

Thanh Hoa, July 15, 2026

**REPORT ON CORPORATE GOVERNANCE
the First Half of 2026**

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

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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	23/4/2026	Resolution of the 2026 Annual General Meeting of Shareholders
2	Minutes	23/4/2026	Minutes of the 2026 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	52	100%	
2	Hoang	Board	11/12/2025	52	100%	

	Dinh Thang	Member				
3	Nguyen Viet Hung	Board Member	11/12/2025	52	100%	
4	Nguyen Ngoc Ha	Board Member	11/12/2025	52	100%	
5	Hoang Quoc Dat	Board Member	11/12/2025	52	100%	

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
I	Resolutions			
1	01/NQ-HĐQT	02/01/2026	Resolution approving the work items and contract packages assigned to the Urban Services Branch for implementation in 2026.	100%
2	1A/NQ-HĐQT	05/01/2026	Resolution approving the policy to amend Item (c), Clause 4.1,	100%

			Article 4 of Contract No. 04/2025/HĐTĐ/HUD4-VADFCO dated 04 August 2025 executed between HUD4 Investment and Construction Joint Stock Company and Van Dien Fused Magnesium Phosphate Joint Stock Company.	
3	02ANQ-HĐQT	16/01/2026	Resolution approving the implementation of project security, landscape maintenance and environmental sanitation services for 2026 in the Lot 2 and Lot 3 Residential Development Project under the 1/2,000 Zoning Plan in Quang Hung Ward, Thanh Hoa City (now Quang Phu Ward, Thanh Hoa Province).	100%
4	03/NQ-HĐQT	19/01/2026	Resolution approving the implementation results of the Business and Production Plan for the fourth quarter and the full year of 2025, and the Business and Production Plan for 2026 and the first quarter of 2026 of HUD4 Investment and Construction Joint Stock Company.	100%
5	04/NQ-HĐQT	20/01/2026	Resolution approving the proposal and cost estimate for project security, landscape maintenance and environmental sanitation services for 2026 in the Lot 2 and Lot 3 Residential Development Project under the 1/2,000 Zoning Plan in Quang Hung Ward, Thanh Hoa City (now Quang Phu Ward, Thanh Hoa Province).	100%
6	05/NQ-HĐQT	22/01/2026	Resolution approving the Company's 2026 Capital Plan.	100%
7	06/NQ-HĐQT	22/01/2026	Resolution approving the	100%

			investment policy for the procurement of passenger vehicles to meet operational requirements and the disposal of the Company's vehicles in 2026.	
8	07/NQ-HĐQT	22/01/2026	Resolution on personnel matters.	100%
9	08/NQ-HĐQT	22/01/2026	Resolution approving the investment scale for upgrading landscapes and public amenities at parks and roundabouts within the technical infrastructure works of the Song Do Riverside Eco-Urban Area Project located in Sam Son Ward and Nam Son Ward, Thanh Hoa Province.	100%
10	09/NQ-HĐQT	22/01/2026	Resolution approving the contractor selection method for goods and services not classified under the Company's Routine Procurement Regulations.	100%
11	10/NQ-HĐQT	23/01/2026	Resolution approving the procurement of passenger vehicles for operational purposes and the disposal of the Lexus GS350 vehicle.	100%
12	14/NQ-HĐQT	29/01/2026	Resolution approving the 2025 payroll fund and the fourth-quarter 2025 performance evaluation results of employees.	100%
13	17/NQ-HĐQT	31/03/2026	Resolution approving the adjustment of the master site plan and assigning the implementing unit to invest in the construction of the HUD4 precast concrete and ready-mixed concrete production line at Vuc Industrial Cluster, Dong Vinh Commune (now Dong Quang Ward), Thanh Hoa Province.	100%

14	19/NQ-HĐQT	06/04/2026	Resolution approving the selling price of Lot CN6 and certain matters relating to the investment, construction, business operation and management of the Zone B – Bim Son Industrial Park Infrastructure Investment, Development and Operation Project, Thanh Hoa Province.	100%
15	21/NQ-HĐQT	09/04/2026	Resolution approving the implementation results of the Business and Production Plan for the first quarter of 2026 and the Business and Production Plan for the second quarter of 2026.	100%
16	22/NQ-HĐQT	10/04/2026	Resolution approving the supplementary credit financing plan for 2026.	100%
17	23/NQ-HĐQT	17/04/2025	Resolution approving the draft preliminary land sublease agreement together with technical infrastructure for Lot CN6 under the Zone B – Bim Son Industrial Park Project with CDI Thanh Hoa Company Limited.	100%
18	24/NQ-HĐQT	07/05/2026	Resolution approving the supplementary credit financing plan for 2026 of HUD4 Investment and Construction Joint Stock Company.	100%
19	25/NQ-HĐQT	07/05/2026	Resolution approving the selling prices of 31 apartments (following the adjustment of the product marketing plan from lease to sale) under the Social Housing Project for Officers and Soldiers of Thanh Hoa Provincial Police.	100%
20	26/NQ-HĐQT	08/05/2026	Resolution approving the investment cost allocation plan for	100%

			the Lot 2 and Lot 3 Residential Development Project under the 1/2,000 Zoning Plan in Quang Hung Ward, Thanh Hoa City (now Quang Phu Ward, Thanh Hoa Province).	
21	27/NQ-HĐQT	14/05/2026	Resolution approving the maximum foreign ownership ratio of 100% .	100%
22	28/NQ-HĐQT	14/05/2026	Resolution approving the payment of salaries and other benefits to employees under long-term labor contracts.	100%
23	29/NQ-HĐQT	22/05/2026	Resolution approving the plan for an overseas study and technical visit to the People's Republic of China.	100%
24	31/NQ-HĐQT	25/05/2026	Resolution approving the execution of contract appendices and/or contracts as proposed by Hua Nan Metal Vietnam Company Limited in Document No. 24.4/CV-HUANAN dated 24 April 2026 and by Crane Vietnam Investment and Development Joint Stock Company in Document No. 21.4/2026/CV-CRANE dated 21 April 2026.	100%
25	33/NQ-HĐQT	29/05/2026	Resolution approving the selection of the independent auditor for the 2026 financial statements.	100%
26	34/NQ-HĐQT	03/06/2026	Resolution approving the construction drawing design documents for the park and green space works (CX-01, CX-02, CX-03, CX-04 and CX-05) under the Lot 2 and Lot 3 Residential Development Project in Quang	100%



			Hung Ward, Thanh Hoa City (now Quang Phu Ward, Thanh Hoa Province).	
27	36/NQ-HĐQT	08/06/2026	Resolution approving the 2026 travel and tourism programme for employees in the Republic of Korea.	100%
28	37/NQ-HĐQT	17/06/2026	Resolution on the Extension of the Term for Performance of Preliminary Contract No. 01/2026/HĐSB/HUD4 - CDI dated April 21, 2026 entered into between HUD4 Investment and Construction Joint Stock Company and CDI Thanh Hoa Company Limited	100%
29	38/NQ-HĐQT	17/06/2026	Resolution approving the investment policy for the construction of the Sales Office at the Song Do Riverside Eco-Urban Area Project.	100%
30	39/NQ-HĐQT	23/06/2026	Resolution Approving the Construction Drawing Design Documents for the Low-Rise Housing Buildings at Lots LK-01, LK-02, LK-03 (Units No. 01-16, 21-30, 38-52), BT-01, BT-02 and BT-03 of the Housing Development Project for Lots 2 and 3 under the 1/2000 Scale Zoning Plan of Quang Hung Ward, Thanh Hoa City (now Quang Phu Ward)	100%
II Decisions				
1	01/QĐ-HUD4	01/01/2026	Decision on Supplementing the Contents of the Decision on the Appointment of Mr. Nguyen Viet Hung as Deputy General Director	100%

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2	02/QĐ-HUD4	01/01/2026	Decision on the Assignment of Duties to the Deputy General Directors	100%
3	03/QĐ-HUD4	01/01/2026	Decision on Supplementing the Contents of the Decision on the Appointment of Mr. Nguyen Phi Hung as Deputy General Director	100%
4	04/QĐ-HUD4	01/01/2026	Decision on Supplementing the Contents of the Decision on the Recruitment and Appointment of Mr. Phan Cong Binh as Deputy General Director	100%
5	05/QĐ-HUD4	21/01/2026	Decision on Approving the Distribution Plan for Employee Benefits from the Welfare Expense Fund in 2026 for the Eco-Urban Area Project along Both Banks of the Do River	100%
6	06/QĐ-HUD4	21/01/2026	Decision on Approving the Contractor Selection Plan for the Package: Preparation of the 2026 Environmental Protection Report	100%
7	07/QĐ-HUD4	23/01/2026	Decision on Relieving the Assignment of Acting Head of the Urban Services Branch	100%
8	08/QĐ-HUD4	23/01/2026	Decision on Assigning a Deputy General Director to Concurrently Hold the Position of Director of the Urban Services Branch	100%
9	09/QĐ-HUD4	23/01/2026	Decision on Approving the First Contractor Selection Plan in 2026 for the Packages on Security Services, Landscape Maintenance and Environmental Sanitation for the 2026 Project of the Residential Development Project at Lots 2 and 3 under the 1/2,000 Zoning Plan of Quang Hung Ward, Thanh Hoa	100%

			City (now Quang Phu Ward)	
10	10/QĐ-HĐQT	23/01/2026	Decision on Approving the First Contractor Selection Plan in 2026 for the Social Housing Selling Price Appraisal Package of the Social Housing Project for Officers and Soldiers of Thanh Hoa Provincial Police	100%
11	11/QĐ-HĐQT	23/01/2026	Decision on Approving the Second Contractor Selection Plan in 2026 for the Eco-Urban Area Project along Both Banks of the Do River – Upgrading the Street Lighting System (Phase 1), Resettlement Area and Low-Voltage Electrical Cabinets in Sam Son Ward, Thanh Hoa Province	100%
12	12/QĐ-HĐQT	26/01/2026	Decision on Approving the First Contractor Selection Plan in 2026 for the Environmental Protection Works of the Project on Investment, Construction, Operation and Business of Infrastructure of Zone B – Bim Son Industrial Park, Thanh Hoa Province	100%
13	14/QĐ-HĐQT	30/01/2026	Decision on Approving the Construction Investment Project for the Upgrading of Landscape and Amenities at Parks and Roundabouts within the Eco-Urban Area Project along Both Banks of the Do River, Nam Sam Son Ward, Thanh Hoa Province	100%
14	15/QĐ-HĐQT	03/03/2026	Decision on Awarding the Title of “Advanced Labor Collective” for 2025	100%
15	16/QĐ-HĐQT	03/03/2026	Decision on Approving the Cash	100%

			Gift Plan for Employees on the Occasion of the 116th Anniversary of International Women's Day (8 March 1910 – 8 March 2026)	
16	17/QĐ-HĐQT	10/03/2026	Decision on Approving the Third Adjustment to the Construction Investment Project of the Social Housing Project for Officers and Soldiers of Thanh Hoa Provincial Police	100%
17	18/QĐ-HĐQT	10/03/2026	Decision on Awarding the Title of “Advanced Employee” for 2025	100%
18	19/QĐ-HĐQT	31/03/2026	Decision on Assigning the Managing Unit to Implement the Investment and Construction of the HUD4 Precast Concrete and Ready-Mixed Concrete Production Line at Vuc Industrial Cluster, Dong Vinh Commune (now Dong Quang Ward), Thanh Hoa Province	100%
19	20/QĐ-HĐQT	03/04/2026	Decision on Convening the 2026 Annual General Meeting of Shareholders	100%
20	21/QĐ-HĐQT	06/04/2026	Decision on Approving the Procurement Plan for Business Operations at the Eco-Urban Area Project along Both Banks of the Do River in 2026	100%
21	22/QĐ-HĐQT	17/04/2026	Decision on Approving the Employee Benefit Plan on the Occasion of the Hung Kings’ Commemoration Day, Reunification Day and International Workers’ Day in 2026	100%
22	23/QĐ-HĐQT	17/04/2026	Decision on Approving the	100%

			Second Adjustment to the Construction Investment Project of the Residential Development Project at Lots 2 and 3 under the 1/2,000 Zoning Plan of Quang Hung Ward, Thanh Hoa City (now Quang Phu Ward)	
23	25/QĐ-HĐQT	21/04/2026	Decision on Approving the First Contractor Selection Plan in 2026 for the Package: Adjustment of the 1/500 Detailed Master Plan of the HUD4 Precast Concrete and Ready-Mixed Concrete Production Line	100%
24	28/QĐ-HĐQT	15/05/2026	Decision on Approving the Cash Clothing Allowance Plan for Employees in 2026	100%
25	29/QĐ-HĐQT	15/05/2026	Decision on Approving the Third Contractor Selection Plan in 2026 for the Eco-Urban Area Project along Both Banks of the Do River – Upgrading the Landscape and Amenities of Parks and Roundabouts	100%
26	30/QĐ-HĐQT	22/05/2026	Decision on Approving the Reward Plan for Emulation Titles for 2025	100%
27	31/QĐ-HĐQT	22/05/2026	Decision on Approving the Establishment of a Business Delegation for a Study and Experience-Sharing Visit to China	100%
28	32/QĐ-HĐQT	22/05/2026	Decision on Assigning Employees to Participate in the Business Delegation to China	100%
29	33/QĐ-HĐQT	22/05/2026	Decision on Approving and Promulgating the Contractor Selection Regulations	100%

30	36/QĐ-HĐQT	27/05/2026	Decision on Approving the Distribution Plan for the 2025 Salary Reserve Fund	100%
31	38/QĐ-HĐQT	28/05/2026	Decision on Approving the Contractor Selection Plan for Organizing the Business Delegation for a Study and Experience-Sharing Visit to China	100%
32	39/QĐ-HĐQT	05/06/2026	Decision on Approving the Construction Investment Project for Low-Rise Housing at Lots LK-01, LK-02, LK-03 (Plots 01-16, 21-30 and 38-52), BT-01, BT-02 and BT-03 under the Residential Development Project at Lots 2 and 3 under the 1/2,000 Zoning Plan of Quang Hung Ward, Thanh Hoa City (now Quang Phu Ward)	100%
33	40/QĐ-HĐQT	09/06/2026	Decision Approving the Contractor Selection Plan for Phase 1 of 2026 for Consultancy Bidding Packages for Geological Survey, Construction Drawing Design Document Preparation and Verification, and Cost Estimation of the Low-Rise Housing Project at Lots LK-01, LK-02, LK-03 (Units No. 01-16, 21-30, 38-52), BT-01, BT-02 and BT-03 under the Housing Development Project of Lots 2 and 3 within the 1/2000 Scale Zoning Plan of Quang Hung Ward, Thanh Hoa City (now Quang Phu Ward)	100%
34	41/QĐ-HĐQT	12/06/2026	Decision on Approving the Second Contractor Selection Plan in 2026 for the Power Supply and Street Lighting Works under the 2021 Revised Master Plan	100%

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35	42/QĐ-HĐQT	12/06/2026	Decision on Approving the Selection of Contractors under the Second Contractor Selection Plan in 2026 for Consulting Service Packages: Preparation and Verification of Construction Drawing Design and Cost Estimates for the N3-KD Technical Infrastructure (Roads, Stormwater Drainage, Water Supply for Firefighting, and Street Lighting) of the Residential Development Project at Lots 2 and 3 under the 1/2,000 Zoning Plan of Quang Hung Ward, Thanh Hoa City (now Quang Phu Ward)	100%
36	43/QĐ-HĐQT	19/06/2026	Decision on Organizing the 2026 Employee Vacation Tour to the Republic of Korea	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	07	100%	100%	(Including 06 meetings attended)

	Thanh Thuy				as a member of the Board of Directors)
2	Nguyen Thi Yen	01	100%	100%	
3	Vu Thi Tan	01	100%	100%	

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
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	03/02/1976	Lawyer	11/12/2025
5	Le Do Thang, Deputy Director	03/02/1974	Industrial Construction, Electrical & Mechanical Engineering	01/01/2026
6	Phan Cong Binh, Deputy Director	29/10/1975	Industrial Construction	02/04/2024
7	Nguyen Phi Hung, Deputy Director	26/02/1973	Industrial Construction Economics	13/07/2024
8	Hoang Quoc Dat, Board Member	18/08/1983	Industrial Construction, Electrical & Mechanical Engineering	11/12/2025

No.	Executive Management Member	Date of birth	Professional qualification	Commencement date of Executive Management membership (term 2025–2030)
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**.

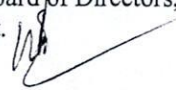
VIII. Share transactions of internal persons and related persons of internal persons

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



Doan Van Thanh



LIST OF INTERNAL PERSONS AND THEIR RELATED PERSONS/ORGANIZATIONS **Attached to the Corporate Governance Report for the First Half of 2026**

Company name: HUD4 Investment and Construction Joint Stock Company

Stock code: HU4

Record date: 30/6/2026

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			
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%	
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



No.	Full name	Position at the Company	Number of shares owned at the current time	Shareholding ratio at the current time	Remarks
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			
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
3.9	Nguyen Huyen Trang				Nguyen Ngoc Ha: Sister-in-law
4	Nguyen Viet Hung	2,5	25.400	0,17%	
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

No.	Full name	Position at the Company	Number of shares owned at the current time	Shareholding ratio at the current time	Remarks
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%	
5.1	Le Thi Mai				Le Do Thang: Wife
5.2	Le Minh Nguyet				Le Do Thang: Biological daughter
5.3	Le Diep Chi				Le Do Thang: Biological daughter
5.4	Le Do Tung				Le Do Thang: Biological father
5.5	Le Thi Thoa				Le Do Thang: Biological mother
5.6	Le Van Mao				Le Do Thang: Father-in-law
5.7	Pham Thi Chuc				Le Do Thang: Mother-in-law
5.8	Le Do Toan				Le Do Thang: Biological brother
5.9	Le Thi Thuy				Le Do Thang: Biological younger sister
5.10	Le Thi Hoa				Le Do Thang: Biological younger sister
5.11	Le Thi Ky				Le Do Thang: Sister-in-law
5.12	Le Van Thi				Le Do Thang: Brother-in-law
5.13	Le Thi Thu Ha				Le Do Thang: Sister-in-law
5.14	Lang Khac Cuong				Le Do Thang: Brother-in-law
5.15	Le Thi Hue				Le Do Thang: Sister-in-law
5.16	Le Van Hung				Le Do Thang: Brother-in-law
6	Phan Cong Binh	5	42.000	0%	
6.1	Luu Thi Thuy Van				Phan Cong Binh: Wife
6.2	Phan Luu Quynh Anh				Phan Cong Binh: Biological daughter
6.3	Phan Cong Tuan				Phan Cong Binh: Biological son
6.4	Le Thi Lac				Phan Cong Binh: Biological mother
6.5	Luu Van Bich				Phan Cong Binh: Father-in-law
6.6	Cao Thi Nang				Phan Cong Binh: Mother-in-law
6.7	Phan Thi Thu Thanh				Phan Cong Binh: Biological sister
6.8	Phan Thi Thu Huong				Phan Cong Binh: Biological sister
6.9	Phan Thi Bich Thao				Phan Cong Binh: Biological sister

No.	Full name	Position at the Company	Number of shares owned at the current time	Shareholding ratio at the current time	Remarks
6.10	Phan Thi Thu Huyen				Phan Cong Binh: Biological sister
6.11	Phan Cong Minh				Phan Cong Binh: Biological younger brother
6.12	Le Anh Tuan				Phan Cong Binh: Brother-in-law
6.13	Hoang Anh Tuan				Phan Cong Binh: Brother-in-law
6.14	Nguyen Huu Trung				Phan Cong Binh: Brother-in-law
6.15	Le Thi Phuong				Phan Cong Binh: Sister-in-law
6.16	Luu Thi Thu Ha				Phan Cong Binh: Sister-in-law
6.17	Luu Hung Son				Phan Cong Binh: Brother-in-law
6.18	Luu Thuy Hong				Phan Cong Binh: Sister-in-law
7	Nguyen Phi Hung	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
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
8	Hoang Quoc Dat	2	4.000	0,03%	
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

No.	Full name	Position at the Company	Number of shares owned at the current time	Shareholding ratio at the current time	Remarks
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
12	Vu Thi Tan	8			Participating as a member of the Supervisory Board since 11/12/2025
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
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

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Doan Van Thanh