

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

**SOCIALIST REPUBLIC OF VIET NAM**  
**Independence - Freedom - Happiness**

Hanoi, day 27 month 01 year 2026

No.: 03.BC/CX8-HĐQT

**REPORT**  
**Corporate Governance Report,**  
**(Year 2025)**

**To: - State Securities Commission;**

**- Hanoi Stock Exchange.**

- Company name: Constrexim No. 8 Investment and Construction Joint Stock Company  
- Head office address: Constrexim 8 Building, Km8 Nguyen Trai Street - C7 Thanh Xuan Ward, Hanoi.

- Tel: 024.35543197 Fax: 024.35543197

- Email: info@constrexim8.com.vn

ctxso8@gmail.com

- Charter capital: 26.721.570.000 VND

- Stock ticker: CX8

- Corporate governance model:

General Meeting of Shareholders, Board of Directors, Supervisory Board and Director

- Internal audit function: Not implemented

**I. Activities of the General Meeting of Shareholders**

Information on meetings and resolutions/decisions of the General Meeting of Shareholders

No.	Resolution/Decision No.	Date	Contents
1	19 NQ-2025/CX8-ĐHĐCĐ	05/6/2025	Approved the following items: - Reports of the Board of Directors, Supervisory Board, Executive Management; Independent BOD member; - 2024 business performance results; - Audited financial statements for 2024; - Profit distribution plan for 2024; - 2025 business plan; - Audit firm for 2025; - Supervisory Board personnel; - Remuneration for members of the BOD and Supervisory Board; - Charter capital in accordance with Law No. 56/2024/QH15

**II. Board of Directors:**

**1. Information on Board of Directors (BOD) members:**

No.	BOD member	Position (Independent BOD member, Non-executive BOD member)	Start date / end date as BOD member / Independent BOD member	
			Appointment date	Dismissal date
1	Vũ Đức Tiến	Chairman of the Board of Directors	25/5/2022	
2	Hoàng Biên Cương	BOD Member	25/5/2022	
3	Vũ Duy Hậu	BOD Member	25/5/2022	

4	Vũ Tường Vy	Non-executive BOD Member	25/5/2022	
5	Lý Thanh Hằng	Independent BOD Member	25/5/2022	

**2. Meetings of the Board of Directors:**

No.	BOD member	No. of BOD meetings attended	Attendance rate	Reason for absence
1	Vũ Đức Tiến	04	100%	
2	Hoàng Biên Cương	04	100%	
3	Vũ Duy Hậu	04	100%	
4	Vũ Tường Vy	04	100%	
5	Lý Thanh Hằng	04	100%	

**3. Supervisory activities of the Board of Directors over Executive Management:**

- Supervised the Executive Management in implementing resolutions of the General Meeting of Shareholders and the Board of Directors;
- Corporate finance;
- Safety management in business operations;
- Directed the Executive Management to implement risk prevention measures in business operations;
- Marketing and job sourcing in parallel with capital recovery;
- BOD members performed tasks by assigned fields and duties for the Company's day-to-day business operations;

**4. Activities of BOD subcommittees (if any):**

**5. Resolutions/Decisions of the Board of Directors:**

No.	Resolution/Decision No.	Date	Contents	Approval rate
1	09 NQ/CX8-HĐQT	11/4/2025	- Business operations 2024 (audited financial statements); - Organize the 2025 annual General Meeting of Shareholders.	100%
2	22 NQ/ CX8-HĐQT	10/06/2025	Implement business operations after the 2025 annual General Meeting of Shareholders.	
3	25A NQ/ CX8-HĐQT	25/09/2025	Business operations in accordance with the resolution of the 2025 annual General Meeting of Shareholders.	
4	27 NQ/CX8-HĐQT	23/12/2025	- Business operations 2025; - Adjust the last registration date to exercise the right to receive 2024 cash dividend.	100%

**III. Supervisory Board:**

**1. Information on Supervisory Board (SB) members:**

No.	SB member	Position	Start date / end date as SB member	Professional qualification
1	Nguyễn Ngọc Thanh	Head of Supervisory Board	Start date as SB member: 25/05/2022 End date as SB member: 05/06/2025	University degree - Accounting
2	Nguyễn Thị Thom	Head of Supervisory Board	Start date as SB member: 05/06/2025	University degree - Accounting

3	Trương Thị Lương	Supervisor	Start date as SB member: 25/05/2022	University degree - Accounting
4	Hoàng Văn Thê	Supervisor	Start date as SB member: 15/05/2024	University degree - Civil Engineering

## 2. Meetings of the Supervisory Board

No.	SB member	No. of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Nguyễn Ngọc Thanh	01	100%	100%	Ngày ko là Supervisor 05/06/2025
2	Nguyễn Thị Thơm	02	100%	100%	Ngày bắt đầu là Supervisor 05/06/2025
3	Trương Thị Lương	03	100%	100%	Ngày bắt đầu là Supervisor 15/05/2024
4	Hoàng Văn Thê	03	1000%	100%	Ngày bắt đầu là Supervisor 15/05/2024

## 3. Supervisory activities of the SB over the BOD, Executive Management and shareholders:

- Compliance with laws and regulations, the Company Charter, and GMS resolutions in corporate administration and governance.
- Review of the 2024 financial statements; quarterly reports in 2025;
- Activities of the Finance & Accounting Department and compliance with accounting standards;
- Internal subcontracting contracts; labor contracts.

## 4. Coordination between the SB and the BOD, Executive Management and other managers:

- Participated in inspection teams for several projects currently being implemented by the Company

## 5. Other activities of the SB (if any):

## IV. Executive Management

No.	Executive Management member	Date of birth	Professional qualification	Appointment/Dismissal date
1	Vũ Duy Hậu	15/6/1972	Master of Business Administration	Appointed 15/4/2010
2	Vũ Ngọc Triu	02/7/1979	Transportation Engineer	Appointed 22/10/2020
3	Lê Văn Lực	16/9/1962	Trade Economics	Appointed 13/10/2021
4	Nguyễn Văn Sinh	14/02/1974	Electrical Engineer	Appointed 16/01/2024

## V. Chief Accountant

Full name	Date of birth	Professional qualification	Appointment/Dismissal date
Nguyễn Thị Thu Hoài	20/12/1976	University degree - Accounting	Appointed 04/7/2014

## VI. Corporate governance training:

Corporate governance training courses attended by BOD members, SB members, executive management (Director/General Director), other managers and the Company Secretary as required by corporate governance regulations:

**VII. List of related persons of the public company and transactions with related persons of the Company**

*1. List of related persons of the Company*

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Identification/Registration No.*; issue date; place of issue	Head office address / Contact address	Start date as related person (RP)	End date as related person	Reason	Relationship with the Company
1	Vũ Đức Hiếu					25/05/2022		NLQ Chairman of the Board of Directors	
2	Vũ Đức Hùng					25/05/2022		NLQ Chairman of the Board of Directors	
3	Vũ Đức Dũng					25/05/2022		NLQ Chairman of the Board of Directors	
4	Vũ Đức Thắng					25/05/2022		NLQ Chairman of the Board of Directors	
5	Vũ Hùng Cường					25/05/2022		NLQ Chairman of the Board of Directors	
6	Vũ Đức Tuấn					25/05/2022		NLQ Chairman of the Board of Directors	

								Board of Directors	
7	Nguyễn Thị Thanh Vân					25/05/2022		NLQ Chairman of the Board of Directors	
8	Vũ Tường Vy	002C 105720				25/05/2022		NLQ Chairman of the Board of Directors	
9	Vũ Tiến Đạt					25/05/2022		NLQ Chairman of the Board of Directors	
10	Vũ Thế Nhiệm					25/05/2022		NLQ TV. HĐQT	
11	Vũ Duy Tiên					25/05/2022		NLQ TV. HĐQT	
12	Vũ Thị Chúc					25/05/2022		NLQ TV. HĐQT	
13	Vũ Mạnh Tiến					25/05/2022		NLQ TV. HĐQT	
14	Vũ Thị Lan Anh					25/05/2022		NLQ TV. HĐQT	
15	Trần Ngọc Tạo					25/05/2022		NLQ TV. HĐQT	
16	Vũ Thị Diệp	002C 132529				25/05/2022		NLQ TV. HĐQT	
17	Trần Thị Bích Ngọc					25/05/2022		NLQ TV. HĐQT	

18	Trần Ngọc Bích				25/05/2022		NLQ TV. HDQT	
19	Nguyễn Thị Hào				25/05/2022		NLQ TV. HDQT	
20	Nguyễn Thủy Phương				25/05/2022		NLQ TV. HDQT	
21	Hoàng Phương Minh				25/05/2022		NLQ TV. HDQT	
22	Hoàng Mộc Lan				25/05/2022		NLQ TV. HDQT	
23	Hoàng Đông Phương				25/05/2022		NLQ TV. HDQT	
24	Hoàng Thiên Nga				25/05/2022		NLQ TV. HDQT	
30	Dặng Thị Tâm				25/05/2022		NLQ T.BKS	
31	Đoàn Thị Khánh Giang				25/05/2022		NLQ T.BKS	
32	Nguyễn Đức Huy				25/05/2022		NLQ T.BKS	
33	Nguyễn Thị Hà				04/7/2014		NLQ KTT	
34	Ng. Thị Thanh Huyền				04/7/2014		NLQ KTT	
35	Ng. Thị Thanh Hằng				04/7/2014		NLQ KTT	
36	Trần Mạnh Hải				04/7/2014		NLQ KTT	
37	Dương Thúy Đào	002C 132451			01/4/2019		NLQ PTQT Cty	
44	Nguyễn Huy Linh				01/4/2019		NLQ PTQT Cty	
45	Nguyễn Huy Phương				01/4/2019		NLQ PTQT Cty	

46	Nguyễn Thị Hường					22/10/2020		NLQ TV.BĐH	
47	Nguyễn Thị Nho					22/10/2020		NLQ TV.BĐH	
48	Vũ Thị Hà					22/10/2020		NLQ TV.BĐH	
49	Vũ Thị Hằng					22/10/2020		NLQ TV.BĐH	
50	Vũ Thị Nga					22/10/2020		NLQ TV.BĐH	
51	Vũ Thị Hưng					22/10/2020		NLQ TV.BĐH	
52	Lê Văn Tự					13/10/2021		NLQ TV.BĐH	
53	Lê Thị Thật					13/10/2021		NLQ TV.BĐH	
54	Lê Thị Thà					13/10/2021		NLQ TV.BĐH	
55	Nguyễn Thị Duyên					13/10/2021		NLQ TV.BĐH	
56	Lê Thùy Linh					13/10/2021		NLQ TV.BĐH	
57	Lê Tiến Dũng					13/10/2021		NLQ TV.BĐH	
58	Lê Thị Tuyệt Lan					13/10/2021		NLQ TV.BĐH	
59	Lê Đình Doanh					13/10/2021		NLQ TV.BĐH	
60	Nguyễn Thị Hải Yến					13/10/2021		NLQ TV.BĐH	
61	Trương Văn Phi					25/05/2022		NLQ Supervi sor	
62	Trương Thị Loan					25/05/2022		NLQ Supervi sor	
63	Trương Văn Phú					25/05/2022		NLQ Supervi sor	

64	Nguyễn Thị Khanh				25/05/2022		NLQ Supervisor	
65	Nguyễn Quang Huy				25/05/2022		NLQ Supervisor	
66	Lý Kế Thông				25/05/2022		NLQ BOD Member	
67	Nguyễn Thị Thu Thủy				25/05/2022		NLQ BOD Member	
68	Lý Gia Bảo				25/05/2022		NLQ BOD Member	
69	Tạ Đình Tô				25/05/2022		NLQ BOD Member	
70	Bùi Thị Thủy				25/05/2022		NLQ BOD Member	
71	Tạ Tuấn Long				25/05/2022		NLQ BOD Member	
72	Phùng Thị Côi				16/01/2024		NLQ TV.BĐH	
73	Ngô Thu Hiền				16/01/2024		NLQ TV.BĐH	
74	Nguyễn Quang Mạnh				16/01/2024		NLQ TV.BĐH	
75	Nguyễn Quang Vinh				16/01/2024		NLQ TV.BĐH	
76	Nguyễn Đình Tuấn				16/01/2024		NLQ TV.BĐH	
77	Nguyễn Ngọc Anh				16/01/2024		NLQ TV.BĐH	
78	Nguyễn Thị Minh				16/01/2024		NLQ TV.BĐH	
79	Hoàng Văn Đăng				15.05.2024		NLQ Supervisor	

80	Nguyễn Thị Nở					15.05.2024		NLQ Supervisor	
81	Nguyễn Văn Bình					15.05.2024		NLQ Supervisor	
82	Đỗ Thị Ninh					15.05.2024		NLQ Supervisor	
83	Nguyễn Thị Thu Hiếu					15.05.2024		NLQ Supervisor	
84	Hoàng Văn Đoàn					15.05.2024		NLQ Supervisor	
85	Hoàng Thị Thín					15.05.2024		NLQ Supervisor	
86	Nguyễn Minh Thuyết					05/06/2025		NLQ T.BKS	
	Đỗ Thị Hạnh					05/06/2025		NLQ T.BKS	
	Đinh Thị Ngát					05/06/2025		NLQ T.BKS	
	Nguyễn Văn Khuê					05/06/2025		NLQ T.BKS	
	Nguyễn Văn Thiện					05/06/2025		NLQ T.BKS	
	Nguyễn Thị Thảo					05/06/2025		NLQ T.BKS	
	Nguyễn Văn Thạch					05/06/2025		NLQ T.BKS	

Note: NSH No.\*: ID card/Passport No. (for individuals) or Enterprise Registration Certificate/Operating License or equivalent legal documents (for organizations).

2. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, insiders, and related persons of insiders.

No.	Name of organization/individual	Relationship with the Company	Identification/Registration No.*; issue date; place of issue	Head office address / Contact address	Transaction date with the Company	GMS/BOD Resolution/ Decision approving the transaction (if any; specify issuance date)	Contents, quantity, total transaction value	Notes
							None	

Note: NSH No.\*: ID card/Passport No. (for individuals) or Enterprise Registration Certificate/Operating License or equivalent legal documents (for organizations).

3. Transactions between Company insiders, related persons of insiders and subsidiaries / companies controlled by the Company.

No.	Transaction party	Relationship with insider	Position at the public company	ID card/Passport No.; issue date; place of issue	Address	Tên công ty con, công ty do CTNY nắm quyền kiểm soát	Transaction date	Contents, quantity, total transaction value	Notes
								None	

4. Transactions between the Company and other entities

4.1. Transactions between the Company and a company in which a BOD member, Supervisory Board member, Director (General Director) or other manager holds a management position within the last three (03) years (as at the reporting date).

4.2. Transactions between the Company and a company in which a related person of a BOD member, Supervisory Board member, Director (General Director) or other manager is a BOD member or Director (General Director).

4.3. Other transactions of the Company (if any) that may bring material or non-material benefits to BOD members, Supervisory Board members, Director (General Director) and other managers.

**VIII. Share transactions of insiders and related persons of insiders (Report 2025)**

1. List of insiders and related persons of insiders

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID card/Passport No.; issue date; place of issue	Địa chỉ liên hệ	Shares held at end of period	Ownership ratio at end of period	Notes
1	Vũ Đức Tiến	002C 244558	Chairman of the Board of Directors			608.678	22,78	NNB
1.1	Vũ Đức Hiếu					0	0%	NLQ
1.2	Vũ Đức Hùng					0	0%	NLQ
1.3	Vũ Đức Dũng					0	0%	NLQ
1.4	Vũ Đức Thắng					72.147	2,69%	NLQ
1.5	Vũ Hùng Cường					0	0%	NLQ
1.6	Vũ Đức Tuấn					0	0%	NLQ

1.7	Nguyễn Thị Thanh Vân					0	0%	NLQ
1.8	Vũ Tường Vy	002C 105720				190.575	7.13	NLQ
1.9	Vũ Tiên Đạt					0	0%	NLQ
2	Vũ Duy Hậu	002C 191045	BOD Memb er, Gener al Direct or			147.130	5.51	NNB
2.1	Vũ Thế Nhiễm					0	0%	NLQ
2.2	Vũ Duy Tiên					0	0%	NLQ
2.3	Vũ Thị Chúc					0	0%	NLQ
2.4	Vũ Mạnh Tiến					0	0%	NLQ
2.5	Vũ Thị Lan Anh					0	0%	NLQ
2.6	Trần Ngọc Tạo					0	0%	NLQ
2.7	Vũ Thị Diệp	002C 132529				13.915	0,52%	NLQ
2.8	Trần Thị Bích Ngọc					0	0%	NLQ
2.9	Trần Ngọc Bích					13.875	0,52%	NLQ
3	Hoàng Biên Cương	093C 041055	BOD Memb er,			114.040	4.26	NNB
3.1	Nguyễn Thị Hào					0	0%	NLQ
3.2	Nguyễn Thủy Phương					0	0%	NLQ
3.3	Hoàng Phương Minh					0	0%	NLQ
3.4	Hoàng Mộc Lan					0	0%	NLQ

3.5	Hoàng Đông Phương					0	0%	NLQ
3.6	Hoàng Thiên Nga					0	0%	NLQ
4	Vũ Tường Vy	002C 105720	BOD Memb er			190.575	7.13	NNB
4.1	Vũ Đức Tiến	002C 244558	Chair man of the Board of Direct ors			608.678	22,78	NLQ
4.2	Nguyễn Thị Thanh Vân					0	0%	NLQ
4.3	Vũ Tiến Đạt					0	0%	NLQ
5	Nguyễn Ngọc Thanh		T. BKS (*)			0	0%	NNB
5.1	Đặng Thị Tâm					0	0%	NLQ
5.2	Đoàn Thị Khánh Giang					0	0%	NLQ
5.3	Nguyễn Đức Huy					0	0%	NLQ
6	Nguyễn Thị Thơm	002C 210115	T.BKS (*)			121	0,005%	NNB
6.1	Nguyễn Minh Thuyết					0	0%	NLQ
6.2	Đỗ Thị Hạnh					0	0%	NLQ
6.3	Đinh Thị Ngát					0	0%	NLQ
6.4	Nguyễn Văn Khuê					0	0%	NLQ
6.5	Nguyễn Văn Thiện					0	0%	NLQ
6.6	Nguyễn Thị Thảo					0	0%	NLQ
6.7	Nguyễn Văn Thạch					0	0%	NLQ
7	Nguyễn Thị Thu Hoài	002C 132440	Chief Accou ntant			109.352	4.09	NNB
7.1	Nguyễn Thị Hà					0	0%	NLQ

7.2	Ng. Thị Thanh Huyền					0	0%	NLQ
7.3	Ng. Thị Thanh Hằng					0	0%	NLQ
7.4	Trần Mạnh Hải					0	0%	NLQ
8	Nguyễn Huy Dũng	002C 100022	Person in charge of corporate governance			0	0%	NNB
8.1	Dương Thúy Đào	002C 132451				0	0%	NLQ
8.2	Nguyễn Huy Linh					0	0%	NLQ
8.3	Nguyễn Huy Phương					0	0%	NLQ
9	Vũ Ngọc Triu	002C 210117	Executive Board Member			78.352	2.93	NNB
9.1	Nguyễn Thị Hường					0	0%	NLQ
9.2	Nguyễn Thị Nho					0	0%	NLQ
9.3	Vũ Thị Hà					0	0%	NLQ
9.4	Vũ Thị Hằng					0	0%	NLQ
9.5	Vũ Thị Nga					0	0%	NLQ
9.6	Vũ Thị Hưng					0	0%	NLQ
10	Lê Văn Lực	002C 113334	Executive Board Member			35.826	1,34%	NNB
10.1	Lê Văn Tự					0	0%	NLQ
10.2	Lê Thị Thật					0	0%	NLQ
10.3	Lê Thị Thà					0	0%	NLQ

10.4	Nguyễn Thị Duyên					0	0%	NLQ
10.5	Lê Thùy Linh					0	0%	NLQ
10.6	Lê Tiến Dũng					0	0%	NLQ
10.7	Lê Thị Tuyết Lan					0	0%	NLQ
10.8	Lê Đình Doanh					0	0%	NLQ
10.9	Nguyễn Thị Hải Yến					0	0%	NLQ
11	Trương Thị Lương		TV. BKS			0	0%	NNB
11.1	Trương Văn Phi					0	0%	NLQ
11.2	Trương Thị Loan					0	0%	NLQ
11.3	Trương Văn Phú					0	0%	NLQ
11.4	Nguyễn Thị Khanh					0	0%	NLQ
11.5	Nguyễn Quang Huy					0	0%	NLQ
12	Lý Thanh Hằng	093C 047625	Indepe ndent BOD Memb er			0	0%	NBB
12.1	Lý Kế Thông					0	0%	NLQ
12.2	Nguyễn Thị Thu Thủy					0	0%	NLQ
12.3	Lý Gia Bảo					0	0%	NLQ
12.4	Tạ Đình Tô					0	0%	NLQ
12.5	Bùi Thị Thủy					0	0%	NLQ
12.6	Tạ Tuấn Long					0	0%	NLQ

13	Nguyễn Văn Sinh	002C 105407	Executive Board Member			50.941	1,91%	NNB
13.1	Phùng Thị Côi					0	0%	NLQ
13.2	Ngô Thu Hiền					0	0%	NLQ
13.3	Nguyễn Quang Mạnh					0	0%	NLQ
13.4	Nguyễn Quang Vinh					0	0%	NLQ
13.5	Nguyễn Đình Tuấn					0	0%	NLQ
13.6	Nguyễn Ngọc Anh					0	0%	NLQ
13.7	Nguyễn Thị Minh					0	0%	NLQ
14	Hoàng Văn Thê		Supervisor			0	0%	NNB
14.1	Hoàng Văn Đăng					0	0%	NLQ
14.2	Nguyễn Thị Nở					0	0%	NLQ
14.3	Nguyễn Văn Bình					0	0%	NLQ
14.4	Đỗ Thị Ninh					0	0%	NLQ
14.5	Nguyễn Thị Thu Hiếu					0	0%	NLQ
14.6	Hoàng Văn Đoàn					0	0%	NLQ
14.7	Hoàng Thị Thìn					0	0%	NLQ

## 2. Transactions of insiders and related persons in the Company's shares

No.	Transaction party	Relationship with insider	Số cổ phiếu sở hữu đầu kỳ		Shares held at end of period		Reason for increase/decrease (buy, sell, conversion, bonus, etc.)
			Number of shares	Tỷ lệ %	Number of shares	Tỷ lệ %	

## IX. Other matters to note:

Issue of the Company's charter capital:

- In 2025, the Company did not increase its charter capital;
- Pursuant to Law No. 56/2024/QH15 Article 1 Clause 11 Point a and Circular No. 19/2025/TT-BTC Article 8 Clause 1 Point b, if in 2026 the Company does not increase its charter capital to meet the requirements of Law No. 56/2024 mentioned above, it will lose its status as a public company.

Recipients:

- State Securities Commission;
- Hanoi Stock Exchange;
- BOD, SB;
- Information Dept. (company website)
- Filed: Administration.

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Vũ Đức Tiến**