

Thanh Hoa, January 21, 2026

**REPORT ON CORPORATE GOVERNANCE  
YEAR 2025**

**To:**

- The State Securities Commission
- Hanoi Stock Exchange

**Listed company name:** HUD4 Investment and Construction Joint Stock Company

**head office address:** 662 Ba Trieu, Hac Thanh Ward, Thanh Hoa City

**Phone:** 02373.851.903

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**Charter Capital:** VND 150 billion

**Stock Code:** HU4

**I. Activities of the general meeting of shareholders (GMS)**

Information on meetings, resolutions, and decisions:

No.	Resolution/Decision Number	Date	Content
1	01/NQ-ĐHCD	11/12/2025	Resolution of the 2025 Annual General Meeting of Shareholders
2	Minutes	11/12/2025	Minutes of the 2025 Annual General Meeting of Shareholders

**II. Board of Directors (BoD)**

**1. Information on BoD Members**

No.	BoD Member	Position	Date of Appointment to BoD	Meetings Attended	Attendance Rate	Reason for Absence
1	Doan Van Thanh	Chairman of the BoD	11/12/2025	8	6.6%	Participated in the BOD from 11/12/2025
2	Hoang Dinh Thang (Chairman of the	Board Member	29/04/2022	122	100%	

	<i>Board of Directors as of December 11, 2025)</i>					
3	Nguyen Viet Hung	Board Member	26/05/2020	8	6.6%	Joined the Participated in the BOD from 11/12/2025
4	Nguyen Ngoc Ha	Board Member	11/12/2025	8	6.6%	Participated in the BOD from 11/12/2025
5	Hoang Quoc Dat	Board Member	26/05/2020	122	100%	
6	Le Do Thang	Board Member	26/05/2020	114	93.4%	Commenced participation in the BOD on 11/12/2025
7	Phan Cong Binh	Board Member	15/05/2024	114	93.4%	Commenced participation in the BOD on 11/12/2025

## **2. Supervisory activities of the Board of Directors over the Board of Management:**

- The Board of Directors supervises the operations of the Company's Board of Management to ensure that production and business activities comply with applicable laws and are implemented in accordance with the approved resolutions.
- Timely issuance of resolutions and decisions approving regulations and internal rules to direct the Board of Management in performing production and business plan tasks.
- Inspection of compliance with the Charter, internal regulations, and rules that have been promulgated, and timely development, amendment, or supplementation thereof to ensure conformity with actual conditions and prevailing laws.
- Close supervision of the activities of the Board of Management and departments/divisions in the implementation of legal regulations and resolutions and decisions of the Board of Directors.

**3. Activities of subcommittees under the Board of Directors:** The Board of Directors has not established any subcommittees.

## **4. Resolutions/Decisions of the Board of Directors:**



No.	Reference No.	Date of issuance	Contents	Approval rate
<b>I</b>	<b>Resolutions</b>			
1	02/NQ-HĐQT	07/01/2025	Resolution approving the contents of the draft consultancy service contract for investment promotion of Project Area B – Bim Son Industrial Park, Bim Son Town.	100%
2	02A/NQ-HĐQT	09/01/2025	Resolution approving the contents of the appendix with the consultancy service provider for the implementation of investment promotion for Lot CN2 of Project Area B – Bim Son Industrial Park, Bim Son Town.	100%
3	03/NQ-HĐQT	14/01/2025	Resolution approving the plan for renovation of the Company's head office and the plan for procurement and gifts for employees on the occasion of the Lunar New Year 2025.	100%
4	03A/NQ-HĐQT	14/01/2025	Resolution approving the contents of the appendix to the consultancy service contract for investment promotion and land lease for technical infrastructure Lots CN3 and CN14 of Project Area B – Bim Son Industrial Park with IIP Joint Stock Company.	100%
5	03B/NQ-HĐQT	14/01/2025	Resolution approving the contents of the draft land lease contract with technical infrastructure for Lot CN2 of Project Area B – Bim Son Industrial Park with Nguyen Lieu Xanh Toan Phat Joint Stock Company.	100%
6	04/NQ-HĐQT	15/01/2025	Resolution approving the salary and remuneration settlement for the year 2024.	100%
7	05/NQ-HĐQT	15/01/2025	Resolution approving the plan for allocation of the Welfare Fund for the year 2025.	100%
8	06/NQ-HĐQT	17/01/2025	Resolution on personnel organization work.	100%
9	07/NQ-HĐQT	17/01/2025	Resolution approving the Memorandum of Understanding on land lease with technical infrastructure for Lot CN7 of Project Area B – Bim Son Industrial Park, Bim Son Town, Thanh Hoa Province, for investment in a high-tech cold-rolling mill project.	100%

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10	08/NQ-HĐQT	20/01/2025	Resolution approving the implementation of support and gratitude activities for households of police war invalids in Thanh Hoa Province.	100%
11	09/NQ-HĐQT	20/01/2025	Resolution approving the plan to support expenses for employees to conduct media, advertising, and introduction activities and to sell products under Phase 4 of the Eco-Urban Area Project on both sides of Song Do River, Sam Son City, Thanh Hoa Province.	100%
12	10/NQ-HĐQT	05/02/2025	Resolution approving the issuance of internal regulations and a quality improvement handbook in accordance with TCVN ISO 9001:2015.	100%
13	12/NQ-HĐQT	19/02/2025	Resolution approving the business plan for construction, operation, and business of technical infrastructure of Area B – Bim Son Industrial Park, Bim Son Town, Thanh Hoa Province, for Lots CN13 and CN14 (Phase 4) of the investment project.	100%
14	13/NQ-HĐQT	20/02/2025	Resolution approving the contents of the consultancy service contract for the implementation of investment promotion for Lots CN13 and CN14 of the Project Area B – Bim Son Industrial Park, Bim Son Town.	100%
15	13A/NQ-HĐQT	20/02/2025	Resolution approving the contents of the minutes regarding the adjustment of certain articles of Contract No. 09/2021/HĐTĐ/HUD4-COFO dated 23/4/2021 between HUD4 Investment and Construction Joint Stock Company and COFO Vietnam Co., Ltd.	100%
16	14/NQ-HĐQT	21/02/2025	Resolution approving the contents of the appendix to the consultancy service contract for investment promotion and land lease with technical infrastructure for Lots CN13 and CN14 of the Project Area B – Bim Son Industrial Park with IIP Joint Stock Company.	100%
17	15/NQ-HĐQT	21/02/2025	Resolution approving the salary fund plan for the year 2025.	100%
18	16/NQ-HĐQT	28/02/2025	Resolution approving the contents of the appendix to the contract regarding the adjustment of certain articles of Contract No. 09/2021/HĐTĐ/HUD4-COFO dated 23/4/2021 between HUD4 Investment	100%



			and Construction Joint Stock Company and COFO Vietnam Co., Ltd. concerning the land lease with technical infrastructure for Lots CN13 and CN14 of the Project Area B – Bim Son Industrial Park.	
19	17/NQ-HĐQT	28/02/2025	Resolution approving the contents of the minutes of working with COFO Vietnam Co., Ltd. regarding the land lease with technical infrastructure for Lots CN13 and CN14 of the Project Area B – Bim Son Industrial Park, Bim Son Town.	100%
20	17A/NQ-HĐQT	04/03/2025	Resolution approving the plan and budget for costs of environmental protection in 2025 for the investment project on construction, operation, and business of technical infrastructure of Area B – Bim Son Industrial Park, Bim Son Town, Thanh Hoa Province.	100%
21	18/NQ-HĐQT	06/03/2025	Resolution approving the contents of the land lease contract with technical infrastructure for Lots CN13 and CN14 of Area B – Bim Son Industrial Park with COFO Vietnam Co., Ltd.	100%
22	20/NQ-HĐQT	13/03/2025	Resolution approving the contents of the draft contract number appendix for land lease with technical infrastructure for Lot CN6 of the Project Area B – Bim Son Industrial Park with COFO Vietnam Co., Ltd.	100%
23	21/NQ-HĐQT	14/03/2025	Resolution approving the contents of the land lease contract with technical infrastructure for Lot CN2 of the Project Area B – Bim Son Industrial Park with Nguyen Lieu Xanh Toan Phat Joint Stock Company.	100%
24	22/NQ-HĐQT	20/03/2025	Resolution approving the 2025 work implementation plan for professional departments, project management boards, and affiliated units.	100%
25	22A/NQ-HĐQT	22/03/2025	Resolution approving the business plan for Lot CN7 (Phase 5) of the investment project on construction, operation, and business of technical infrastructure of Area B – Bim Son Industrial Park, Bim Son Town, Thanh Hoa Province.	100%
26	23/NQ-HĐQT	24/03/2025	Resolution approving the working contents regarding the adjustment of the land sublease contract and the	100%

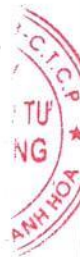




			amendment and supplementation of certain articles of Contract No. 07/2019/HĐTĐ/HUD4-PN dated 01/10/2019 on the land sublease with technical infrastructure for Lot CN10 of Project Area B – Bim Son Industrial Park, Bim Son Town.	
27	23A/NQ-HĐQT	24/03/2025	Resolution approving the capital plan for the year 2025.	100%
28	23B/NQ-HĐQT	24/03/2025	Resolution approving the budget for organizing the Company's Party Committee Congress for the 2025–2027 term.	100%
29	24/NQ-HĐQT	26/03/2025	Resolution approving the contents of the appendix to the contract regarding the adjustment and supplementation of certain articles of Contract No. 07/2019/HĐTĐ/HUD4-PN dated 01/10/2019 on the land sublease with technical infrastructure for Lot CN10 of Project Area B – Bim Son Industrial Park.	100%
30	27/NQ-HĐQT	09/04/2025	Resolution on personnel organization work.	100%
31	28/NQ-HĐQT	11/04/2025	Resolution approving the budget for organizing the 8th Company Party Congress, term 2025–2030.	100%
32	29/NQ-HĐQT	11/04/2025	Resolution approving the working contents regarding the adjustment of the contracting party and the amendment and supplementation of certain contents of Contract No. 08/2021/HĐTĐ/HUD4-THUAN DUC dated 02/03/2021 on the land sublease with technical infrastructure for Lot CN5 of Project Area B – Bim Son Industrial Park, Bim Son Town.	100%
33	30/NQ-HĐQT	16/04/2025	Resolution approving the contents of extension of land use for the Company's head office.	100%
34	30A/NQ-HĐQT	16/04/2025	Resolution approving the contents of the appendix to the contract regarding the adjustment of certain articles of Contract No. 01/2025/HĐSB-HUD4-TP dated 17/01/2025.	100%
35	31/NQ-HĐQT	17/04/2025	Resolution approving the contents of the appendix to the contract regarding the adjustment of the contracting party and	100%



			the amendment and supplementation of certain contents of Contract No. 08/2021/HĐTĐ/HUD4-THUAN DUC dated 02/03/2021 on the land sublease with technical infrastructure for Lot CN5 of Project Area B – Bim Son Industrial Park, Bim Son Town.	
36	33/NQ-HĐQT	21/04/2025	Resolution approving the plan for maintenance of common ownership areas of the apartment building in 2025 for the Housing Project for Police Officers of Thanh Hoa Province.	100%
37	34/NQ-HĐQT	24/04/2025	Resolution approving the extension of land use in 2025 serving the implementation of the Eco-Urban Area Project on both sides of Song Do River and the supplementation of automatic capital.	100%
38	36/NQ-HĐQT	26/04/2025	Resolution approving the extension of the time for organizing the 2025 Annual General Meeting of Shareholders.	100%
39	37/NQ-HĐQT	28/04/2025	Resolution approving the plan to organize training courses on occupational safety and hygiene in 2025.	100%
40	38/NQ-HĐQT	29/04/2025	Resolution approving the design documentation and cost estimate for the road items of Area 3 – Urban Area TDC02, TDC03 and Area LK09A, LK12 of the technical infrastructure works of the Eco-Urban Area Project on both sides of Song Do River.	100%
41	39/NQ-HĐQT	05/05/2025	Resolution approving certain contents related to product sales operations in accordance with Resolution No. 25/NQ-HĐQT dated 31/07/2024, Resolution No. 26/NQ-HĐQT dated 31/07/2024, Resolution No. 34B/NQ-HĐQT dated 09/09/2024, Resolution No. 34C/NQ-HĐQT dated 09/09/2024, and Resolution No. 37A/NQ-HĐQT dated 18/10/2024 of the Eco-Urban Area Project on both sides of Song Do River, Sam Son City, Thanh Hoa Province.	100%
42	39A/NQ-HĐQT	05/05/2025	Resolution approving the cost estimate for consultancy services on appraisal of the transfer of land use rights for 53 land plots of Phase 4 of the Eco-Urban Area Project on both sides of Song Do River, Sam Son City, Thanh Hoa Province.	100%





43	40/NQ-HĐQT	14/05/2025	Resolution approving the design documentation and cost estimate for water supply and fire-fighting system (PCCC) items – Bim Son Project.	100%
44	41/NQ-HĐQT	15/05/2025	Resolution approving the policy for procurement, installation, and replacement of air conditioners for the meeting room on the 2nd floor of the Company's head office and the meeting room of Project Management Board No. 3 – Bim Son Industrial Park.	100%
45	42/NQ-HĐQT	21/05/2025	Resolution approving the selling prices for 53 land plots, including Lots BT02, NT03, BT04, BT05, and LK13 of Phase 4 of the Eco-Urban Area Project on both sides of Song Do River, Sam Son City, Thanh Hoa Province.	100%
46	44/NQ-HĐQT	30/05/2025	Resolution on unified support and response to the nationwide emulation movement "Joining hands to eliminate temporary and dilapidated houses."	100%
47	47/NQ-HĐQT	05/06/2025	Resolution approving the plan for periodic health check-ups for employees in 2025.	100%
48	48/NQ-HĐQT	05/06/2025	Resolution approving the contents of the working minutes with Thanh Hoa Industrial Park Infrastructure Development Joint Stock Company regarding the proposal to adjust the investment approval for the development of Lots 16.2 and 16.3 under Detailed Planning No. 1/2000 of Quang Hung Ward, Thanh Hoa City, and authorizing Thanh Hoa Industrial Park Infrastructure Development Joint Stock Company to submit the dossier for adjustment of the project investment approval.	100%
49	49/NQ-HĐQT	06/06/2025	Resolution approving the contents of the consultancy service contract for investment promotion for land lease with technical infrastructure for Lot CN7 of Project Area B – Bim Son Industrial Park with IIP Joint Stock Company.	100%
50	50/NQ-HĐQT	12/06/2025	Resolution approving the contents of the contract for provision of wastewater treatment services for the Project Area B – Bim Son Industrial Park, Bim Son Town.	100%



51	54/NQ-HĐQT	23/06/2025	Resolution approving the unified contents of the draft preliminary contract for land sublease for Lot CN7 of the Bim Son Industrial Park Project, Bim Son Town, with Van Dien Industrial Porcelain Joint Stock Company.	100%
52	55/NQ-HĐQT	23/06/2025	Resolution approving certain contents in accordance with Report No. 167/BC-HUD4 dated 23/5/2025 of the General Director on the proposal of plans and solutions for handling the situation of receivables from Minh Nguyen Trading and Services Co., Ltd. and signing dossiers with Son Loc Construction Materials Co., Ltd.	100%
53	56/NQ-HĐQT	23/06/2025	Resolution approving the contents of the appendix to the contract regarding the adjustment of the contracting party and the amendment and supplementation of certain contents of Contract No. 83/HĐKT/HUD4-MN dated 13/8/2018 on the land sublease for implementation of the ready-mixed concrete production plant project at Project Area B – Bim Son Industrial Park, Thanh Hoa Province.	100%
54	57/NQ-HĐQT	07/07/2025	Resolution approving certain contents related to land sublease business operations for Lot CN6 in accordance with Resolution No. 47A/NQ-HĐQT dated 16/12/2024 of the Board of Directors of HUD4 Investment and Construction Joint Stock Company on approving the business plan for Lots CN2 and CN6 (Phase 3) of the investment project on construction, operation, and business of technical infrastructure of Area B – Bim Son Industrial Park, Bim Son Town.	100%
55	58/NQ-HĐQT	09/07/2025	Resolution approving the cost estimate for consultancy services on appraisal of land prices for industrial land Lot CN6 of the Project Area B – Bim Son Industrial Park, Bim Son Town.	100%
56	58A/NQ-HĐQT	25/07/2025	Resolution approving the contents of the draft service contract for provision of cleaning services for Phase 4 of the Eco-Urban Area Project on both sides of Song Do River, Sam Son City, Thanh Hoa Province with Alux International Trading	100%



			and Service Joint Stock Company.	
57	59/NQ-HĐQT	29/07/2025	Resolution on cancellation of the list of shareholders owning securities eligible to attend the 2025 Annual General Meeting of Shareholders.	100%
58	60/NQ-HĐQT	30/07/2025	Resolution approving the construction design dossier and cost estimate for the fencing items of Areas CX6, CX6, and CX7 serving the traffic connection between the internal road and the N5 road and the drainage system of the investment project on construction, operation, and business of technical infrastructure of Area B – Bim Son Industrial Park, Bim Son Ward and Quang Trung Ward, Thanh Hoa Province.	100%
59	61/NQ-HĐQT	30/07/2025	Resolution approving the policy for ...	100%
60	62/NQ-HĐQT	30/07/2025	Resolution approving the contents of the draft land sublease contract with technical infrastructure for Lot CN7 of Project Area B – Bim Son Industrial Park, Thanh Hoa Province with Van Dien Industrial Porcelain Joint Stock Company.	100%
61	63/NQ-HĐQT	30/07/2025	Resolution approving the results of implementation of production and business tasks for the second quarter and the first six months of 2025; and approving the production and business tasks and targets for the third quarter and the last six months of 2025.	100%
62	65/NQ-HĐQT	01/08/2025	Resolution approving the lighting plan and installation of lighting system for technical infrastructure land lots (2025) under the investment project on construction, operation, and business of technical infrastructure of Bim Son Industrial Park, Bim Son Town.	100%
63	66/NQ-HĐQT	11/09/2025	Resolution approving the basic design and cost estimate dossier for the item: Clean water pumping station with a capacity of 1,800 m <sup>3</sup> /day, under the technical infrastructure works of the Eco-Urban Area Project on both sides of Song Do River.	100%
64	68/NQ-HĐQT	12/09/2025	Resolution approving the policy for renovation and upgrading of the lighting system for Phase 1 and public lighting	100%



			system under the technical infrastructure works of the Eco-Urban Area Project on both sides of Song Do River.	
65	71/NQ-HĐQT	22/09/2025	Resolution approving the policy for implementation of surveys, geological exploration, and feasibility assessment of the investment project on construction of the Company's head office combined with office-for-lease functions.	100%
66	72/NQ-HĐQT	29/09/2025	Resolution approving the policy for application of the Building Information Modeling (BIM) method in construction activities of projects invested by the Company.	100%
67	73/NQ-HĐQT	29/09/2025	Resolution approving the adjustment of certain contents related to the implementation responsibilities of the Investor for the Housing Project for Police Officers of Thanh Hoa Province.	100%
68	74/NQ-HĐQT	29/09/2025	Resolution approving the policy for research on expansion of Area B – Bim Son Industrial Park and research on development of industrial park and industrial cluster projects in the province.	100%
69	75/NQ-HĐQT	24/10/2025	Resolution approving the results of implementation of production and business tasks for the third quarter and the first nine months of 2025; and approving the production and business tasks, targets, and key missions for the fourth quarter and the year 2025.	100%
70	77/NQ-HĐQT	03/11/2025	Resolution approving the signing of a regular legal consultancy service contract.	100%
71	78/NQ-HĐQT	12/11/2025	Resolution approving the policy for adjustment of the feasibility study report (third adjustment) of the investment project on construction of the Housing Project for Police Officers of Thanh Hoa Province.	100%
72	79/NQ-HĐQT	12/11/2025	Resolution approving the investment policy (expansion investment) of the Housing Project for Police Officers of Thanh Hoa Province.	100%
73	80/NQ-HĐQT	17/11/2025	Resolution approving the documents for the 2025 Annual General Meeting of Shareholders.	100%
73	80/NQ-HĐQT	17/11/2025	Resolution approving the documents for	100%



			the 2025 Annual General Meeting of Shareholders.	
74	81/NQ-HĐQT	26/11/2025	Resolution approving the plan for short-term borrowing to supplement working capital, secured by assets at the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) – Thanh Hoa Branch.	100%
75	82/NQ-HĐQT	28/11/2025	Resolution approving the plan for establishment of the Apartment Building Management Board of the Housing Project for Police Officers of Thanh Hoa Province.	100%
76	84/NQ-HĐQT	01/12/2025	Resolution approving the personnel plan of the 2025 Annual General Meeting of Shareholders: election of members of the Board of Directors and members of the Supervisory Board of the Company for the 2025–2030 term; assignment of the Company’s Board of Directors for the 2025–2030 term to elect the Chairman of the Board of Directors; and assignment of the Company’s Supervisory Board for the 2025–2030 term to elect the Head of the Supervisory Board.	100%
77	85/NQ-HĐQT	05/12/2025	Resolution approving the plan and budget for costs of environmental protection for the year 2026 for the Eco-Urban Area Project on both sides of Song Do River.	100%
78	86/NQ-HĐQT	05/12/2025	Resolution approving the policy for renovation and repair of the Company’s head office in 2025.	100%
79	87/NQ-HĐQT	08/12/2025	Resolution approving the sales plan for Block T and the owner sales plan for Block A in 2026.	100%
80	88/NQ-HĐQT	11/12/2025	Resolution of the Board of Directors of HUD4 Investment and Construction Joint Stock Company for the 2025–2030 term.	100%
81	89/NQ-HĐQT	11/12/2025	Resolution on personnel organization matters.	100%
82	90/NQ-HĐQT	19/12/2025	Resolution approving the policy for selection of the independent audit firm for the 2025 financial statements.	100%
83	91/NQ-HĐQT	19/12/2025	Resolution approving the assignment of duties of the Legal Representative of HUD4 Investment and Construction Joint Stock Company.	100%
<b>II</b>	<b>Decisions</b>			



1	01/QĐ-HĐQT	02/01/2025	Decision on promulgating the Regulations on management, operation, and use of the Company's Electronic Office software.	100%
2	03/QĐ-HĐQT	14/01/2025	Decision approving the plan for selection of contractors for consultancy packages for preparation and appraisal of construction design dossiers and cost estimates for road items of residential area TDC02, TDC03 and linked area LK09A, LK12 of the technical infrastructure works of the Eco-Urban Area Project on both sides of Song Do River.	100%
3	04/QĐ-HĐQT	21/01/2025	Decision approving the plan for distribution of the Welfare Fund for the year 2025.	100%
4	05/QĐ-HĐQT	23/01/2025	Decision on assigning duties to the Deputy Director of Project Management Board No. 2.	100%
5	07/QĐ-HUD4	17/02/2025	Decision on awarding emulation titles for the year 2024.	100%
6	09/QĐ-HĐQT	27/02/2025	Decision on salary grade upgrading for the Company's employees.	100%
7	12/QĐ-HĐQT	18/03/2025	Decision approving the plan for selection of contractors for consultancy packages for new projects in 2025 under the investment project on construction, operation, and business of technical infrastructure of Area B – Bim Son Industrial Park, Bim Son Town, Thanh Hoa Province.	100%
8	15/QĐ-HĐQT	31/03/2025	Decision approving the plan for selection of contractors for consultancy packages for preparation and appraisal of construction design dossiers and cost estimates.	100%
9	18/QĐ-HĐQT	22/04/2025	Decision approving the 2025 labor plan for the investment project on construction, operation, and business of technical infrastructure of Area B – Bim Son Industrial Park, Bim Son Town, Thanh Hoa Province.	100%
10	21/QĐ-HĐQT	13/05/2025	Decision promulgating the plan for implementation of audit recommendations of the State Audit as stated in the audit result notification dated 11/11/2024.	100%



11	22/QĐ-HĐQT	14/05/2025	Decision approving the plan for selection of contractors for the independent audit package of the final accounts item for the low-income apartment building project at Lot C5 of the Southern Urban Area, Thanh Hoa City.	100%
12	24/QĐ-HĐQT	20/05/2025	Decision approving the plan for selection of contractors for consultancy packages for preparation and appraisal of construction design dossiers and cost estimates for technical infrastructure items of the Southern Rao River area, under the technical infrastructure works of the Eco-Urban Area Project on both sides of Song Do River.	100%
13	25/QĐ-HĐQT	26/05/2025	Decision approving the plan for selection of contractors for procurement and installation of a 750 kVA-22(2×2.5)/0.4 kV transformer station for Phase I of the Eco-Urban Area Project on both sides of Song Do River, Sam Son City, Thanh Hoa Province.	100%
14	26/QĐ-HĐQT	27/05/2025	Decision approving the plan for selection of contractors for consultancy packages for preparation and appraisal of construction design dossiers and cost estimates for green park items (CX01, CX02, CX03, CX04, CX05) of the Housing Development Project at Lots 2 and 13 under the 1/2000 detailed zoning plan of Quang Hung Ward, Thanh Hoa City.	100%
15	31/QĐ-HĐQT	30/05/2025	Decision approving and promulgating the Debt Management Regulations of HUD4 Investment and Construction Joint Stock Company.	100%
16	32/QĐ-HĐQT	30/05/2025	Decision approving the plan for selection of contractors for consultancy packages for preparation of bidding dossiers for the low-income apartment building project for police officers of Thanh Hoa Province in 2025.	100%
17	35/QĐ-HĐQT	09/06/2025	Decision approving the adjusted feasibility study report for the wastewater treatment station item with a capacity of 1,800 m <sup>3</sup> /day under the technical infrastructure works of the Eco-Urban Area Project on both sides of Song Do River.	100%







			project for the item of renovation of technical infrastructure of the resettlement area on both sides of Song Do River under the Eco-Urban Area Project on both sides of Song Do River.	
26	58/QĐ-HĐQT	03/10/2025	Decision approving the plan for selection of contractors (Phase 2 of 2025) for consultancy packages for geological survey (supplementary scope); preparation and appraisal of the feasibility study report (second adjustment) of the Housing Development Project at Lots 2 and 13 under the 1/2000 detailed zoning plan of Quang Hung Ward, Thanh Hoa City (now Quang Phu Ward).	100%
27	60/QĐ-HĐQT	10/10/2025	Decision approving the plan for selection of contractors for consultancy packages for feasibility study and consultancy for the investment project on construction of the Company's head office combined with office-for-lease functions.	100%
28	62/QĐ-HĐQT	13/10/2025	Decision approving the plan for selection of contractors for consultancy packages for preparation and appraisal of the economic-technical report for investment and construction for the item of renovation of the lighting system of Phase 1 of the resettlement area and the public lighting system under the technical infrastructure works of the Eco-Urban Area Project on both sides of Song Do River.	100%
29	64/QĐ-HĐQT	15/10/2025	Decision approving the plan for selection of contractors (Phase 2 of 2025) for technical infrastructure works of the investment project on construction, operation, and business of technical infrastructure of Area B – Bim Son Industrial Park.	100%
30	66/QĐ-HĐQT	20/10/2025	Decision approving the adjustment of the plan for selection of contractors for Package No. 1 on road construction items of residential areas TDC02, TDC03 and linked area LK09A, LK12 of the Eco-Urban Area Project on both sides of Song Do River, Sam Son Ward, Thanh Hoa Province.	100%
31	68/QĐ-HĐQT	24/10/2025	Decision approving the plan for selection	100%



			of contractors (Phase 1) for the item: construction of a wastewater treatment station with a capacity of 1,800 m <sup>3</sup> /day of the Eco-Urban Area Project on both sides of Song Do River, Sam Son Ward, Nam Sam Son Ward, Thanh Hoa Province.	
32	69/QĐ-HĐQT	24/10/2025	Decision approving the plan for selection of contractors for the item of renovation of technical infrastructure of the resettlement area on both sides of Song Do River, Sam Son Ward, Nam Sam Son Ward, Thanh Hoa Province.	100%
33	72/QĐ-HĐQT	29/10/2025	Decision approving the plan for selection of contractors (Phase 1 of 2025) for consultancy packages for preparation of the feasibility study report and application of Building Information Modeling (BIM) for the adjustment of the feasibility study report for the infrastructure items of Lots LK01, LK02, LK03 (Lots 01–16, 21–30, 38–52), BT01, BT02 and BT03 under Phase 2 of the Housing Development Project at Lots 2 and 13 under the 1/2000 detailed zoning plan of Quang Hung Ward, Thanh Hoa City (now Quang Phu Ward).	100%
34	73/QĐ-HĐQT	05/11/2025	Decision approving and promulgating the Regulations on periodic supply of electricity to ensure continuity of production and business activities and maintenance of regular operations of HUD4 Investment and Construction Joint Stock Company.	100%
35	74/QĐ-HĐQT	07/11/2025	Decision on adjustment and supplementation of the contractor selection plan under Decision No. 47B/QĐ-HĐQT dated 15/10/2018 and the contractor selection plan under Decision No. 26B/HĐQT dated 04/04/2018 of the Board of Directors of HUD4 Investment and Construction Joint Stock Company.	100%
36	75/QĐ-HĐQT	17/11/2025	Decision approving the contractor selection plan (Phase 2) for the item: construction of a wastewater treatment station with a capacity of 1,800 m <sup>3</sup> /day of the Eco-Urban Area Project on both sides of Song Do River, Sam Son Ward, Thanh Hoa Province.	100%





37	76/QĐ-HĐQT	17/11/2025	Decision on convening the 2025 Annual General Meeting of Shareholders.	100%
38	77/QĐ-HĐQT	10/12/2025	Decision approving the contractor selection plan for consultancy packages for preparation of cost estimates for environmental protection costs for the year 2026 of the Eco-Urban Area Project on both sides of Song Do River.	100%
39	78/QĐ-HĐQT	10/12/2025	Decision approving the contractor selection plan (Phase 2 of 2025) for Tender Package No. 03: preparation of technical design dossiers for housing items under technical infrastructure Lots LK01, LK02, LK03 (Lots 01–16, 21–30, 38–52), BT01, BT02 and BT03 under Phase 2 of the Housing Development Project at Lots 2 and 13 under the 1/2000 detailed zoning plan of Quang Hung Ward, Thanh Hoa City.	100%
40	78A/QĐ-HĐQT	05/12/2025	Decision approving the investment project for renovation of the lighting system of Phase 1 of the resettlement area and the public lighting system under the technical infrastructure works of the Eco-Urban Area Project on both sides of Song Do River.	100%
41	79/QĐ-HĐQT	11/12/2025	Decision on termination of assignment of the Deputy General Director in charge of operations of HUD4 Investment and Construction Joint Stock Company.	100%
42	80/QĐ-HĐQT	11/12/2025	Decision on appointment of the General Director of HUD4 Investment and Construction Joint Stock Company.	100%
43	81/QĐ-HĐQT	11/12/2025	Decision on promulgation of the Regulations on operation of the Board of Directors of the Company for the 2025–2030 term.	100%
44	82/QĐ-HĐQT	11/12/2025	Decision on assignment of duties to members of the Board of Directors of the Company.	100%
45	83/QĐ-HĐQT	12/12/2025	Decision on change of the Company's business registration contents.	100%
46	84/QĐ-HĐQT	19/12/2025	Decision on establishment of the Complaint Verification Team for the complaint dated 31/12/2025.	100%
47	85/QĐ-HĐQT	22/12/2025	Decision on handling the denunciation according to the denunciation dated 22/10/2025 of citizen Nguyen Dinh Tinh	100%

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			and Official Letter No. 7339/HUD-PC dated 10/12/2025 of HUD Corporation regarding case transfer.	
48	86/QĐ-HĐQT	22/12/2025	Decision on establishment of the Complaint Verification Team for the denunciation dated 22/10/2025 of citizen Nguyen Dinh Tinh.	100%
49	87/QĐ-HĐQT	25/12/2025	Decision approving the plan for distribution of benefits to employees for the year 2025.	100%
50	88/QĐ-HĐQT	31/12/2025	Decision on establishment of the Company's Salary Council.	100%
51	89/QĐ-HĐQT	31/12/2025	Decision on establishment of the Emulation and Commendation Council.	100%
52	90/QĐ-HĐQT	31/12/2025	Decision on establishment of the Steering Committee for implementation of the TCVN ISO system.	100%
53	91/QĐ-HĐQT	31/12/2025	Decision on establishment of the Architectural Planning Council.	100%

### III. Supervisory Board

#### 1. Information about Supervisory Board Members:

No.	Supervisory Board Member	Position	Commencement date of SB membership (term 2025–2030)	Professional qualification
1	Nguyen Thi Thanh Thuy	Head of the Supervisory Board	11/12/2025	Bachelor of Economics
2	Nguyen Thi Yen	Supervisory Board Member	11/12/2025	Bachelor of Economics
3	Vu Thi Tan	Supervisory Board Member	11/12/2025	Bachelor of Accounting

#### 2. Supervisory Board Meetings:

No.	Supervisory Board Member	Number of meetings attended	Attendance rate at meetings	Voting rate	Reason for non-attendance
1	Nguyen Thi Thanh Thuy	20	100%	100%	(Including 16 meetings attended as a member of the Board of Directors)
2	Nguyen Thi Yen	04	100%	100%	Concurrent position
3	Vu Thi Tan	01	25%	100%	Participated in the Supervisory Board from 11/12/2025



4	Nguyen Thi Hoa	03	75%	100%	Participated in the Supervisory Board from 11/12/2025
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### 3. Supervisory activities of the Supervisory Board:

- Supervising compliance with legal regulations and the Company's Charter in corporate governance and management.
- Examining and supervising the legality and integrity in the management and operation of business activities, accounting records, financial statements, and compliance with the Company's Charter as well as resolutions and decisions of the Board of Directors.
- Examining business operations and financial status of subsidiaries and affiliated units of the Company.
- Examining and supervising compliance with procedures and internal regulations across most departments and affiliated units of the Company.

### 4. Coordination between the Supervisory Board and the Board of Directors, the Executive Management, and shareholders:

- Participating in most meetings of the Board of Directors and the Company's Executive Management.
- Advising and consulting the Board of Directors and the Executive Management on the amendment, supplementation, and issuance of internal regulations in line with the Company's development scale, with a focus on improving the quality and effectiveness of corporate governance and management.
- Providing opinions to the Board of Directors on various matters; reviewing operational results and developing plans; and discussing the implementation of the Company's business strategy as disclosed.

### 5. Other activities of the Supervisory Board:

Performing duties and responsibilities of the Supervisory Board in accordance with the Company's Charter and applicable laws.

## IV. Executive Board

No.	Executive Management Member	Date of birth	Professional qualification	Commencement date of Executive Management membership (term 2025–2030)
1	Doan Van Thanh, Chairman of the Board	23/11/1973	Master of Business Administration	11/12/2025



No.	Executive Management Member	Date of birth	Professional qualification	Commencement date of Executive Management membership (term 2025–2030)
	<i>(Participated in the Board of Directors from 11/12/2025)</i>			
2	Hoang Dinh Thang, Member of the Board of Directors, Company Director	03/01/1979	Hydraulic Construction Engineer	11/12/2025
3	Nguyen Viet Hung, Member of the Board of Directors, Deputy Director	11/09/1979	Industrial Construction and Development	11/12/2025
4	Nguyen Ngoc Ha, Board Member <i>(Participated in the Board of Directors from 11/12/2025)</i>	03/02/1976	Lawyer	11/12/2025
5	Le Do Thang, Deputy Director <i>(Ceased participation in the Board of Directors from 11/12/2025)</i>	03/02/1974	Industrial Construction, Electrical & Mechanical Engineering	03/01/2014
6	Phan Cong Binh, Deputy Director <i>(Ceased participation in the Board of Directors from 11/12/2025)</i>	29/10/1975	Industrial Construction	02/04/2024
7	Nguyen Phi Hung, Deputy Director	26/02/1973	Industrial Construction Economics	13/07/2024





No.	Executive Management Member	Date of birth	Professional qualification	Commencement date of Executive Management membership (term 2025–2030)
8	Hoang Quoc Dat, Board Member	18/08/1983	Industrial Construction, Electrical & Mechanical Engineering	11/12/2025
9	Nguyen Thi Thanh Thuy, Head of the Supervisory Board	17/01/1973	Bachelor of Economics	11/12/2025

#### V. Chief Accountant / Head of Finance and Accounting Department

Name	Date of Birth	Professional Qualification	Appointment Date
Vo Thi Thuy An, Deputy Head in charge of the Finance and Accounting Department	30/09/1989	Bachelor of Economics	13/11/2023

#### VI. Corporate Governance Training

Training courses on corporate governance attended by members of the Board of Directors, members of the Supervisory Board, Executive Directors, and other managerial officers in accordance with corporate governance regulations: **None**.

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

1. List of related persons of the Company: *(Attached Appendix)*.

2. Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons, and related persons of internal persons: **None**.

3. Transactions between internal persons of the listed company and related persons of internal persons with subsidiaries or companies controlled by the listed company: **None**.

4. Transactions between the Company and other entities: **None**.

#### VIII. Share transactions of internal persons and related persons of internal persons

1. List of internal persons and related persons of internal persons: *(Attached*



Appendix).

2. Transactions of internal persons and related persons in respect of shares of the listed company: None.

**IX. Other matters requiring attention: None.**

**Distribution:**

- As above;
- Party Committee of the Company (for reporting);
- All Members of the Board of Directors;
- Supervisory Board, Executive Board of the Company;
- Archive: Board of Directors, Administrative Department.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**



**Doan Van Thanh**





## INFORMATION ON CORPORATE GOVERNANCE IN 2025

**Company name:** HUD4 Investment and Construction Joint Stock Company

**Stock code:** HU4

No.	Evaluation criteria	2025	
		Response	Additional information (if any)
1	State ownership ratio (%)	51%	
2	Company model (1 or 2) - 1: Pursuant to Point a, Clause 1, Article 137 of the Law on Enterprises 2020 - 2: Pursuant to Point b, Clause 1, Article 137 of the Law on Enterprises 2020	Model 1	
3	Number of legal representatives of the Company	2	
4	Has the Charter been amended in accordance with the Law on Enterprises 2020 (Yes/No)?	Yes	
5	Does the Company have internal regulations on corporate governance in accordance with the Law on Enterprises 2020 and Decree No. 155/2020/ND-CP?	Yes	
6	Date of holding the Annual / Extraordinary General Meeting of Shareholders	11/12/2025	
7	Date of publishing documents of the General Meeting of Shareholders during the reporting period	18/11/2025	
8	Date of disclosure of Resolutions and Minutes of the General Meeting of Shareholders	11/12/2025	
9	At which attempt was the General Meeting of Shareholders successfully held (1/2/3)?	1	
10	Were there any complaints regarding the organization of the General Meeting of Shareholders or the Resolutions of the General Meeting of Shareholders (Yes/No)?	No	
11	Number of times the Stock Exchange issued reminders or warnings related to the organization and disclosure of information on the General Meeting of Shareholders	1	
12	Number of times the State Securities Commission issued reminders or warnings related to the organization and disclosure of information on the General Meeting of Shareholders	No	



No.	Evaluation criteria	2025	
		Response	Additional information (if any)
13	Number of members of the Board of Directors	5	
14	Number of independent members of the Board of Directors	0	
15	Is the Chairman of the Board of Directors concurrently holding the position of General Director/Director (Yes/No)?	No	
16	Number of meetings of the Board of Directors	122	
17	Committees under the Board of Directors (Yes/No)	No	
18	Names of committees under the Board of Directors	No	
19	Does the Company have an independent Board of Directors' committee in charge of remuneration and human resources (Yes/No)?	No	
20	Has the Company appointed a person in charge of corporate governance?	Yes	
21	Does the Head of the Supervisory Board work on a full-time basis at the Company?	Yes	
22	Number of members of the Supervisory Board	3	
23	Number of Supervisory Board members who are related persons of members of the Board of Directors, the General Director/Director or other executive managers (list names of related Supervisory Board members, if any)	0	
24	Number of Supervisory Board members holding executive management positions (list names and positions, if any)	0	
25	Number of Supervisory Board members who are accountants or auditors of the Company or of the audit firm auditing the Company within three (03) years prior to being elected to the Supervisory Board (Yes/No)	0	
26	Number of meetings of the Supervisory Board	4	
27	Does the Company have an Audit Committee (Yes/No)?	No	
28	Is the Audit Committee under the Board of Directors?	No	
29	Number of members of the Audit Committee	0	
30	Number of meetings of the Audit Committee	0	





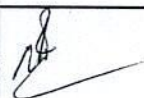
No.	Evaluation criteria	2025	
		Response	Additional information (if any)
31	Does the Company's website fully provide information to shareholders in accordance with regulations (Yes/No)?	Yes	
32	Did the Company pay dividends within six (06) months from the end of the Annual General Meeting of Shareholders (Yes/No)?	Yes	
33	Has the Company been reminded or warned by the Stock Exchange or the State Securities Commission regarding transactions with related parties (Yes/No)?	No	

Prepared by:



Pham The Dung

Legal representative:




Doan Van Thanh  
Chairman of the Board of Directors





**LIST OF INTERNAL PERSONS AND RELATED PERSONS/ORGANIZATIONS OF INTERNAL PERSONS  
ATTACHED TO THE CORPORATE GOVERNANCE REPORT IN ACCORDANCE WITH CLAUSE 1, SECTION VII,  
APPENDIX V OF THE REPORT ON CORPORATE GOVERNANCE  
PROMULGATED TOGETHER WITH CIRCULAR NO. 96/2020/TT-BTC**

**Company name:** HUD4 Investment and Construction Joint Stock Company

**Stock code:** HU4

**Record date:** 31/12/2025

No.	Full name	Position at the Company	Number of shares owned at the current time	Shareholding ratio at the current time	Remarks
1	Doan Van Thanh	1,3			Holding the position of Chairman of the Board of Directors of the Company since 11/12/2025
1.1	Housing and Urban Development Investment Corporation		3.750.000	25%	Doan Van Thanh: Representative of the State capital of the Corporation at HUD4 (assigned to manage the Corporation's capital contribution at HUD4 since 14/11/2025)
1.2	Le Thi Ngan				Doan Van Thanh: Wife
1.3	Doan Dinh Giang				Doan Van Thanh: Biological son
1.4	Doan Viet Ha				Doan Van Thanh: Biological son
1.5	Le Bao Khanh				Doan Van Thanh: Daughter-in-law
1.6	Le Thi Luot				Doan Van Thanh: Biological mother
1.7	Le Bat Can				Doan Van Thanh: Father-in-law
1.8	Le Thi Chung				Doan Van Thanh: Mother-in-law
1.9	Doan Thi Thuy Lien				Doan Van Thanh: Biological sister
1.10	Doan Van Vinh				Doan Van Thanh: Biological brother
1.11	Doan Thanh Hai				Doan Van Thanh: Biological brother
1.12	Le Anh Tuan				Doan Van Thanh: Brother-in-law
1.13	Bui Thi Anh Mai				Doan Van Thanh: Sister-in-law
1.14	Hoang Bich Phuong				Doan Van Thanh: Sister-in-law
1.15	Le Bat Tan				Doan Van Thanh: wife's younger brother
1.16	Le Bat Ninh				Doan Van Thanh: wife's younger brother
2	Hoang Dinh Thang	2,3,4	69.130	0,46%	Appointed as General Director of the Company since 11/12/2025





No.	Full name	Position at the Company	Number of shares owned at the current time	Shareholding ratio at the current time	Remarks
2.1	Housing and Urban Development Investment Corporation		2.400.000	16%	Hoang Dinh Thang: Representative of the State capital of the Corporation at HUD4 since 14/11/2025
2.2	Le Thi Tuyet				Hoang Dinh Thang: Wife
2.3	Hoang Le Minh				Hoang Dinh Thang: Biological son
2.4	Hoang Nu Minh Ngoc				Hoang Dinh Thang: Biological daughter
2.5	Hoang Dinh Sang				Hoang Dinh Thang: Biological son
2.6	Hoang Ngoc Thiep				Hoang Dinh Thang: Biological father
2.7	Nguyen Thi Loan				Hoang Dinh Thang: Biological mother
2.8	Le Ngoc Quan				Hoang Dinh Thang: Father-in-law
2.9	Nguyen Thi Chinh				Hoang Dinh Thang: Mother-in-law
2.10	Hoang Thi Duc				Hoang Dinh Thang: Biological sister
2.11	Hoang Minh Duoc				Hoang Dinh Thang: Biological sister
2.12	Hoang Minh Loc				Hoang Dinh Thang: Biological sister
2.13	Hoang Thi Lan				Hoang Dinh Thang: Biological sister
2.14	Hoang Van Huan				Hoang Dinh Thang: Brother-in-law
2.15	Nguyen Van Khoa				Hoang Dinh Thang: Brother-in-law
2.16	Hoang Van Viet				Hoang Dinh Thang: Brother-in-law
2.17	Dang Dinh Xuan				Hoang Dinh Thang: Brother-in-law
2.18	Le Thi Dung				Hoang Dinh Thang: Sister-in-law
2.19	Le Ngoc Chien				Hoang Dinh Thang: Sister-in-law
3	Nguyen Ngoc Ha	2			<b>Participating as a member of the Board of Directors of the Company since 11/12/2025</b>
3.1	Housing and Urban Development Investment Corporation		1.500.000	10%	Nguyen Ngoc Ha: Representative of the State capital of the Corporation at HUD4 since 14/11/2025
3.2	Nguyen Thi Mai Linh				Nguyen Ngoc Ha: Wife
3.3	Nguyen Quang Minh				Nguyen Ngoc Ha: Biological son
3.4	Nguyen Ngoc Quang				Nguyen Ngoc Ha: Biological son
3.5	Nguyen Minh Tuan				Nguyen Ngoc Ha: Father-in-law
3.6	Nguyen Thi Hanh				Nguyen Ngoc Ha: Mother-in-law
3.7	Nguyen Thi Ngoc Lan				Nguyen Ngoc Ha: Biological sister
3.8	Nguyen Thac Quy				Nguyen Ngoc Ha: Brother-in-law

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No.	Full name	Position at the Company	Number of shares owned at the current time	Shareholding ratio at the current time	Remarks
3.9	Nguyen Huyen Trang				Nguyen Ngoc Ha: Sister-in-law
4	Nguyen Viet Hung	2,5	25.400	0,17%	Assigned to be in charge of the Company's operations effective from December 11, 2025; appointed as a member of the Company's Board of Directors effective from December 11, 2025
4.1	Nguyen Thi Van				Nguyen Viet Hung: Wife
4.2	Nguyen Tuong Vy				Nguyen Viet Hung: Biological daughter
4.3	Nguyen Tuong Vinh				Nguyen Viet Hung: Biological son
4.4	Dang Thi Phuong				Nguyen Viet Hung: Biological mother
4.5	Nguyen Huy Cuong				Nguyen Viet Hung: Father-in-law
4.6	Trinh Thi Toi				Nguyen Viet Hung: Mother-in-law
4.7	Nguyen Tan Thanh				Nguyen Viet Hung: Biological brother
4.8	Hoang Thi Hanh				Nguyen Viet Hung: Sister-in-law
4.9	Nguyen Thi Tuyet				Nguyen Viet Hung: Sister-in-law
4.10	Nguyen Thi Hoa				Nguyen Viet Hung: Sister-in-law
5	Le Do Thang	5	20.700	0,14%	Ceased to participate as a member of the Board of Directors of the Company since 11/12/2025
5.1	Housing and Urban Development Investment Corporation				Le Do Thang: Member of the team of State capital representatives of the Corporation at HUD4 (ceased to act as the State capital representative of the Corporation at HUD4 since 14/11/2025)
5.2	Le Thi Mai				Le Do Thang: Wife
5.3	Le Minh Nguyet				Le Do Thang: Biological daughter
5.4	Le Diep Chi				Le Do Thang: Biological daughter
5.5	Le Do Tung				Le Do Thang: Biological father
5.6	Le Thi Thoa				Le Do Thang: Biological mother
5.7	Le Van Mao				Le Do Thang: Father-in-law
5.8	Pham Thi Chuc				Le Do Thang: Mother-in-law
5.9	Le Do Toan				Le Do Thang: Biological brother
5.10	Le Thi Thuy				Le Do Thang: Biological younger sister
5.11	Le Thi Hoa				Le Do Thang: Biological younger sister
5.12	Le Thi Ky				Le Do Thang: Sister-in-law
5.13	Le Van Thi				Le Do Thang: Brother-in-law



No.	Full name	Position at the Company	Number of shares owned at the current time	Shareholding ratio at the current time	Remarks
5.14	Le Thi Thu Ha				Le Do Thang: Sister-in-law
5.15	Lang Khac Cuong				Le Do Thang: Brother-in-law
5.16	Le Thi Hue				Le Do Thang: Sister-in-law
5.17	Le Van Hung				Le Do Thang: Brother-in-law
6	<b>Phan Cong Binh</b>	5	42.000	0%	<b>Ceased to participate as a member of the Board of Directors of the Company since 11/12/2025</b>
6.1	Housing and Urban Development Investment Corporation				Phan Cong Binh: Member of the team of State capital representatives of the Corporation at HUD4 (ceased to act as the State capital representative of the Corporation at HUD4 since 14/11/2025)
6.2	Luu Thi Thuy Van				Phan Cong Binh: Wife
6.3	Phan Luu Quynh Anh				Phan Cong Binh: Biological daughter
6.4	Phan Cong Tuan				Phan Cong Binh: Biological son
6.5	Le Thi Lac				Phan Cong Binh: Biological mother
6.6	Luu Van Bich				Phan Cong Binh: Father-in-law
6.7	Cao Thi Nang				Phan Cong Binh: Mother-in-law
6.8	Phan Thi Thu Thanh				Phan Cong Binh: Biological sister
6.9	Phan Thi Thu Huong				Phan Cong Binh: Biological sister
6.10	Phan Thi Bich Thao				Phan Cong Binh: Biological sister
6.11	Phan Thi Thu Huyen				Phan Cong Binh: Biological sister
6.12	Phan Cong Minh				Phan Cong Binh: Biological younger brother
6.13	Le Anh Tuan				Phan Cong Binh: Brother-in-law
6.14	Hoang Anh Tuan				Phan Cong Binh: Brother-in-law
6.15	Nguyen Huu Trung				Phan Cong Binh: Brother-in-law
6.16	Le Thi Phuong				Phan Cong Binh: Sister-in-law
6.17	Luu Thi Thu Ha				Phan Cong Binh: Sister-in-law
6.18	Luu Hung Son				Phan Cong Binh: Brother-in-law
6.19	Luu Thuy Hong				Phan Cong Binh: Sister-in-law
7	<b>Nguyen Phi Hung</b>	5	6.050	0,04%	
7.1	Bui Thi Thuan				Nguyen Phi Hung: Wife
7.2	Nguyen Thuy Trang				Nguyen Phi Hung: Biological daughter
7.3	Nguyen Duc Thang				Nguyen Phi Hung: Biological son
7.4	Nguyen Huu Nhan				Nguyen Phi Hung: Biological father



No.	Full name	Position at the Company	Number of shares owned at the current time	Shareholding ratio at the current time	Remarks
7.5	Nguyen Thi Quyen				Nguyen Phi Hung: Biological mother
7.6	Bui Dinh Hop				Nguyen Phi Hung: Father-in-law
7.7	Chu Thi Hoa				Nguyen Phi Hung: Mother-in-law
7.8	Nguyen Tuan Anh				Nguyen Phi Hung: Biological brother
7.9	Nguyen Phi Cuong				Nguyen Phi Hung: Biological younger brother
7.10	Nguyen Tuan Dung				Nguyen Phi Hung: Biological younger brother
7.11	Le Thi Yen				Nguyen Phi Hung: Sister-in-law
7.12	Dao Thi Thanh Huong				Nguyen Phi Hung: Sister-in-law
7.13	Le Thi Hanh				Nguyen Phi Hung: Sister-in-law
7.14	Bui Dinh Hai				Nguyen Phi Hung: Brother-in-law
<b>8</b>	<b>Hoang Quoc Dat</b>	<b>2</b>	<b>4.000</b>	<b>0,03%</b>	
8.1	Duong Thi Ngoc				Hoang Quoc Dat: Wife
8.2	Hoang Tu Anh				Hoang Quoc Dat: Biological son
8.3	Hoang Bao Nhi				Hoang Quoc Dat: Biological daughter
8.4	Hoang Thanh Tung				Hoang Quoc Dat: Biological son
8.5	Luong Thi Vang				Hoang Quoc Dat: Biological mother
8.6	Nguyen Thi Tho				Hoang Quoc Dat: Mother-in-law
8.7	Hoang Ngoc Dao				Hoang Quoc Dat: Biological brother
8.8	Le Thi Anh Tram				Hoang Quoc Dat: Sister-in-law
8.9	Duong Ngoc Hoan				Hoang Quoc Dat: Brother-in-law
<b>9</b>	<b>Vo Thi Thuy An</b>	<b>6</b>	<b>2.500</b>	<b>0,02%</b>	
9.1	Tran Van Tien				Vo Thi Thuy An: Husband
9.2	Tran Quang Khai				Vo Thi Thuy An: Biological son
9.3	Tran Vo Tuan Anh				Vo Thi Thuy An: Biological son
9.4	Vu Ngoc Cuong				Vo Thi Thuy An: Biological father
9.5	Tran Thi Mui				Vo Thi Thuy An: Biological mother
9.6	Tran Van Xuan				Vo Thi Thuy An: Father-in-law
9.7	Ha Thi Hoa				Vo Thi Thuy An: Mother-in-law
9.8	Vo Anh Ngoc		<b>35.606</b>	<b>0,24%</b>	Vo Thi Thuy An: Biological younger sibling
9.9	Nguyen Thuy Duong				Vo Thi Thuy An: Sister-in-law
9.10	Tran Van Dat				Vo Thi Thuy An: Brother-in-law
<b>10</b>	<b>Nguyen Thi Thanh Thuy</b>	<b>7</b>	<b>2.240</b>	<b>0,02%</b>	
10.1	Tran Duc Hieu				Nguyen Thi Thanh Thuy: Biological son





No.	Full name	Position at the Company	Number of shares owned at the current time	Shareholding ratio at the current time	Remarks
10.2	Tran Thi Thuy Quynh				Nguyen Thi Thanh Thuy: Biological daughter
10.3	Luong Thi My Hoa				Nguyen Thi Thanh Thuy: Daughter-in-law
10.4	Nguyen Trong Long				Nguyen Thi Thanh Thuy: Son-in-law
10.5	Nguyen Dinh Tuat				Nguyen Thi Thanh Thuy: Biological father
10.6	Phan Thi Tien				Nguyen Thi Thanh Thuy: Biological mother
10.7	Nguyen Thi Thanh Uyen				Nguyen Thi Thanh Thuy: Biological younger sister
10.8	Nguyen Phan Thanh Long				Nguyen Thi Thanh Thuy: Biological younger brother
10.9	Nguyen Thi Thanh Giang				Nguyen Thi Thanh Thuy: Biological younger sister
10.10	Nguyen Thi Thanh Duyen				Nguyen Thi Thanh Thuy: Biological younger sister
10.11	Le Phu Quang				Nguyen Thi Thanh Thuy: Brother-in-law
10.12	To Van Ha				Nguyen Thi Thanh Thuy: Brother-in-law
10.13	Le Manh Ha				Nguyen Thi Thanh Thuy: Brother-in-law
10.14	Tran Thi Hieu Nga				Nguyen Thi Thanh Thuy: Sister-in-law
<b>11</b>	<b>Nguyen Thi Yen</b>	<b>8</b>	<b>5.000</b>	<b>0,03%</b>	
11.01	Nguyen Huu Chan				Nguyen Thi Yen: Husband
11.02	Nguyen Huu Huy Hoang				Nguyen Thi Yen: Biological son
11.03	Nguyen Huu Hoang Huy				Nguyen Thi Yen: Biological son
11.04	Nguyen Van Tri				Nguyen Thi Yen: Biological father
11.05	Nguyen Thi Lai				Nguyen Thi Yen: Biological mother
11.06	Nguyen Huu Sinh				Nguyen Thi Yen: Father-in-law
11.07	Nguyen Ngoc Thai				Nguyen Thi Yen: Biological son
11.08	Le Thi Mai				Nguyen Thi Yen: Sister-in-law
11.09	Nguyen Thi Hien				Nguyen Thi Yen: Sister-in-law
11.10	Nguyen Thi Hao				Nguyen Thi Yen: Sister-in-law
<b>12</b>	<b>Vu Thi Tan</b>	<b>8</b>			<b>Participating as a member of the Supervisory Board since 11/12/2025</b>
12.01	Nguyen Duc Hanh				Vu Thi Tan: Husband
12.02	Nguyen Ngoc Mai Vy				Vu Thi Tan: Daughter
12.03	Nguyen Thi Nguyet				Vu Thi Tan: Biological mother
12.04	Nguyen Long Vui				Vu Thi Tan: Father-in-law
12.05	Do Thi Thiem				Vu Thi Tan: Mother-in-law
12.06	Vu Xuan Duong				Vu Thi Tan: Biological younger brother
12.07	Vu Thi Tuyen				Vu Thi Tan: Biological younger sister

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No.	Full name	Position at the Company	Number of shares owned at the current time	Shareholding ratio at the current time	Remarks
12.08	Vu Thanh Phong				Vu Thi Tan: Biological younger brother
12.09	Nguyen Quang Vinh				Vu Thi Tan: Brother-in-law
12.10	Nguyen Thi Thuy				Vu Thi Tan: Sister-in-law
13	Nguyen Thi Hoa	8			ceased to participate in the Company's Supervisory Board as of December 11, 2025
13.01	Le Duc Tam				Nguyen Thi Hoa: Husband
13.02	Le Minh Thao				Nguyen Thi Hoa: Biological child
13.03	Le Minh Tuyet				Nguyen Thi Hoa: Biological child
13.04	Nguyen Van Vinh				Nguyen Thi Hoa: Biological father
13.05	Ngo Thi Hanh				Nguyen Thi Hoa: Biological mother
13.06	Le Duc Chinh				Nguyen Thi Hoa: Father-in-law
13.07	Le Thi Thuong				Nguyen Thi Hoa: Mother-in-law
13.08	Nguyen Van Hung				Nguyen Thi Hoa: Younger brother
13.09	Nguyen Thi Le				Nguyen Thi Hoa: Younger sister
13.10	Dau Thi Luong				Nguyen Thi Hoa: Sister-in-law
13.11	Truong Dinh Tien				Nguyen Thi Hoa: Sister-in-law
13.12	Le Van Tu				Nguyen Thi Hoa: Sister-in-law
13.13	Le Duc Tuyen				Nguyen Thi Hoa: Sister-in-law
13.14	Le Duc Tien				Nguyen Thi Hoa: Sister-in-law

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Đoàn Văn Thanh

