• Enhancing Construction and Project Management Capabilities:

As part of the 2025 strategy, the BoD has directed the Executive Board to invest in equipment and technologies that support construction operations. A portion of capital raised from the stock market will be allocated to purchasing modern machinery and equipment to improve productivity and construction quality. Additionally, the Company will focus on strengthening the project management team through professional training and recruiting experienced personnel. The objective is to shorten construction timelines and increase the

capacity to manage multiple complex projects simultaneously, thereby improving CDC's competitiveness in both domestic and international construction markets.

• Strengthening Financial and Cash Flow Management:

In 2025, the BoD will continue pursuing a prudent financial policy. The top priority is to maintain a healthy cash flow, reduce reliance on debt, and improve the Company's financial autonomy. Efforts will be made to optimize accounts receivable management, leverage advances from customers to ease working capital pressure, and seek reasonably priced funding sources. The debt-to-equity ratio is expected to be maintained below the industry average. The dividend policy will strike a balance between reinvestment needs and shareholder interests, ensuring the stock remains attractive in the market.

• Corporate Governance Focus Post-Listing:

Following its listing, CDC is committed to adopting best corporate governance practices to meet shareholders' and investors' expectations. In 2025, the BoD will focus on enhancing governance capacity and improving transparency across all operations. Specific actions include further developing the internal control system in line with top listed companies' standards, ensuring timely and transparent information disclosure, and maintaining close engagement with shareholders and investors to receive governance improvement feedback. The ultimate goal is to build a reputable, professionally governed, and sustainably developing listed company.

• Sustainable Development and Social Responsibility Orientation:

In 2025, CDC will continue integrating sustainable development goals into its operational strategy. The Company will uphold high standards of occupational safety and environmental protection at all project sites. Simultaneously, it will implement social responsibility programs, including constructing community welfare facilities, supporting charitable funds, and aiding disadvantaged groups. Through these efforts, CDC contributes to the broader development of society while enhancing its image as a responsible and humane business.

• Long-Term Vision:

The BoD has set a vision that by 2030, CDC will strive to become one of Vietnam's leading general construction contractors, capable of competing with top regional firms. The year 2025 marks a pivotal milestone for the new growth phase, during which the Company will focus on establishing a solid foundation in finance, human resources, technology, and governance to realize this vision. The BoD firmly believes that with sound strategy and the unity of the entire leadership and staff, the Company will overcome challenges and seize

market opportunities to achieve stable, efficient, and sustainable growth in 2025 and beyond.

To maintain and further enhance its achievements, in 2025, the BoD will continue efforts to strengthen corporate governance, supervise and support the Executive Board in fulfilling its business objectives, and safeguard shareholders' capital.To overcome challenges and achieve the common goals, the BoD and CDC Construction Joint Stock Company sincerely hope to receive the continued support, favorable conditions, and long-term commitment of all shareholders, partners, and employees.

On behalf of the Board of Directors, I wish you all good health, happiness, and success, and I wish the 2025 Annual General Meeting of CDC Construction Joint Stock Company great success.

Sincerely,

Recipients:
- As above;
- BOD.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

MR NGO TAN LONG

CDC CONSTRUCTION JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM
	Independence - Freedom - Happiness
No.: 01/BC-BKS	Hanoi, July 4th ,2025

REPORT ON THE PERFORMANCE OF THE SUPERVISORY BOARD IN 2024 AND ORIENTATION & PLAN FOR 2025

To: The General Meeting of Shareholders CDC Construction Joint Stock Company

I. SUPERVISORY BOARD'S REPORT ON ACTIVITIES IN 2024

1. Activities of the Supervisory Board (SB)

a. Information on Members of the Supervisory Board

No.	Name	Position	Appointment/Termination Date
1	Mrs Trần Thị Thanh Hướng	Head of SB	Appointed on 15/09/2021
2	Mr Phan Đức Giáp	Member	Appointed on 15/09/2021
3	Mrs Nguyễn Thị Lê	Member	Appointed on 28/07/2023

Shareholding Ratio of Supervisory Board Members as of 31/03/2025

- Ms. Trần Thị Thanh Hướng: 0.09%
- Mr. Phan Đức Giáp: 0.29%
- Ms. Nguyễn Thị Lê: 0.06%

b. Supervisory Board Meetings

Meeting Attendance and Voting Rates

No.	Member Name	Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Ms Trần Thị Thanh Hướng	04/04	100%	100%	
2	Mr Phan Đức Giáp	04/04	100%	100%	
3	Ms Nguyễn Thị Lê	04/04	100%	100%	

Details of Meetings

No.	Meeting No.	Date	Agenda
1	Meeting No. 1	15/05/2024	Deployment of Supervisory Board activities for the fiscal year 2024
2	Meeting No. 2	10/09/2024	Proposal to appoint An Viet Auditing Co., Ltd. for the review of interim financial statements (01/04/2024–30/09/2024) and the audit of financial statements for the fiscal year ending 31/03/2025
3	Meeting No. 3	26/12/2024	Planning activities for the last 3 months of the fiscal year
4	Meeting No. 4	15/03/2025	Summary of SB's performance in FY2024 and orientation for FY2025

2. Remuneration of the Supervisory Board

To be implemented in accordance with the contents approved by the 2024 Annual General Meeting of Shareholders.

3. Report on Transactions with Internal Persons and Related Parties in Accordance with Legal Regulations

During the fiscal year 2024, all transactions between the Company and related parties were conducted in accordance with applicable laws, in a transparent and public manner. Relevant information was disclosed promptly to ensure the best interests of the Company and its shareholders.

4. Results of Supervisory Activities over the Board of Directors (BOD) and Executive Board

In 2024, the Board of Directors (BOD) performed its duties and powers in compliance with the Company's Charter and relevant laws:

– The BOD held both regular and extraordinary meetings in accordance with regulations. Specifically, 35 meetings were convened in 2024 to resolve matters within the BOD's authority, ensuring timely decisions to support business operations.

- All resolutions and decisions issued by the BOD were in accordance with the scope of authority, responsibilities, the resolutions of the General Meeting of Shareholders (GMS), the Company Charter, and legal provisions.
- The BOD supervised the Executive Board in implementing the resolutions of the 2024 Annual General Meeting of Shareholders and monitored the Company's business operations.
- The BOD provided close guidance across all areas of operation and proposed suitable solutions based on actual conditions to ensure the completion of plans and safeguard the interests of the Company and its shareholders.

The Executive Board:

- Seriously implemented resolutions of the GMS and BOD. The Executive Board issued decisions and proposals within its delegated authority and in compliance with laws and the Company's Charter.
- Actively followed and promptly executed BOD and GMS resolutions and directives.
- Organized and maintained regular monthly meetings and ad hoc meetings to address emerging issues and provide timely instructions and resolutions for difficulties in management and operations.

5. Assessment of Coordination Between the Supervisory Board, BOD, Executive Board, and Shareholders

- The Supervisory Board received full access to information and documents as stipulated in the Law on Enterprises and the Company's Charter.
- The Supervisory Board prepared an annual work plan for 2024 and sent it to the BOD and Executive Board for their direction and coordination with relevant departments to facilitate the SB's duties.
- Quarterly reports were submitted by the Supervisory Board to assess the Company's financial position and operational performance.

II. ASSESSMENT OF THE IMPLEMENTATION OF RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS AND THE BOARD OF DIRECTORS

1. General Meeting of Shareholders (GMS)

In the fiscal year 2024, CDC successfully organized one Annual General Meeting of Shareholders and conducted one round of written consultation with shareholders to pass resolutions. Through these mechanisms, the GMS approved several key strategies and orientations for the Company's future development.

No.	Resolution/Decision No.	Date	Content	Implementation
1	01/2024/NQ-ĐHĐCĐ	2024/05/11	Report on the Board of Directors' activities in 2023 and the direction and operational plan for 2024.	Implemented
			Report on the Supervisory Board's activities in 2023 and the direction and operational plan for 2024.	Implemented
			Report on the business results in 2023 and the direction and operational plan for 2024.	Implemented
			Approval of the audited financial statements for 2023	Implemented
			Approval of the remuneration report for the Board of Directors and Supervisory Board in 2023 and the projected remuneration for 2024.	On-going
			Proposal for the profit distribution plan for 2023 and the establishment of funds	Implemented
			Proposal for amending and supplementing the Company Charter, Internal Regulations on Corporate Governance, and the operational regulations of the Board of Directors	Implemented
			Approval of the selection of an auditing organization for 2024	Implemented
			Approval regarding the continued listing of CDC Construction Joint Stock Company shares on HOSE	Implemented
2	02/2024/NQ-ĐHĐCĐ	2024/09/10	Resolution of the General Shareholders' Meeting	Implemented

No.	Resolution/Decision No.	Date	Content	Implementation
			approving the addition of business lines.	

1. Board of Directors (BOD)

In the fiscal year 2024, the Board of Directors issued a total of 43 resolutions/decisions. As of March 31, 2025, all resolutions have been fully implemented.

III. ASSESSMENT OF THE IMPLEMENTATION OF THE 2024 BUSINESS PLAN AND KEY FINANCIAL INDICATORS

1. Assessment of the Implementation of the 2024 Business Plan

(*Unit: VND*)

NO.	Indicator Name	Actual 2024	Plan 2024	Completion Rate (%)
1	Net revenue from sales of goods and provision of services	2.189.074.369.779	2.426.800.000.000	90,20%
2	Profit before tax	53.401.528.685	61.024.234.098	87,51%
3	Profit after tax	42.288.498.003	48.819.387.278	86,62%
4	Payment to the state budget	17.151.153.738	18.204.846.820	94,21%

2. Indicators on the 2024 Financial Statements

Unit: VND

No.	ITEM	01/04/2024	31/03/2025	Increase/Decrease	
				Value	Rate (%)
	Total Assets	**1.718.662.388.435**	**2.083.852.095.276**	**365.189.706.841**	**121,25%**
A	**Current Assets**	**1.591.865.541.820**	**1.895.197.292.109**	**303.331.750.289**	**119,06%**
1	Cash and Cash Equivalents	97.187.948.664	257.554.863.200	160.366.914.536	265,01%

2	Short-term Financial Investments	204.186.696.521	53.000.000.000	-151.186.696.521	25,96%
3	Short-term Receivables	760.906.963.468	1.042.665.109.971	281.758.146.503	137,03%
4	Inventories	529.290.598.165	541.626.825.319	12.336.227.154	102,33%
5	Other Current Assets	293.335.002	350.493.619	57.158.617	119,49%
B	**Non-current Assets**	**126.796.846.615**	**188.654.803.167**	**61.857.956.552**	**148,79%**
1	Long-term Receivables				
2	Fixed Assets	79.607.678.668	76.481.562.288	-3.126.116.380	96,07%
3	Long-term Work in Progress	427.487.145	280.500.000	-146.987.145	65,62%
4	Long-term Financial Investments	30.000.000.000	96.500.000.000	66.500.000.000	321,62%
5	Other Non-current Assets	16.761.680.802	15.392.740.879	-1.368.939.923	91,83%
	Total Liabilities and Equity	**1.718.662.388.435**	**2.083.852.095.276**	**365.189.706.841**	**121,25%**
C	**Liabilities**	**1.234.510.177.511**	**1.495.788.291.328**	**261.278.113.817**	**121,16%**
1	Short-term Liabilities	1.146.217.084.727	1.435.954.678.228	289.737.593.501	125,28%
2	Long-term Liabilities	88.293.092.784	59.833.613.100	-28.459.479.684	67,77%
D	**Owner's Equity /**	**484.152.210.924**	**588.063.803.948**	**103.911.593.024**	**121,46%**

	Shareholders' Equity				
1	Equity Capital	350.000.000.000	402.500.000.000	52.500.000.000	115,0%
2	Other Funds and Resources	134.152.210.924	185.563.803.948	51.411.593.024	138,32%

IV. RECOMMENDATIONS FROM THE SUPERVISORY BOARD

Based on the functions and duties of the Supervisory Board and the Company's operational orientation, the Supervisory Board makes the following recommendations:

1. Closely monitor market movements and macroeconomic conditions; develop management and operational scenarios to promptly adapt to market fluctuations in developing the Company's business activities.
2. Implement the construction of works and projects ensuring safety, quality, and adherence to schedules; enhance acceptance and final settlement procedures, strengthen receivables collection; strictly control cash flows and expenditures. Monitor fluctuations in raw material and fuel prices closely, and implement solutions to minimize the impact of price volatility on project progress and economic efficiency.
3. The Company should further strengthen its risk management, assessment, and compliance control systems at various levels of corporate governance.

V. ORIENTATION AND PLAN FOR 2025

Based on the development strategy set by the Board of Directors, the Supervisory Board outlines its orientation and tasks for 2025 as follows:

- Continue to promote the role of inspection and supervision over the Company's business operations to ensure compliance with legal regulations, the Company's Charter, and Resolutions of the General Meeting of Shareholders.
- Actively provide comments and proposals to the Board of Directors and Management in order to facilitate timely and effective implementation of tasks within the scope of the Supervisory Board's functions and duties.
- Monitor business performance reports, financial statements, and support safe, sustainable, and efficient business activities to maximize benefits for shareholders.

This is the report of the Supervisory Board on the inspection and supervision of the Company's operations in 2024. The Supervisory Board sincerely thanks the esteemed Shareholders, Members of the Board of Directors, the Executive Board, and all Company employees for their cooperation and support in fulfilling our duties over the past year.

Sincerely.

Recipients:
- As above;
- Company Office archive..

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD

MRS TRAN THI THANH HUONG

CDC CONSTRUCTION JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM
	Independence - Freedom - Happiness
No.: 01/TGĐ-HĐQT	Hanoi, July 4th,2025

REPORT
ON BUSINESS PERFORMANCE IN 2024 AND STRATEGIC ORIENTATION BUSINESS PLAN FOR 2025 BY THE EXECUTIVE BOARD

To: The General Meeting of Shareholders of CDC Construction Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Charter of CDC Construction Joint Stock Company, the Company convenes the 2025 Annual General Meeting of Shareholders on July 26, 2025. On behalf of the Executive Board, I would like to present the Report on Business Performance in 2024 and the Orientation and Plan for 2025 to the General Meeting of Shareholders.

I. ASSESSMENT OF BUSINESS PERFORMANCE IN 2024

1. General Context in 2024 and the Construction Industry Landscape

1.1. Macroeconomic Overview

In 2024, Vietnam's macroeconomic environment continued to recover strongly. Gross Domestic Product (GDP) grew by 7.09%, exceeding the 6–6.5% target and ranking second highest since 2020. Inflation was effectively controlled at around 3.63% (annual average), remaining below the National Assembly's threshold. Interest rates showed a steep downward trend; in 2024 alone, average lending rates declined by approximately 1.1 percentage points compared to the end of 2023, contributing to reduced capital costs for businesses and stimulating investment.

Major economic balances were maintained, creating a stable environment for the construction industry. The State Bank of Vietnam implemented a flexible monetary policy, supporting growth while controlling inflation and stabilizing exchange rates. Credit growth reached approximately 13.8%, ensuring capital availability for business operations.

Notably, public investment disbursement was vigorously promoted by the Government, focusing on key infrastructure projects (North–South expressways, airports, seaports, etc.). Planned public investment in 2024 reached VND 677.349 trillion, with transportation infrastructure alone accounting for VND 422 trillion, aiming for a disbursement rate of at least 95%. This significantly stimulated the activities of construction contractors.

In parallel, Vietnam continued to attract strong foreign direct investment (FDI). In 2023, newly registered FDI reached USD 36.6 billion, up over 32% year-on-year; disbursed

capital hit a record USD 23.18 billion. Early in 2024, FDI inflows remained positive (USD 2.8 billion in the first two months, up 9.8% year-on-year), creating demand for new factory and industrial park construction to serve these projects.

Overall, the 2024 macroeconomic environment was relatively favorable for the construction sector: solid economic growth, stable inflation and exchange rates, declining interest rates, and rising public investment and FDI. These factors laid a crucial foundation for construction companies like CDC to stabilize operations, maintain project volume, and gradually recover from past difficulties.

1.2. Opportunities and Challenges in Business Operations

Opportunities:

In 2024, construction enterprises benefited from several positive factors:

Stable macroeconomic environment: High economic growth and low inflation supported sustained investment demand in construction. Lower interest rates eased capital cost burdens and improved profit margins for construction contractors. Credit was timely expanded (the State Bank allocated a ~15% growth quota early in the year), improving capital accessibility.

Booming public investment and infrastructure: The Government identified public investment as a key driver for medium- and long-term growth. 2024 marked a peak year in disbursement for key infrastructure projects, especially transportation, creating massive job volumes for contractors. Many infrastructure firms held large backlogs (unfinished contracts), ensuring revenue stability not just for 2024 but also for coming years. State budgets also prioritized urban development, civil projects, and infrastructure upgrades, unlocking new project opportunities.

Gradual market recovery: The real estate market showed signs of bottoming out, restoring investor and contractor confidence. Demand for housing construction, particularly in affordable and social housing segments, increased thanks to various supportive policies (low-interest credit packages, tax incentives, etc.). Improved market liquidity allowed previously frozen projects to restart, providing additional work for construction firms.

Strengthened internal capacity: After a challenging period, major construction companies like CDC made efforts to restructure, optimize costs, and improve governance efficiency. Many firms accelerated digital transformation, enhanced productivity, and improved project oversight. Additionally, reputable branding and skilled personnel remained valuable assets, enabling firms to win new bids. These accumulated strengths serve as a solid launchpad for future breakthroughs.

Challenges:

Despite these advantages, construction businesses in 2024 continued to face several challenges:

Lack of private-sector projects: Although the real estate market showed signs of recovery, new project launches remained limited. Construction demand from the private sector (especially high-end commercial real estate) was still relatively low compared to previous years, leading to intense competition among contractors for fewer available projects.

Financial and liquidity pressures: Although credit access improved, it remained challenging, particularly for smaller firms. Many real estate developers continued to struggle with cash flow, resulting in delayed payments to contractors. This directly impacted liquidity and cash flow planning for construction businesses, forcing them to set aside reserves or accept prolonged receivable cycles.

Thin profit margins and rising costs: Construction typically operates with low margins, now under further pressure due to persistently high raw material prices (notably, cement and steel prices rose again at year-end). Labor, transport, and fuel costs also increased in line with general inflation, while construction contract prices remained rigid, squeezing profits. Building material producers even recorded losses as market demand remained weak.

Procedural and legal bottlenecks: Despite new Government policies aimed at easing processes, many construction projects continued to face legal and administrative hurdles (land clearance, permitting, fire safety regulations, etc.). Delays or regulatory changes disrupted construction schedules, affecting contractors' business plans.

Rising industry competition: The number of construction companies in Vietnam remains very high, creating fierce competition on price and quality—especially in bidding for public projects. In a sluggish market, internal capacity becomes the decisive factor for survival. Companies like CDC must continuously improve construction capacity, technology, and governance to maintain their competitive edge.

End-of-year surveys showed that while business sentiment improved, caution remained: about 52.6% of construction firms expected positive changes in 2024, 36.9% foresaw a status quo, and 10.5% anticipated worsening conditions. This reflects persistent difficulties that prevent a swift and spectacular recovery. These challenges require construction firms to be adaptive, manage risks, and strengthen competitiveness to navigate this period.

2. Business Performance in 2024

In the fiscal year 2024, amid a challenging economic landscape and fierce competition among domestic construction firms, CDC exerted great efforts and achieved several accomplishments compared to the same period last year, including the following:

Unit: VND

NO.	Indicator Name	Actual 2023	Actual 2024	2024/2023 (%)
1	Net revenue from sales of goods and provision of services	1.813.312.178.539	2.189.074.369.779	120,72%
2	Profit before tax	36.624.622.516	53.401.528.685	145,81%
3	Profit after tax	28.955.499.289	42.288.498.003	146,05%
4	Payment to the state budget	15.864.375.991	17.151.153.738	108,11%

In 2024, the Company's estimated net revenue reached approximately VND 2,190 billion, representing an increase of about 20.7% compared to 2023. This level of revenue reflects the Company's efforts in market expansion and accelerating the implementation of newly awarded projects during the year.

Profit after tax for 2024 was over VND 42 billion, growing by 46% compared to the previous year. This is a highly encouraging result in the context of many other construction contractors experiencing profit declines due to a difficult market environment. However, compared to the target set (approximately VND 48.8 billion in profit), the Company achieved only about 86.6% of the planned profit. The primary reason is that several large-scale projects were still in progress and did not meet the revenue recognition criteria in 2024, thus profits from these projects will be carried forward to the next period.

Other financial indicators of the Company remained generally positive. As of December 31, 2024, total assets were estimated at approximately VND 2,080 billion, representing a year-on-year increase of over 20%. The asset increase was mainly concentrated in short-term receivables and construction work in progress, reflecting a high volume of ongoing projects.

Cash and cash equivalents reached over VND 250 billion, a 2.6-fold increase compared to the beginning of the year, indicating significantly improved liquidity. Owner's equity

reached approximately VND 588 billion, accounting for about 28% of total capital, with accumulated undistributed after-tax profit of over VND 164 billion.

The Company's financial structure is considered healthy, with a debt-to-equity ratio at a reasonable level (liabilities accounting for approximately 72% of total capital), lower than that of many peers in the industry (often above 80%). As a result, the Company retains borrowing capacity when needed and faces lower liquidity risk in a still-high interest rate environment.

Despite the overall market difficulties, and although 2024 showed significant improvement compared to the business performance of the 2023 fiscal year, the results achieved in 2024 still fell short of the targets approved at the 2024 Annual General Meeting of Shareholders held on May 11, 2024, specifically:

Unit: VND

NO.	Indicator Name	Actual 2024	Plan 2024	Completion Rate (%)
1	Net revenue from sales of goods and provision of services	2.189.074.369.779	2.426.800.000.000	90,20%
2	Profit before tax	53.401.528.685	61.024.234.098	87,51%
3	Profit after tax	42.288.498.003	48.819.387.278	86,62%
4	Payment to the state budget	17.151.153.738	18.204.846.820	94,21%

3. Human Resource Organization and Employee Policies

- As of March 31, 2025, the total number of employees at the Company was 318. The average monthly income per employee in 2024 was VND 22.245.913.
- The Company has consistently implemented proper labor policies and regimes, including salaries, salary increases, worker grade promotions, full participation in social insurance (SI), and annual health checkups to ensure the legitimate rights and interests of employees. Specifically:

Occupational Safety & Health:

- Periodic training on occupational safety and fire prevention provided for 100% of employees.

– Adequate provision of personal protective equipment (PPE) for employees at construction sites and factories.

– Risk assessments and periodic safety inspections conducted at workplaces in accordance with ISO standards.

– First aid kits available at major work locations.

Health Care:

– Annual health checkups provided for all employees.

– Sick leave, maternity leave, and annual leave policies fully comply with the Labor Code.

– Regular mosquito fumigation carried out in the work environment.

Welfare Benefits:

– Bonuses and gifts provided on holidays, Lunar New Year, birthdays, Mid-Autumn Festival, and other special occasions.

– Organization of employee engagement activities such as company trips, team building events, and trade union gatherings.

– A friendly, equitable, and inclusive work environment with no discrimination.

– For employees leaving the Company under regulated circumstances, all severance and benefit entitlements have been paid in accordance with applicable laws.

– The Executive Board always pays attention to and facilitates the improvement of employee living standards and welfare activities. Socio-political organizations within the Company remain active and effective, contributing to a cohesive and supportive work environment that helps overcome challenges and fulfill assigned tasks.

– The Company has promoted internal training programs, particularly for technical and project implementation departments, to update technologies and enhance core staff's professional capacity. These include:

+ Training on occupational safety and fire prevention.

+ Skills development: Online/offline vocational training programs.

+ Training on operational procedures across departments.

+ Competency-based training by position and career development path aligned with individual development plans.

- The Company has implemented training sponsorship policies to encourage employees to study, take exams, and obtain valuable international certificates serving both job requirements and long-term career development.
- Focus is placed on developing successor teams and young managers through job rotation programs and promotion to management positions based on a planned career roadmap.

4. Technical, Tendering, and Construction Operations

- The Company consistently emphasizes the importance of investing in its core sectors and leveraging its strengths for sustainable growth.
- Tender dossiers and bidding prices are prepared following strict internal procedures to ensure speed, accuracy, and efficiency. Legal and capability documents are proactively prepared, enabling the Company to be ready to participate when new project opportunities arise.
- Construction progress of projects is closely monitored, and issues are reported promptly to enable the Executive Board to assess and effectively direct the Company's business operations.
- Regular follow-ups and inspections are conducted regarding the settlement and finalization of contracts with investors.
- On-site project management has shown improvement, accumulating significant experience and resulting in high-quality, safe, and efficient construction products.

5. Planning Activities

- Construction operations are managed and supervised closely to ensure that the workload aligns with the project schedule.
- Documentation is strictly controlled from the bidding stage and throughout the economic contract execution to mitigate risks in contract performance.
- Contract signing and implementation are strictly carried out in compliance with the Company's internal regulations on contract management.
- Consolidation, analysis, and evaluation of each contract's performance are conducted regularly to draw lessons and make appropriate adjustments for future contracts.

6. Financial Management

- Receivables are strictly managed and reconciled monthly and quarterly, with debt recovery implemented on a customer-by-customer basis. Capital resources are balanced appropriately to serve the Company's business and construction operations.
- The Company has maintained a strong credit reputation and solid banking relationships, enabling continued access to preferential loan packages at low interest rates, thus reducing interest expenses.

II. Business Plan and Strategic Orientation for 2025

Based on the achievements in the 2024 fiscal year and a comprehensive assessment of industry conditions, opportunities, challenges, and upcoming risks, the Executive Board has developed a business plan and outlined strategic directions and tasks for 2025 as follows:

1. Business Plan for 2025

Unit: VND

NO.	Indicator Name	Actual 2024	Plan 2025	Rate (%)
1	Net revenue from sales of goods and provision of services	2.189.074.369.779	2.626.889.243.735	120%
2	Profit before tax	53.401.528.685	57.791.563.362	108%
3	Profit after tax	42.288.498.003	47.284.006.387	112%
4	Total Assets	2.083.852.095.276	2.230.618.249.013	107%
5	Owner's Equity	588.063.803.948	628.215.810.335	107%

2. Strategic Orientation and Implementation Tasks for the 2025 Business Plan

To realize the above-mentioned business plan, the Company will focus on the following key orientations and solutions:

2.1. Market Orientation

CDC will continue to consolidate its market share in civil and industrial construction – its traditional core strengths. At the same time, the Company will expand into potential market segments such as transport infrastructure projects and public works (schools, hospitals) to diversify its project portfolio. Customer development policies will be emphasized, prioritizing cooperation with reputable investors with strong financial capabilities (e.g., Mipec, Văn Phú Invest, A&T, etc.) to ensure timely payments and minimize credit risks. Concurrently, the Company will proactively participate in bidding for new projects, especially those funded by the state budget or ODA, which offer higher liquidity. The target for 2025 is to secure new contracts with a total minimum value of VND 2,000 billion, laying the foundation for sustainable growth in subsequent years.

2.2. Investment and Development Strategy

The Company will pursue selective investments to enhance construction capacity. In 2025, a portion of the proceeds raised post-listing will be allocated to the procurement of modern construction equipment (e.g., scaffolding systems, tower cranes, advanced formwork systems) to serve high-rise and large infrastructure projects. CDC also plans to accelerate the application of advanced construction technologies, including expanded implementation of BIM models in design and project management, and the adoption of automation and digitalization in construction processes to improve productivity and quality. The leadership also intends to modernize the management system by upgrading the ERP system and internal control framework to optimize workflows and reduce inefficiencies. The goal is to maintain or improve gross profit margins compared to 2024, even amidst price volatility, through cost optimization and more effective resource utilization. In addition, the Company will consider strategic investment opportunities, such as equity participation in high-potential real estate ventures or PPP project collaborations when conditions allow, thereby expanding into new sectors while maintaining construction as its core business.

2.3. Human Resource Development

Recognizing human capital as a key driver of growth, the Company will focus on building a professional and high-performing workforce. In 2025, CDC will implement training programs to upskill engineers and managers in areas such as project management, new construction techniques, occupational safety, and foreign languages. The Company also plans to attract industry talent, particularly experts in large-scale project management and highly specialized engineers, in preparation for upcoming key projects. Compensation and reward policies will be adjusted to remain competitive, aiming to retain skilled employees and motivate performance. Corporate culture will continue to be reinforced to foster a working environment that is collaborative, innovative, and disciplined, enabling individuals to fully utilize their capabilities. The target for 2025 is to increase average labor productivity by at least 10% compared to 2024 and to develop a successor pipeline for key management positions.

2.4. Risk Management and Financial Control

The Company will strengthen risk management across all operations. In terms of finance, the Company aims to maintain a safe level of liquidity and ensure stable cash flow to meet project capital needs. The finance department will closely monitor the cash flow of each project and prioritize debt collection from clients immediately upon project completion.The 2025 plan sets a target to improve the receivables turnover ratio by at least 15%, thereby accelerating the release of working capital. The Company will maintain prudent borrowing practices; the VND 500 billion credit limit secured from banks will be used carefully, mainly for short-term working capital needs, with an effort to gradually reduce financial

leverage as retained earnings increase. In project management, CDC will implement real-time progress and quality monitoring systems to promptly detect and address technical or occupational safety risks at construction sites. Compliance with legal regulations remains a top priority—ensuring full adherence to tax, social insurance, and environmental laws to minimize legal and reputational risks. The Executive Board will provide periodic reports to the Board of Directors regarding risk management, enabling timely direction and corrective action when needed.

With the comprehensive solutions outlined above, the Company believes it will successfully achieve the 2025 business plan and continue creating sustainable value for shareholders and stakeholders.

On behalf of the Executive Board, I wish all Company leaders and shareholders good health, happiness, and success. Wishing the 2025 Annual General Meeting of CDC Construction Joint Stock Company great success.

Sincerely,

Recipients:
- As stated above;
- Archived: Office of Records.

GENERAL DIRECTOR

Mrs Dang Thanh Trang

3. Proposals Submitted to the General Meeting of Shareholders for Approval at the 2025 Annual General Meeting of Shareholders

CDC CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No.: 01/TTr-HĐQT	*Hanoi, July 4th,2025*

PROPOSAL

Re: Approval of the Audited Financial Statements for the Fiscal Year 2024

To: The General Meeting of Shareholders of CDC Construction Joint Stock Company

- Pursuant to the Law on Enterprises 2020, as amended and supplemented in 2022, and its guiding documents;

- Pursuant to the Law on Securities 2019 and its guiding documents;

- Pursuant to the Charter of CDC Construction Joint Stock Company.

The Board of Directors of CDC Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the audited financial statements for the fiscal year 2024, audited by An Viet Auditing Co., Ltd., located on the 12th Floor, 167 Bui Thi Xuan Street, Hai Ba Trung District, Hanoi City, with the following details:

The financial statements for the fiscal year 2024 were audited by An Viet Auditing Co., Ltd. (These reports have been published on the Company's website and disseminated through public media in accordance with applicable laws).

According to the auditor's opinion, the financial statements for the fiscal year 2024 present fairly, in all material respects, the financial position of CDC Construction Joint Stock Company as at March 31, 2025, as well as the results of its operations and its cash flows for the year then ended, in conformity with Vietnamese Accounting Standards and the applicable Accounting Regime for enterprises in Vietnam relating to the preparation and presentation of financial statements.

Some key financial indicators from the 2024 audited financial statements are as follows:

NO.	Description	Unit	Value
1	Net revenue from sale of goods and rendering of services	VND	2.189.074.369.779
2	Profit before tax	VND	53.401.528.685

NO.	Description	Unit	Value
3	Profit after tax	VND	42.288.498.003
4	Total assets	VND	2.083.852.095.276
5	Owner's equity	VND	588.063.803.948

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

Respectfully submitted.

Recipients:
- As above;
- BOD.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

MR NGO TAN LONG

CDC CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No.: 02/TTr-HĐQT	*Hanoi, July ,2025*

PROPOSAL

Re: Remuneration Payment to the Board of Directors and the Supervisory Board for the Fiscal Year 2024 and Proposed Remuneration for the Fiscal Year 2025

To: The General Meeting of Shareholders of CDC Construction Joint Stock Company

The Board of Directors of CDC Construction Joint Stock Company respectfully submits the following matters for consideration and approval by the General Meeting of Shareholders:

1. Report on remuneration payments to the Board of Directors (BOD) and the Supervisory Board (SB) for 2024:

The Board of Directors has made remuneration payments to the BOD and SB in accordance with the resolution approved by the 2024 Annual General Meeting of Shareholders, totaling VND 434,332,489, equivalent to 1.5% of the after-tax profit for 2023, as reported in the audited 2023 financial statements.

2. Proposed remuneration budget for members of the BOD and SB for the 2025 fiscal year and operating expenses for the BOD and its affiliated bodies:

Based on the 2025 business plan, the Board of Directors proposes that the General Meeting of Shareholders approve the remuneration for the BOD and SB for 2025 at a maximum of 1% of the actual after-tax profit for the year 2025.

The General Meeting of Shareholders is requested to authorize the Board of Directors to decide the specific remuneration for each member within the total approved remuneration fund.

The Board of Directors respectfully submits this proposal to the General Meeting of Shareholders for consideration and approval.

Sincerely,

Recipients:

- As above;

- BOD.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

MR NGO TAN LONG

CDC CONSTRUCTION JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM
	Independence - Freedom - Happiness
No.: 03/TTr-HĐQT	*Hanoi, July 4th ,2025*

PROPOSAL

Re: Proposal on 2024 Profit Distribution and Appropriation to Funds

To: The General Meeting of Shareholders of CDC Construction Joint Stock Company

- Pursuant to the Law on Enterprises 2020, as amended and supplemented in 2022, and its guiding documents;

- Pursuant to the Law on Securities 2019 and its guiding documents;

- Pursuant to the Charter of CDC Construction Joint Stock Company.

1. The Board of Directors of CDC Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the following proposal on fund appropriation:

No.	Description	Unit	Value
1	Profit after tax in 2024 as per the audited financial statements	VND	42.288.498.003
2	**Fund appropriation plan**		
2.1	Bonus Fund (2% of PAT 2024)	VND	845.769.960
2.2	Welfare Fund (1% of PAT 2024)	VND	422.884.980
2.3	Appropriation to the Development Investment Fund (2% of PAT 2024)	VND	845.769.960

The General Meeting of Shareholders is respectfully requested to authorize the Board of Directors to carry out the fund appropriations in accordance with applicable laws and the approved content of this proposal.

2. The Board of Directors also respectfully submits to the General Meeting of Shareholders for consideration and approval the following dividend distribution plan for fiscal year 2024:

- Dividend rate: 4% of par value

Including:

+ Cash dividend at 2% of par value (one share receive 200 VND)

+ Stock dividend at 2% of par value. The detailed plan for stock dividend distribution is attached to this submission.

- Time of implementation: within 06 months from the date of approval by the General Meeting of Shareholders.

The Board of Directors respectfully submits this proposal for discussion and approval by the General Meeting of Shareholders.

Respectfully..

Recipients:
- As above;
- BOD.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

MR NGO TAN LONG

CDC CONSTRUCTION JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness

Hanoi, July 4th , 2025

DETAILED PLAN FOR STOCK DIVIDEND ISSUANCE

(Attached to the Proposal No. 03/TTr-HĐQT dated July 4, 2025 regarding the Profit Distribution Plan for 2024 and Appropriation to Funds)

1. **Detailed plan for stock dividend issuance**:

- **Stock name**: CDC Construction Joint Stock Company
- **Ticker symbol**: CCC
- **Type of shares**: Ordinary shares
- **Par value**: VND 10.000/share
- **Total listed shares**: 40.250.000 shares
- **Total outstanding shares**: 40.250.000 shares
- **Treasury shares**: 0 shares
- **Stock dividend ratio**: 2% (For every 50 shares held, shareholders will receive 01 additional share)
- **Estimated number of shares to be issued**: 805.000 shares
- **Total estimated par value of issued shares**: VND 8.050.000.000
- **Eligible recipients**: Existing shareholders as per the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the record date for receiving stock dividends.
- **Source of funds for the issuance**: Retained earnings after tax as recorded in the audited financial statements for the year 2024.
- **Fractional share handling method**: The number of shares distributed will be rounded down to the nearest whole number. Any fractional shares (decimal portion) will be cancelled.

  Example: A shareholder holding 156 shares will receive 156 x 2% = 3,12 shares. The shareholder will be entitled to receive 3 shares, and 0,12 fractional shares will be cancelled.

- **Expected issuance timeline**: Within 06 months from the date of approval by the General Meeting of Shareholders and after receiving approval from the State Securities Commission of Vietnam (SSC).

- **Distribution method**:

+ For deposited securities: Shareholders shall receive stock dividends via securities companies where their depository accounts are opened.

+ For non-deposited securities: Shareholders shall receive dividends directly at the Office of CDC Construction Joint Stock Company, address: LK 18-24, Galaxy 8, Van Phuc Galaxy Residential Area, Ha Dong Ward, Hanoi City during working days. Shareholders are required to present their ID card/Citizen ID and Share Ownership Certificate.

2. All additional shares issued for dividend purposes shall be registered for additional listing on the Ho Chi Minh City Stock Exchange (HSX) and registered for additional depository at the Vietnam Securities Depository and Clearing Corporation (VSDC).
3. **Authorization**: The General Meeting of Shareholders authorizes the Board of Directors or the General Director to carry out all necessary procedures to complete the stock dividend issuance, including amending the Enterprise Registration Certificate and the Company's Charter to reflect the increased charter capital and additional shares issued, and registering such shares for additional depository and listing.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

MR. NGO TAN LONG

CDC CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM**
	Independence – Freedom – Happiness
No.:04 /TTr-HĐQT	*Ha Noi, July 4th , 2025*

PROPOSAL

Re: Amendment and Supplement to the Company's Charter

To: The General Meetingof Shareholders of CDC Construction Joint Stock Company

Pursuant to:

- *The Enterprise Law of 2020, as amended and supplemented in 2022;*
- *The Securities Law of 2019 and its guiding documents;*
- *Law No. 72/2025/QH15 on the Organization of Local Government, ratified by the National Assembly on 16 June 2025;;*
- *Resolution No. 1656/NQ-UBTVQH15 of the Standing Committee of the National Assembly regarding the re-arrangement of commune-level administrative units in Hanoi in 2025;*
- *The Charter of CDC Construction Joint Stock Company;*

Whereas, under Article 1 of Law No. 72/2025/QH15 and Clause 43, Article 1 of Resolution 1656/NQ-UBTVQH15, the Socialist Republic of Vietnam shall hereafter organize administrative units at two levels only—Provincial and Commune—abolishing the District level, and shall re-arrange commune-level subdivisions in Hanoi; In order to update the Company's registered head office address in accordance with the new administrative boundaries, the Board of Directors hereby respectfully submits to the General Meeting of Shareholders for approval the following:

1. ***Change of Head Office Address:***

   - Current address: *LK 18–24, Galaxy 8, Van Phuc Galaxy Residential Area, 69 To Huu Street, Van Phuc Ward, Ha Dong District, Viet Nam.*

   - New address: *LK 18–24, Galaxy 8, Van Phuc Galaxy Residential Area, 69 To Huu Street, Ha Dong Ward, Hanoi City, Viet Nam.*

2. ***The General Meeting of Shareholders hereby authorizes the Board of Directors and/or the Company's legal representative to:***

   i. Adjust, amend, and supplement the Company's Charter as required by competent State

authorities (if any); Undertake all necessary procedures to register and effect the head office address change with the Business Registration Authority in accordance with the new address approved under item 1 above.

ii. *To approve the full text of the Charter incorporating all amendments and supplements as resolved by the General Meeting of Shareholders and as required by competent State authorities (if any), ensuring compliance with applicable law and the Company's internal regulations.*

The Board of Directors respectfully requests the General Meeting of Shareholders to review and approve the foregoing.

Sincerely ./.

Recipients:

- As above;

- BOD.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

MR.NGO TAN LONG

CDC CONSTRUCTION JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No.: 05/TTr-HĐQT	*Hanoi,July 4th ,2025*

PROPOSAL

Re: Approval of Contracts and Transactions with Related Parties

To: The General Meeting of Shareholders of CDC Construction Joint Stock Company

- Pursuant to the Law on Enterprises 2020, as amended and supplemented in 2022, and its guiding documents;

- Pursuant to the Law on Securities 2019 and its guiding documents;

- Pursuant to the Charter of CDC Construction Joint Stock Company.

In order to comply with regulations of the Enterprise Law and Securities Law regarding frequent and ongoing transactions with related parties, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the contracts and transactions with related parties of CDC Construction Joint Stock Company, with key contents and values as follows:

List of Contracts/Transactions with Related Parties:

NO.	Entity name	Relationship with CDC	Mani contents of the contract/transaction	Value
1	CDC Mechanical and Electrical JSC	Related party of CDC's insiders	Construction, supply of materials and labor	Equal to or more than 35% of the total assets recorded in the latest audited financial statements

				of the company
2	SIL LEASING JSC	Associate company of CDC	Construction, supply of materials and labor	Equal to or more than 35% of the total assets recorded in the latest audited financial statements of the company
3	CDC Land Real Estate Investment Jsc	Related party of CDC's insiders	Construction, supply of materials and labor	Equal to or more than 35% of the total assets recorded in the latest audited financial statements of the company

2. Duration of application: Applicable to contracts and transactions arising in 2025 and subsequent years, or until otherwise amended or replaced.

3. The Board of Directors shall be assigned to monitor and direct the execution of the contracts and transactions to ensure compliance with the Company’s regulations, applicable laws, and prevailing market practices

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

Respectfully submitted.

Recipients:

- As above.

- BOD

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

MR NGO TAN LONG

CDC CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No.: 01/TTr-BKS	*Hanoi, July 4th ,2025*

PROPOSAL

Re: Selection of an Audit Firm for Auditing the Financial Statements

CDC Construction Joint Stock Company in 2025

To: The General Meeting of Shareholders of CDC Construction Joint Stock Company

- Pursuant to the Law on Enterprises 2020, as amended and supplemented in 2022, and its guiding documents;

- Pursuant to the Law on Securities 2019 and its guiding documents;

- Pursuant to the Charter of CDC Construction Joint Stock Company.

In order to audit the 2025 financial statements of CDC Construction Joint Stock Company (the Company), the Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval of the list of qualified audit firms according to legal regulations, to carry out the audit of the 2025 financial statements of the Company with the most reasonable fees as follows:

1. Deloitte Vietnam Company Limited – No. 8 Phạm Ngọc Thạch, Đống Đa District, Hanoi City;

2. Ernst & Young Vietnam Limited Liability Company (E&Y) – No. 16 Phan Chu Trinh, Phan Chu Trinh Ward, Hoan Kiem District, Hanoi;

3. An Viet Audit Limited Liability Company – 12th Floor, 167 Bùi Thị Xuân Street, Hai Bà Trưng District, Hanoi.

In case the above-mentioned firms are unable to participate in providing audit services for the Company, the Supervisory Board proposes that the General Meeting of Shareholders authorizes the Board of Directors to select another qualified audit firm as prescribed by law to carry out the audit of the 2025 financial statements after consulting the Supervisory Board.

Respectfully submitted for the General Meeting of Shareholders' consideration and approval!!

Recipients:

- As above;

- Record at the Supervisory Board.

CHIEF OF SUPERVISORY BOARD

Mrs. Tran Thi Thanh Huong