

Hanoi, 18th April 2025

No: 08/2025/BB/XMC-DHĐCĐTN

Minutes of the Meeting Annual General Meeting 2024
Xuan Mai Investment and Construction Joint Stock Company

Organization Name: Xuan Mai Investment and Construction Joint Stock Company

Headquarters: 4th Floor, Xuan Mai Tower, To Hieu Street, Ha Cau, Ha Dong, Hanoi

Business Registration Number: 0500443916, amended for the 31st time on May 8, 2024

Issuing Authority: Hanoi Department of Planning and Investment

Today, on April 18, 2025, at 9:00 AM, at the Company's Headquarters Conference Room, 5th Floor, Xuan Mai Tower, To Hieu Street, Ha Cau, Ha Dong, Hanoi, the 2025 Annual General Meeting of Shareholders of Xuan Mai Investment and Construction Joint Stock Company was held with the following agenda:

PART ONE – OPENING OF THE MEETING

1. Report on the Verification of Delegate Eligibility:

The total number of shareholders and shareholder representatives eligible to attend the 2025 Annual General Meeting is 1,209 organizations and individuals, who own and represent a total of 71,405,689 shares (of which the number of shares with voting rights is 71,403,929 shares).

(The list of shareholders invited to attend the Meeting is based on the list provided by the Securities Depository Center, with the shareholder list closed as of March 18, 2025).

The Meeting heard Mr. Nguyen Van Tuyen – on behalf of the Shareholder Eligibility Verification Committee, announce the results of the shareholder eligibility verification as follows:

The total number of shareholders attending the 2025 Annual General Meeting at the time of the opening was 33 shareholders, with a total of 63,639,108 shares owned and represented, corresponding to 63,639,108 voting rights, accounting for 89.13% of the total voting rights of the Company.

The total number of shareholders attending the 2025 Annual General Meeting at the time of voting was 37 shareholders, with a total of 63,872,315 shares owned and represented, corresponding to 63,872,315 voting rights, accounting for 89.37% of the total voting rights of the Company.

According to the provisions of the Company's Charter, the 2025 Annual General Meeting of Shareholders of Xuan Mai Investment and Construction Joint Stock Company meets the requirements to proceed with the Meeting.

2. Opening of the General Meeting:

❖ Mr. Nguyen Van Tuyen – on behalf of the Organizing Committee of the Meeting, conducted the following procedures:

- Announced the reasons for organizing the General Meeting;
- Introduced the delegates attending the Meeting;



- Approved the agenda for the 2025 Annual General Meeting of Shareholders and the working regulations of the Meeting;
- Approved the list of the Presidium of the Meeting;
- Approved the list of the Secretariat of the Meeting;
- Approved the list of the Ballot Counting Committee of the Meeting;
- Invited the Presidium and the Secretariat of the Meeting to take their seats and begin the work.

Presidium of the Meeting:

- | | |
|-------------------------|---|
| 1. Mr. Bui Khac Son | - Chairman of the Board of Directors of the Company |
| | - Chairman of the Meeting |
| 2. Ms. Pham Thi Hien | - Member of the Board of Directors of the Company |
| | - Member of the Presidium |
| 3. Mr. Nguyen Cao Thang | - CEO of the Company |
| | - Member of the Presidium |

Secretariat of the Meeting:

1. Mr. Phung Van Thang - Head of the Committee
2. Ms. Pham Thi Thanh Huyen - Member

Ballot Counting Committee of the Meeting

1. Ms. Le Thi Ngoc Diep - Head of the Committee
2. Mr. Do The Anh - Member
3. Ms. Nguyen Thi Ly - Member

The Meeting approved the contents of the 2025 Annual General Meeting agenda, the working regulations of the meeting, and the lists of the Presidium, Secretariat, and Ballot Counting Committee of the 2025 Annual General Meeting of Shareholders by a show of hands, with unanimous approval reaching 100%.

PART TWO – PRESENTED AGENDA ITEMS

1. Mr. Bui Khac Son – Chairman of the Board of Directors of the Company, presented the Report on the Board of Directors' activities for 2024 and the operational plan for 2025.
2. Mr. Nguyen Cao Thang – CEO of the Company, presented the Report on the results of production and business activities for 2024 and the production and business plan for 2025.
3. Mr. Nguyen Minh Duc – Head of the Supervisory Board, presented the Report of the Supervisory Board on the management of the Company by the Board of Directors and the Executive Board in 2024.
4. Mrs. Pham Thi Hien – Member of the Board of Directors, presented the proposal for the approval of the Parent Company's financial statements and the consolidated financial statements for 2024, which have been audited.
5. Mrs. Pham Thi Hien – Member of the Board of Directors, presented the proposal for the distribution of profits, remuneration for the Board of Directors, Supervisory Board, and bonuses for the Executive Board for 2024.
6. Mrs. Pham Thi Hien – Member of the Board of Directors, presented the proposal for the approval of the production and business plan for 2025.

7. Mrs. Pham Thi Hien – Member of the Board of Directors, presented the proposal for selecting an auditing firm for the 2025 financial statements.
8. Mrs. Pham Thi Hien – Member of the Board of Directors, presented the proposal on the payment of remuneration for the Board of Directors, Supervisory Board, and bonuses for the Executive Board in 2025.

(The detailed reports and proposals are included in the materials for the 2025 Annual General Meeting of Shareholders, which have been fully published on the Company's website and sent to each shareholder).

PART THREE – SHAREHOLDER DISCUSSIONS AT THE MEETING

The Meeting proceeded with discussions on the contents of the reports and proposals presented to the shareholders. The Meeting also heard opinions from shareholders on matters related to the performance results of 2024, the preparation of the 2025 production and business plan, investment plans for projects, debt recovery, and the Company's future operational direction. The Presidium thanked the shareholders for their contributions and took note of their feedback, providing explanations for each specific topic raised.

Opinion of shareholder Vuong Ngoc Luu:

I fully agree with the reports presented by the Presidium. As stated in the report, the economy in 2024 was generally very challenging, and the Company's production and business activities did not meet expectations. As shareholders, we hope that the Company will operate profitably and distribute dividends as anticipated. Therefore, I request that the Company's management take measures to strengthen business operations so that 2025 can yield better results, benefiting both the employees and shareholders.

In the CEO's report, the profit margin achieved in 2024 is too low. The pre-tax profit was 11.6 billion VND, but the post-tax profit only reached 3.1 billion VND. I would like the Presidium to clarify the reasons why the profit was so low.

Finally, I wish the management and all shareholders good health, and I look forward to a successful 2025 with many positive results for the Company.

Response from the Presidium:

The results achieved in 2024 were low due to several main reasons that we have outlined in the report. As for the significant difference between pre-tax profit and post-tax profit, this is because the Company had to pay two types of taxes, including the 20% corporate income tax and taxes related to real estate transfer activities. The Presidium sincerely appreciates the shareholder's feedback and contributions.

Opinion of shareholder Phung Van Minh:

According to the report from the Presidium, the production and business results in 2024 showed that the output of the parent company only reached over 50%, while the consolidated system achieved over 60%. The parent company's after-tax profit was only about 5%, and the consolidated after-tax profit was more than 10%. This is a very low result. The Company has provided many reasons for this, citing external factors, but has the Company conducted a specific internal analysis and evaluation of the causes? What solutions are in place for the coming year to achieve better results, including the possibility of distributing dividends to

shareholders? Additionally, the Company needs to review its planning process to ensure that actual performance closely aligns with the targets set in the plan.

Response from the Presidium:

The plan that the Company set for 2024 was very ambitious because, in reality, the Company had many opportunities. However, the actual results were quite low due to delays in the projects the Company had planned to implement, as well as the projects where contracts had already been signed, primarily due to external factors related to the general economic situation. For example, the T2 Terminal renovation project at Noi Bai International Airport is one of the large projects for which the Company dedicated significant resources to participate in the bidding process, but the output and revenue were not recognized in 2024.

Regarding the planning process: The Company's plans are based on actual conditions, including the Company's current resources in terms of finance, personnel, the existing work pipeline, and the expected work to be acquired. In 2024, although the results did not meet the targets, the Company's output still reached over 1,300 billion VND, and compared to other construction companies of similar size, XMC is still performing relatively well.

In 2025, the Company has many employment opportunities, but when building the plan, the Company has still set goals similar to those of 2024 to ensure safety in terms of profits and debt recovery when engaging in construction work. On behalf of the Company's management, I promise that with more favorable conditions this year, the Company will achieve better results.

Opinion of shareholder Dinh Thi Thanh Ha:

As a major shareholder, I have the following questions for the Chairman of the Board of Directors to address:

1. Prior to 2020, the Company initiated procedures for several projects, such as the renovation of old apartments in Ha Dong, the resettlement project in Duong Noi, the precast concrete warehouse project in Chuc Son Town, and the low-income housing project in Vinh Yen. Could the Chairman provide the implementation plan for these projects and the expected timeline? I propose that the Company completes the investment procedures for at least one project to begin construction in 2025.
2. Regarding the implementation of contracted projects, including the social housing project in the southern area: I suggest that the Company stay closely aligned and proactively work to ensure timely progress.
3. Additionally, concerning the recovery of outstanding debts, I ask the Chairman to resolve the debts for the Tincom, Paragon, and Le Van Thiem projects once and for all.

Response from the Presidium:

I would like to address the shareholder's questions as follows:

1. Regarding the Company's investment projects:

- The renovation project of old apartments in Ha Dong: We have been involved in this project since 2016. As a participant in the Ministry of Construction and Hanoi's projects for renovating old apartments, I can say that this is considered "a specialty of Hanoi, but not easy to consume." In other words, it is very difficult to implement. XMC is the entity assigned by

the city of Hanoi to research and develop the planning, and we have completed it. We have also engaged with local authorities and the residents with a high level of agreement on compensation and construction plans. However, the project has encountered delays due to issues related to the Housing Law and the Land Law. Currently, the project is in the process of waiting for a building inspection. Additionally, the administrative unit merger at the district and ward level has caused further delays.

- The low-income housing project in Vinh Yen: This project is showing positive signals. The Company's Investment Department is working to complete the project's procedures. In 2025, the Company aims to have the investment approval for this project.

- The precast concrete warehouse project in Chuc Son Town: Previously, this land was planned as part of the Ngoc Son Industrial Park, but it is now being designated as an ecological residential urban area. Therefore, the Company is still reviewing this project and is not able to proceed immediately this year; further research and evaluation are needed to ensure its future effective exploitation.

2. Regarding the implementation of the social housing project in the Southern region:

With XMC's substantial capacity in design, production, construction, and technology solutions, the Company is participating in this project as the general contractor under the Design & Build method. The Company has prepared well for participation in the project. It is expected that the project will begin implementation in Q4 2025.

3. Regarding debt recovery:

For the construction projects XMC has participated in recently, payments have been relatively good, and there has been no formation of bad debts. The Company's debt mainly consists of old debts, specifically:

For the Paragon project: The Company has recovered and completed the sale of 171 apartments to offset the debt from the project. The remaining debt was secured by the basement floor of the project by the North Construction Company. In the coming period, the parties will resolve this debt.

For the Tincom project: The Company expects to recover the debt from the project in May, including the principal and interest at an average rate of 12% per year.

For the Le Van Thiem project: The partner has committed to repaying the debt by April 30. If the debt is not paid by the deadline, we will initiate legal proceedings as per the law.

At the Company, the Chairman of the Board of Directors directly oversees debt recovery. In 2025, debt recovery will continue to be a key task for the Company to reduce financial costs. Additionally, 2025 will be a year of accumulation, and revenue and profit from some investment projects cannot yet be recognized. We hope the shareholders will continue to support and accompany Xuan Mai for further development.

The Meeting unanimously agreed on the presented and clarified contents, and there were no further comments or suggestions.

PART FOUR – VOTING ON AGENDA ITEMS AT THE MEETING

Mr. Bui Khac Son – on behalf of the Presidium, sequentially presented the agenda items for voting at the Meeting. Shareholders/shareholder representatives voted directly at the Meeting using two methods: raising the Voting Card and submitting the Voting Slip. Based on the results of the vote count at the Meeting, the following agenda items were approved by the General Meeting of Shareholders:

1. Approval of the Board of Directors' activity report for 2024 and the operational plan for 2025.

The General Meeting of Shareholders voted with the following results:

The number of valid voting slips was 63,813,506, of which: The number of votes in favor was 63,813,506, accounting for 100%; The number of votes against was 0, accounting for 0%; The number of abstentions was 0, accounting for 0% of the total votes at the Meeting. The number of invalid voting slips was 0, accounting for 0% of the total votes.

2. Approval of the CEO's Report on the results of production and business activities for 2024 and the production and business plan for 2025, with some key targets as follows:

- ***Results of production and business activities in 2024 (Parent Company):***
 - The total output value achieved: 1,388.716 billion VND
 - The total revenue achieved: 1,732.510 billion VND
 - The total after-tax profit achieved: 3.119 billion VND
- ***Results of production and business activities in 2024 (consolidated for the entire Company):***
 - The total output value achieved: 1,566.053 billion VND
 - The total revenue achieved: 1,627.848 billion VND
 - The total after-tax profit achieved: 7.337 billion VND
- ***Production and business plan for 2025 (Parent Company):***
 - The total output value: 2,570.669 billion VND
 - The total revenue: 2,496.571 billion VND
 - The total after-tax profit: 11.443 billion VND
- ***Production and business plan for 2025 (consolidated for the entire Company):***
 - The total output value: 2,627.372 billion VND
 - The total revenue: 2,567.107 billion VND
 - The total after-tax profit: 24.621 billion VND

The General Meeting of Shareholders voted with the following results:

The number of valid voting slips was 63,813,506, of which: The number of votes in favor was 63,813,506, accounting for 100%; The number of votes against was 0, accounting for 0%; The number of abstentions was 0, accounting for 0% of the total votes at the Meeting. The number of invalid voting slips was 0, accounting for 0% of the total votes.

3. Approval of the Supervisory Board's Report on inspection and supervision of the Company's operations in 2024.

The General Meeting of Shareholders voted with the following results:

The number of valid voting slips was 63,813,506, of which: The number of votes in favor was 63,813,506, accounting for 100%; The number of votes against was 0, accounting for 0%; The number of abstentions was 0, accounting for 0% of the total votes at the Meeting. The number of invalid voting slips was 0, accounting for 0% of the total votes.

4. Approval of the audited Separate Financial Statements and Consolidated Financial Statements for 2024 with detailed financial figures provided.

4.1. Separate Financial Statements:

		Unit: VND
Indicator		Amount
1. Total assets		2,782,803,319,522
2. Liabilities		1,927,626,919,768
3. Owner's equity		855,176,399,754
In which:		
- Contributed capital of owners		714,056,890,000
- Share premium		0
- Treasury shares		(30,845,085)
- Other equity funds		0
- Undistributed post-tax profit		141,150,354,839
4. Total revenue (including revenue from sales and services, financial revenue, and other income)		1,732,510,473,967
5. Total expenses (including cost of goods sold, financial expenses, administrative expenses, selling expenses, and other expenses)		1,720,822,683,526
6. Profit before tax for 2024		11,687,790,441
7. Profit after tax for 2024		3,118,793,561

II. Consolidated Financial Statements:

		Unit: VND
Indicator		Amount
1. Total assets		2,943,806,215,677
2. Liabilities		2,056,167,250,386
3. Owner's equity		887,638,965,291
In which:		
- Contributed capital of owners		714,056,890,000
- Share premium		0
- Treasury shares		(30,845,085)
- Development investment fund		6,631,748,703

- Other equity funds	0
- Undistributed post-tax profit	147,166,000,063
- Non-controlling interests	19,815,171,610
4. Total revenue (including revenue from sales and services, financial revenue, other income, and losses from joint ventures and associates)	1,627,848,061,778
5. Total expenses (including cost of goods sold, financial expenses, administrative expenses, selling expenses, and other expenses)	1,595,123,780,119
6. Profit (loss) of associates and joint ventures	(13,000,163,408)
7. Profit before tax for 2024	19,724,118,251
8. Profit after tax for 2024	7,336,646,289

The General Meeting of Shareholders voted with the following results:

The number of valid voting slips was 63,813,506, of which: The number of votes in favor was 63,813,506, accounting for 100%; The number of votes against was 0, accounting for 0%; The number of abstentions was 0, accounting for 0% of the total votes at the Meeting. The number of invalid voting slips was 0, accounting for 0% of the total votes.

5. Approval of the profit distribution, remuneration for the Board of Directors, Supervisory Board, and bonuses for the Executive Board for 2024:

5.1. Profit after tax of the Parent Company: VND 3,118,793,561

5.2. Allocation to funds:

- Bonus Fund: VND 62,375,871 (2% of profit after tax)
- Welfare Fund: VND 62,375,871 (2% of profit after tax)

5.3. Remuneration for the Board of Directors and the Supervisory Board:

Due to the Company's production and business results in 2024 not meeting the plan, the Board of Directors respectfully presents to the General Meeting of Shareholders: The remuneration is: 0 VND.

5.4. The bonus for the Executive Board is: 0 VND.

5.5. Dividend payout for 2024: Based on the Company's production and business results in 2024 and the market economic situation in 2025, the Board of Directors proposes to the General Meeting of Shareholders to approve the decision of not distributing dividends for 2024.

The General Meeting of Shareholders voted with the following results:

The number of valid voting slips was 63,813,506, of which: The number of votes in favor was 63,809,834, accounting for 99.99%; The number of votes against was 3,672, accounting for 0.01%; The number of abstentions was 0, accounting for 0% of the total votes at the Meeting. The number of invalid voting slips was 0, accounting for 0% of the total votes.

6. Approval of the 2025 business plan:

6.1. Parent Company:

- Total production value: 2,570.669 billion VND

- Revenue: 2,496.571 billion VND
- Profit before tax: 17.523 billion VND
- Profit after tax: 11.443 billion VND

- Dividend payment: Based on the business performance of 2025, the Board of Directors will submit a dividend payment plan at the Annual General Meeting of Shareholders in 2026.

6.2. Consolidated Financials (Entire Company):

- Total production value: 2,627.372 billion VND
- Revenue: 2,567.107 billion VND
- Profit before tax: 33.919 billion VND
- Profit after tax: 24.621 billion VND

The General Meeting of Shareholders voted with the following results:

The number of valid voting slips was 63,813,506, of which: The number of votes in favor was 63,813,506, accounting for 100%; The number of votes against was 0, accounting for 0%; The number of abstentions was 0, accounting for 0% of the total votes at the Meeting. The number of invalid voting slips was 0, accounting for 0% of the total votes.

7. Approval of the selection of an audit firm for auditing the 2025 financial statements, authorizing the Supervisory Board to select a firm approved by the State Securities Commission:

The General Meeting of Shareholders authorizes the Supervisory Board to decide on the selection of an audit firm from the list of firms approved by the State Securities Commission to audit public companies. The selected firm will provide audit and review services for the financial statements of the Company in 2025, ensuring quality, efficiency, and reasonable costs while fully complying with legal regulations.

The General Meeting of Shareholders voted with the following results:

The number of valid voting slips was 63,809,834, of which: The number of votes in favor was 63,809,834, accounting for 99.99%; The number of votes against was 0, accounting for 0%; The number of abstentions was 0, accounting for 0% of the total votes at the Meeting. The number of invalid voting slips was 3,672, accounting for 0.01% of the total votes.

8. Approval of the remuneration and bonus plan for the Board of Directors, Supervisory Board, and Executive Board for 2025:

- Remuneration for the Board of Directors and the Supervisory Board:

Remuneration for the Board of Directors:

- + Chairman of the Board: 5,000,000 VND/month
- + Member of the Board: 3,000,000 VND/month

Remuneration for the Supervisory Board:

- + Head of the Supervisory Board: 3,000,000 VND/month
- + Member of the Supervisory Board: 2,000,000 VND/month.

- Bonus for the Board of Directors and the Supervisory Board: 10% of profit after tax for the portion of profit exceeding the plan.



- Bonus for the Executive Board:

+ 1% of profit after tax for the planned profit portion.

+ 30% of profit after tax for the portion of profit exceeding the plan.

The General Meeting of Shareholders voted with the following results:

The number of valid voting slips was 63,809,834, of which: The number of votes in favor was 63,809,834, accounting for 99.99%; The number of votes against was 0, accounting for 0%; The number of abstentions was 0, accounting for 0% of the total votes at the Meeting. The number of invalid voting slips was 3,672, accounting for 0.01% of the total votes.

PART FIVE – CLOSING OF THE MEETING

The minutes of the meeting have been fully and accurately recorded by the Secretariat according to the content of the Meeting and were presented to the entire assembly.

The minutes of the meeting were prepared at 11:45 AM on April 18, 2025, and were approved by the Meeting with 100% of the votes cast in favor. The Meeting was adjourned at 12:00 PM on the same day.

SECRETARY OF THE MEETING



PHUNG VAN THANG



PHAM THI THANH HUYEN

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING**



BUI KHAC SON

Hanoi, 18th April 2025

No: 08/2025/NQ/XMC-DHĐCĐTN

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Xuan Mai Investment and Construction Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and relevant guiding documents;

Pursuant to the Charter on Organization and Operation of Xuan Mai Investment and Construction Joint Stock Company;

Pursuant to the Minutes of the Annual General Meeting of Shareholders 2025 of Xuan Mai Investment and Construction Joint Stock Company dated 18th April 2025.

RESOLUTIONS

Article 1: Approval of the Report on the activities of the Board of Directors in 2024 and the orientation for 2025 activities.

The resolution was approved with 100% voting agreement.

Article 2: Approval of the CEO's Report summarizing business operations in 2024 and the business plan for 2025.

The resolution was approved with 100% voting agreement.

Article 3: Approval of the Supervisory Board's Report on inspection and supervision of the Company's operations in 2024.

The resolution was approved with 100% voting agreement.

Article 4: Approval of the audited Separate Financial Statements and Consolidated Financial Statements for 2024 with detailed financial figures provided.

I. Separate Financial Statements:

		<i>Unit: VND</i>
		Amount
1. Total assets		2,782,803,319,522
2. Liabilities		1,927,626,919,768
3. Owner's equity		855,176,399,754
In which:		
- Contributed capital of owners		714,056,890,000
- Share premium		0
- Treasury shares		(30,845,085)
- Other equity funds		0
- Undistributed post-tax profit		141,150,354,839
4. Total revenue (including revenue from sales and services, financial revenue, and other income)		1,732,510,473,967

1. Parent Company:

- Total production value: 2,570.669 billion VND
- Revenue: 2,496.571 billion VND
- Profit before tax: 17.523 billion VND
- Profit after tax: 11.443 billion VND

- Dividend payment: Based on the business performance of 2025, the Board of Directors will submit a dividend payment plan at the Annual General Meeting of Shareholders in 2026.

2. Consolidated Financials (Entire Company):

- Total production value: 2,627.372 billion VND
- Revenue: 2,567.107 billion VND
- Profit before tax: 33.919 billion VND
- Profit after tax: 24.621 billion VND

The resolution was approved with 100% voting agreement.

Article 7: Approval of the selection of an audit firm for auditing the 2025 financial statements, authorizing the Supervisory Board to select a firm approved by the State Securities Commission:

The General Meeting of Shareholders authorizes the Supervisory Board to decide on the selection of an audit firm from the list of firms approved by the State Securities Commission to audit public companies. The selected firm will provide audit and review services for the financial statements of the Company in 2025, ensuring quality, efficiency, and reasonable costs while fully complying with legal regulations.

The resolution was approved with 100% voting agreement.

Article 8: Approval of the remuneration and bonus plan for the Board of Directors, Supervisory Board, and Executive Board for 2025:

1. Remuneration for the Board of Directors and the Supervisory Board:

Remuneration for the Board of Directors:

- Chairman of the Board: 5,000,000 VND/month
- Member of the Board: 3,000,000 VND/month

Remuneration for the Supervisory Board:

- Head of the Supervisory Board: 3,000,000 VND/month
- Member of the Supervisory Board: 2,000,000 VND/month.

2. Bonus for the Board of Directors and the Supervisory Board:

- 10% of profit after tax for the portion of profit exceeding the plan.

3. Bonus for the Executive Board:

- 1% of profit after tax for the planned profit portion.
- 30% of profit after tax for the portion of profit exceeding the plan.

The resolution was approved with 100% voting agreement.

Article 9: Implementation clause:

This Resolution takes effect from date 18th April 2025. The Board of Directors is responsible for implementing the contents approved at the Meeting, ensuring the highest interests of the Company and shareholders, in compliance with the Company's Charter and applicable laws.

5. Total expenses (including cost of goods sold, financial expenses, administrative expenses, selling expenses, and other expenses)	1,720,822,683,526
6. Profit before tax for 2024	11,687,790,441
7. Profit after tax for 2024	3,118,793,561

II. Consolidated Financial Statements:

Unit: VND

Indicator	Amount
1. Total assets	2,943,806,215,677
2. Liabilities	2,056,167,250,386
3. Owner's equity	887,638,965,291
In which:	
- Contributed capital of owners	714,056,890,000
- Share premium	0
- Treasury shares	(30,845,085)
- Development investment fund	6,631,748,703
- Other equity funds	0
- Undistributed post-tax profit	147,166,000,063
- Non-controlling interests	19,815,171,610
4. Total revenue (including revenue from sales and services, financial revenue, other income, and losses from joint ventures and associates)	1,627,848,061,778
5. Total expenses (including cost of goods sold, financial expenses, administrative expenses, selling expenses, and other expenses)	1,595,123,780,119
6. Profit (loss) of associates and joint ventures	(13,000,163,408)
7. Profit before tax for 2024	19,724,118,251
8. Profit after tax for 2024	7,336,646,289

The resolution was approved with 100% voting agreement.

Article 5: Approval of the profit distribution, remuneration for the Board of Directors, Supervisory Board, and bonuses for the Executive Board for 2024:

1. Profit after tax of the Parent Company: VND 3,118,793,561
2. Allocation to funds:
 - Bonus Fund: VND 62,375,871 (2% of profit after tax)
 - Welfare Fund: VND 62,375,871 (2% of profit after tax)
3. Remuneration for the Board of Directors and the Supervisory Board: VND 0.
4. Executive Bonus: VND 0.
5. Dividend Payment for 2024 from Undistributed Post-Tax Profit: 0.

The resolution was approved with 99,99% voting agreement.

Article 6: Approval of the 2025 business plan:

This Resolution of the Annual General Meeting of Shareholders dated 18th April 2025 of Xuan Mai Investment and Construction Joint Stock Company was fully approved at the meeting at 11:45 AM on the same day./.

Recipients:

- *State Securities Commission (for report);*
- *Hanoi Stock Exchange (for report);*
- *Shareholders;*
- *Board of Directors, Executive Board, Supervisory Board;*
- *Company's Departments;*
- *Company Website;*
- *Office archive.*

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS**

CHAIRMAN OF THE MEETING



Bui Khac Son

