

No. 19/2026/BC-XDH

Hanoi, January 23, 2026

**CORPORATE GOVERNANCE REPORT
2025**

To: - State Securities Commission- Stock Exchange

- Company name: Hanoi Civil Construction Investment Joint Stock Company
- Head office address: 292 Van Chuong Lane - Kham Thien Street - Van Mieu Ward - Quoc Tu Giam - Hanoi City
- Telephone: 024.38513867 Fax: 024.38511715 Email: info@hcci.com.vn
- Charter capital: 270,269,070.000 VND
- Stock code: XDH
- Corporate governance model:

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

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written comments)

Anonymous	Number of Resolutions/Decisions	Date	Contents
1	06/2025/NQ-AGM	26/04/2025	Resolution of the Annual General Meeting of Shareholders in 2025

II. Board of Directors:

1. Information about members of the Board of Directors (BOD)

Anonymous	Member of the Board of Directors	Position	Date of commencement/cessation of membership of the Board of Directors	
			Appointment Date	Date of dismissal
1	Mr. Do Tien Loi	Chairman of the Board of Directors	06/06/2020	
2	Mr. Phuong Kim Thao	Board of Directors	15/01/2007	
3	Mr. Tran Hong Tam	Board of Directors	15/01/2007	
4	Mr. Doan Trinh Linh	Board of Directors	15/01/2007	

5	Mr. Nguyen Dinh Long	Board of Directors	14/5/2016	
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2. Board Meetings

Anonymous	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting Attendance Rate	Reasons for not attending the meeting
1	Mr. Do Tien Loi	7/7	100%	
2	Mr. Phuong Kim Thao	7/7	100%	
3	Mr. Tran Hong Tam	7/7	100%	
4	Mr. Doan Trinh Linh	7/7	100%	
5	Mr. Nguyen Dinh Long	7/7	100%	

3. Supervisory activities of the Board of Directors over the Board of Directors:

Quarterly, in the first six months of the year, in the last six months of the year, the Company's executives shall report on the results of the Company's production and business activities by quarter, the first six months of the year and the last six months of the year as well as for the whole year of 2025 to the Board of Directors. The Director's decisions related to the operation of the Company are made in accordance with the Resolution of the General Meeting of Shareholders, the Resolutions of the Board of Directors and are reported to the Board of Directors.

4. Activities of subcommittees under the Board of Directors:

The Board of Directors of the Company does not establish subordinate subcommittees. Members of the Board of Directors perform their duties as assigned by the Board of Directors

5. Resolutions/Decisions of the Board of Directors:

Stt	Number of Resolutions/ Decisions	Date	Contents	Pass Rate
1	02/2025/NQ-HDQT	03/03/2025	NQ finalizes the list of organizations to organize the 2025 Annual General Meeting of Shareholders	100%
2	03/2025/QD-HDQT	25/03/2025	Decision on re-appointment of the head of the Administrative Organization Department	100%
3	04/2025/QD-HDQT	25/03/2025	Decision on re-appointment of the head of Yen Hoa Project Management Board	100%
4	06/2025/BB-HDQT	20/05/2025	Approving the selling price of capital recovery of the Land of Dong Canal Commercial Housing Project, An Hong Ward, Hai Phong City	100%
5	11/2025/BB-HDQT	01/08/2025	Dismissal of the title of Director of Mechanical Electricity and Water Enterprise for Mr. Do Xuan Duc, transferred to be Deputy Director of Industrial Engineering	100%

6	12/2025/BB-BOD	02/10/2025	Approving the sale of capital recovery phase 2 - Commercial Housing project in Dong Canal, An Hong Ward, Hai Phong City	100%
7	13/2025/BB-HDQT	31/12/2025	Approving the submission of the dossier of registration as the investor of the Vinh Hoa Social Housing Investment Project - Nguyen Van Linh Commune - Hung Yen Province	100%

III. Supervisory Board

1. Information about members of the Supervisory Board (Supervisory Board):

Anonymous	Member of the Supervisory Board	Position	Start date as a member of the Board of Trustees	Qualifications
1	Ms. Nguyen Thi Hai	Head of Department	6/9/2008-19/5/2012 27/4/2017	Bachelor of Economics University in Accounting
2	Ms. Le Thi Kim Ngan	Members	27/4/2023	Bachelor of Finance Academy
3	Ms. Tran Thuy Hanh	Members	27/4/2017	Bachelor of Economics

2. Meeting of the Supervisory Board (Supervisory Board)

Anonymous	Member of the Supervisory Board	Number of meetings attended	Voting Rate	Reasons for not attending
1	Ms. Nguyen Thi Hai	4/4	4/4	
2	Ms. Le Thi Kim Ngan	4/4	4/4	
3	Ms. Tran Thuy Hanh	4/4	4/4	

3. Supervisory activities of the Supervisory Board of Directors, the Board of Directors and shareholders:

Inspect and supervise the Company's activities in accordance with the Law on Enterprises, the Company's Charter and the Resolutions of the General Meeting of Shareholders passed

The Supervisory Board shall regularly and periodically control the entire finance, the management and administration of the Company's activities. The Supervisory Board reports the control situation to shareholders through the General Meeting of Shareholders.

4. Coordination between the Supervisory Board for the activities of the Board of Directors, the Board of Directors and other managers

The coordination between the Board of Directors, the Board of Directors and the Supervisory Board is effectively implemented. Departments in the Company have actively coordinated, provided all documents as required, creating conditions for the Supervisory Board to control all activities throughout the Company

IV. Executive Board:

STT	Member of the Board	Date of birth	Qualifications	Date of appointment/dismissal of members of the Board of
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	of Directors			Directors	
				Appointment Date	Date of dismissal
1	Mr. Pham Tien Diep	10/7/1979	Bachelor of Economics in Finance and Credit	22/6/2020	
2	Mr. Tran Quang Khue	03/01/1979	Master of Engineering	08/4/2016	
3	Mr. Nguyen Binh Nam	07/11/1973	Civil Engineer	01/5/2022	

V. Chief Accountant:

Name	Date of birth	Qualifications	Appointment Date
Ms. Nguyen Thi Thu Thuy	09/09/1981	Bachelor of Economics	30/8/2025

VI. Training on corporate governance:

In 2025, members of the Board of Directors, Supervisory Board, Board of Directors, Chief Accountant and Person in Charge of Administration/Company Secretary will be facilitated to attend short-term training programs in different related fields.

1. List of related persons of the Company:

1. List of related persons of the Company:

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2	Nguyen Dinh Long		Member of the Board of Directors						
2.1	Nguyen Dinh Thai								Dad
2.2	Le Thi Huyen								Mother
2.3	Do Thi Minh Thu								Wife
2.4	Nguyen Dinh Le Duy								Sons
2.5	Nguyen Van Ha								Daughter
2.6	Nguyen Thi Mai Anh								Sister

2.7	Nguyen Thi Mai Phuong								Sister
3	Tran Hong Tam		Member of the Board of Directors						
3.1	Nguyen Thi Hong								Wife
4	Phuong Kim Thao		Member of the Board of Directors						

4.1	Nguyễn Thị Minh Tân								Wife
4.2	Phuong Minh Vu								Children
4.3	Phuong Thi Minh Thu								Children
5	Đoàn Trịnh Linh		Member of the Board of Directors						
5.1	Tran Hai Yen								Wife

5.2	Doan Hainan								Sons
5.3	Doan Hai Dang								Sons
5.4	Doan Trinh The Giao								Younger brother
5.5	Doan Trinh The Bao								Younger brother
5.6	Doan Trinh Kieu Trang								Sister

6	Phạm Tiến Jiệp		Company Director						
6.1	Ngo Thi Phu Loc								Wife
6.2	Pham Phuong Linh								Children
6.3	Pham Hoang Bach								Children
7	Nguyen Binh Nam		Deputy Director of the Company						

9.6	Nguyen Thi Huong								Brother
9.7	Nguyen Thu Hien								Brother
10	Tran Thuy Hanh		Member of the Supervisory Board						
10.1	Tran Trong Hung								Dad
10.2	Truong Thi Ha								Mother
10.3	Nguyen Khang								Husband

11.3	Trinh Dinh Phuc								Sons
11.4	Le Viet Cuong								younger brother
11.5	Le Viet Hung								brother
12	Nguyen Thi Thu Thuy								
12.1	Vo Huy Cuong								Husband

12.2	Vo Huy Minh								Children
12.3	Vo Huy Bach								Children
12.4	Nguyen Hoang Ngan								Sister
12.5	Nguyen Anh Tuan								England
13	Ha Van Chi		In charge of company administration, company secretary						
13.1	Tong Viet Phuong								Husband

13.2	Tong Anh Minh								Children
13.3	Tong Mingnan								Children
14	Udic Urban Infrastructure Development Investment Corporation - One Member Limited Company		Foreign investors, as well as unions						

2. Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons, related persons of internal persons:

STT	Name of organization/individual	Relationship with the company	NSH* number, date of issue, place of issuance of NSH	Head Office Address/ Contact Address	Time of transaction with the company	Number of NQ/Decision of the General Meeting of Shareholders/Board of Directors... (if any, specifying the date of promulgation)	Contents, quantity, total value of transactions	Notes
1	Udic Urban Infrastructure Development Investment	Foreign investors, as well as unions	NSH Paper Number: 0100106232	No. 27 Huynh Thuc Khang,	2025		<ul style="list-style-type: none"> - Cooperative investment rate of land plot B1 (receivable): 1,562,180,977 VND - A2 Phap Van - Tu Hiep 	

	Corporation - One Member Limited Company		Date 31/10/2023 Place of issue: Hanoi Department of Planning and Investment	Lang Ha Ward, Dong Da District, Hanoi			project (receivable): 39,000,000,000 VND	
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3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries or companies under the control of the company: None

4. Transactions between the Company and other entities: None

4.1. Transactions between companies that members of the Board of Directors, members of the Control Board, Director (General Director) have been founding members or members of the Board of Directors, Director (General Director) in the past three (03) years (counting at the time of making reports): None

4.2. Transactions between companies and companies managed by related persons of members of the Board of Directors, members of the Control Board, Director (General Director) who are members of the Board of Directors, Director (General Director): None

4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, Director (General Director) to operate: None

VIII. Trading of shares of insiders and related persons of insiders:

1. List of insiders and related persons of insiders:

STT	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH* number, date of issue, place of issuance <i>of NSH</i>	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Shareholding ratio at the end of the period	Notes
I	Member of the Board of Directors							
1	Do Tien Loi		Chairman of the Board of Directors			6.756.750	25%	
1.1	Nguyen Linh							Wife

	Phuong							
1.2	Do Duy Anh							Children
1.3	Do Anh Quan							Children
2	Nguyen Dinh Long		Member of the Board of Directors			4.892.787	18,1%	
2.1	Nguyen Dinh Thai							Dad
2.2	Le Thi Huyen							Mother
2.3	Do Thi Minh Thu							Wife
2.4	Nguyen Dinh Le Duy							Sons

2.5	Nguyen Van Ha							Daughter
2.6	Nguyen Thi Mai Anh							Sister
2.7	Nguyen Thi Mai Phuong							Sister
3	Tran Hong Tam		Member of the Board of Directors			3.433.779	12,7%	
3.1	Nguyen Thi Hong					1.357.656	5,02%	Wife
4	Phuong Kim Thao		Member of the			3.949.582	14,61%	

			Board of Directors					
4.1	Nguyễn Thị Minh Tân							Wife
4.2	Phuong Minh Vu					540.540	2%	Children
4.3	Phuong Thi Minh Thu					540.540	2%	Children
5	Đoàn Trịnh Linh		Member of the Board of Directors			710.532	2,63%	
5.1	Tran Hai Yen							Wife
5.2	Doan Hainan							Sons
5.3	Doan Hai Dang							Sons
5.4	Doan Trinh The Giao							Younger brother

5.5	Doan Trinh The Bao					11.711	0,04%	Younger brother
5.6	Doan Trinh Kieu Trang							Sister
6	Phạm Tiến Jiệp		Company Director			80.293	0,3%	
6.1	Ngo Thi Phu Loc							Wife
6.2	Pham Phuong Linh							Children
6.3	Pham Hoang Bach							Children

7	Nguyen Binh Nam		Deputy Director of the Company			5.405	0,02%	
7.1	Nguyen Thu Van							Wife
7.2	Nguyen Quoc Bao							Children
7.3	Nguyen Trung Kien							Children
7.4	Nguyen Truong Son							Brother

7.5	Nguyen Hoang Long							Brother
7.6	Nguyen Dinh Diem							Father-in-law
7.7	Hoang Thi Kim Dung							Mother-in-law
8	Trần Quang Khuê		Deputy Director of the Company			67.623	0,25%	
8.1	Nguyễn Thị Ly							Mother
8.2	Bui Huyen Linh							Wife

8.3	Tran Dai Hai							Children
9	Nguyen Thi Hai		Head of the Supervisory Board, Head of the Technical Department. HC			39.639	0,15%	
9.1	Nguyen Duc An							Dad
9.2	Truong Thi Tram							Mother
9.3	Nguyen To Hai							Husband
9.4	Nguyen Bang Linh							Children
9.5	Nguyen Nam Anh							Children

9.6	Nguyen Thi Huong							Brother
9.7	Nguyen Thu Hien					10.674	0,04%	Brother
10	Tran Thuy Hanh		Member of the Supervisory Board					
10.1	Tran Trong Hung							Dad
10.2	Truong Thi Ha							Mother
10.3	Nguyen Khang							Husband
10.4	Nguyen Tran Khang Duy							Children

10.5	Nguyen Tran Khang Vu							Children
10.6	Tran Thuy Huong							Brother
11	Le Thi Kim Ngan		Member of the Supervisory Board					
11.1	Trinh Tien Dung							Husband
11.2	Trịnh Kim Anh							daughter
11.3	Trinh Dinh Phuc							Sons
11.4	Le Viet Cuong							younger brother
11.5	Le Viet Hung							brother

12	Nguyen Thi Thu Thuy							
12.1	Vo Huy Cuong							Husband
12.2	Vo Huy Minh							Children
12.3	Vo Huy Bach							Children
12.4	Nguyen Hoang Ngan							Sister
12.5	Nguyen Anh Tuan							England

13	Ha Van Chi		In charge of company administration, company secretary			500	0,002%	
13.1	Tong Viet Phuong							Husband
13.2	Tong Anh Minh							Children
13.3	Tong Mingnan							Children


2. Transactions of insiders and related persons on the company's shares:

Anonymous	Transaction Executor	Title	Relationship with Insiders	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase and decrease (buying, selling, converting, bonus...)
				Number of shares	Rate	Number of shares	Rate	
	Phạm Tiến Jiếp	Company Director		82.293	0,3%	80.293	0,3%	Sell

IX. Other matters to note: none.

Recipients:

- As above;
- Members of the Board of Directors, Supervisory Board, Board of Directors;
- Save the Company Secretary


T/M BOARD
Chairman

Do Tien Loi