

Hanoi, April 9, 2026

INFORMATION DISCLOSURE

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

1. **Company name:** HUD1 Investment and Construction Joint Stock Company
2. Stock code: HU1
3. Headquarters: 168 Giai Phong Street, Thanh Xuan District, Hai Ba Trung District, Hanoi
4. Phone: 024.38687557
5. **Person responsible for disclosing information:**
 - Full name: Luong Cong Tu
 - Position: Authorized person to release information.

6. **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:

Minutes and resolutions of the Annual General Meeting of Shareholders 2026, held on April 9, 2026.

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
- Lru VT, Board of Directors.

**AUTHORIZED PERSON
INFORMATION DISCLOSURE**



Luong Cong Tu

**ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2026**
HUD1 INVESTMENT AND CONSTRUCTION
JOINT STOCK COMPANY
Number: 347/NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
Hanoi, April 9, 2026

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, Hanoi City.

The number of eligible shareholders attending the General Meeting was 21 out of a total of 710. shareholders, representing **6,368,122**

Direct and proxy attendance at the General Meeting of Shareholders, out of a total of 10,000,000 voting shares, represents 63.68%.

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 business performance results for 2025, the targets for 2025 are as follows:

TT	Target	Plan for 2025 (billion VND)	To be implemented in 2025 (billion VND)	Annual Plan/Research (%)
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. Through the Supervisory Board's activity report for 2025 and the plan of tasks 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) following the conclusions of state agencies inspecting and auditing business operations based on the 2025 financial statement, and to redistribute reward and welfare funds and undistributed profits in accordance with the inspection and audit conclusions.

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 through 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 conducting 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. It was unanimously agreed to develop a plan and implement the divestment of HUD1's stake in CIC DERCO Joint Stock Company; and to authorize the Board of Directors to study the divestment plan, the divestment ratio, and choose an appropriate time to divest to ensure maximum benefit for shareholders.

9. Through the selection of an auditing firm as outlined in the proposal, the financial statements for 2026 will be audited.

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

11. The General Meeting approved the content presented in Reports No. 01, 02, 03, 04, 05/TTr-ĐHĐCĐ of the Board of Directors dated April 9, 2026, submitted to the General Meeting (these reports will be attached to this resolution).

12. The General Meeting approved the plan to increase charter capital through the issuance of shares to exchange debt as presented in Proposal No. 06/TTr-ĐHĐCĐ dated April 9, 2026 (*replacing the plan to issue/offer shares to increase charter capital as presented in Proposal No. 266 dated April 23, 2025, which was approved by the 2025 Annual General Meeting of Shareholders*):

12.1. Methods for determining and ratios of debt swaps.

12.1.1. 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 last two years (from April 1, 2024 to March 31, 2026).

The share price for the HU1 exchange issuance is the average price mentioned above, rounded to the nearest thousand 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)

$$\text{Book value} = \frac{\text{Equity} - \text{Profits of non-controlling shareholders}}{150,412,921,840 - 6,918,630,996} = \frac{14,349}{\text{VND/share}}$$



Number of shares issued	10,000,000 - 0
– Treasury shares	

(c) The average closing price of HU1 shares over the last two years (from April 1, 2024 to March 31, 2026) is **6,198 VND/share** .

(d) The average (i) Book value per share of the Company according to the audited consolidated financial statements of 2025 and (ii) Average closing price of HU1 shares over the last 02 years is:

$$\text{Exchange rate} = \frac{\text{Book value} + \text{Average closing price of shares over the last 2 years}}{2} = \frac{14,349 + 6,198}{2} = \mathbf{10,274} \text{ VND/share}$$

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

12.1.2. Debt swap ratio

Based on the above determination method, the General Meeting of Shareholders approved a debt-to-equity swap ratio of **10,000:1** (10,000 VND of debt will be converted into 1 new HU1 share).

12.2.Details of the plan to issue shares to convert debt

Issuer	: HUD1 Investment and Construction Joint Stock Company
Stock name	: Shares of HUD1 Investment and Construction Joint Stock Company
Type of stock	: Common stock
Stock code	: HU1
Price	: 10,000 VND/share
Current charter 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.	:	150,000,000,000 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 debt after the swap (VND 5,384,334,711) will remain as a loan and financial lease liability.
The number of shares expected to be issued in exchange for creditors.	:	15,000,000 shares (<i>In words: Fifteen million shares</i>)
Total value of issuance at par value	:	150,000,000,000 VND (<i>In words: One hundred and fifty billion Vietnamese Dong</i>)
Registered capital after issuance	:	250,000,000,000 VND (<i>In words: Two hundred and fifty billion Vietnamese Dong</i>)
The ratio of the number of shares to be issued to the total number of outstanding shares.	:	150%
Methods for determining and ratios of debt swaps.	:	<ul style="list-style-type: none"> - 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 described in Section 12.1.1 - Opinion of the independent valuation firm on the exchange ratio: None
Distribution method	:	Direct distribution to the Creditor is Hanoi Urban Investment Joint Stock Company



(HURI).

- 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 about creditors is attached in Appendix 01 of Submission No. 06/TTr-DHĐCĐ.
- Transfer restrictions : The issued shares are subject to a **one-year transfer restriction** from the date the issuance ends, except in cases where the transfer is carried out pursuant to a legally binding court judgment or decision, an arbitration award, or inheritance as stipulated 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 of additional securities and registration for additional listing. : The entire quantity of shares successfully issued under 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 issuance 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.

12.3.Implementation

12.3.1. Delegating/Authorizing 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 Plan and the Share Issuance Registration Dossier with the competent State agency, including: the issuance date, the plan to ensure the foreign ownership ratio, and all other contents related to the share issuance as prescribed by law.

- Within the limits permitted by law, decide on amendments, adjustments, and detailed explanations of the content of the share issuance plan as requested by competent state agencies (if necessary) to ensure the successful implementation of the Company's share issuance.

- 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 in accordance with the law, including: (i) registering changes to the Company's Business Registration Certificate; (ii) adjusting the information on the number of registered securities.

- (iii) registering the Company's shares at the Vietnam Securities Depository and Clearing Corporation; (iii) registering for the additional 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.
- Perform all other tasks and procedures as required by the competent State authorities (if any) to complete the share issuance according to the issuance plan approved by the General Meeting of Shareholders.

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

13. 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: /BB - General Meeting of
Shareholders

MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
Organized on April 9, 2026

At 8:30 AM on April 9, 2026, at the Company Headquarters located at 168 Giai Phong Street, Phuong Liet Ward, Hanoi City, HUD1 Investment and Construction Joint Stock Company held its 2026 Annual General Meeting of Shareholders.

I. PARTICIPANTS IN THE CONFERENCE

1. Shareholders:

- The total number of shareholders summoned was 710, equivalent to 10,000,000 shares, representing 100% of the voting shares at the meeting.

- The total number of shareholders attending the meeting was 31, including 20 attending in person and 11 attending by proxy. The total number of shares held by the attending shareholders was 6,368,122 shares, representing 63.68% of the company's total voting shares.

At the meeting, the Chairman declared that the General Shareholders' Meeting met the legal requirements for holding the meeting.

II. MAIN AGENDA OF THE CONFERENCE

1. Statement of the reasons for opening the Congress

Mr. Luong Cong Tu is carrying out this on behalf of the Organizing Committee.

2. Adoption of the Congress Regulations

Mr. Luong Cong Tu is carrying out this on behalf of the Organizing Committee.

3. Introduction of the Presidium, the Ballot Counting Committee, and the Secretariat

- The Congress voted to approve the number and list of members of the Presidium, including:

1. Mr. Duong Tat Khiem: Chairman of the Board of Directors - Presiding Officer

2. Mr. Le Thanh Hai: Member of the Board of Directors, General Director of the Company

- The General Assembly voted to approve the number and list of members of the Vote Counting Committee, including:

1. Mr. Luong Cong Tu - Head of Human Resources Department - Head of Committee
2. Mr. An Hong Truong - Deputy Head of Internal Control - Member
3. Mr. Nguyen Hong Son - Internal Control Deputy Director - Member
4. Mr. Nguyen Ngoc Bich - Specialist in the Human Resources Department - Member
5. Do Minh Hang - Specialist in the Finance and Accounting Department - Member.

- The Chairman appoints the Congress Secretariat.

Mr. Le Minh Hung - Specialist in the Finance and Accounting Department.

4. Report of the Board of Directors on management and supervision activities, business performance results in 2025; Plan and tasks for 2026.

Mr. Le Thanh Hai, on behalf of the Board of Directors, reported to the General Shareholders' Meeting.

5. Report on the performance of the Supervisory Board in 2025

Mr. Bui Thai Khanh, Head of the Supervisory Board, presented the Report on behalf of the Supervisory Board.

6. Plan for issuing shares to increase the company's charter capital.

In 2025, due to several objective reasons, the Company has not yet completed the issuance/offering of shares to increase its charter capital as planned. Approved by the Annual General Meeting of Shareholders in 2025. Based on the need for capital increase and the Company's current financial situation, the Board of Directors submits to the General Meeting of Shareholders for consideration and approval the plan to issue shares to increase charter capital in the form of issuing shares to exchange for debt (details in Proposal No. 06/TTr- DHDC dated April 9, 2026).

Mr. Le Thanh Hai, on behalf of the Board of Directors, presented the Proposal in Report No. 06/TTr - DHDC dated April 9, 2026.

7. The Presidium presides over discussions and answers questions from shareholders.

8. The Congress voted to approve the following contents:

Mr. Le Thanh Hai, on behalf of the Presidium, conducted the voting:

8.1. Item 1: Voting to approve Proposal No. 01/TTr-DHDCĐ dated April 9, 2026 regarding the approval of the Report of the Board of Directors, the Supervisory Board's Report, the Financial Statements, and the Profit Distribution Plan for 2025

(The number of votes below corresponds to the number of shares.)

- Total number of votes cast by shareholders present at the meeting: 6,368,122 votes
- Total number of valid votes: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of invalid votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of votes in favor: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of dissenting votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of abstentions: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

8.2. Content 2: Voting to approve Proposal No. 02/TTr-DHĐCĐ dated April 9, 2026 regarding the approval of production and business plan targets for 2026.

- Total number of votes cast by shareholders present at the meeting: 6,368,122 votes

- Total number of valid votes: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of invalid votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of votes in favor: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of dissenting votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of abstentions: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

8.3. Item 3: Voting to approve Proposal No. 03/TTr-DHĐCĐ dated April 9, 2026 regarding the approval of the program and authorization for the Board of Directors.

- Total number of votes cast by shareholders present at the meeting: 6,368,122 votes

- Total number of valid votes: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of invalid votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of votes in favor: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of dissenting votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of abstentions: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

8.4. Item 4: Voting to approve Proposal No. 04/TTr-DHĐCĐ dated April 9, 2026 regarding remuneration for the Board of Directors and Supervisory Board in 2025 and the plan for 2026.

- Total number of votes cast by shareholders present at the meeting: 6,368,122 votes

- Total number of valid votes: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of invalid votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of votes in favor: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of dissenting votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of abstentions: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

8.5. Item 5: Voting to approve Proposal No. 05/TTr-ĐHĐCĐ dated April 9, 2026 regarding the approval of the plan for selecting the auditing firm for 2026.

- Total number of votes cast by shareholders present at the meeting: 6,368,122 votes

- Total number of valid votes: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of invalid votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of votes in favor: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of dissenting votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of abstentions: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

8.6. Item 6: Voting to approve Proposal No. 06/TTr-ĐHĐCĐ dated April 9, 2026 regarding the plan to issue shares to increase charter capital.

- Total number of votes cast by shareholders present at the meeting: 6,368,122 votes, *of which the number of votes cast by shareholders with vested interests in the plan to issue shares to convert debt is 0 votes.*

- Total number of votes cast by shareholders present at the meeting: 6,368,122 votes

- Total number of valid votes: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of invalid votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of votes in favor: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of dissenting votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of abstentions: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

9. The Congress approves the Minutes of the Vote Counting.

- Total number of votes cast by shareholders present at the meeting: 6,368,122 votes

- Total number of valid votes: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of invalid votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of votes in favor: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of dissenting votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of abstentions: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

10. The Congress adopted the Minutes and Resolutions of the Congress.

- Total number of votes cast by shareholders present at the meeting: 6,368,122 votes

- Total number of valid votes: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of invalid votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of votes in favor: 6,368,122 votes, reaching 100% of the total votes cast by shareholders present at the meeting.

- Total number of dissenting votes: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

- Total number of abstentions: 0 votes, representing 0% of the total votes cast by shareholders present at the meeting.

Mr. Le Minh Hung, on behalf of the Congress Secretariat, read the Congress Resolution.

After hearing the representative of the Secretariat read the Minutes and Resolutions of the Annual General Meeting of Shareholders held on April 9, 2026, the General Meeting unanimously approved the entire contents of the Minutes and Resolutions with a 100% approval rate of the total voting shares present at the meeting.

III. CLOSING CEREMONY OF THE CONFERENCE

The meeting completed all items on the agenda as approved by the General Shareholders' Meeting. The meeting adjourned at 11:30 AM on the same day.

PRESIDIUM OF THE CONGRESS

Member

Preside

Le Thanh Hai

Duong Tat Khiem

CONFERENCE SECRETARY

Le Minh Hung

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

**SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

Hanoi, April 9, 2026

Number: 01/TTr-DHDCD

**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: 02/TTr-DHĐCĐ

REPORT

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
Regarding the approval of production and business plan targets 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 the following business plan for 2026 to the General Shareholders' Meeting for approval:

- 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%

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 Khiem

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 to divest its stake in 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.

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 Khiem

Hanoi, April 9, 2026

Number: 04/TTr-ĐHĐCĐ

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 HUD1 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;
- Lru VT, Board of Directors.

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

Duong Tat Khiem

Hanoi, April 9, 2026

Number: 05/TTr-DHĐCĐ

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

REPORT

Subject: Proposed plan for issuing shares to increase charter capital

To: The General Meeting of Shareholders of the Company

- *Based on the Enterprise Law No. 59/2020/QH14 dated July 16, 2020, of the National Assembly of the Socialist Republic of Vietnam;*
- *Based on Law No. 76/2025/QH15 issued on June 17, 2025, amending and supplementing a number of articles of the Enterprise Law;*
- *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 HUD1 Investment and Construction Joint Stock Company ("the Company"),*

In 2025, due to several objective reasons, the Company was unable to complete the issuance/offering of shares to increase its charter capital as approved by the 2025 Annual General Meeting of Shareholders. Based on the need for capital increase and the Company's current financial situation, the Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders ("GS") for consideration and approval the plan to issue shares to increase charter capital in the form of a share issuance to exchange for debt, specifically as follows:

I. Option to issue shares to convert debt

Methods for determining and ratios of debt swaps.

For many years, the market price of HU1 shares has fluctuated below par value, around 5,000 – 8,000 VND/share. Therefore, if the debt is swapped at a price equivalent to the current

market price (approximately over 6,000 VND/share), the ownership percentage of existing shareholders will be significantly diluted. Consequently, to ensure transparency, market-based pricing, and to harmonize the interests of the Company, existing shareholders, and creditors, the Board of Directors reports to the General Meeting of Shareholders for approval of the plan to determine the debt swap ratio (the price of shares issued to swap the debt), 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 last two years (from April 1, 2024 to March 31, 2026).

The share price for the HU1 exchange issuance is the average price mentioned above, rounded to the nearest thousand 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)

$$\text{Book value} = \frac{\text{Equity} - \text{Profits of non-controlling shareholders}}{\text{Number of shares issued} - \text{Treasury shares}} = \frac{150,412,921,840 - 6,918,630,996}{10,000,000 - 0} = \mathbf{14,349} \text{ VND/share}$$

- (c) The average closing price of HU1 shares over the last two years (from April 1, 2024 to March 31, 2026) is **6,198** 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 April 1, 2024 to March 31, 2026 is:

$$\text{Exchange rate} = \frac{\text{Book value} + \text{Average closing price of shares over the last 2 years}}{2} = \frac{14,349 + 6,198}{2} = \mathbf{10,274} \text{ VND/share}$$

- (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-mentioned determination method, 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). This exchange at this price will help minimize the risk of share value dilution 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 (*In words: One hundred billion Vietnamese Dong*)

Number of shares issued : 10,000,000 shares (*In words: Ten million shares*)

Number of outstanding shares : 10,000,000 shares (*In words: Ten million shares*)

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. : **150,000,000,000 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.** (*In words: One hundred fifty-five billion three hundred eighty-four million three hundred thirty-four thousand seven hundred eleven dong*). The remaining balance after the swap (5,384,334,711 dong) will remain as a loan and financial lease liability.

The number of shares expected to be issued in exchange for creditors. : 15,000,000 shares (*In words: Fifteen million shares*)

Total value of issuance at par value : 150,000,000,000 VND (*In words: One hundred and fifty billion Vietnamese Dong*)

Registered capital after issuance : **250,000,000,000 VND** (*In words: Two hundred and fifty billion dong*)

- The ratio of the number of shares to be issued to the total number of outstanding shares : 150%
- Methods for determining and ratios of debt swaps : - The debt-to-equity swap ratio is **10,000:1** (*meaning that 10,000 VND of debt will be converted into 1 newly issued share*).
- Method of determination: as presented in Section I.1 of this Report.
 - Opinion of the independent valuation firm on the exchange ratio: *None*
- Distribution method : Direct distribution to the Creditor is Hanoi Urban Investment Joint Stock Company (HURI).
- 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 submission.
- Transfer restrictions: : The issued shares are subject to a **one-year transfer restriction** from the date the issuance ends, except in cases where the transfer is carried out pursuant to a legally binding court judgment or decision, an arbitration award, or inheritance as stipulated 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 of additional securities and registration for additional listing : The entire quantity of shares successfully issued under 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 issuance 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.

II. Implementation

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

█ The plan for issuing shares to increase the company's charter capital is outlined in Section I.

█ 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 Plan and the Share Issuance Registration Dossier with the competent State agency, including: the issuance date, the plan to ensure the foreign ownership ratio, and all other contents related to the share issuance as prescribed by law.
- Within the limits permitted by law, decide on amendments, adjustments, and detailed explanations of the content of the share issuance plan as requested by competent state agencies (if necessary) to ensure the successful implementation of the Company's share issuance.
- 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 in accordance with the 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 listed; (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.
- Perform all other tasks and procedures as required by the competent State authorities (if any) to complete the share issuance according to the issuance 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.

III. The plan for issuing 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 TO WHOM SHARES ARE DISTRIBUTED

No.	Creditor's name	Business registration certificate	Head office address	Number of shares held at the time of approval of the capital increase plan.	Outstanding principal balance as of December 31, 2025 (Based on the audited financial statements for 2025) (VND)	Value of the debt swapped (VND)	The number of shares expected to be issued to creditors.	Creditor's ownership percentage 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, Thanh Xuan Ward, Hanoi City, Vietnam	0	155,384,334,711	150,000,000,000	15,000,000	60%