

Hanoi, March 17, 2026

INFORMATION DISCLOSURE

- To:
- State Securities Commission
 - Ho Chi Minh City Stock Exchange
 - Dear Shareholders

Company name: HUD1 Investment and Construction Joint Stock

Company

1. Stock code: HU1
2. Headquarters: 168 Giai Phong Street, Thanh Xuan District, Hai Ba Trung District, Hanoi
3. Phone: 024.38687557
4. **Person responsible for disclosing information:**
 - Full name: Luong Cong Tu
 - Position: Authorized person to release information.

5. **Type of information to be disclosed:**

72h Irregular Requests Regular Requests

7. **Content of the published information:**

HUD1 Investment and Construction Joint Stock Company announces the following information:

Shareholders are invited to attend the 2026 Annual General Meeting, and a link to the complete meeting documents is attached.

8. This information is published on the Company's website: www.hud1.com.vn (shareholder relations section).

We are committed to ensuring that the information published here is true and accurate, and we assume full legal responsibility for the content of the information we have published.

Recipient:

- As addressed to;
- Board of Directors, Supervisory Board
- Luu VT, Board of Directors.

**AUTHORIZED PERSON
INFORMATION DISCLOSURE**



Luong Cong Tu



HUD1 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

Business Registration Certificate No. 0101043264 issued by the Hanoi Department of Planning and Investment on January 2, 2004, amended for the 10th time on October 16, 2026.

Address: 168 Giai Phong Street, Phuong Liet Ward, Hanoi City

Phone: 024.38687557/024.38686559

E-mail: hudjc1@gmail.com

Website : <http://www.hud1.vn>

INVITATION TO A MEETING

Regarding attendance at the 2026 Annual General Meeting of Shareholders

Dear Mr./Ms., Shareholders of Hud1 Investment and Construction Joint Stock Company

The Board of Directors of HUD1 Investment and Construction Joint Stock Company respectfully invites shareholders to attend the Company's 2026 Annual General Meeting of Shareholders.

1. Time: 8:30 AM, April 9, 2026

2. Location: Company Headquarters, 168 Giai Phong Street, Phuong Liet Ward, Hanoi City.

3. Content of the General Meeting: Posted on the company's website www.hud1.vn

4. Suggestions for the Congress

Shareholders are kindly requested to submit their contributions to the Company before 5:00 PM on April 1, 2026.

5. Confirmation of attendance at the Congress: (*using the form posted on the website www.hud1.vn*).

- Shareholders are kindly requested to confirm their attendance at the General Meeting before 5:00 PM on April 1, 2026.

by post or email.

- In cases where shareholders are unable to attend the General Meeting in person, they may attend by proxy.

To facilitate the General Meeting, shareholders are kindly requested to send:

- ✓ Letter of authorization to attend the Congress
- ✓ A photocopy of the authorized person's identity card.

Please send your submissions by post or email to the Company before 5:00 PM on April 1, 2026.



Address: 168 Giai Phong Street, Phuong Liet Ward, Hanoi City

Phone: 0243.8687557

E-mail: hudjc1@gmail.com; Zalo: Tran Thi Dat, Phone number: 0988195869

The Board of Directors respectfully invites shareholders to attend the meeting to ensure the success of the General Meeting.

We cordially invite you.

Recipient :

- As above ;
- Luu VT, Board of Directors.

**TM BOARD OF DIRECTORS
CHAIRPERSON**



Duong Tat Khiem



PROGRAMME
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Time : From 8:00 AM to 11:35 AM on April 9, 2026

Location : Company Headquarters, 168 Giai Phong Street, Phuong Liet Ward,
Hanoi City

TT	Content	Time	Perform
1	Welcoming delegates and shareholders, distributing documents, and verifying shareholder eligibility.	8:00 - 8:30	Organizing Committee
2	Report on the results of the shareholder eligibility verification.	8:30 - 8:35	Organizing Committee
3	- Statement of purpose, introduction of participants in the Congress; - Through the Rules of Procedure of the Congress	8:35 - 8:45	Organizing Committee
4	Report on business performance in 2025 and plan for 2026.	8:45 – 9:15	Board of Directors
5	Report on the activities of the Supervisory Board;	9:15 - 9:25	Supervisory Board
6	Discuss, give speeches, and answer shareholder questions.	9:25 AM - 10:00 AM	Presidium
7	Voting to approve the contents presented at the Congress (Proposals No. 1, 2, 3, 4, 5, 6)	10:00 - 10:30	Presidium
	20-minute break	10:30-10:50	
8	- Announcement of the results of the vote count (Reports No. 1, 2, 3, 4, 5, 6)	10:50-11:10	Vote counting committee
9	Through the Draft Resolution of the Congress;	11:10 - 11:20	Secretariat
10	Closing statement of the Congress.	11:20 - 11:35	Chairman

CONFERENCE ORGANIZING COMMITTEE

Hanoi, April 9, 2026

WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS
HUD1 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

- Based on the Enterprise Law of the Socialist Republic of Vietnam;
- Based on the Charter of Organization and Operation of HUD1 Investment and Construction Joint Stock Company ;
- Based on the draft regulations for organizing the General Meeting of Shareholders, which have been sent to shareholders for comments.

The Organizing Committee respectfully submits to the General Meeting of Shareholders the following Regulations on the organization of the Annual General Meeting of Shareholders of HUD1 Investment and Construction Joint Stock Company:

I. OBJECTIVES OF THE REGULATIONS:

But Achieve The highest level of shareholder consensus to complete the agenda set forth at the annual meeting;

But Ensure the principles of transparency, fairness, democracy, and solidarity in work;

- For the benefit of shareholders and the sustainable development needs of the Company.

II- ORDER OF THE CONFERENCE:

1. Shareholders attending the General Meeting must dress neatly and politely; bring all necessary identification documents, the meeting invitation, and any documents related to shareholder verification at the reception desk. Upon entering the meeting room, shareholders must sit in the designated seat or area as specified by the Organizing Committee.

2. No private conversations, smoking, or using mobile phones during the meeting. All mobile phones must be switched off or silenced; if a phone call is necessary, please leave the meeting room.

3. Shareholders/shareholder representatives are responsible for attending the General Meeting of Shareholders from start to finish. If a shareholder/shareholder representative is unable to leave the meeting before its conclusion due to force majeure, that shareholder/shareholder representative is responsible for contacting the Organizing Committee to notify their written opinion on the issues to be voted on at the meeting. If a shareholder/shareholder representative leaves the meeting before its conclusion without notifying the Organizing Committee, that shareholder will be deemed to have agreed to all the issues to be voted on at the meeting.

II. VOTING ON ISSUES AT THE CONFERENCE

1. Principle : All items on the meeting agenda must be approved by direct voting. Each shareholder is issued a Voting Card, which includes their Attendance Code, the number of shares they are entitled to vote on (*owned and authorized*), and bears the seal of HUD1 Investment and Construction Joint Stock Company.

2. Voting method :

Shareholders vote (*agree, disagree, or have other opinions*) on a matter put to a vote by directly voting at the meeting:

- When voting on a given issue, shareholders vote by raising their Voting Cards. Members of the Vote Counting Committee will go to each shareholder to record their Participation Code and the corresponding number of voting shares.

- During the voting process, if a shareholder leaves the meeting without notifying, they will be deemed to have agreed to the item being voted on.

3. Voting rules:

- Each share owned or represented corresponds to one voting unit.

- A decision of the General Meeting of Shareholders is adopted at the meeting when it is approved by shareholders representing at least 51% or 65% of the total voting rights of all shareholders present at the meeting (the approval rate is determined according to Article 21 of the Company's charter 2022).

III- EXPRESSING OPINIONS AND ANSWERING QUESTIONS AT THE CONFERENCE:

After the reports and presentations are submitted, the meeting chairman will preside over the discussion, receive feedback from shareholders, and answer questions according to the following principles and procedures:

1. Principle :

Shareholders attending the meeting who wish to speak must register their speech using the Registration Form provided by the Organizing Committee or raise their Voting Card to request to speak, and must obtain the Chairman's approval. The Registration Form will be distributed to each shareholder upon arrival. Shareholders must submit their Registration Form to the Secretariat during the meeting. To ensure order during the discussion, shareholders who register using the Registration Form will be given priority to speak first, followed by shareholders who raise their Voting Cards, as arranged by the Chairman.

2. Method of presentation :

Shareholders should speak concisely and focus on the key points, in line with the approved agenda of the General Meeting. The chairperson will arrange for shareholders to speak in the order of registration and will answer any questions. The chairperson has the right to remind or suggest that shareholders focus on the key points to be addressed in order to save time and ensure the quality of the discussion.

IV. RESPONSIBILITIES AND RIGHTS OF THE CHAIRMAN:

1. Conduct the meeting in accordance with the agenda and regulations approved by the General Meeting of Shareholders. The chairperson operates on the principle of democratic centralism and makes decisions by majority vote.

2. Guide shareholders in discussing and voting on issues included in the meeting's agenda and related matters throughout the meeting.

3. The chairperson has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda , and reflecting the wishes of the majority of shareholders present.

4. The chairperson has the right to:

- Requiring meeting attendees to undergo checks or other security measures;
- Request the competent authority to maintain order at the meeting; expel those who do not comply with the Chairman's authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security checks from the Shareholders' General Meeting.

- Postpone the General Meeting of Shareholders, once the required number of registered shareholders have been present, to a later date or change the meeting location in the following cases : Some attendees engage in disruptive or disorderly conduct that could jeopardize the meeting 's fair and lawful conduct.

The maximum postponement period shall not exceed 3 days from the date the meeting was scheduled to begin.

V. RESPONSIBILITIES OF THE SECRETARIAT:

1. Record fully and truthfully the entire content and proceedings of the meeting, including all issues approved or with which shareholders have reservations at the General Meeting.

2. Receive the registration forms for speeches and opinions to be presented at the meeting and submit them to the Chairman of the Congress.

3. Record the minutes of the meeting and draft the resolutions of the General Meeting of Shareholders regarding the issues approved at the meeting.

4. Approval of the Draft Resolution of the General Meeting of Shareholders.

VI. RESPONSIBILITIES OF THE VOTING COMMITTEE:

1. Determine the results of the shareholders' votes on the issues approved at the meeting and promptly inform the Secretariat of the voting results.

2. Organize the vote counting, prepare the vote counting report, and announce the voting results of the General Meeting of Shareholders.

3. Review and report to the chairman or the General Meeting of Shareholders on cases of violations of voting rules or complaints regarding voting.

The above is the complete Regulations on the organization of the Annual General Meeting of Shareholders of HUD1 Investment and Construction Joint Stock Company in 2026.

We respectfully submit this to the Congress for consideration and approval.

Recipient:

- Members of the Board of Directors;
Supervisory Board;
- Shareholders of the company;
- Posted on the company website;
- Save VT.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Duong Tat Khiem

Hanoi, April 9, 2026

Number: /NQ - General Meeting of
Shareholders

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HUD1 INVESTMENT AND CONSTRUCTION JOINT STOCK
COMPANY

- Based on the Enterprise Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020, which has been amended in some articles by Law No. 03/2022/QH15 and Law No. 76/2025/QH15.

- Based on the Charter of Organization and Operation of HUD1 Investment and Construction Joint Stock Company, approved by the General Meeting of Shareholders.

The General Meeting of Shareholders of HUD1 Investment and Construction Joint Stock Company will be held at 8:30 AM on April 9, 2026, at the Company's headquarters located at 168 Giai Phong Street, Phuong Liet Ward, Thanh Xuan District, Hanoi City.

The number of eligible shareholders attending the General Meeting is shareholders out of a total of shareholders, representing Direct and proxy participation in the General Meeting of Shareholders, out of a total of 10,000,000 voting shares participating in the General Meeting, represents ...%.

The General Meeting heard the Company's Board of Directors report on the business performance in 2025, the business plan for 2026, and the contributions of shareholders. After discussion, the General Meeting unanimously agreed,

RESOLUTION

1. Through the Board of Directors' Report Evaluating the results of business operations in 2025 with the following performance targets for 2025:

TT	Target	Plan for 2025 (billion VND)	To be implemented in 2025 (billion VND)	TH/KH year (%)
1	Invest	98	2.25	
2	Production and business value	390	350.47	89.9%
3	Revenue	300	326.78	108.9%
4	Pay into the budget.	8	5,355	67%
5	Profit before tax	3.8	5,066	133%
6	Dividend (Expected)	3%	3%	100%

2. Based on the audited financial statements for 2025 and the proposed profit distribution plan for 2025, the following applies:

TT	Target	Value
1	Profit before tax in 2025	5,066,930,459
2	Undistributed after-tax profit	3,698,474,880
3	Profit distribution in 2025	369,847,488
	Allocate funds for bonuses (5% of net profit after tax)	184,923,744
	Allocation to welfare fund (5% of net profit)	184,923,744
	Establishment of executive board fund	0
4	Expected dividend payout of 3% (equal to undistributed net profit of 2025)	3,000,000,000
5	Remaining accumulated profit in 2025	328,627,392

3. Approval of the Supervisory Board's activity report for 2025 and its work plan for 2026 .

4. Through the production and business plan for 2026, with the following key targets:

- Investment Value: 87 billion VND
- Total value of production and business: 350 billion VND
- Revenue: 300 billion VND
- Profit before tax: 4 billion VND
- Contribution to the State budget: 6 billion VND
- Expected dividend payout: 3%

5. The Board of Directors is authorized to approve the plan for adjusting economic figures and indicators (increases or decreases) after the conclusions of state agencies inspecting and auditing business operations through the 2025 financial settlement report, and to redistribute reward and welfare funds and undistributed profits in accordance with the conclusions of the inspection and audit.

6. The Board of Directors is authorized to make investment decisions, approve investment projects, determine the total investment amount of projects, approve capital mobilization plans, issue bonds, decide on contract signing, transactions, and other matters within the authority of the General Meeting of Shareholders in accordance with the law, the Articles of Association, and the Company's governance regulations.

7. The Board of Directors is authorized to decide on new investment projects in the following forms: bidding to select an investor, auctioning land use rights, acquiring/transferring a project/part of a project, or cooperating, forming a joint venture to bid, participate in cooperation, or conduct business arising during the implementation of production and business activities between the two annual

general meetings of shareholders in 2026 and 2027, within the authority of the General Meeting of Shareholders.

8. Unanimously approved the development and implementation of a plan to divest HUD1's capital contributions in its two subsidiaries, HUD101 and CIC DERCO Joint Stock Company; Authorized the Board of Directors to study the divestment plan, the divestment ratio, and select an appropriate time for divestment to ensure maximum shareholder benefit.

9. Select an auditing firm as outlined in the proposal to audit the 2026 financial statements.

10. Through remuneration of the Board of Directors and the Supervisory Board.

Regarding the payment of remuneration to the Board of Directors and Supervisory Board for 2025 and the plan for 2026 as outlined in the proposal.

11. The Congress approves the plan. Plan for issuing/offering shares to increase charter capital.

12. The General Meeting of Shareholders assigns and authorizes the Company's Board of Directors, based on the content of the Resolution, to develop programs, plans, and organize their implementation in accordance with the law and the Company's Charter.

Recipient:

- State Securities Commission, Ho Chi Minh City Stock Exchange, Vietnam Securities Depository and Clearing Corporation;
- Members of the Board of Directors and the Supervisory Board;
- Board of Directors, Heads of subordinate units of the Company;
- Shareholders;
- Save the Board of Directors and the Secretariat.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Duong Tat Khiem

Hanoi, April 9, 2026

Number: 01/TTr-DHĐCĐ

DRAFT REPORT
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
Regarding the approval of the Board of Directors' Report, Supervisory Board
Report, Financial Statements, and Profit Distribution Plan for 2025

- Based on the Enterprise Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020, which has been amended in some articles by Law No. 03/2022/QH15 and Law No. 76/2025/QH15.

- Based on the Charter of Organization and Operation of HUD1 Investment and Construction Joint Stock Company;

The Board of Directors submits to the Shareholders' Meeting for approval the report on business performance for 2025 as follows:

1. Approval of the Board of Directors' Report on the business performance in 2025 and the plan for 2026;

2. Approval of the Supervisory Board's Report for 2025.

3. The audited financial statements for 2025, audited by CPA Vietnam Auditing Company Limited, and the profit distribution plan for 2025 are approved as follows:

Unit: VND

TT	Target	Value
1	Profit before tax in 2025	5,066,930,459
2	Undistributed after-tax profit	3,698,474,880
3	Profit distribution in 2025	369,847,488
	Allocate funds for bonuses (5% of net profit after tax)	184,923,744
	Allocation to welfare fund (5% of net profit)	184,923,744
	Establishment of executive board fund	0
4	Expected dividend payout of 3% (equal to undistributed net profit of 2025)	3,000,000,000
5	Remaining accumulated profit in 2025	328,627,392

(Note: The figures have been audited.)

Presenting this for approval by the General Meeting of Shareholders.

Recipient:

- Shareholders' General Meeting 2026;
- Save the Board of Directors and the Secretariat.

On behalf of the Board of Directors
CHAIRPERSON

Duong Tat Khiem

Hanoi, April 9, 2026

Number: 01/TTr-DHĐCĐ

DRAFT REPORT
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
Regarding the approval of the Board of Directors' Report, Supervisory Board
Report, Financial Statements, and Profit Distribution Plan for 2025

- Based on the Enterprise Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020, which has been amended in some articles by Law No. 03/2022/QH15 and Law No. 76/2025/QH15.

- Based on the Charter of Organization and Operation of HUD1 Investment and Construction Joint Stock Company;

The Board of Directors submits to the Shareholders' Meeting for approval the report on business performance for 2025 as follows:

1. Approval of the Board of Directors' Report on the business performance in 2025 and the plan for 2026;

2. Approval of the Supervisory Board's Report for 2025.

3. The audited financial statements for 2025, audited by CPA Vietnam Auditing Company Limited, and the profit distribution plan for 2025 are approved as follows:

Unit: VND

TT	Target	Value
1	Profit before tax in 2025	5,066,930,459
2	Undistributed after-tax profit	3,698,474,880
3	Profit distribution in 2025	369,847,488
	Allocate funds for bonuses (5% of net profit after tax)	184,923,744
	Allocation to welfare fund (5% of net profit)	184,923,744
	Establishment of executive board fund	0
4	Expected dividend payout of 3% (equal to undistributed net profit of 2025)	3,000,000,000
5	Remaining accumulated profit in 2025	328,627,392

(Note: The figures have been audited.)

Presenting this for approval by the General Meeting of Shareholders.

Recipient:

- Shareholders' General Meeting 2026;
- Save the Board of Directors and the Secretariat.

On behalf of the Board of Directors
CHAIRPERSON

Duong Tat Kiem

Hanoi, April 9, 2026

Number: 03/TTr-DHDCD

DRAFT REPORT

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 Subject
: Approval of the policy_and_sample_rights_for the Board of Directors**

To: The General Meeting of Shareholders

- Based on the Enterprise Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020, which has been amended in some articles by Law No. 03/2022/QH15 and Law No. 76/2025/QH15.

-Based on the Charter of Organization and Operation of HUD1 Investment and Construction Joint Stock Company;

The Board of Directors submits to the General Meeting of Shareholders for consideration and approval the authorization for the Board of Directors to carry out certain tasks between two annual General Meetings of Shareholders, specifically as follows:

1. Adjusting financial figures after inspections and audits:

The General Shareholders' Meeting authorizes the Board of Directors:

- Approve the plan to adjust the economic figures and indicators of the 2025 financial settlement report in the event of a conclusion from a competent State agency regarding the inspection and audit of the Company's production and business activities.
- The Board of Directors is responsible for reporting to the nearest General Meeting of Shareholders the decision to adjust the profit distribution plan, reward and welfare funds, and undistributed profits to conform with the conclusions of the inspection and audit agency .

2. Divestment from subsidiaries:

Shareholders' General Meeting:

- The company unanimously agreed on the policy of divesting its capital contributions in HUD101 Company and CIC DERCO Joint Stock Company.

The General Shareholders' Meeting authorizes the Board of Directors:

- Research and develop divestment plans;
- Decide on the divestment ratio, divestment method, and timing of implementation;
- The divestment process must be implemented in a transparent and open manner, maximizing shareholder benefits.

3. Decision on investment and project implementation:

The General Meeting of Shareholders approved the following policy and authorized the Board of Directors to act on the following matters:

- The General Shareholders' Meeting approved the policy allowing the Company to proactively seek, participate in, and implement new investment projects to expand its production and business activities in areas consistent with its registered business lines.

- The General Meeting of Shareholders authorizes the Board of Directors to have full authority to consider, decide, and organize the implementation of the following matters:
 - + Decision to invest in the project;
 - + Decision to participate in the bidding process to select the investor and auction the land use rights;
 - + Decision to acquire or take over all or part of a project;
 - + Decisions to contribute capital and establish companies through investment cooperation agreements, joint ventures, and partnerships with domestic and foreign partners;
 - + Decision on total investment amount, capital mobilization plan, bond issuance, and project implementation plan;
 - + Decide on the necessary contracts, agreements, and transactions to implement the project.
- In cases where investment opportunities arise requiring quick decisions to ensure the Company's business efficiency and competitiveness, the General Meeting of Shareholders unanimously agrees to authorize the Board of Directors to make decisions within the scope of its authority as mentioned above without having to seek the opinion of the General Meeting of Shareholders separately for each project, and is responsible for reporting to the General Meeting of Shareholders at the nearest meeting.

4. Responsibilities and duration of authorization:

a. Responsibilities of the Board of Directors:

- Make investment decisions that are efficient, transparent, and aligned with the Company's development strategy;
- Report to the General Shareholders' Meeting at the most recent meeting on the projects decided upon in accordance with the aforementioned authorization.

b. Authorization period:

This authorization is effective from the date the Annual General Meeting Resolution of 2026 is adopted until the conclusion of the Annual General Meeting of 2027 , unless the General Meeting of Shareholders decides otherwise.

Presenting this for approval by the General Meeting of Shareholders.

Recipient:

- Shareholders' General Meeting 2026;
- Save the Board of Directors and the Secretariat.

**On behalf of the Board of Directors
CHAIRMAN OF THE BOARD OF
DIRECTORS**

Duong Tat Kiem

Hanoi, April 9, 2026

Number: 04/TTr-DHĐCĐ

DRAFT REPORT
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
Regarding the payment of remuneration to the Board of Directors and
Supervisory Board in 2025 and the plan for 2026.

- Based on the Enterprise Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020, which has been amended in some articles by Law No. 03/2022/QH15 and Law No. 76/2025/QH15.

- Based on the Charter of Organization and Operation of HUDI Investment and Construction Joint Stock Company;

The Board of Directors submits to the Shareholders' Meeting for approval the following regarding remuneration for the Board of Directors and the Supervisory Board:

1/ Pay the remuneration of the Board of Directors and the Supervisory Board for the year 2025.

1.1 Remuneration fund for non-executive Board members:

- Number of non-executive board members: 2

$3,500,000 \times 2 \text{ (people)} \times 12 \text{ months} = 84,000,000 \text{ VND.}$

- The distribution of remuneration to each member of the Board of Directors is decided by the Board of Directors based on the principle of consensus.

1.2 Remuneration fund for non-executive Supervisory Board members

- Number of non-specialized members of the Supervisory Board: 2 people

$1,200,000 \text{ VND} \times 2 \text{ (people)} \times 12 \text{ months} = 28,800,000 \text{ VND}$

The total remuneration for the Board of Directors and Supervisory Board in 2025 is: 112,800,000 VND.

2. Remuneration plan for the Board of Directors and Supervisory Board in 2026.

2.1 Remuneration fund for non-executive Board members:

- Number of non-executive board members: 2

$3,500,000 \times 2 \text{ (people)} \times 12 \text{ months} = 84,000,000 \text{ VND.}$

- The distribution of remuneration to each member of the Board of Directors is decided by the Board of Directors based on the principle of consensus.

2.2 Remuneration fund for non-executive Supervisory Board members

- Number of non-specialized members of the Supervisory Board: 2 people

$1,200,000 \text{ VND} \times 2 \text{ (people)} \times 12 \text{ months} = 28,800,000 \text{ VND}$

The total remuneration for the Board of Directors and Supervisory Board in 2026 is: 112,800,000 VND.

Presenting this for approval by the General Meeting of Shareholders.

Recipient:

- Shareholders' General Meeting 2026;
- Luu VT, Board of Directors.

**On behalf of the Board of Directors
CHAIRPERSON**

Duong Tat Khiem

Hanoi, April 9, 2026

Number: 05/TTr-DHĐCĐ

DRAFT REPORT
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
Regarding the approval of the plan for selecting the auditing firm for 2026.

To: The General Meeting of Shareholders

- Based on the Enterprise Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020, which has been amended in some articles by Law No. 03/2022/QH15 and Law No. 76/2025/QH15.

- Based on the Charter of Organization and Operation of HUD1 Investment and Construction Joint Stock Company;

The Board of Directors submits to the General Meeting of Shareholders the following proposal for selecting an auditing firm for 2026:

Option 1 : CPA Vietnam Auditing Company Limited. Address : 8th Floor, VG Building, 235 Nguyen Trai Street, Thanh Xuan District, Hanoi City.

Option 2 : AASC Auditing Firm Co., Ltd. Address: 01 Le Phung Hieu Street, Trang Tien Ward, Hoan Kiem District, Hanoi

Option 3: An Viet Auditing Company Limited. Address: 12th floor, 167 Bui Thi Xuan Street, Hai Ba Trung District, Hanoi.

We respectfully submit to the General Meeting of Shareholders for consideration the selection of one of three auditing firms to audit the 2026 financial statements. During the process, if the Company cannot reach an agreement with the above auditing firms, we propose that the General Meeting of Shareholders authorize the Board of Directors to consider selecting another auditing firm from the list of auditing firms approved by the Ministry of Finance to audit the financial statements of listed companies on the stock exchange.

Recipient:

- Shareholders' General Meeting 2026;
- Save the Board of Directors and the Secretariat.

On behalf of the Board of Directors
CHAIRPERSON

Duong Tat Khiem

**ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2026**

**HUDI INVESTMENT AND CONSTRUCTION JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 9, 2026

Number: 06/TTr-DHĐCĐ

REPORT

Subject: Proposed plan for issuing/offering shares to increase charter capital

To: The General Meeting of Shareholders of the Company

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and amended in some articles by Law No. 03/2022/QH15 and Law No. 76/2025/QH15.
- *Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam;*
- *Based on Law No. 56/2024/QH15 dated November 29, 2024, amending the Law on Securities, the Law on Accounting, the Law on Independent Auditing, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Management, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling Administrative Violations;*
- *Based on Decree No. 155/2020/ND-CP issued on December 31, 2020, which provides detailed regulations for the implementation of several articles of the Securities Law;*
- *Based on Decree No. 245/2025/ND-CP issued on September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Securities Law;*
- *Based on Resolution No. 269/NQ-ĐHĐCĐ dated April 25, 2025 of the Annual General Meeting of Shareholders (“Resolution of the Annual General Meeting of Shareholders 2025”);*
- *Based on the current Charter of HUDI Investment and Construction Joint Stock Company,*

Based on the actual implementation of the plan for issuing/offering shares to increase charter capital, which was approved at the 2025 Annual General Meeting of Shareholders, the Board of Directors (“Board of Directors”) of HUDI Investment and Construction Joint Stock Company (“Company”) respectfully submits to the General Meeting of Shareholders (“General Meeting of Shareholders”) for consideration and approval the plan for issuing/offering shares with the following details:

I. Plan for issuing/offering shares to increase charter capital.

Current charter capital : **100,000,000,000 VND**

Number of outstanding shares : 10,000,000 shares

Number of shares expected to be issued : 15,000,000 shares

In there:

Issuing shares to exchange for debt : *13. 100,000 shares*

Private placement of shares : *1. 900,000 shares*

Expected charter capital after issuance/offering : **250,000,000,000 VND** (*In words: Two hundred and fifty billion Vietnamese Dong*)

II. Option to issue shares to convert debt

Methods for determining debt swap ratios and rates.

For many years, the market price of HU1 shares has fluctuated below par value, around VND 5,000 – 7,000 per share. Therefore, if the debt is swapped at a price equivalent to the market price, the ownership percentage of existing shareholders will be significantly diluted. Consequently, to ensure transparency, adherence to market prices, and a balance of interests between the Company, existing shareholders, and creditors, the Board of Directors of the Company reports and clarifies the debt swap plan (the price of shares issued for debt swap) for the approval of the General Meeting of Shareholders, specifically as follows:

1.1. Method of determination

- (a) The share price of HU1 issued to convert debt is determined as the average of (i) the book value per share of the Company according to the most recent audited financial statements and (ii) the average closing price of HU1 shares over the two years from March 1, 2024 to February 28, 2026.

The price of HUD1 shares issued for the exchange is the average price mentioned above, rounded to the nearest hundred dong (*If the hundreds digit is greater than or equal to 500, it will be rounded up. If the hundreds digit is less than 500, it will be rounded down*).

- (b) The book value per share of the Company as per the most recent audited financial statements (Consolidated Financial Statements 2025)

$$\text{Book value} = \frac{\text{Equity} - \text{Profits of non-controlling shareholders}}{\text{Number of shares issued} - \text{Treasury shares}} = \frac{150,416,558,054 - 6,913,451,276}{10,000,000} = \mathbf{14,350} \text{ VND/share}$$

- (c) The average closing price of HU1 shares from March 1, 2024 to February 28, 2026 is **6,371** VND/share.
- (d) The average (i) Book value per share of the Company according to the audited consolidated financial statements for 2025 and (ii) Average closing price of HU1 shares from March 1, 2024 to February 28, 2026 is:

$$\text{Exchange rate} = \frac{\text{Book value} + \text{Average closing price of shares over the last 1 year}}{2} = \frac{14,350 + 6,371}{2} = \mathbf{10,361} \text{ VND/share}$$

(e) Thus, according to the method described in Section (a), the price of HU1 shares issued to convert debt is **VND 10,000/share**.

1.2. Debt swap ratio

Based on the above determination method and considering that the closing price of HU1 shares has not fluctuated significantly compared to the average closing price up to the present time, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval a debt-to-equity swap ratio of **10,000:1 (10,000 VND of debt will be exchanged for 1 new HU1 share)**. The swap at a price higher than the market price helps minimize the risk of dilution of share value for existing shareholders of the Company.

Details of the plan to issue shares to convert debt

Publisher:	: HUD1 Investment and Construction Joint Stock Company
Stock name:	: Shares of HUD1 Investment and Construction Joint Stock Company
Type of stock:	: Common stock
Stock ticker symbol:	: HU1
Face value:	: 10,000 VND/share
Current registered capital:	: 100,000,000,000 VND (<i>In words: One hundred billion Vietnamese Dong</i>)
Number of shares issued	: 10,000,000 shares (<i>In words: Ten million shares</i>)
Number of outstanding shares	: 10,000,000 shares (<i>In words: Ten million shares</i>)
Number of treasury shares	: 0 shares
Release method	: Issuing shares to exchange for debt
Purpose of release	: The debt swap with Hanoi Urban Investment Joint Stock Company (HURI) aims to improve the company's financial situation and business performance through increasing charter capital and reducing financial costs.

The value of the swapped liabilities.	: 131,000,000,000 VND. Note: According to the audited financial statements for 2025, as of December 31, 2025, the outstanding debt of the Company to Hanoi Urban Investment Joint Stock Company is VND 155,384,334,711 . (<i>In words: One hundred fifty-five billion three hundred eighty-four million three hundred thirty-four thousand seven hundred eleven dong</i>). The remaining balance after the swap (24,384,334,711 dong) will remain as a loan and financial lease liability.
The number of shares expected to be issued in exchange for creditors.	: 13,100,000 shares (<i>In words: Thirteen million one hundred thousand shares</i>)
Total value of issuance at par value	: 131,000,000,000 VND (<i>In words: One hundred and thirty-one billion Vietnamese Dong</i>)
The ratio of the number of shares to be issued to the total number of outstanding shares.	: 131%
Debt swap ratio	: 10,000:1 (meaning 10,000 VND of debt will be converted into 1 new HUI share)
Methods for determining and ratios of debt swaps.	: - The debt-to-equity swap ratio is 10,000:1 (<i>meaning that 10,000 VND of debt will be converted into 1 newly issued share</i>). - Method of determination: as presented in Section II.1 of this Report. - Opinion of the independent valuation firm on the exchange ratio: <i>None</i>
Distribution method	: Direct distribution to the Creditor is Hanoi Urban Investment Joint Stock Company (HUI).
The method for handling unsold shares due to creditors refusing to exchange part or all of them.	: If the creditor refuses to exchange part or all of the debt approved by the General Meeting of Shareholders, the General Meeting of Shareholders authorizes the Board of Directors to reduce the number of issued shares according to the actual number of shares exchanged.

- Publisher : - **Criteria for selecting debt swap recipients and list of creditors:** The creditor whose debt is to be swapped is Hanoi Urban Investment Joint Stock Company, whose debts as of December 31, 2025 are presented in the Company's audited 2025 financial statements.
- Information regarding creditors is attached in Appendix 01 of this Plan.
- Transfer restrictions: : Shares issued to the creditor(s) are restricted from transfer for a period **of one year** from the date the issuance ends, except in cases where the transfer is carried out pursuant to a legally effective court judgment or decision, an arbitration award, or inheritance as prescribed by law.
- Expected release date : In 2026, after the State Securities Commission announces that it has received the complete registration dossier for the issuance of shares to convert debt.
- The General Meeting of Shareholders authorizes the Board of Directors to consider and decide on the appropriate timing for the issuance in accordance with the actual situation.
- Registration , deposit of : The entire quantity of shares successfully issued under additional securities and registration for additional listing. : The approved plan will be registered as supplementary securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and additionally listed on the Stock Exchange where the Company's shares are registered for listing immediately after the completion of the issuance, in accordance with current laws.
- The General Meeting of Shareholders authorizes the Company's Board of Directors to carry out the procedures in accordance with current laws.
- The plan ensures that the share : The General Meeting of Shareholders authorizes the issuance complies with regulations on foreign ownership ratios. : The Board of Directors of the Company to consider and decide on a plan to ensure that the foreign ownership ratio is in accordance with the law and the Company's Articles of Association.

III. Private placement option

Publisher:	:	HUD1 Investment and Construction Joint Stock Company
Stock name:	:	Shares of HUD1 Investment and Construction Joint Stock Company
Type of stock:	:	Common stock
Stock ticker symbol:	:	HU1
Face value:	:	10,000 VND/share
Sales method	:	Offering shares privately to professional securities investors.
Purpose of the offering	:	Enhancing financial capacity, operational scale, and competitiveness will lay the foundation for the company's sustainable development in the future.
The number of shares expected to be offered.	:	1,900,000 shares (<i>In words: One million nine hundred thousand shares</i>)
Total value of shares offered at par value	:	19,000,000,000 VND (<i>In words: Nineteen billion Vietnamese Dong</i>)
Asking price	:	Based on the book value and market price of HU1 shares, to ensure the success of the offering, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the private placement price of VND 10,000 per share .
Criteria for selecting investors in the offering and List of Investors in the Offering	:	Criteria for selecting investors: <ul style="list-style-type: none">- They have the financial resources and the ability to support the company's growth.- Possesses professional competence and experience in the company's business sector.- These are domestic and foreign institutional and individual investors who meet the conditions to be considered Professional Securities Investors as stipulated in the Securities Law and Decree No. 155/2020/ND-CP (amended and supplemented from time to time).

Based on the above criteria, the Board of Directors of

the Company respectfully submits to the General Meeting of Shareholders for approval the prospective investor to be offered shares in the Company's private placement, which is Hanoi Urban Investment Joint Stock Company (HURI).

Proposed solution for handling unsold shares.

- In the event that Hanoi Urban Investment Joint Stock Company refuses to purchase part or all of the planned private placement of shares, **the General Meeting of Shareholders authorizes the Board of Directors to decide on** the list of other professional securities investors participating in the private placement of shares and the number of shares offered to each investor.
- In the event that no other professional securities investors express interest in participating in the Company's private placement of shares, the Board of Directors will report the results of the offering and proceed with the procedures to increase the Company's charter capital according to the actual number of shares distributed.

- Distribution method : Direct distribution to professional securities investor(s).
- Transfer restrictions : Shares offered through private placement are subject to a **one-year transfer restriction** from the date the offering ends, except in cases of transfer between professional securities investors or in accordance with a legally binding court judgment, arbitration decision, or inheritance as stipulated by law.
- Expected release date : In 2026-2027, after the State Securities Commission issues written approval of the receipt of the Company's complete registration dossier for the private placement of shares (*to be carried out at least 06 months after the date of completion of the share issuance for debt swap as specified in Section II*)
- The General Meeting of Shareholders authorizes the Board of Directors to consider and decide on the appropriate timing for the offering in accordance with the actual situation.
- Registration , deposit of : All shares successfully offered under the approved plan
additional securities and will be registered as supplementary securities at the

registration for additional listing: Vietnam Securities Depository and Clearing Corporation (VSDC) and additionally listed on the Stock Exchange where the Company's shares are listed immediately after the completion of the offering, in accordance with current laws.

The General Meeting of Shareholders authorizes the Company's Board of Directors to carry out the procedures in accordance with current laws.

A plan to ensure the share offering complies with regulations on foreign ownership ratios. : The General Meeting of Shareholders authorizes the Board of Directors of the Company to consider and decide on a plan to ensure that the foreign ownership ratio is in accordance with the law and the Company's Articles of Association.

Proposed use of proceeds from the private placement of shares. : The proceeds from the offering (*expected to be VND 19,000,000,000*) will be used by the Company to supplement its capital for construction and installation activities.

During the implementation process, the General Meeting of Shareholders assigns/authorizes the Board of Directors to decide on the detailed capital utilization plan based on the Company's actual operating situation, and to adjust the aforementioned capital utilization plan flexibly and effectively to ensure maximum benefit for the Company and shareholders; and to report to the next General Meeting of Shareholders on any adjustments/changes related to this capital utilization plan.

IV. Implementation

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval:

■ The plan for issuing/offering shares to increase charter capital, and the plan for using the proceeds from the private placement of shares of the Company, as outlined in Sections I, II, and III.

■ Authorize/Delegate to the Company's Board of Directors to perform, including but not limited to, the following tasks:

- Develop and approve the detailed contents of the Share Issuance/Offering Plan and the Registration Dossier for Share Issuance/Offering with the competent State agency, including : the plan for using the proceeds from the private placement of shares; The timing of the issuance/offering, the plan for ensuring the foreign ownership ratio, and all other contents

related to the issuance/offering of shares as required by law.

- Decide on the method for handling any unsold shares (if any).
- Within the limits permitted by law, decide on amendments, adjustments, and detailed explanations of the content of the share issuance/offering plan as requested by competent state agencies (if necessary) to ensure the successful implementation of the Company's share issuance/offering.
- Deciding on and carrying out the necessary tasks and procedures in the process of increasing the Company's charter capital after the completion of the issuance/offering as prescribed by law, including: (i) registering changes to the Company's Business Registration Certificate; (ii) adjusting the information on the number of securities registered by the Company at the Vietnam Securities Depository and Clearing Corporation; (iii) registering for the supplementary listing of the Company's shares at the Stock Exchange where the Company's shares are registered for listing; (iv) changing the Company's charter capital, amending/supplementing the provisions on the charter capital level and other related provisions in the Company's Charter to conform to the new charter capital level after the issuance; and (v) other procedures as prescribed by current law.
- Decide on all other matters related to the Company's share issuance/offering.
- Perform all other tasks and procedures as required by competent state authorities (if any) to complete the issuance/offering of shares according to the issuance/offering plan approved by the General Meeting of Shareholders.

■ The Company's Board of Directors may authorize the Chairman of the Board or the General Director of the Company to perform one or more of the above-mentioned tasks.

V. The plan for issuing/offering shares to increase charter capital in this Proposal replaces the plan for issuing/offering shares to increase charter capital in Proposal No. 266 dated April 23, 2025, which was approved by the 2025 Annual General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders of the Company for consideration and approval./.

Thank you very much!

Recipient:

- Like above;
- Save: VT.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Duong Tat Khiem

**APPENDIX 01: LIST OF CREDITORS / PROFESSIONAL SECURITIES INVESTORS WHO HAVE BEEN DISTRIBUTED SHARES
DURING THE COMPANY'S SHARE ISSUANCE/OFFERING**

No.	Creditor/Investor Name	Business registration certificate	Head office address	Number of shares owned as of/...../2025 (shares)	Outstanding principal balance as of December 31, 2025 (Based on the audited financial statements for 2025) (VND)	Value of the debt swapped (VND)	Number of shares expected to be issued to Creditors/Investors (shares)	Maximum ownership ratio of Creditors/Investors expected after the issuance.
1	Hanoi Urban Investment Joint Stock Company (as a domestic investor)	0101198589	No. 29, 2A, Trung Yen 7 Street, Trung Yen Urban Area, Trung Hoa Ward, Cau Giay District, Hanoi City, Vietnam	0	155,384,334,711	131,000,000,000	15,000,000 shares, including: - Issued to swap debt: 13,100,000 shares - Private placement: 1,900,000 shares	60%

REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025
AND THE TASK PLAN FOR 2026

Part I
REPORT ON MANAGEMENT AND SUPERVISION ACTIVITIES
BOARD OF DIRECTORS PLAN 2025

I. Operational Status

1. General situation

In 2025, the investment and construction market in general recovered strongly. However, policy changes, mergers of ministries and departments, provinces, and personnel issues remain unstable, leading to difficulties in finding and accessing projects. Meanwhile, construction activities face intense price competition among contractors, the market for materials and labor is scarce and experiences sudden price increases, creating an imbalance between supply and demand. The investor's payment schedule is not meeting expectations, causing difficulties for contractors in executing contracts. Furthermore, management lacks decisiveness, and there is a shortage of personnel in implementing production activities.

2. The current personnel situation within the Board of Directors.

Currently, the company's management structure is as follows: a Board of Directors with 3 members (including 1 independent member); a Supervisory Board; a General Director's Board; and 4 functional departments/divisions: the Human Resources and Administration Department, the Finance and Accounting Department, the Internal Control Department, and the Investment Board.

The Board of Directors' activities are assigned specific tasks for each area of work according to the Company's regulations and charter, which are approved by the General Meeting of Shareholders, in order to ensure focus, unity, and efficiency in the management of operations.

II. Results of the Board of Directors' Activities

1. Results of management activities

- The Board of Directors, as the highest governing body representing the interests of shareholders, actively fulfills its role and responsibilities in compliance with the Company's Charter and the Board's operating regulations. It has demonstrated high determination in directing and managing operations, working with the Company's

leadership to devise many measures, overcome difficulties, and achieve the economic targets of the 2025 plan.

- The results of achieving the targets in 2025 are as follows:

Unit of measurement: Million VND

TT	Target	Plan for 2025 (billion VND)	To be implemented in 2025 (billion VND)	TH/KH year (%)
1	Invest	98	2.25	
2	Production and business value	390	350.47	89.9%
3	Revenue	300	326.78	108.9%
4	Pay into the budget.	8	5,355	67%
5	Profit before tax	3.8	5,066	133%
6	Dividend (Expected)	3%	3%	100%

- Overall assessment:

+ The investment value for the year was very low, reaching only 2.25 billion/98 billion VND, this amount being capital contribution to Phu Yen Housing and Urban Development Investment Company Limited. During the year, the company also proactively sought and approached small-scale projects in localities suitable to its capabilities. However, changes in the political system, personnel organization in localities, and credit policies for investment projects meant that the company only approached projects in the initial stages.

+ Production and business value target: VND 350.47 billion, reaching 89.9% of the annual plan; Revenue target: VND 326.78 billion, reaching 108.9% of the annual plan. These targets were exceeded mainly due to the completion of the final settlement of Package A5 and A6 of the Phap Van construction project for student housing in Phap Van - Tu Hiep - Hanoi in 2009.

+ The pre-tax profit target for the whole year reached VND 5,066 billion , equivalent to 133 % of the annual plan , exceeding the plan by 33%, mainly due to the completion of the final settlement of the A5 and A6 construction packages in Phap Van, part of the Phap Van - Tu Hiep - Hanoi Student Housing Project from 2009. A portion of the profit came from the remaining business of the project and other services; the construction activities were insignificant or ineffective due to the investor's prolonged capital difficulties, and the continuous fluctuations in construction material prices, etc.

+ Target for Contribution to the State Budget: VAT and corporate income tax reached 5,355/8 billion VND, equivalent to 67% of the plan. This target mainly represents the corporate income tax paid by the company for the years 2024 and 2025.

+ Dividend for 2025: The company expects to pay a dividend of 3% of its after-tax profit for 2025.

+ Equity capital as of December 31, 2025 reached VND 143,387 billion (before the 3% dividend distribution). The management and use of the Company's contributed capital in 2025 will be preserved, but the efficiency of capital utilization is still not high in construction and investment activities at subsidiaries and affiliated companies.

2. Monitoring results for the Executive Board

- The management board has implemented the company's production and business activities in accordance with the resolutions of the General Meeting of Shareholders, the directives of the Board of Directors, and in strict compliance with the company's charter and regulations.

- The Board of Directors conducts inspections and supervision through reports and thematic meetings of the Executive Board, the Capital Representatives at the subsidiary companies, and direct reports from Board members within their assigned scopes and areas of activity. The Board of Directors has provided direct guidance at production briefing meetings or conclusions at thematic conferences, contributing to resolving obstacles and difficulties, and promptly directing and urging the Executive Board to perform its functions, duties, and the contents of the Board of Directors' Resolutions and Conclusions.

- In 2025, the Board of Directors regularly monitored the Executive Board's implementation of resolutions, decisions, and conclusions issued during the Board's regular meetings. The monitoring results for 2025 showed that the Company's Executive Board had made many efforts, but management still needs innovation in methods and more decisive and effective problem-solving.

- Fully and promptly pay salaries, social insurance, health insurance, and unemployment insurance contributions for employees, and properly implement policies related to workers, ensuring the well-being of employees.

3. Results of activities in other areas

3.1 Project Investment Activities

During the year, the company worked to resolve the outstanding issues of the Sky Central 176 project. In Định Công, new projects are currently being approached, evaluated, and prepared in provinces and cities that are suitable for the company's financial capacity.

3.2 Construction Activities

- Despite having a small management and operational staff, the company is determined to maintain and develop its construction segment. Over the past year, the company has launched five new contracts: the TLA Hotel and Office Complex in Ha Long, two low-rise commercial housing projects in Pho Yen, Thai Nguyen, the CT5

social housing project and the BT06 low-rise housing project in the Me Linh new urban area. The company also continued to execute existing contracts: the Chanh My social housing project, the A8 contract for the construction of toll stations on the Ben Luc-Long Thanh Expressway, and the contract for the construction of the Animal Testing Center at the Vaccine Institute. However, the contracts implemented last year also faced numerous difficulties, including fluctuating material prices and a shortage of construction labor, leading to delays in project timelines and impacting the effectiveness of the projects.

- Capital recovery efforts in 2025 were noted as successful, with the final settlement of several long-standing projects: the A5-A6 Phap Van Tu Hiep student housing project ; the Kim Chung low-rise housing project; the Hoang Gia social housing project in Bac Ninh; and several other projects under the HUD Corporation. However, recovering cash flow to the company also faced considerable difficulties from the investors, so the results were not as expected. In addition, some projects encountered significant difficulties in capital recovery, such as the Mui Ne - Bao Viet Hotel (change of investor), and projects requiring refunds of payments after audits and final settlements, etc.

- Bidding process for finding new projects:

In 2025, the company participated in bidding for numerous projects and won five ongoing contracts. The selection process for participating in construction bidding was carefully considered throughout 2025; the company declined many bids due to concerns about efficiency and the inability to organize a suitable construction management team.

3.3 Financial work

- In the past year, the Board of Directors approved the capital plan to meet the capital needs for production and business activities. Based on that, the Executive Board and specialized departments implemented the signing of contracts with 02 credit institutions to supplement working capital for construction activities, namely: (1) Credit contract No.: 01/2025/135016/HĐTD dated August 1, 2025 between HUD1 Investment and Construction Joint Stock Company and BIDV - Hanoi Branch (Maximum regular credit limit is 200 billion VND, of which the maximum loan limit is 99.7 billion VND); (2) Short-term credit contract No. 0018/2024/HĐTDNH-PN/SHB.111300 dated February 15, 2024 between HUD1 Investment and Construction Joint Stock Company and SHB - Ha Thanh Branch with a maximum loan limit of 80 billion VND for the purpose of supplementing capital to implement package A8 - Construction of structure, architecture of temporary toll collection house, operating office under the Ben Luc-Long Thanh Expressway Investment and Construction project and loan contract of Hanoi Urban Investment Joint Stock Company to ensure working cash flow as well as payment to suppliers.

- Capital utilization: The use of capital ensures the repayment of loans to credit institutions and customers is timely and on schedule, and the basic cash flow ensures that production and business activities are not delayed. Guarantee limits for bidding,

warranty, etc., are well implemented. However, some other investment activities in previous periods have not yielded results, such as the capital contribution to Cic Décor Joint Stock Company (20% of charter capital) and its subsidiary HUD101 (51% of charter capital) .

- Capital recovery in construction activities remains slow in some projects that have completed construction, finalized accounts, or been handed over to the investor, such as the Hoang Gia social housing project and ongoing projects like the Kim Chung and Lam Ha low-rise buildings. Besides the reasons of the investor's inability to secure funding and procedural issues, subjective reasons stem from the unit's own shortcomings. Human limitations have prevented the implementation from achieving the desired results .

3.4 Labor organization and wage management

Regarding personnel management: The management board has issued 63 decisions on personnel transfers, recruitment, etc., based on proposals from the Human Resources and Administration Department to supplement the workforce for construction sites and company offices; the current number of employees is ... people.

Regarding salary matters: Salaries and income for employees are guaranteed at a stable level. There are no outstanding social insurance contributions to state agencies, and other employee benefits are addressed promptly. Policies and regulations regarding employee benefits, social insurance, health insurance, and union fees for employees and company managers are implemented in accordance with regulations.

4. The results of implementing the resolutions of the 2025 Shareholders' Meeting that need to be reported to the Meeting:

- Dividend payment for 2025: The Board of Directors has been unable to pay the dividend due to financial difficulties. The Board of Directors plans to pay the 2025 dividend in June 2026.

- In 2025, the company planned to divest its stake in subsidiary HUD101 and CIC DERCO Joint Stock Company, but this has not yet been done because a strategic investor has not been found. The search for a suitable plan will continue in 2026.

- The plan to increase charter capital has been contracted with BSC Consulting Company for implementation, but during the process of submitting the application to the Securities Commission, some updated content needs to be supplemented and amended according to the new guidelines for approval by the General Meeting in the presentation document.

5. Board of Directors Meetings and Decisions in 2025

In 2025, the Chairman of the Board of Directors convened 16 regular and extraordinary meetings, including expanded sessions, to discuss and develop an action plan. All members of the Board of Directors fully participated in the meetings, and the content of each meeting received 100% consensus from the members,

ensuring quality and timely support for the Company's production and business activities.

The Company's Board of Directors has issued 16 Resolutions and Decisions related to the following areas: orientation for development and investment cooperation projects; production and business planning; financial management; personnel organization, restructuring of the organizational apparatus, and issuance of internal regulations and rules. These resolutions and decisions of the Board of Directors are issued in accordance with the actual operational situation of the enterprise and the regulations of the State and the Company Charter (detailed content is reported in the Board of Directors' Management Report).

6. Payment of remuneration, operating expenses, and other benefits to the Board of Directors and each member of the Board of Directors in 2025 :

- Remuneration: A total of VND 112,800,000 will be paid to non-executive members of the Board of Directors and Supervisory Board in accordance with the resolution of the 2025 Annual General Meeting of Shareholders.

- Operating expenses: These are incurred and accounted for by the Company as part of its regular operating expenses.

Part II

2026 Task Plan

I. Operational Management Task Plan

1. Closely follow and develop a specific plan to implement the Shareholders' General Meeting Resolution of 2026, effectively carrying out the inspection and supervision of the Executive Board in implementing the directives, conclusions, and resolutions issued by the Board of Directors.

2. Continue to strengthen the implementation of governance between the Board of Directors and the Executive Board, functional departments, and combined with inspection and supervision to effectively manage and supervise the innovation of corporate governance.

3. Financial management should be aligned with production and business operations, proactively seeking appropriate funding sources to achieve new goals for business development.

II. Determining the production and business plan targets for 2026

TT	Target	Unit	Plan for 2026
1	Invest	Billio n VND	87

2	Total Value of Production and Business	Billio n VND	350
3	Revenue	Billio n VND	300
4	Pay into the budget.	Billio n VND	6
5	Profit before tax	Billio n VND	4
6	Dividends	%	3

III. Objectives and tasks.

- Strive to achieve and surpass economic targets for 2026 by actively approaching, seeking, and effectively bidding on projects, and expanding joint ventures and partnerships in investment projects.

- Supplement the Executive Board with new personnel, reorganize and clearly define the functions and responsibilities of each department. Focus on improving training and in-depth innovation in management for the management and staff.

- Focus on completing ongoing construction projects on schedule.

New construction projects implemented during the year must be effective, avoiding inefficiency caused by subjective factors.

- Strengthen measures in managing, supervising, and inspecting the use of capital and assets, allocating financial resources to projects with high efficiency and quick return on investment, gradually increasing the accumulation of equity capital as a foundation for the development and investment in new projects.

- Directing efforts to finalize the liquidation and settlement documents for outstanding projects both within and outside the HUD Corporation.

- Seeking partners to transfer investment capital in subsidiaries and affiliated companies that have been underperforming in the past.

The above is the Report on the Management Performance in 2025 and the objectives, tasks, and operational plan of the Board of Directors for 2026. We respectfully request the General Meeting of Shareholders to consider and approve it.

On this occasion, on behalf of the Board of Directors, I would like to express my gratitude for the trust and support of our esteemed shareholders in entrusting us with the management and operation of the company, the efforts of the Executive Board and all employees, and the valuable cooperation of our partners and customers. Through this, I also hope that your support, trust, and cooperation, along with the

efforts of all our employees, will continue to be fostered in the future for the common development and prosperity of the company.

Finally, I would like to wish all delegates and shareholders good health, happiness, and success.

Best regards!

Recipient:

- Members of the Board of Directors, Supervisory Board, and Executive Board;
- Shareholders;
- Save VT.

**On behalf of the Board of Directors
CHAIRPERSON**

Duong Tat Khiem

SOCIALIST REPUBLIC OF VIETNAMNAM
Independence - Freedom - Happiness

Date: Month: Year 2026

POWER OF ATTORNEY
ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HUD1 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

1. Authorized person:

Name of individual/organization:

.....

ID Card/Business Registration Certificate Number: Issued on
..... at.....

Permanent address/Headquarters :

.....

The number of shares owned by Mr./Ms. in HUD1 Investment and Construction Joint Stock Company at the time of is: shares (par value 10,000 VND/share).

2. Authorized person

Name of individual/organization:

.....

ID Card/Business Registration Certificate Number: Issued on
..... at.....

Permanent address/Headquarters :

.....

3. Alternatively: Shareholders may authorize the following current members of the Board of Directors:

<i>Authorized representative</i>	<i>Citizen Identification Number</i>	<i>Date issued</i>	<i>Issuing authority</i>	<i>Authorized CP number</i>
Duong Tat Khiem	038072014909	April 17, 2021	CCSQLHC regarding Social Security	
Le Thanh Hai	001079006987	April 25, 2021	CCSQLHC regarding Social Security	
Le Dac Hieu	001077041155	July 10, 2021	CCSQLHC regarding Social Security	

4. Content of authorization :

- Attend the Annual General Meeting of Shareholders of HUD1 Investment and Construction Joint Stock Company in 2026, to be held on April 9, 2026;

- To exercise the right to speak and vote on all matters to be approved at the General Meeting with shares that I/we own, in accordance with the law and the Regulations on the Organization of the Annual General Meeting of Shareholders 2026 of HUD1 Investment and Construction Joint Stock Company.

5. Authorization period:

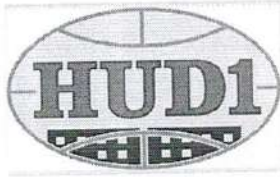
This power of attorney is only valid during the 2026 Annual General Meeting of Shareholders of HUD1 Investment and Construction Joint Stock Company.

6. Responsibilities of the authorized person:

The tasks specified in this Power of Attorney may not be further delegated to a third party.

AUTHORIZED PERSON
*(Signature and printed name/seal for institutional
shareholders)*

AUTHORIZED PERSON
*(Signature and printed name/seal for
institutional shareholders)*



HUD1 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

Business Registration Certificate No. 0101043264 issued by the Hanoi Department of Planning and Investment on January 2, 2004, amended for the 10th time on October 16, 2026.

Address: 168 Giai Phong Street, Phuong Liet Ward , Hanoi City

Phone: 024.38687557/024.38686559

Email : hud1@hud.com.vn

Website : <http://www.hud1.vn>

**ATTENDANCE CONFIRMATION FORM
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HUD1 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY**

I am :

Shareholder ID:

Address :

Number :Date of Issue:.....Place of Issue:.....

Phone : Fax:..... Email:.....

I register to attend the 2026 Annual General Meeting of Shareholders of HUD1 Investment and Construction Joint Stock Company, held at the Company Headquarters, 168 Giai Phong Street, Phuong Liet Ward, Thanh Xuan District, Hanoi City, on April 9 , 2026, with the following number of voting shares: shares, including:

- Number of shares owned: shares
- Number of shares authorized: shares

(I am attaching a copy of the power of attorney.)

I hereby pledge to abide by all the regulations of the Congress!

REGISTERED PERSON
(Sign and print your full name)

NOTE:

- Shareholders wishing to attend the General Meeting are requested to send confirmation of attendance to the Company before 5:00 PM on March 30, 2026, via postal mail, fax, or email.

- If you are attending the meeting on behalf of someone else, please attach a copy of the authorization letter.

Number: 06/2026/BKS - HUD1

Hanoi, April 9, 2026

**REPORT ON THE ACTIVITIES OF THE SUPERVISORY
BOARD IN 2025**

HUD1 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY
(At the Annual General Meeting of Shareholders - 2026)

**To: The General Meeting of Shareholders of HUD1 Investment and
Construction Joint Stock Company**

- Based on the functions and duties of the Supervisory Board as stipulated in Article 123 of the Enterprise Law and the Charter of Organization and Operation of HUD1 Investment and Construction Joint Stock Company;

- Based on the 2025 financial statements of HUD1 Investment and Construction Joint Stock Company, audited by Vietnam Auditing Partnership Company;

- Based on the operating results and financial statements for 2025 prepared by the executive board and the results of the financial statement audit conducted by the supervisory board;

Today, April / 2026, the Supervisory Board reports to the General Meeting of Shareholders on the results of the Supervisory Board's performance in 2025 as follows:

I. Activities of the Supervisory Board in 2025

1. Personnel of the Supervisory Board

The Supervisory Board consists of 3 members. The members of the Supervisory Board elected from 2024 to the present have not changed.

- Mr. Bui Thai Khanh - Head of the Supervisory Board

- Mr. Nguyen Hong Son - Member of the Supervisory Board

- Ms. Nguyen Thi Cam Huong - Member of the Supervisory Board

In 2025, the Supervisory Board will hold three (3) Supervisory Board meetings and send out a ballot to solicit opinions from its members.

- First meeting: Review the implementation of the 2025 General Shareholders' Meeting Resolution, assess the control work up to June 2025, and evaluate the financial statements for the first and second quarters and the operational plan for the last six months of 2025.

- Second meeting: Review and approve the report of the capital recovery team, outstanding debts for completed projects with investors. Appraise the financial report for the third quarter of 2025.

- Third meeting: Review of the Q4 2025 financial report, approval of the Supervisory Board's report at the 2025 Annual General Meeting of Shareholders.

- The Supervisory Board has conducted monitoring and made recommendations to the two subsidiary companies through various official letters and minutes.

The Supervisory Board has operated in close adherence to the contents approved at the Annual General Meeting of Shareholders; fulfilling its functions and duties in accordance with the law, and its operations have always complied with the Company's charter and management regulations, focusing on the following:

- Monitoring compliance with legal regulations and the Company Charter in governance, operation, supervision and inspection of internal processes and regulations, monitoring the organization of the General Meeting of Shareholders, and the implementation of the resolutions of the General Meeting of Shareholders of the Company;

- Inspect financial operations, monitor compliance with accounting regulations, appraise quarterly and annual financial reports as required, inform the Board of Directors and the General Director in writing of any feedback received after inspection and supervision, and consider the opinions of independent auditors during the audit of financial reports for each year;

- In 2025, the Board of Directors made decisive decisions regarding cost reduction and efficiency improvement for the Company, contributing to the fulfillment of the plan as per the Shareholders' Meeting Resolution.

- The Supervisory Board assesses that the Board of Directors and the General Management Board have exercised their assigned rights and duties in accordance with regulations, ensuring the interests of the Company and its Shareholders;

- Resolutions and decisions of the Board of Directors are passed with high consensus among the Members and are seriously and promptly implemented by the General Management Board.

- The Board of Directors and the General Management Board have been proactive and effective in directing and managing production, business operations, and investment development, achieving good results, ensuring the interests of shareholders, and guaranteeing stable jobs and income for employees.

II. Details of the tasks and powers assigned to the Supervisory Board in 2025.

Based on the Board's responsibilities, in 2025 the Supervisory Board carried out tasks to ensure that the Company's operations were in accordance with the Company's charter, internal regulations, and relevant legal provisions; focusing on supervision according to the following main contents....;

- In 2025, the Company's Supervisory Board received effective cooperation from the Board of Directors, the General Director, and various departments in carrying out its duties. The Supervisory Board's activities in 2025 were conducted proactively in accordance with the law and the Company's charter, specifically:

- The Supervisory Board receives documents and information as stipulated by the Enterprise Law (regarding the Supervisory Board's right to information): Opinion requests, Board of Directors' reports, meeting minutes, resolutions, and decisions of the Company's Board of Directors are all provided to the Supervisory Board at the same time and in the same manner as to members of the Board of Directors.

- All Board of Directors and Executive Management meetings of the Company in 2025 will invite members of the Supervisory Board to attend and participate in providing input on issues related to the management and operation of the Company's production and business activities.

- Provide input to the Board of Directors on various matters; summarize activities and develop plans; appoint an auditing firm to audit the Company; and discuss the implementation of the Company's announced business strategy.

- Inspect and monitor the legality and integrity of business management and operations, accounting records, financial reports, and compliance with the Company Charter, Resolutions, and Decisions of the Board of Directors;

- Review the business operations and financial situation of the company's subsidiary units.

- Monitoring and supervising compliance with procedures and regulations in most departments and subordinate units of the Company.

The Supervisory Board has conducted an assessment and confirmed the accuracy of the financial statements for 2025;

- In 2025, the Supervisory Board did not receive any requests from shareholders or groups of shareholders holding 5% or more of the shares to review the Company's operations, the management of the Board of Directors, and the General Management Board.

III. Results of monitoring operational and financial performance

The Company's 2025 financial statements were reviewed and audited by CPA Vietnam, a joint venture auditing firm approved by the State Securities Commission to audit listed companies. The audit reflects a fair and reasonable view, prepared in accordance with current Vietnamese accounting standards, corporate accounting regulations, and relevant legal provisions.

- In our assessment, the financial statements fairly and fairly reflect, in all material respects, the financial position of the Company as of December 31, 2025, as well as the results of its operations and cash flow for the fiscal year ended on that date.

1. Results of statistical planning work : implemented promptly, meeting the requirements of relevant authorities. In 2025 , the Company sought and signed construction contracts with investors, valued at VND 177,450,609,000.

2. Implementation of resolutions and decisions of the Board of Directors : In 2025, the Board of Directors and the General Management Board of the Company issued and effectively implemented 13 resolutions and decisions. Resolution and 8 Decisions of the Company's Board of Directors in managing production and business operations.

3. Capital recovery and settlement at construction projects : The Board of Directors and the General Director have closely monitored and resolved some outstanding debts at construction projects, such as recovering debts from the A5 and A6 Phap Van student housing projects and several other long-standing projects. However, the progress of some other projects remains slow due to objective factors from the investor affecting the business performance of the enterprise, and some items being constructed by branches and subsidiaries of HUD1.

4. The Supervisory Board has worked with CPA Viet Nam Auditing Company Limited and agrees with the assessments of the Company's financial performance in the financial year-end reports for 2025 with the following specific indicators:

- Production reached	350.47	billion dong	89.9%	plan
- Investment capital reached	2.25	million VND	%	plan
- Revenue reached	326.78	billion dong	108.9%	plan
- Profit before tax reached	5,066	billion	133%	plan
- Pay into the State budget.	5,355	dong billion dong	67%	plan

- The expected dividend payout for 2025 is 3%.

5. Project Investment Activities : Over the past year, HUD1 Company has completed the 176 Dinh Cong project (by the end of the fiscal year, the project was completed, the company also carried out the legal procedures to hand over the maintenance fund to the Management Board elected by the residents, and completed the issuance of land ownership certificates for 99.9% of homebuyers in the project.

Simultaneously, the company continues to provide warranty and maintenance services as committed to customers). In addition, the company is also actively seeking and approaching several other projects for the following years, such as: the Song Dinh urban area project in Quang Binh, the Van Giang project in Hung Yen, and the joint venture project in Tuy Hoa, Phu Yen. However, due to procedural obstacles related to the recent merger of provinces, only the initial steps for project implementation are currently underway.

6. Financial situation:

In 2025, the Company did not issue any additional charter capital; the equity capital at the end of the financial year, December 31, 2025, was VND 143.378 billion. Along with its own resources, the Company renewed its credit loan agreement with BIDV - Hanoi Branch with a regular credit limit and maximum guarantee of VND 200 billion. Of this, the maximum short-term loan limit, payment guarantee, and LC issuance limit at all times is VND 99.7 billion. The loan agreement of Hanoi Urban Investment Joint Stock Company is VND 155 billion, thus basically ensuring cash flow for production and business operations.

7. Results of monitoring the performance of the Board of Directors and members of the General Management Board of HUD1:

- The Supervisory Board has not found any unusual signs in the activities of the members of the Board of Directors, the General Management Board, and the management officers. The Supervisory Board believes that the members of the Board of Directors and the General Management Board have made high efforts in resolving issues during a difficult year to implement the resolutions of the 2024 Annual General Meeting of Shareholders.
- The Board of Directors includes two members who have directly participated in the leadership of HUD1 Company, and one independent member. This demonstrates a thorough, specific, and consistent approach to implementing major company decisions and addressing pressing business issues. All members work diligently and enthusiastically, contributing to the business results for 2025.
- Together with the Board of Directors, the Company's Executive Board provides very close and decisive guidance in carrying out its tasks.
- The management board has made many efforts to ensure the maintenance of production and business operations, manage and utilize the company's capital, assets, and labor resources, and fulfill all obligations to the State regarding policies and regulations for employees. They have also vigorously implemented measures to save costs and combat waste.
- Coordinate with Party organizations and mass organizations in Phuong Liet Ward to improve management efficiency and ensure the rights of workers.

Overall, in carrying out its duties, the Supervisory Board has been facilitated by the Board of Directors and the General Management Board in the inspection and control process to fulfill its responsibilities.

IV. Some proposals and recommendations from the Supervisory Board:

1. For HUD1 Company

In 2025, the Board of Directors and the General Management Board worked responsibly to control and maintain stability, gradually overcoming shortcomings to achieve the targets approved by the 2025 Annual General Meeting of Shareholders. However, to ensure the Company operates more effectively in the coming year, the Supervisory Board proposes the following suggestions:

- In 2026, the tightening of real estate laws will create significant challenges for the Vietnamese economy in general and businesses in particular. Therefore, the company needs to take more decisive measures to address existing financial issues: debt recovery, final settlement of unfinished construction projects, and the development of a market expansion plan.
- The Board of Directors and the General Management Board need to propose cautious and reasonable solutions in the company's production and business strategy. Continue to maintain and uphold credibility with investors, as well as all customers of HUD1 Company.
- The Board of Directors and the General Management Board need to promptly introduce mechanisms and policies to ensure competitiveness. This will support and encourage individuals to proactively participate in bidding processes, bringing projects and contracts to the Company for the overall development of HUD1.
- The Board of Directors will develop and refine management regulations such as: Contract management regulations; centralized construction management regulations; personnel management, bidding regulations for external projects, salary and bonus schemes, and organizational structure to suit the current scale of the Company's operations ; *(such as project management boards, construction management boards at the beginning and end of the work assigned to each board, clearly defining the mechanisms and responsibilities of the board and subsequent construction teams to ensure the efficiency of the entire project)* , and incentive and reward mechanisms to attract and retain talented and ethical individuals based on their dedicated, effective contributions to motivate employees to stay with the Company long-term,...
- We propose that the Board of Directors clearly define the specific responsibilities and obligations of individuals representing contractors in undertaking construction projects to ensure the efficiency of the enterprise's production and business operations.
- Strengthen and improve internal control and reduce costs.

- The disbursement of investment capital needs to be reviewed, focusing on targeted investments to accelerate progress and recover capital. Priority should be given to project progress, construction quality, and capital recovery for projects already underway, as most projects utilize borrowed capital.

- If cash flow is stable, the company should boldly use financial leverage to invest in construction machinery and equipment to proactively manage construction projects, create competitive prices with investors, and enhance the company's reputation and standing with increasingly larger investors.

2. For subsidiary companies .

The 51% investment, which has not yielded the expected returns for the parent company, is necessary to give the subsidiaries more autonomy and to focus HUD1's personnel. Therefore, we propose that the company continue to consider divesting its stake, develop a specific plan for monitoring and increasing autonomy in capital mobilization, and seek investment opportunities in HUD1.01 and CIC Derco.

- Regarding investments in other entities: It is necessary to regularly monitor the business performance of partners to determine whether to continue investing or withdraw capital.

V. Supervisory Board's Action Plan for 2026:

But Based on the functions and duties of the Supervisory Board as stipulated in the Enterprise Law, the Charter of Organization and Operation of HUD1 Investment and Construction Joint Stock Company, and the actual situation of the Company, the Supervisory Board develops an annual activity plan, specifically for the 2026 fiscal year, which includes the following contents:

- Reviewing the 2025 financial statements (*already completed*), monitoring and verifying the reasonableness, legality, and level of prudence in the management and operation of business activities in the organization of accounting and statistics and the preparation of financial statements of the Company.

- Prepare a report on the activities of the Supervisory Board in accordance with the charter, to be submitted to the 2025 Annual General Meeting of Shareholders. Propose the selection of an independent auditing firm.

- Monitor the audit of the 2026 financial statements, and coordinate with independent auditors to assess the impact of any errors.

- Oversee production and business management, and financial management in accordance with State regulations, company rules, and policies.

- Supervising the performance of the capital management representation function to protect the interests of the Company's shareholders through the Company's representatives and the Supervisory Board at subsidiaries and affiliated companies.

- Conduct unscheduled thematic inspections and audits when requested by the Board of Directors, shareholders, or groups of shareholders, in accordance with Article 114 of the 2014 Enterprise Law.

- Based on the inspection, recommendations will be submitted to the Board of Directors and the General Management Board to improve the efficiency of the Company's governance and operations.

- In 2025, the Supervisory Board actively carried out its duties and fulfilled the tasks assigned by the Shareholders' Council. The Supervisory Board respectfully submits to the General Meeting for approval the Report on the performance of supervisory work in 2025 and the plan for 2026 of the Supervisory Board.

On behalf of the Supervisory Board, I would like to thank all shareholders for their trust in entrusting us with this responsibility, and thank the Board of Directors and the Company's Executive Board for their support in helping the Supervisory Board fulfill its duties.

Respectfully submitted to the Annual General Meeting of Shareholders 2025

Wishing you good health, happiness, and success.

We sincerely thank our shareholders.

Recipient :

- To be presented at the 2026 Annual General Meeting of Shareholders;
- The Company's Board of Directors;
- Keep the Company's License Plate Number;

On behalf of the Supervisory Board

PREFECT

(signed)

Bui Thai Khanh