

No: /NQ-ĐHĐCĐ

Hanoi, June 26<sup>th</sup>, 2025



**RESOLUTION**  
**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**THE GENERAL MEETING OF SHAREHOLDERS OF  
CONSTRUCTION MACHINERY CORP.**

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated 17/6/2020;
- The Law on Securities No. 54/2019/QH14 dated 26/11/2019;
- The Charter of Construction Machinery Corporation - JSC;
- Minutes of the 2025 Annual General Meeting of Shareholders of Construction Machinery Corporation - JSC No. /BB-ĐHĐCĐ dated 26/6/2025.

**DESOLVES:**

**Article 1.** To approve the results of production, business and investment for the year 2024 and plan for the year 2025 of Construction Machinery Corporation - JSC as follows:

1. Results of production, business and investment for the year 2024:

a) Results of production, business and investment for the year 2024 of the Corporation:

No.	INDICATORS	Unit	As per the Resolution of the 2024 GMS	Completion in 2024	Percentage of completion
A	B	C	1	2	3=2/1
1	Total production and business value	Billion VND	400.4	329.83	82%
2	Revenue	Billion VND	366.6	285.83	78%
3	Profit before tax	Billion VND	3.7	37.14	1,004%
4	Payment to the budget	Billion VND	42.9	46.86	109%
5	Average income	Million VND	9.5	10.16	107%
6	Investment value	Billion VND	44.6	29.86	67%

b) Results of production, business and investment for the year 2024 of the

*Parent Company:*

No.	INDICATORS	Unit	As per the Resolution of the 2024 GMS	Completion in 2024	Percentage of completion
A	B	C	1	2	3=2/1
1	Total production and business value	Billion VND	156.9	115.73	74%
2	Revenue	Billion VND	146.0	98.68	68%
3	Profit before tax	Billion VND	1.9	41.55	2,187%
4	Payment to the budget	Billion VND	15.1	15.51	103%
5	Average income	Million VND	12.7	14.40	113%
6	Investment value	Billion VND	35.0	26.39	75%

2. Production, business and investment plan for the year 2025:

*a) Production, business and investment plan of the Corporation:*

No.	INDICATORS	Unit	Completion in 2024	Plan in 2025	Percentage of plan in 2025 per completion in 2024
A	B	C	1	2	3=2/1
1	Total production and business value	Billion VND	329.83	398.27	121%
2	Revenue	Billion VND	285.83	361.73	127%
3	Profit before tax	Billion VND	37.14	8.06	21.7%
4	Payment to the budget	Billion VND	46.86	35.79	76%
5	Average income	Million VND	10.16	10.17	100%
6	Investment value	Billion VND	29.86	15.92	53%

*b) Production, business and investment plan of the Parent Company:*

No.	INDICATORS	Unit	Completion in 2024	Plan in 2025	Percentage of plan in 2025 per completion in 2024
A	B	C	1	2	3=2/1
1	Total production and business value	Billion VND	115.73	152.57	132%
2	Revenue	Billion VND	98.68	140.29	142%
3	Profit before tax	Billion VND	41.55	5.06	12%



4	Payment to the budget	Billion VND	15.51	16.86	109%
5	Average income	Million VND	14.40	14.74	102%
6	Investment value	Billion VND	26.39	1.15	4%

The GMS assigns the BOD to organize the implementation of the production, bussiness and investment plan for the year 2025 and authorizes the BOD to adjust the plan conforming to actual operation situations after having approved of the Ministry of Construction as the Representative of the Owner of the state capital at the Corporation.

**Article 2.** To approve the Report of the Board of Directors (BOD) on results of duty performance for the year 2024 and plan for the year 2025.

**Article 3.** To approve the Report of the Supervisory Board on results of duty performance for the year 2024 and plan for the year 2025.

**Article 4.** To approve the audited financial statements for the year 2024 of the Construction Machinery Corporation - JSC.

1. The Parent Company's financial statements:

a) *Assets and liabilities:*

No.	Indicators	Unit	Amount
<b>I</b>	<b>TOTAL ASSETS</b>	<b>VND</b>	<b>400,519,363,180</b>
1	Short-term asset	VND	165,535,899,761
2	Long-term asset	VND	234,983,463,419
<b>II</b>	<b>TOTAL LIABILITIES</b>	<b>VND</b>	<b>400,519,363,180</b>
1	Payable debt	VND	397,477,160,113
2	The owner's liabilities	VND	3,042,203,067

b) *Production and bussiness results:*

No.	Indicators	Unit	Amount
1	Sales and services revenue	VND	98,681,064,399
2	Total profit before tax	VND	41,554,245,486
3	Total profit after enterprise income tax	VND	41,554,245,486

2. The Corporation's consolidated financial statements:

a) *Assets and liabilities:*

No.	Indicators	Unit	Amount
<b>I</b>	<b>TOTAL ASSETS</b>	<b>VND</b>	<b>897,626,191,650</b>
1	Short-term asset	VND	629,590,666,661

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2	Long-term asset	VND	268,035,524,989
<b>II</b>	<b>TOTAL LIABILITIES</b>	<b>VND</b>	<b>897,626,191,650</b>
1	Payable debt	VND	935,834,712,145
2	The owner's liabilities	VND	(38,208,520,495)

*b) Production and bussiness results:*

No.	Indicators	Unit	Amount
1	Sales and services revenue Doanh thu bán hàng và cung cấp dịch vụ	VND	285,830,605,306
2	Total profit before tax Tổng lợi nhuận trước thuế	VND	37,140,064,706
3	Total profit after enterprise income tax Tổng lợi nhuận sau thuế TNDN	VND	35,720,190,798

**Article 5.** To approve the profit distribution plan for the year 2024 according to the Proposal No. 17/TTr-HĐQT dated 25/4/2025 of the BOD.

**Article 6.** To approve the salary and remuneration paid to the members of BOD and SB for the year 2024 and plan for the year 2025 according to the Proposal No. 19/TTr-HĐQT dated 25/4/2025 of the BOD. In details:

1. Total salary and remuneration paid for members of the Board of Director and Supervisory Board for the year 2024:

No.	Position	Plan		Actual payment		Percentage of actual payment to plan (%)
		No. of people	Total salary & remuneration (million VND)	No. of people	Total salary & remuneration (million VND)	
<b>I</b>	<b>Board of Directors</b>		<b>936.00</b>		<b>849.13</b>	<b>91%</b>
<b>1</b>	<b>Salary</b>		<b>792.00</b>		<b>705.13</b>	<b>89%</b>
1.1	Specialized Chairman	1	432.00	1	382.10	88%
1.2	Specialized Member	1	360.00	1	323.03	90%
<b>2</b>	<b>Remuneration</b>					
1	Concurrent members	3	144.00	3	144.00	100%
<b>II</b>	<b>Supervisory Board</b>		<b>408.00</b>		<b>370.72</b>	<b>91%</b>
<b>1</b>	<b>Salary</b>					
	Head of the Board	1	360.00	1	322.72	90%
<b>2</b>	<b>Remuneration</b>					
	Concurrent members	2	48.00	2	48.00	100%
			<b>1,344.00</b>		<b>1,219.85</b>	<b>91%</b>

2. Total salary and remuneration estimated for members of the Board of Director and Supervisory Board for the year 2025:

No.	Position	No. of people	Max. salary & remuneration per month (VNĐ/person)	No. of months per year	Max. total salary & remuneration per year (VNĐ)
<b>I</b>	<b>Board of Directors</b>				<b>1,065,600,000</b>
<b>1</b>	<b>Salary</b>				
1.1	Specialized Chairman	1	42,400,000	12	508,800,000
1.2	Specialized member	1	34,400,000	12	412,800,000
<b>2</b>	<b>Remuneration</b>				
	Concurrent members	3	4,000,000	12	144,000,000
<b>II</b>	<b>Supervisory Board</b>				<b>470,400,000</b>
<b>1</b>	<b>Salary</b>				
	Head of the Board	1	35,200,000	12	422,400,000
<b>2</b>	<b>Remuneration</b>				
	Concurrent members	2	2,000,000	12	48,000,000
	<b>Total</b>				<b>1,536,000,000</b>

**Article 7.** To approve the list of independent audit companies to be selected for reviewing semi-annual financial statements and auditing the annual financial statements for the year 2025 according to the Proposal No. 18/TTr-BKS dated 25/4/2025 of the Supervisory Board and authorize the BOD to decide the selection of one of the audit companies in the following list:

1. Vietnam Auditing and Evaluation Co., Ltd (VAE)
2. Vietnam CPA Auditing Co., Ltd (CPA Vietnam)
3. International Audit Co., Ltd (ICPA)

**Article 8.** Implementation of the Resolution

This resolution is approved by the GMS in full and takes effect from June 26th, 2026. Mr./Mrs. as members of BOD, Supervisory Board, Executive Board, shareholders, relating organizations and individuals are responsible to implement this resolution and organize the implementation as stipulated functions and duties conforming to the law and Charter of the Corporation.

**FOR AND ON BEHALF OF THE GMS  
CHAIRMAN**

**Recipients:**

- As stated in Article 8;
- Ministry of Construction;
- Hanoi Stock Exchange;
- COMA's Website;
- Departments/Center of the Corp.;
- Archives: Ad. Div., DOB.

**Trinh Nam Hai**

