

Thanh Hoa, January 23, 2025

REPORT ON CORPORATE GOVERNANCE YEAR 2024

To:

- The State Securities Commission
- Hanoi Stock Exchange

Listed company name: HUD4 Investment and Construction Joint Stock Company

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Charter Capital: VND 150 billion

Stock Code: HU4

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

Information on meetings, resolutions, and decisions:

No.	Resolution/Decision Number	Date	Content
1	01/NQ-ĐHCHĐ	May 15, 2024	Resolution of the 2024 Annual General Meeting of Shareholders
2	Minutes	May 15, 2024	Minutes of the 2024 Annual General Meeting of Shareholders

II. Board of Directors (BoD)

1. Information on BoD Members

No.	BoD Member	Position	Date of Appointment to BoD	Meetings Attended	Attendance Rate	Reason for Absence
1	Hoang Dinh Thang	Chairman of the BoD	April 29, 2022	106	100%	
2	Le Do Thang	BoD Member	May 26, 2020	106	100%	
3	Phan Cong Binh	BoD Member	May 15, 2024	75	70.8%	Joined the BoD from

						May 15, 2024
4	Hoang Quoc Dat	BoD Member	May 26, 2020	106	100%	
5	Nguyen Viet Hung	BoD Member	May 26, 2020	31	29.2%	Resigned from BoD on May 15, 2024

2. Supervisory Activities of the bod over the Executive Board

- The BoD supervises the activities of the Executive Board to ensure compliance with the law and implementation of the resolutions set forth.
- The BoD issues timely resolutions and decisions to approve regulations and directives for the Executive Board to execute business plans.
- The BoD inspects adherence to the company charter, internal regulations, and rules that have been issued, while ensuring timely adjustments or amendments to align with practical circumstances and current laws.
- The BoD closely monitors the activities of the Executive Board and departments to ensure compliance with legal provisions, as well as the BoD's resolutions and decisions.

3. Activities of the BoD's Subcommittees: The BoD has not established any subcommittees.

4. Resolutions/Decisions of the Board of Directors:

No.	Reference Number	Date Issued	Content	Approval Rate
I	Resolutions			
1	01/NQ-HĐQT	03/01/2024	Resolution on approving the adjustment of the Investment Registration Certificate for the infrastructure development and operation project in Zone B - Bim Son Industrial Zone, Bim Son City, Thanh Hoa Province.	100%
2	02/NQ-HĐQT	10/01/2024	Resolution on approving the proposal to develop a low-rise housing project in Lots 2 and 3, Quang Hung Ward, Thanh Hoa City.	100%
3	03/NQ-HĐQT	17/01/2024	Resolution on approving the results of implementing the 2023 business plan tasks and setting up the January and Q1 2024 business plan.	100%
4	04/NQ-HĐQT	18/01/2024	Resolution on approving the plan to support employees and decorate for the 2024 Lunar New Year.	100%
5	06/NQ-HĐQT	05/02/2024	Resolution on approving the implementation plan for consulting and designing the Company's website and e-office in 2024.	100%
6	06A/NQ-HĐQT	23/02/2024	Resolution on approving the investment to add fire hydrants as part of Phase 1 of the	100%

			Eco-Urban Development Project along both sides of the Song Do River.	
7	07/NQ-HĐQT	07/03/2024	Resolution on approving the business plan for 16 kiosks at the low-income apartment project in Lot C5, South Urban Area, Thanh Hoa City.	100%
8	08/NQ-HĐQT	08/03/2024	Resolution on approving the organization of security forces for projects in 2024 (April 1 - December 31, 2024), including the residential development project in Lots 2 and 3, Quang Hung Ward, Thanh Hoa City.	100%
9	08A/NQ-HĐQT	11/03/2024	Resolution on approving the adjustment of investment decisions for construction and technical infrastructure connections in various sections of the residential development project in Lots 2 and 3, Quang Hung Ward, Thanh Hoa City.	100%
10	09/NQ-HĐQT	18/03/2024	Resolution on approving the 2023 payroll fund settlement.	100%
11	10/NQ-HĐQT	18/03/2024	Resolution on approving the organization of security forces for projects in 2024 (April 1 - December 31, 2024) in Lots 2 and 3, Quang Hung Ward, Thanh Hoa City.	100%
12	11/NQ-HĐQT	18/03/2024	Resolution on approving the payroll fund for 2024.	100%
13	11A/NQ-HĐQT	01/04/2024	Resolution on approving the plan and draft documents for the 2024 annual general meeting of shareholders.	100%
14	12/NQ-HĐQT	29/03/2024	Resolution on approving the maintenance plan for common ownership areas in the 2024 Social Housing Project for police officers in Thanh Hoa Province.	100%
15	12A/NQ-HĐQT	10/04/2024	Resolution on approving the continuation of applying the Quality Management System and ISO 9001:2015 Certification.	100%
16	13/NQ-HĐQT	11/04/2024	Resolution on approving the results of implementing Q1 business tasks and setting April and Q2 business targets for 2024.	100%
17	14/NQ-HĐQT	15/04/2024	Resolution on approving the plan for organizational restructuring and staffing of departments and units for 2024-2025.	100%
18	15/NQ-HĐQT	15/04/2024	Resolution on personnel organization work.	100%
19	16/NQ-HĐQT	22/04/2024	Resolution on extending the organization of the 2024 Annual General Meeting of Shareholders.	100%
20	16A/NQ-HĐQT	26/04/2024	Resolution on approving the communication and advertising plans on Thanh Hoa Radio & Television.	100%

21	17/NQ-HĐQT	24/05/2024	Resolution on approving the adjustment of investment objectives for the social housing project for police officers of Thanh Hoa province	100%
22	18/NQ-HĐQT	13/06/2024	Resolution on approving the contents to implement the land recovery plan according to Judgment No. 03/2022/KDTM-ST dated 05/09/2022 by Bim Son People's Court; Decision No. 328/QĐ-CCTHADS dated 07/05/2024 of Bim Son Civil Enforcement Department; Lawsuit notification from Van Dien Fused Magnesium Phosphate Joint Stock Company in Document No. 365/CV-PLVD dated 05/06/2024	100%
23	19/NQ-HĐQT	14/06/2024	Resolution on approving the policy to select a consultant to supervise the maintenance, care of greenery, and environmental sanitation in 2024 (from 01/07/2024 to 31/12/2024), Eco-urban project along the two banks of Song Do, Sam Son City, Thanh Hoa Province	100%
24	20/NQ-HĐQT	04/07/2024	Resolution on approving the implementation of hiring a regular legal consulting service provider	100%
25	20A/NQ-HĐQT	04/07/2024	Resolution on approving the policy of maintaining and caring for greenery for the 2024 project – Housing development project Lot 2, Lot 3 in Quang Hung ward, Thanh Hoa City	100%
26	21/NQ-HĐQT	10/07/2024	Resolution on unifying personnel appointment for the Deputy General Director of HUD4 Investment and Construction Joint Stock Company	100%
27	21A/NQ-HĐQT	10/07/2024	Resolution on approving the selection of a company/law office to provide legal services to protect the rights and interests of the company in the lawsuit filed by Van Dien Fused Magnesium Phosphate Joint Stock Company according to lawsuit notification No. 365/CV-PLVD dated 05/06/2024	100%
28	21B/NQ-HĐQT	10/07/2024	Resolution on approving the maintenance and care of greenery for the 2024 project – Housing development project Lot 2, Lot 3 in Quang Hung ward, Thanh Hoa City	100%
29	22/NQ-HĐQT	16/07/2024	Resolution on approving the implementation results of the production and business plan for Q2, the first 6 months of 2024; Developing production and business targets for Q3 and the second half of 2024	100%



30	22A/NQ-HĐQT	19/07/2024	Resolution approving the allocation of investment quotas for the Eco-urban project along the two banks of Song Do, Sam Son City, Thanh Hoa Province	100%
31	23/NQ-HĐQT	25/07/2024	Resolution on approving the policy to repair the company office headquarters	100%
32	24/NQ-HĐQT	26/07/2024	Resolution on approving the evaluation results of legal service providers and the negotiation content of the legal service contract to protect the company's legitimate rights and interests in the lawsuit filed by Van Dien Fused Magnesium Phosphate Joint Stock Company according to lawsuit notification No. 365/CV-PLVD dated 05/06/2024	100%
33	25/NQ-HĐQT	31/07/2024	Resolution approving the business plan for 90 plots of land in Lots BT02-BT03-BT04-BT05-LK13 Phase 4 of the Eco-urban project along the two banks of Song Do, Sam Son City, Thanh Hoa Province	100%
34	26/NQ-HĐQT	31/07/2024	Resolution approving the sales plan for 90 land products in Lots BT02; BT03; BT04; BT05; LK13 Phase 4 of the Eco-urban project along the two banks of Song Do, Sam Son City, Thanh Hoa Province	100%
35	28/NQ-HĐQT	06/08/2024	Resolution on personnel organization	100%
36	29/NQ-HĐQT	08/08/2024	Resolution on approving the investment policy for the construction of medium-voltage electricity supply 35kV connecting from Pole 12 to a 75kVA-35(22)/0.4kV transformer and a 95kVA generator for the centralized wastewater treatment station with a capacity of 490m ³ /day	100%
37	30/NQ-HĐQT	13/08/2024	Resolution on approving the design documents and cost estimates for the construction of the 35kV medium-voltage electricity supply component, connecting from Pole 12 to a 75kVA-35(22)/0.4kV transformer and a 95kVA generator for the centralized wastewater treatment station with a capacity of 490m ³ /day	100%
38	30A/NQ-HĐQT	20/08/2024	Resolution approving the management and operation plan for the wastewater treatment system of Zone B - Bim Son Industrial Park, with a capacity of 490m ³ /day and night, under the project for investment, construction, exploitation, and operation of	100%

			infrastructure in Zone B - Bim Son Industrial Park.	
39	31/NQ-HĐQT	21/08/2024	Resolution on approving the design documents and cost estimates for the repair of the functional space on the 4th floor, the warehouse area on the 1st floor, and other locations at the company office headquarters	100%
40	34/NQ-HĐQT	06/09/2024	Resolution on approving the policy to prepare documents for adjusting the detailed zoning plan at a scale of 1/500 according to Document No. 12380/UBND-CN dated 23/08/2024 by Thanh Hoa Provincial People's Committee at the project location for building social housing Lot 2, Lot 3 in Quang Hung Ward, Thanh Hoa City	100%
41	34A/NQ-HĐQT	06/09/2024	Resolution approving the termination of brokerage service contract No. 01/2024/HĐMG dated 01/08/2024 between HUD4 Investment and Construction JSC and Lam Linh Real Estate Consulting and Investment Co., Ltd., and the recovery of 90 land product plots in Phase 4 of the Eco-urban project along the two banks of Song Do	100%
42	34B/NQ-HĐQT	09/09/2024	Resolution on approving adjustments and supplements to some provisions of Resolution No. 25/NQ-HĐQT dated 31/07/2024 regarding the business plan for 90 land products in Lots BT02; BT03; BT04; BT05; LK13 Phase 4 and Resolution No. 26/NQ-HĐQT regarding the sales plan for 90 land products in the same lots under the Eco-urban project along the two banks of Song Do River	100%
43	34C/NQ-HĐQT	09/09/2024	Resolution on approval of detailed Business Expenses for Products in Phase 4 of the Project: Ecological Urban Area along Both Banks of Song Do River according to Resolution No. 25/NQ-HĐQT dated July 31, 2024, Resolution No. 26/NQ-HĐQT dated July 31, 2024, and Resolution No. 34B/NQ-HĐQT dated September 9, 2024.	100%
44	35/NQ-HĐQT	02/10/2024	Resolution on approving the policy to replace curbstones, concrete ditch covers, and approve the adjusted budget for Package No. 1 under the technical infrastructure project for Lots 2 and 3, Quang Hung Ward, Thanh Hoa City	100%

45	36/NQ-HĐQT	11/10/2024	Resolution on reporting the implementation results of the Q3 production and business plan, the first 9 months of 2024; developing the production and business plan for Q4/2024, 2025, key tasks, and implementation solutions	100%
46	37/NQ-HĐQT	15/10/2024	Resolution approving the technical safety inspection plan for the elevator and garbage chute systems under the social housing project for police officers of Thanh Hoa Province	100%
47	37A/NQ-HĐQT	18/10/2024	Resolution on approving the adjusted business prices for 70 land products in Lots BT02, BT03, BT04, BT05; LK13 Phase 4 under the Eco-urban project along the two banks of Song Do River, approved in Resolution No. 25/NQ-HĐQT dated 31/07/2024	100%
48	38/NQ-HĐQT	22/10/2024	Resolution on organizing a program to visit some projects in the northern provinces	100%
49	39/NQ-HĐQT	25/10/2024	Resolution on approving the short-term loan plan to supplement working capital, using assets as collateral at BIDV – Thanh Hoa Branch	100%
50	40/NQ-HĐQT	21/11/2024	Resolution on approving the plan and budget for organizing project security forces in 2025 under the Eco-urban project along the two banks of Song Do River	100%
51	41/NQ-HĐQT	26/11/2024	Resolution on approving the policy to implement project security, greenery care, and environmental sanitation in 2025 for the housing development project, Lots 2 and 3, Quang Hung Ward, Thanh Hoa City	100%
52	43/NQ-HĐQT	03/12/2024	Resolution on approving the plan for project security, greenery care, and environmental sanitation in 2025 for the housing development project, Lots 2 and 3, Quang Hung Ward, Thanh Hoa City	100%
53	44/NQ-HĐQT	06/12/2024	Resolution on approving the borrowing plan from company employees and other individuals for 2024-2025	100%
54	45/NQ-HĐQT	09/12/2024	Resolution on approving the cooperation and management plan for operating the sports and fitness area at Dong Bac Ga, Dong Tho Ward, Thanh Hoa City	100%
55	46/NQ-HĐQT	12/12/2024	Resolution on approving the budget for advertising and media services for the Eco-urban project along the two banks of Song	100%

			Do River, Sam Son City, Thanh Hoa Province	
56	47/NQ-HĐQT	16/12/2024	Resolution on approving the purchase plan for block calendars and A-shaped desk calendars for 2024	100%
57	47A/NQ-HĐQT	16/12/2024	Resolution on approving the business plan for Lots CN2 and CN6 (Phase 3) under the investment, exploitation, and infrastructure business project in Zone B - Bim Son Industrial Zone, Bim Son Town, Thanh Hoa Province	100%
58	48/NQ-HĐQT	19/12/2024	Resolution on reporting the implementation results of the Q4/2024 production and business plan and the full-year 2024 plan; developing the production and business plan for 2025, Q1/2025 key tasks, and solutions	100%
59	50/NQ-HĐQT	30/12/2024	Resolution on approving the plan to hire a service provider for translating documents and materials from Vietnamese to English	100%
II	Directors			
1	01/QĐ-HĐQT	10/01/2024	Decision on the promulgation of internal regulations on anti-money laundering of HUD4 Investment and Construction Joint Stock Company	100%
2	05/QĐ-HĐQT	29/02/2024	Decision on the establishment of the Natural Disaster Prevention and Control Command Committee	100%
3	06/QĐ-HĐQT	29/02/2024	Decision on the establishment of the Occupational Safety and Hygiene Council	100%
4	07/QĐ-HĐQT	01/03/2024	Decision approving the contractor selection plan for the fire hydrant installation package (Phase 1) of the Eco-Urban Area Project along the Do River	100%
5	09/QĐ-HĐQT	25/03/2024	Decision on the promulgation of salary payment regulations and the distribution of additional income at HUD4 Investment and Construction Joint Stock Company	100%
6	10/QĐ-HĐQT	27/03/2024	Decision on the contractor selection plan for the project: Security force arrangement for 2024 (from 01/04/2024 to 31/12/2024), Housing Development Project Lot 2, Lot 3, Quang Hung Ward, Thanh Hoa City	100%
7	12/QĐ-HĐQT	02/04/2024	Decision on staff reception and appointment	100%
8	13/QĐ-HĐQT	03/04/2024	Decision on adjusting the basic salary of company employees	100%
9	15/QĐ-HĐQT	08/04/2024	Decision on convening the 2024 Annual General Meeting of Shareholders	100%

10	15A/QĐ-HĐQT	22/04/2024	Decision approving the contractor selection plan for the maintenance package of elevators and trash lifts for the maintenance of common areas in 2024, Housing Project for Thanh Hoa Police Officers	100%
11	16/QĐ-HĐQT	23/04/2024	Decision on convening the 2024 Annual General Meeting of Shareholders (Second Session)	100%
12	17/QĐ-HĐQT	24/04/2024	Decision on renaming functional departments	100%
13	18/QĐ-HĐQT	24/04/2024	Decision on the establishment of the Construction Management Department	100%
14	19/QĐ-HĐQT	24/04/2024	Decision on the establishment of the Construction Enterprise	100%
15	20/QĐ-HĐQT	06/05/2024	Decision on the promulgation of the functions and duties of the Administration Department under HUD4 Investment and Construction Joint Stock Company	100%
16	21/QĐ-HĐQT	06/05/2024	Decision on the promulgation of the functions and duties of the Construction Management Department under HUD4 Investment and Construction Joint Stock Company	100%
17	22/QĐ-HĐQT	06/05/2024	Decision on the promulgation of the functions and duties of the Investment Planning Department under HUD4 Investment and Construction Joint Stock Company	100%
18	23/QĐ-HĐQT	06/05/2024	Decision on the promulgation of the functions and duties of the Finance and Accounting Department under HUD4 Investment and Construction Joint Stock Company	100%
19	24/QĐ-HĐQT	06/05/2024	Decision on the promulgation of the functions and duties of the Business Department under HUD4 Investment and Construction Joint Stock Company	100%
20	26/QĐ-HĐQT	09/05/2024	Decision approving the contractor selection plan for the consulting package for valuation of land leases with infrastructure (remaining areas of Lots CN2 and CN6), Bim Son Industrial Zone Project	100%
21	28/QĐ-HĐQT	13/05/2024	Decision approving the contractor selection plan for packages following the approval of construction drawings and cost estimates (Phase 1)	100%
22	29/QĐ-HĐQT	23/05/2024	Decision on assigning tasks of the Board of Directors of HUD4 Investment and	100%

			Construction Joint Stock Company for the 2020-2025 term	
23	30/QĐ-HĐQT	27/05/2024	Decision on the contractor selection plan for packages: Consulting for dossier preparation; verification of technical design drawings and cost estimates for water supply and firefighting projects in Bim Son Industrial Zone, Thanh Hoa Province	100%
24	31/QĐ-HĐQT	06/06/2024	Decision on the salary arrangement for employees and performance evaluation for Q1/2024 for departments and individuals	100%
25	32/QĐ-HĐQT	12/06/2024	Decision approving the contractor selection plan (Phase 1, 2024)	100%
26	33/QĐ-HĐQT	17/06/2024	Decision approving the contractor selection plan for the package: Independent Audit of 2024 Financial Statements	100%
27	34/QĐ-HĐQT	18/06/2024	Decision approving the contractor selection plan for the package: Supervision of maintenance of greenery and environmental sanitation in the project along the Song Do River (01/07/2024 - 31/12/2024)	100%
28	35/QĐ-HĐQT	25/06/2024	Decision approving the feasibility study report for technical infrastructure construction of the Eco-Urban Area Project along the Song Do River (4th adjustment)	100%
29	36/QĐ-HĐQT	26/06/2024	Decision on salary increases and reclassification for employees in the company	100%
30	37-QĐ/HĐQT	09/07/2024	Decision approving the contractor selection plan for the package: Regular Legal Consultancy	100%
31	38/QĐ-HĐQT	13/07/2024	Decision on appointing the Deputy Director of HUD4 Investment and Construction Joint Stock Company	100%
32	39/QĐ-HĐQT	15/07/2024	Decision on issuing the Anti-Corruption and Negative Behavior Prevention Plan for 2024	100%
33	39A/QĐ-HĐQT	17/07/2024	Decision approving the contractor selection plan for real estate valuation packages, including land use rights for 127 lots with infrastructure and 32 partially completed low-rise houses at Lots BT01, BT01A, BT02, BT03, B04, BT05, LK13 - Phase 4	100%
34	40/QĐ-HĐQT	19/07/2024	Decision approving the economic-technical report for the construction of Bridge No. 2	100%
35	40A/QĐ-HĐQT	24/07/2024	Decision on adjusting regional minimum wages	100%
36	41/QĐ-HĐQT	26/07/2024	Decision approving the contractor selection plan (Phase 2, 2024) for greenery maintenance for Lot 2, Lot 3 housing	100%

			development in Quang Hung Ward, Thanh Hoa City	
37	42/QĐ-HĐQT	30/07/2024	Decision approving the contractor selection plan for design and cost estimation for renovating functional spaces on the 4th floor and storage areas on the 1st floor of the company office	100%
38	43/QĐ-HĐQT	30/07/2024	Decision on establishing the Debt Recovery Steering Committee	100%
39	44/QĐ-HĐQT	02/08/2024	Decision on issuing salary regulations and additional income distribution at HUD4 Investment and Construction Joint Stock Company	100%
40	45/QĐ-HĐQT	05/08/2024	Decision approving the contractor selection plan for packages following the approval of the economic-technical report for Bridge No. 2 in the Eco-Urban Area Project along the Song Do River	100%
41	48/QĐ-HĐQT	08/08/2024	Decision on assigning tasks to the Director of Project Management Board No. 2	100%
42	49/QĐ-HĐQT	20/08/2024	Decision approving the contractor selection plan for medium-voltage 35kV power supply connected from pole 12 to transformer 75kVA-35(22)/0.4kV and one 95kVA generator serving the centralized wastewater treatment plant (490m ³ /day)	100%
43	50/QĐ-HĐQT	22/08/2024	Decision approving the economic-technical report for the construction of B27 drainage ditch (from Dong Bai Road to Chuong Duong culvert), infrastructure connections for N6 road, a part of N4 road (from stake C1 to stake D4), and a bypass road of National Highway 1A	100%
44	51/QĐ-HĐQT	29/08/2024	Decision approving the contractor selection plan for the design and cost estimate for renovating functional spaces on the 4th floor, storage areas on the 1st floor, and other positions at the company office	100%
45	55/QĐ-HĐQT	18/09/2024	Decision approving the contractor selection plan (Phase 3, 2024) for the construction of B27 drainage ditch, infrastructure connections for N6 road, a part of N4 road, and a bypass road of National Highway 1A	100%
46	56/QĐ-HĐQT	24/09/2024	Decision approving the contractor selection plan for the preparation of detailed planning adjustments at 1/500 scale for the construction of social housing at lots 2 and 3, Quang Hung Ward, Thanh Hoa City	100%

47	58/QĐ-HĐQT	30/09/2024	Decision approving the contractor selection plan (Phase 2, 2024) for leveling, roads, rainwater drainage, and wastewater drainage per the 2021 adjusted plan for infrastructure of Bim Son Industrial Zone, Thanh Hoa Province	100%
48	59/QĐ-HĐQT	01/10/2024	Decision on establishing the Emulation and Commendation Council	100%
49	60/QĐ-HĐQT	01/10/2024	Decision on establishing the Salary Council	100%
50	61/QĐ-HĐQT	01/10/2024	Decision on establishing the Disciplinary Council	100%
51	62/QĐ-HĐQT	01/10/2024	Decision on establishing the Occupational Safety and Health Council	100%
52	63/QĐ-HĐQT	01/10/2024	Decision on establishing the Planning and Architecture Council	100%
53	64/QĐ-HĐQT	01/10/2024	Decision on establishing the ISO Quality Management Steering Committee	100%
54	65/QĐ-HĐQT	01/10/2024	Decision on establishing the Natural Disaster Prevention Command	100%
55	65A/QĐ-HĐQT	10/10/2024	Decision approving the planning of positions for Heads and Deputy Heads of departments and equivalent units for the 2024-2026 period	100%
56	66/QĐ-HĐQT	14/10/2024	Decision approving the feasibility study report for the construction of a wastewater treatment plant with a capacity of 1800m ³ /day for the Eco-Urban Area Project along the Do River	100%
57	67/QĐ-HĐQT	21/10/2024	Decision approving the contractor selection plan (Phase 2, 2024) for technical safety inspection of elevator systems and garbage chutes for the Social Housing Project for Police Officers in Thanh Hoa Province	100%
58	68/QĐ-HĐQT	23/10/2024	Decision approving the plan and funding for organizing visits to several projects in northern provinces	100%
59	72/QĐ-HĐQT	04/11/2024	Decision approving the final settlement of investment capital for the completed construction of a 22kV power line, transformer station, electrical cabinets, and wiring for the Low-Income Apartment Project at Lot C5, South Thanh Hoa Urban Area	100%
60	74/QĐ-HĐQT	11/11/2024	Decision approving the contractor selection plan for consulting and valuation of land lease with infrastructure for the remaining areas of lots CN13 and CN14 in the	100%

			infrastructure development project for Bim Son Industrial Zone	
61	75/QĐ-HĐQT	15/11/2024	Decision on establishing a verification team for investigating allegations related to the land lease agreement between HUD4 and Minh Nguyen Company at the Bim Son Industrial Zone Project, Bim Son City, Thanh Hoa Province	100%
62	77/QĐ-HĐQT	28/11/2024	Decision approving the feasibility study report (4th adjustment) for the investment, exploitation, and infrastructure development project for Zone B - Bim Son Industrial Zone, Bim Son City, Thanh Hoa Province	100%
63	78/QĐ-HĐQT	06/12/2024	Decision approving the contractor selection plan after the approval of the budget plan and funding for organizing project security forces for 2025, Eco-Urban Area Project along the Song Do River, Sam Son City, Thanh Hoa Province	100%
64	79/QĐ-HĐQT	09/12/2024	Decision on issuing regulations for selecting suppliers, real estate brokers, valuation consultants, real estate consultants, property managers, and media advertisers for products and projects under the company's investment	100%
65	80/QĐ-HĐQT	09/12/2024	Decision on establishing an asset inventory team as of 31/12/2024	100%
66	84/QĐ-HĐQT	23/12/2024	Decision approving the contractor selection plan (Phase 4, 2024) for organizing project security forces, maintaining and caring for green spaces, and environmental sanitation for the 2025 project: Development of housing lots 2 and 3 in Quang Hung Ward, Thanh Hoa City	100%
67	86/QĐ-HĐQT	26/12/2024	Decision approving the contractor selection plan for consulting packages to prepare and appraise construction drawing design documents and cost estimates for the 1800m ³ /day wastewater treatment plant in the Eco-Urban Area Project along the Song Do River	100%

III. Supervisory Board

1. Information about Supervisory Board Members:

No.	Supervisory Board Member	Position	Start Date (Term 2020-2025)	Professional Qualification
1	Nguyen Thi Thanh Thuy	Head of Board	26/05/2020	Bachelor's degree in Economics

2	Nguyen Thi Yen	Board Member	26/05/2020	Bachelor's degree in Economics
3	Nguyen Thi Hoa	Board Member	26/05/2020	Construction Audit Expertise

2. Supervisory Board Meetings:

No.	Supervisory Board Member	Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Nguyen Thi Thanh Thuy	57	100%	100%	(Including 53 meetings with the Board of Directors)
2	Nguyen Thi Yen	04	100%	100%	Concurrently holding other positions
3	Nguyen Thi Hoa	04	100%	100%	Concurrently holding other positions

3. Supervisory Activities of the Supervisory Board:

- Monitored compliance with legal regulations and the Company Charter in corporate governance and management.
- Inspected and supervised the legality and honesty in business management and operations, bookkeeping, financial reporting, and adherence to the Company Charter, as well as the Resolutions and Decisions of the Board of Directors.
- Reviewed the business activities and financial status of the Company's subsidiaries and affiliated units.
- Monitored compliance with processes and regulations across most departments and units under the Company.

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

- Participated in almost all meetings of the Board of Directors and the Company's Executive Management.
- Advised and provided recommendations to the Board of Directors and Executive Management on revising, supplementing, and issuing new regulations and documents in line with the Company's development scale, with a focus on improving the quality and efficiency of corporate governance.
- Provided input to the Board of Directors on matters such as operational summaries, planning, and strategy formulation and implementation, as previously announced.

5. Other Activities of the Supervisory Board:

- Performed duties and functions in accordance with the Company Charter and applicable laws.

IV. Executive Board

No.	Member of the Executive Board	Date of Birth	Professional Qualification	Start Date as Executive Board Member (Term 2020–2025)
1	Hoang Dinh Thang	03/01/1979	Hydraulic Engineer	26/03/2022
2	Nguyen Viet Hung	11/09/1979	Port Construction Engineer	26/05/2020
3	Le Do Thang	03/02/1974	Civil & Industrial Engineer	26/05/2020
4	Phan Cong Binh	29/10/1975	Construction Engineer	02/04/2024 (Appointed as Deputy Director on 02/04/2024)
5	Nguyen Phi Hung	26/02/1973	Construction Economics Engineer	13/07/2024 (Appointed as Deputy Director on 13/07/2024)
6	Hoang Quoc Dat	18/08/1983	Civil & Industrial Engineer	26/05/2020
7	Nguyen Thi Thanh Thuy	17/01/1973	Bachelor of Economics	26/05/2020

V. Chief Accountant /Head of Finance and Accounting Department

Name	Date of Birth	Professional Qualification	Appointment Date
Vo Thi Thuy An	30/09/1989	Bachelor of Economics	13/11/2023

VI. Training on Corporate Governance


Training courses on corporate governance that members of the Board of Directors, Supervisory Board, Executive Directors, and other management staff participated in according to corporate governance regulations: **None**.

VII. List of Related Parties of the Public Company and Transactions of Related Parties with the Company

1. List of related parties of the company: (Attached Appendix).
2. Transactions between the company and its related parties, or between the company and major shareholders, insiders, and related persons of insiders: **None**.
3. Transactions between insiders of the listed company, related persons of insiders, with subsidiaries, and companies controlled by the listed company: **None**.
4. Transactions between the company and other entities: **None**.

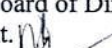
VIII. Stock Transactions of Insiders and Related Persons of Insiders

1. List of insiders and related persons of insiders: (Attached Appendix).

2. Transactions of insiders and related persons regarding shares of the listed company: None 

IX. Other Noteworthy Issues: None.

Distribution:

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

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



Hoang Dinh Thang

Thanh Hoa, January 23, 2025

REPORT ON CORPORATE GOVERNANCE INFORMATION
Reporting Period: Year 2024

To:

- The State Securities Commission
- Hanoi Stock Exchange

NO.		QUESTION	ANSWER
1	General Information	Stock code	HU4
2		Percentage of State ownership (%)	51%
3		Company model (1 or 2)	Model 1
		- 1: According to Point a, Clause 1, Article 137 of the 2020 Enterprise Law	
		- 2: According to Point b, Clause 1, Article 137 of the 2020 Enterprise Law	
4		Number of legal representatives of the company?	01
5		Has the Charter been amended according to the 2020 Enterprise Law (Yes/No)?	Yes
6		Has the company issued Internal Corporate Governance Regulations under the 2020 Enterprise Law and Decree No. 155/2020/ND-CP dated December 31, 2020?	Yes
7	General Meeting of Shareholders (GMS)	Date of the Annual GMS	May 15, 2024
8		Date of publication of the Annual GMS documents on the company's website	April 23, 2024
9		Date of disclosure of Annual GMS documents to the HNX	April 23, 2024
10		Date of disclosure of Annual GMS Resolutions and Minutes to the HNX	May 16, 2024
11		Number of attempts required to successfully hold the Annual GMS (1/2/3)	01
12		Does the company disclose the remuneration of each BoD member in a separate item in the annual financial statements? (Yes/No)	Yes
13		Does the company report the remuneration of each BoD member at the Annual GMS? (Yes/No)	Yes
14		Does the company disclose the salaries of the CEO and other managers in a separate item in the annual financial statements? (Yes/No)	Yes
15		Does the company report the salaries of the CEO and other managers at the Annual GMS? (Yes/No)	Yes

16		Did the company invite representatives of the approved auditing firm to attend the Annual GMS if the audit report contained material exceptions, disclaimers, or adverse opinions?	No (as the financial statements received full acceptance from the auditors)
17		Has the company been subject to lawsuits regarding the organization or resolutions of the Annual GMS? (Yes/No)	No
18		Date of Extraordinary GMS	0
19		Date of publication of Extraordinary GMS documents on the company's website	0
20		Date of disclosure of Extraordinary GMS documents to the HNX	0
21		Date of disclosure of Extraordinary GMS Resolutions and Minutes to the HNX	0
22		Number of attempts required to successfully hold the Extraordinary GMS (1/2/3)	0
23		Has the company been subject to lawsuits regarding the organization or resolutions of the Extraordinary GMS? (Yes/No)	0
24		Number of reminders or notices issued by the HNX regarding GMS organization and information disclosure	0
25		Number of reminders or notices issued by the SSC regarding GMS organization and information disclosure	0
26	Board of Directors (BoD)	Number of BoD members (Currently 4 members remain; 1 member resigned per Decision No. 570/QĐ-HĐTV dated October 19, 2023, and approved at the 2024 Annual GMS)	05
27		Number of independent BoD members	None
28		Does the Chairman of the BoD concurrently hold the position of CEO? (Yes/No)	No
29		Number of BoD meetings during the reporting period	106
30		Does the BoD have subcommittees? (Yes/No)	No
31		Names of BoD subcommittees	None
32		Has the company appointed a Corporate Governance Officer? (Yes/No)	Yes
33	Supervisory Board	Does the Chief of the Supervisory Board work full-time at the company?	Yes
34		Number of Supervisory Board members	03
35		Number of Supervisory Board members related to BoD members, CEO, or other managers (If any, list names)	0
36		Number of Supervisory Board members holding management positions (If any, list names and positions)	0

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37		Number of Supervisory Board members who were in the accounting or auditing department within 3 years prior to being elected (Yes/No)	0
38		Number of Supervisory Board meetings during the reporting period	4
39	Audit Committee	Is the Audit Committee part of the BoD?	0
40		Number of Audit Committee members	0
41		Number of Audit Committee meetings	0
42	Other Issues	Does the company website provide complete information for shareholders as required? (Yes/No)	Yes
43		Did the company pay dividends within 6 months of the Annual GMS? (Yes/No)	No dividends
44		Has the company been reminded or noticed by the HNX or SSC regarding transactions with related parties? (Yes/No)	No
45		Has the company implemented internal auditing functions? (Implemented/Not Implemented)	Not Implemented (Not mandatory)

Recipients:

- As stated above;
- Party Committee of the Company (for reporting);
- Members of the Company's Board of Directors;
- Supervisory Board, Executive Board of the Company;
- To be filed: BoD, Administration and Human Resources Department.

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



Hoang Dinh Thang

**LIST OF INSIDERS AND INDIVIDUALS/ORGANIZATIONS RELATED TO INSIDERS ATTACHED TO THE GOVERNANCE REPORT
ACCORDING TO CLAUSE 1, SECTION VII, APPENDIX V OF THE REPORT ON THE CORPORATE GOVERNANCE STATUS ISSUED IN
ACCORDANCE WITH CIRCULAR NO. 96/2020/TT-BTC**

Company Name: HUD4 Investment and Construction Joint Stock Company

Stock code: HU4

Closing date: 12/31/2024

STT	Full name	Position in the company	Number of shares owned at present	Current share ownership ratio	Note
1	2	3	4	5	6
1	Hoang Dinh Thang	1,3	69.130	0,46%	
1.1	Housing and Urban Development Investment Corporation		3.750.000	25%	Hoang Dinh Thang: Head of the Group representing the Corporation's capital at HUD4 Company
1.2	Le Thi Tuyet		0		Hoang Dinh Thang: Wife
1.3	Hoang Le Minh		0		Hoang Dinh Thang: Biological son
1.4	Le Nu Minh Ngoc		0		Hoang Dinh Thang: Biological son
1.5	Hoang Dinh Sang		0		Hoang Dinh Thang: Biological son
1.6	Hoang Ngoc Thiep		0		Hoang Dinh Thang: Father
1.7	Nguyen Thi Loan		0		Hoang Dinh Thang: Birth mother
1.8	Le Ngoc Quan		0		Hoang Dinh Thang: Father-in-law
1.9	Nguyen Thi Chinh		0		Hoang Dinh Thang: Mother-in-law
1.10	Hoang Thi Duc		0		Hoang Dinh Thang: Sister
1.11	Hoang Minh Duoc		0		Hoang Dinh Thang: Sister
1.12	Hoang Minh Loc		0		Hoang Dinh Thang: Sister
1.13	Hoang Thi Lan		0		Hoang Dinh Thang: Sister
1.14	Hoang Van Huan		0		Hoang Dinh Thang: Brother-in-law
1.15	Nguyen Van Khoa		0		Hoang Dinh Thang: Brother-in-law
1.16	Hoang Van Viet		0		Hoang Dinh Thang: Brother-in-law
1.17	Dang Dinh Xuan		0		Hoang Dinh Thang: Brother-in-law
1.18	Le Thi Dung		0		Hoang Dinh Thang: Brother-in-law
1.19	Le Ngoc Chien		0		Hoang Dinh Thang: Brother-in-law

2	Nguyen Viet Hung	2,4	25.400	0,17%	Ceased to participate in the Board of Directors and approved by the 2024 Annual General Meeting of Shareholders on May 15, 2024
2.1	Nguyen Thi Van		0		Nguyen Viet Hung: Wife
2.2	Nguyen Tuong Vy		0		Nguyen Viet Hung: Biological child
2.3	Nguyen Tuong Vinh		0		Nguyen Viet Hung: Biological child
2.4	Dang Thi Phuong		0		Nguyen Viet Hung: Birth mother
2.5	Nguyen Huy Cuong		0		Nguyen Viet Hung: Father-in-law
2.6	Trinh Thi Toi		0		Nguyen Viet Hung: Mother-in-law
2.7	Nguyen Tan Thanh		0		Nguyen Viet Hung: Brother
2.8	Hoang Thi Loan		0		Nguyen Viet Hung: Sister-in-law
2.9	Nguyen Thi Tuyet		0		Nguyen Viet Hung: Sister-in-law
2.10	Nguyen Thi Hoa		0		Nguyen Viet Hung: Brother-in-law
3	Le Do Thang	2,5	20.700	0,14%	
3.1	Housing and Urban Development Investment Corporation		2.400.000	16%	Le Do Thang: Member of the Group representing the Corporation's capital at HUD4 Company since January 24, 2024
3.2	Le Thi Mai		0		Le Do Thang: Wife
3.3	Le Minh Nguyet		0		Le Do Thang: Biological child
3.4	Le Diep Chi		0		Le Do Thang: Biological child
3.5	Le Do Tung		0		Le Do Thang: Father
3.6	Le Thi Thoa		0		Le Do Thang: Birth mother
3.7	Le Van Mao		0		Le Do Thang: Father-in-law
3.8	Pham Thi Chuc		0		Le Do Thang: Mother-in-law
3.9	Le Do Toan		0		Le Do Thang: Brother
3.10	Le Thi Thuy		0		Le Do Thang: Younger brother
3.11	Le Thi Hoa		0		Le Do Thang: Younger brother
3.12	Le Thi Ky		0		Le Do Thang: Sister-in-law
3.13	Le Van Thi		0		Le Do Thang: Brother-in-law
3.14	Le Thi Thu Ha		0		Le Do Thang: Sister-in-law
3.15	Lang Khac Cuong		0		Le Do Thang: Brother-in-law
3.16	Le Thi Hue		0		Le Do Thang: Brother-in-law
3.17	Le Van Hung		0		Le Do Thang: Brother-in-law
4	Phan Cong Binh	2,5	40.000	0,27%	Join the Company's Board of Directors from May 15, 2024

4.1	Housing and Urban Development Investment Corporation			1.500.000	10%	Phan Cong Binh: Member of the Group representing the Corporation's capital at HUD4 Company from March 28, 2024
4.2	Luu Thi Thuy Van			0		Phan Cong Binh: Wife
4.3	Phan Luu Quynh Anh			0		Phan Cong Binh: Biological child
4.4	Phan Cong Tuan			0		Phan Cong Binh: Biological child
4.5	Le Thi Lac			0		Phan Cong Binh: Birth mother
4.6	Luu Van Bich			0		Phan Cong Binh: Father-in-law
4.7	Cao Thi Nang			0		Phan Cong Binh: Mother-in-law
4.8	Phan Thi Thu Thanh			0		Phan Cong Binh: Sister
4.9	Phan Thi Thu Huong			0		Phan Cong Binh: Sister
4.10	Phan Thi Bich Thao			0		Phan Cong Binh: Sister
4.11	Phan Thi Thu Huyen			0		Phan Cong Binh: Sister
4.12	Phan Cong Minh			0		Phan Cong Binh: Younger brother
4.13	Le Anh Tuan			0		Phan Cong Binh: Brother-in-law
4.14	Hoang Anh Tuan			0		Phan Cong Binh: Brother-in-law
4.15	Nguyen Huu Trung			0		Phan Cong Binh: Brother-in-law
4.16	Le Thi Phuong			0		Phan Cong Binh: Sister-in-law
4.17	Luu Thi Thu Ha			0		Phan Cong Binh: Sister-in-law
4.18	Luu Hung Son			0		Phan Cong Binh: Sister-in-law
4.19	Luu Thuy Hong			0		Phan Cong Binh: Brother-in-law
5	Nguyen Phi Hung	5		6.050	0,04%	Appointed Deputy Director of the Company from July 13, 2024
5.1	Bui Thi Thuan			0		Nguyen Phi Hung: Wife
5.2	Nguyen Thuy Trang			0		Nguyen Phi Hung: Biological child
5.3	Nguyen Duc Thang			0		Nguyen Phi Hung: Biological child
5.4	Nguyen Huu Nhan			0		Nguyen Phi Hung: Father
5.5	Nguyen Thi Quyen			0		Nguyen Phi Hung: Birth mother
5.6	Bui Dinh Hop			0		Nguyen Phi Hung: Father-in-law
5.7	Chu Thi Hoa			0		Nguyen Phi Hung: Mother-in-law
5.8	Nguyen Tuan Anh			0		Nguyen Phi Hung: Real brother
5.9	Nguyen Phi Cuong			0		Nguyen Phi Hung: Younger brother
5.10	Nguyen Tuan Dung			0		Nguyen Phi Hung: Younger brother
5.11	Le Thi Yen			0		Nguyen Phi Hung: Sister-in-law
5.12	Dao Thi Thanh Huong			0		Nguyen Phi Hung: Sister-in-law

5.13	Le Thi Hanh						0		Nguyen Phi Hung: Sister-in-law
5.14	Bui Dinh Hai						0		Nguyen Phi Hung: Brother-in-law
6	Hoang Quoc Dat		2				4.000	0,03%	
6.1	Duong Thi Ngoc						0		Hoang Quoc Dat: Wife
6.2	Hoang Tu Anh						0		Hoang Quoc Dat: Biological son
6.3	Hoang Bao Nhi						0		Hoang Quoc Dat: Biological son
6.4	Hoang Thanh Tung						0		Hoang Quoc Dat: Biological son
6.5	Luong Thi Vang						0		Hoang Quoc Dat: Birth mother
6.6	Nguyen Thi Tho						0		Hoang Quoc Dat: Mother-in-law
6.7	Hoang Ngoc Dao						0		Hoang Quoc Dat: Real brother
6.8	Le Thi Anh Tram						0		Hoang Quoc Dat: Sister-in-law
6.9	Duong Ngoc Hoan						0		Hoang Quoc Dat: Brother-in-law
7	Vo Thi Thuy An		6				2.500	0,02%	
7.1	Tran Van Tien						0		Vo Thi Thuy An: Husband
7.2	Tran Quang Khai						0		Vo Thi Thuy An: Biological child
7.3	Tran Vo Tuan Anh						0		Vo Thi Thuy An: Biological child
7.4	Vu Ngoc Cuong						0		Vo Thi Thuy An: Biological father
7.5	Tran Thi Mui						0		Vo Thi Thuy An: Biological mother
7.6	Tran Van Xuan						0		Vo Thi Thuy An: Father-in-law
7.7	Ha Thi Hoa						0		Vo Thi Thuy An: Mother-in-law
7.8	Vo Anh Ngoc						35.606	0,24%	Vo Thi Thuy An: Younger sister
7.9	Nguyen Thuy Duong						0		Vo Thi Thuy An: Sister-in-law
7.10	Tran Van Dat						0		Vo Thi Thuy An: Sister-in-law
8	Nguyen Thi Thanh Thuy		7				2.240	0,015%	
8.1	Tran Duc Hieu						0		Nguyen Thi Thanh Thuy: Biological child
8.2	Tran Thi Thuy Quynh						0		Nguyen Thi Thanh Thuy: Biological child
8.3	Nguyen Dinh Tuat						0		Nguyen Thi Thanh Thuy: Biological father
8.4	Phan Thi Tien						0		Nguyen Thi Thanh Thuy: Biological mother
8.5	Nguyen Thi Thanh Uyen						0		Nguyen Thi Thanh Thuy: Younger sister
8.6	Nguyen Phan Thanh Long						0		Nguyen Thi Thanh Thuy: Younger brother
8.7	Nguyen Thi Thanh Giang						0		Nguyen Thi Thanh Thuy: Younger sister
8.8	Nguyen Thi Thanh Duyen						0		Nguyen Thi Thanh Thuy: Younger sister
8.9	Le Phu Quang						0		Nguyen Thi Thanh Thuy: Sister-in-law
8.10	To Van Ha						0		Nguyen Thi Thanh Thuy: Sister-in-law
8.11	Le Manh Ha						0		Nguyen Thi Thanh Thuy: Sister-in-law
8.12	Tran Thi Hieu Nga						0		Nguyen Thi Thanh Thuy: Sister-in-law

9	Nguyen Thi Hoa	8	0		
9.1	Le Duc Tam		0		Nguyen Thi Hoa: Husband
9.2	Le Minh Thao		0		Nguyen Thi Hoa: Biological child
9.3	Le Minh Tuyet		0		Nguyen Thi Hoa: Biological child
9.4	Nguyen Van Vinh		0		Nguyen Thi Hoa: Biological father
9.5	Ngo Thi Hanh		0		Nguyen Thi Hoa: Biological mother
9.6	Le Duc Chinh		0		Nguyen Thi Hoa: Father-in-law
9.7	Le Thi Thuong		0		Nguyen Thi Hoa: Mother-in-law
9.8	Nguyen Van Hung		0		Nguyen Thi Hoa: Younger brother
9.9	Nguyen Thi Le		0		Nguyen Thi Hoa: Younger sister
9.10	Dau Thi Luong		0		Nguyen Thi Hoa: Sister-in-law
9.11	Truong Dinh Tien		0		Nguyen Thi Hoa: Sister-in-law
9.12	Le Van Tu		0		Nguyen Thi Hoa: Sister-in-law
9.13	Le Duc Tuyen		0		Nguyen Thi Hoa: Sister-in-law
9.14	Le Duc Tien		0		Nguyen Thi Hoa: Sister-in-law
10	Nguyen Thi Yen	8	2.000	0,013%	
10.1	Nguyen Huu Chan		0		Nguyen Thi Yen: Husband
10.2	Nguyen Huu Huy Hoang		0		Nguyen Thi Yen: Biological child
10.3	Nguyen Huu Hoang Huy		0		Nguyen Thi Yen: Biological child
10.4	Nguyen Van Tri		0		Nguyen Thi Yen: Biological father
10.5	Nguyen Thi Lai		0		Nguyen Thi Yen: Biological mother
10.6	Nguyen Huu Sinh		0		Nguyen Thi Yen: Father-in-law
10.7	Nguyen Ngoc Thai		0		Nguyen Thi Yen: Younger brother
10.8	Le Thi Mai		0		Nguyen Thi Yen: Sister-in-law
10.9	Nguyen Thi Hien		0		Nguyen Thi Yen: Sister-in-law
10.10	Nguyen Thi Hao		0		Nguyen Thi Yen: Sister-in-law

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Hoàng Đình Thang

APPENDIX 01: LIST OF INSIDERS AND RELATED PERSONS (INDIVIDUALS, ORGANIZATIONS) TO INSIDERS

Stock code: HUD4 Investment and Construction Joint Stock Company

Company Name: HU4

Closing date: 12/31/2024

No.	Stock Code	Full Name	Position in the Company	Relationship with the Insider	Type of Ownership Certificate (ID, , Passport, Business Registration Certificate)	Ownership Certificate Number	Date of Issuance of Ownership Certificate	Time of Appointment as Insider/Becoming Related Party	Notes
1	2	3	4	5	6	7	8	9	10
	Text	Text	Text	Text	Text	Text	(dd/mm/yyyy)	Date (dd/mm/yyyy)	Text
1	HU4	Hoang Dinh Thang	Chairman of the Board		ID card	171809595	01/06/2011	29/04/2022	
1.1	HU4	Housing and Urban Development Investment Corporation		Mr. Hoang Dinh Thang is the Head of the Group representing the capital of HUD Corporation at HUD4 Company.	Business Registration	100106144		29/04/2022	
1.2	HU4	Le Thi Tuyet		Wife	CCCD	038179011534	28/06/2021	29/04/2022	
1.3	HU4	Hoang Le Minh		Boy	CCCD	038206000137	04/12/2021	29/04/2022	
1.4	HU4	Hoang Nu Minh Ngoc		Daughter	CCCD	038308001486	31/03/2023	29/04/2022	
1.5	HU4	Hoang Dinh Sang		Boy	CCCD	038212013711	24/10/2024	29/04/2022	
1.6	HU4	Hoang Ngoc Thiep		Father	CCCD	038041004238	14/09/2021	29/04/2022	
1.7	HU4	Nguyen Thi Loan		Mother	CCCD	038146011118	12/08/2021	29/04/2022	
1.8	HU4	Le Ngoc Quan		father in law	CCCD	038059011964	19/08/2021	29/04/2022	
1.9	HU4	Nguyen Thi Chinh		Mother in law	CCCD	038158017280	19/08/2021	29/04/2022	
1.10	HU4	Hoang Thi Duc		Sister	CCCD	038171030714	10/08/2021	29/04/2022	
1.11	HU4	Hoang Minh Duoc		Sister	CCCD	038173009784	05/01/2022	29/04/2022	
1.12	HU4	Hoang Minh Loc		Sister	CCCD	038175011534	11/08/2021	29/04/2022	
1.13	HU4	Hoang Thi Lan		Sister	CCCD	038177019257	27/12/2021	29/04/2022	
1.14	HU4	Hoang Van Huan		brother in law	CCCD	038068033164	19/08/2021	29/04/2022	

1.15	HU4	Nguyen Van Khoa			brother in law	CCCD	038072039404	11/08/2021	29/04/2022	
1.16	HU4	Hoang Van Viet			brother in law	CCCD	038075002082	12/08/2021	29/04/2022	
1.17	HU4	Dang Dinh Xuan			brother in law	CCCD	038076009243	14/09/2021	29/04/2022	
1.18	HU4	Le Thi Dung			sister in law	CCCD	038182001105	15/04/2016	29/04/2022	
1.19	HU4	Le Ngoc Chien			sister in law	CCCD	038085040447	15/11/2022	29/04/2022	
2	HU4	Nguyen Viet Hung		Member of Board of Directors, Deputy Director in charge of operations		CCCD	035079008472	06/09/2021	27/05/2020	Ceased to participate in the Board of Directors and approved by the 2024 Annual General Meeting of Shareholders on May 15, 2024
2.1	HU4	Nguyen Thi Van			Wife	ID card	17235533		27/05/2020	
2.2	HU4	Nguyen Tuong Vy			Daughter	CCCD	38310008771	13/07/2024	27/05/2020	
2.3	HU4	Nguyen Tuong Vinh			Boy	CCCD	38213011385	14/07/2024	27/05/2020	
2.4	HU4	Dang Thi Phuong			Mother	ID card	170092746		27/05/2020	
2.5	HU4	Nguyen Huy Cuong			father in law	CCCD	038055010603	10/06/2021	27/05/2020	
2.6	HU4	Trinh Thi Toi			Mother in law	CCCD	038158026755	11/08/2021	27/05/2020	
2.7	HU4	Nguyen Tan Thanh			brother	ID card	171828336		27/05/2020	
2.8	HU4	Hoang Thi Loan			Sister in law	ID card	171826234		27/05/2020	
2.9	HU4	Nguyen Thi Tuyet			Sister-in-law	CCCD	038180020462	28/09/2021	27/05/2020	
2.10	HU4	Nguyen Thi Hoa			sister in law	CCCD	038188012711		27/05/2020	
3	HU4	Le Do Thang		Member of Board of Directors, Deputy Director		CCCD	038074011935	28/06/2021	27/05/2020	
3.01	HU4	Housing and Urban Development Investment Corporation			Mr. Le Do Thang is a member of the Group representing HUD Corporation's capital at HUD4 Company.	Business Registration	100106144		24/01/2024	A member of the Group representing the Corporation's capital at HUD4 Company since January 24, 2024.
3.02	HU4	Le Thi Mai			Wife	CCCD	038179037092	14/08/2021	27/05/2020	
3.03	HU4	Le Minh Nguyet			Daughter	CCCD	038307001777	04/12/2021	27/05/2020	
3.04	HU4	Le Diep Chi			Daughter	CCCD	38309031817	08/03/2024	27/05/2020	
3.05	HU4	Le Do Tung			Father	CCCD	038042000777	11/08/2021	27/05/2020	
3.06	HU4	Le Thi Thoa			Mother	CCCD	038149008113	01/09/2021	27/05/2020	

3.07	HU4	Le Van Mao			father in law	CCCD	038051006176	19/08/2021	27/05/2020	
3.08	HU4	Pham Thi Chuc			Mother in law	CCCD	038153008222	14/09/2021	27/05/2020	
3.09	HU4	Le Do Toan			brother	CCCD	038071002300	05/02/2021	27/05/2020	
3.10	HU4	Le Thi Thuy			younger brother	CCCD	038177024910	14/08/2021	27/05/2020	
3.11	HU4	Le Thi Hoa			younger brother	CCCD	038185018552	14/08/2021	27/05/2020	
3.12	HU4	Le Thi Ky			Sister in law	CCCD	038175007387	11/08/2021	27/05/2020	
3.13	HU4	Le Van Thi			brother in law	CCCD	038076008081	05/02/2021	27/05/2020	
3.14	HU4	Le Thi Thu Ha			sister in law	CCCD	038183002958	28/08/2021	27/05/2020	
3.15	HU4	Lang Khac Cuong			brother in law	CCCD	040084015685	11/08/2021	27/05/2020	
3.16	HU4	Le Thi Hue			Sister-in-law	CCCD	038182025640	27/08/2021	27/05/2020	
3.17	HU4	Le Van Hung			Sister-in-law	CCCD	038089011325	11/08/2021	27/05/2020	
4	HU4	Phan Cong Binh	Member of Board of Directors, Deputy Director			CCCD	38075041237	30/11/2021	04/02/2024	Join the Board of Directors from May 15, 2024
4.1	HU4	Housing and Urban Development Investment Corporation			Mr. Phan Cong Binh is a member of the group representing the capital of HUD Corporation at HUD4 Company.	Business Registration	100106144		02/04/2024	A member of the Group representing HUD Corporation's capital at HUD4 Company since March 28, 2024.
4.2	HU4	Luu Thi Thuy Van			Wife	CCCD	038182052254	30/11/2021	02/04/2024	
4.3	HU4	Phan Luu Quynh Anh			Daughter	CCCD	038307000917	07/01/2022	02/04/2024	
4.4	HU4	Phan Cong Tuan			Boy				02/04/2024	Still young
4.5	HU4	Le Thi Lac			Mother	CCCD	038145005964	28/06/2021	02/04/2024	
4.6	HU4	Luu Van Bich			father in law	CCCD	038042005478	20/08/2021	02/04/2024	
4.7	HU4	Cao Thi Nang			Mother in law	CCCD	038146013089	12/08/2021	02/04/2024	
4.8	HU4	Phan Thi Thu Thanh			Sister	CCCD	038167000125	29/03/2016	02/04/2024	
4.9	HU4	Phan Thi Thu Huong			Sister	CCCD	038169029879	12/01/2022	02/04/2024	
4.1	HU4	Phan Thi Bich Thao			Sister	CCCD	038172019233	27/08/2021	02/04/2024	
4.11	HU4	Phan Thi Thu Huyen			Sister	CCCD	038173008727	18/01/2023	02/04/2024	
4.12	HU4	Phan Cong Minh			younger brother	CCCD	038078001240	09/01/2022	02/04/2024	
4.13	HU4	Le Anh Tuan			brother in law	CCCD	038078033538	30/06/2022	02/04/2024	
4.14	HU4	Hoang Anh Tuan			brother in law	CCCD	038070015970	27/08/2021	02/04/2024	
4.15	HU4	Nguyen Huu Trung			brother in law	CCCD	038070015970	03/10/2022	02/04/2024	
4.16	HU4	Le Thi Phuong			sister in law	CCCD	038067002444	19/08/2021	02/04/2024	

4.17	HU4	Luu Thi Thu Ha		Sister-in-law	CCCD	038180024499	11/08/2021	02/04/2024	
4.18	HU4	Luu Hung Son		Brother in law	CCCD	038170025690	28/06/2021	02/04/2024	
4.19	HU4	Luu Thuy Hong		Sister-in-law	CCCD	038074022536	08/09/2022	02/04/2024	
5	HU4	Nguyen Phi Hung	Deputy Director		CCCD	38073023519	20/09/2021	13/07/2024	Appointed Deputy Director of the Company from July 13, 2024
5.1	HU4	Bui Thi Thuan		Wife	CCCD	038179030551	02/10/2021	13/07/2024	
5.2	HU4	Nguyen Thuy Trang		Biological child	CCCD	038303005433	31/01/2023	13/07/2024	
5.3	HU4	Nguyen Duc Thang		Biological child	CCCD	038212034120		13/07/2024	
5.4	HU4	Nguyen Huu Nhan		Father	CCCD	038046000305	04/12/2021	13/07/2024	
5.5	HU4	Nguyen Thi Quyen		Birth mother	CCCD	038152024020	14/09/2021	13/07/2024	
5.6	HU4	Bui Dinh Hop		Father-in-law	CCCD	038054005482	28/06/2021	13/07/2024	
5.7	HU4	Chu Thi Hoa		Mother-in-law	CCCD	038157005641	28/06/2021	13/07/2024	
5.8	HU4	Nguyen Tuan Anh		Real brother	CCCD	038070005037	11/08/2021	13/07/2024	
5.9	HU4	Nguyen Phi Cuong		Younger brother	CCCD	038075003171	10/08/2021	13/07/2024	
5.10	HU4	Nguyen Tuan Dung		Younger brother	CCCD	038084001026	15/03/2024	13/07/2024	
5.11	HU4	Le Thi Yen		Sister-in-law	CCCD	038176025015	27/08/2021	13/07/2024	
5.12	HU4	Dao Thi Thanh Huong		Sister-in-law	CCCD	038176012026	10/08/2021	13/07/2024	
5.13	HU4	Le Thi Hanh		Sister-in-law	CCCD	038190035960	27/08/2021	13/07/2024	
5.14	HU4	Bui Dinh Hai		Brother-in-law	CCCD	038081005044	21/04/2021	13/07/2024	
6	HU4	Hoang Quoc Dat	Member of Board of Directors, City of Planning and Investment		CCCD	038083010574	20/08/2021	27/05/2020	
6.1	HU4	Duong Thi Ngoc		Wife	CCCD	038183030075	19/08/2021	27/05/2020	
6.2	HU4	Hoang Tu Anh		Daughter	CCCD	038309029205	20/12/2023	27/05/2020	
6.3	HU4	Hoang Bao Nhi		Daughter	CCCD	038312042202	26/07/2024	27/05/2020	
6.4	HU4	Hoang Thanh Tung		Boy	Do not have			27/05/2020	Still young
6.5	HU4	Luong Thi Vang		Mother	CCCD	038150026203	07/01/2022	27/05/2020	
6.6	HU4	Nguyen Thi Tho		Mother in law	ID card	170008383	28/10/2013	27/05/2020	
6.7	HU4	Hoang Ngoc Dao		brother	CCCD	038077026755	14/07/2022	27/05/2020	
6.8	HU4	Le Thi Anh Tram		Sister in law	CCCD	095181000268	13/03/2021	27/05/2020	
6.9	HU4	Duong Ngoc Hoan		Brother in law	CCCD	038072007204	10/07/2021	27/05/2020	
7	HU4	Vo Thi Thuy An	Head of Finance Department		CCCD	038189017802	22/08/2022	13/11/2023	

7.1	HU4	Tran Van Tien		Husband	CCCD	038089016819	15/01/2023	13/11/2023	
7.2	HU4	Tran Quang Khai		Boy	Do not have			13/11/2023	Still young
7.3	HU4	Tran Vo Tuan Anh		Boy	Do not have			13/11/2023	Still young
7.4	HU4	Vu Ngoc Cuong		Father	CCCD	038069021443	28/06/2021	13/11/2023	
7.5	HU4	Tran Thi Mui		Mother	CCCD	026164009894	10/08/2021	13/11/2023	
7.6	HU4	Tran Van Xuan		father in law	CCCD	038061004167	17/05/2021	13/11/2023	
7.7	HU4	Ha Thi Hoa		Mother in law	CCCD	038168007137	17/05/2021	13/11/2023	
7.08	HU4	Vo Anh Ngoc		younger brother	CCCD	038091017042	19/08/2021	13/11/2023	
7.09	HU4	Nguyen Thuy Duong		sister in law	CCCD	038194003866	10/08/2021	13/11/2023	
7.10	HU4	Tran Van Dat		brother in law	CCCD	038095012747	24/09/2021	13/11/2023	
8	HU4	Nguyen Thi Thanh Thuy	Head of Control Board		ID card	171564616	08/07/2003	27/05/2020	
8.1	HU4	Tran Duc Hieu		Boy	CCCD	038095008862	02/08/2018	27/05/2020	
8.2	HU4	Tran Thi Thuy Quynh		Daughter	CCCD	038300029661	14/08/2021	27/05/2020	
8.3	HU4	Nguyen Dinh Tuat		Father	ID card	171586946		27/05/2020	
8.4	HU4	Phan Thi Tien		Mother	ID card	171564613		27/05/2020	
8.5	HU4	Nguyen Thi Thanh Uyen		younger brother	ID card	171564704		27/05/2020	
8.6	HU4	Nguyen Phan Thanh Long		younger brother	ID card	171759889		27/05/2020	
8.7	HU4	Nguyen Thi Thanh Giang		younger brother	CCCD	038179000025		27/05/2020	
8.8	HU4	Nguyen Thi Thanh Duyen		younger brother	ID card	142748930		27/05/2020	
8.9	HU4	Le Phu Quang		brother in law	CCCD	038079016809	02/05/2022	27/05/2020	
8.10	HU4	To Van Ha		brother in law	CCCD	030081005229	12/04/2022	27/05/2020	
8.11	HU4	Le Manh Ha		brother in law	CCCD	038071006224	28/06/2021	27/05/2020	
8.12	HU4	Tran Thi Hieu Nga		sister in law	CCCD	038178010616	10/08/2021	27/05/2020	
9	HU4	Nguyen Thi Hoa	Technical staff of Project Management Board No. 2		CCCD	038188045610	14/08/2021	27/05/2020	
9.1	HU4	Le Minh Thao		Daughter	CCCD	038314017772	10/12/2024	27/05/2020	
9.2	HU4	Le Minh Tuyet		Daughter	CCCD	038316026449	10/12/2024	27/05/2020	
9.3	HU4	Le Duc Tam		Husband	CCCD	038083010606	28/06/2021	27/05/2020	
9.4	HU4	Nguyen Van Vinh		Father	CCCD	038062003876	09/08/2022	27/05/2020	
9.5	HU4	Ngo Thi Hanh		Mother	CCCD	038165019616	12/07/2021	27/05/2020	
9.6	HU4	Le Duc Chinh		father in law	CCCD	038056017033	02/10/2021	27/05/2020	
9.7	HU4	Le Thi Thuong		Mother in law	CCCD	038162035375	28/06/2021	27/05/2020	

9.8	HU4	Nguyen Van Hung		brother	CCCD	038086018696	05/08/2022	27/05/2020	
9.9	HU4	Nguyen Thi Le		E intestine	CCCD	038190006585	11/08/2021	27/05/2020	
9.10	HU4	Dau Thi Luong		Sister in law	CCCD	040186029818	05/08/2022	27/05/2020	
9.11	HU4	Truong Dinh Tien		brother in law	CCCD	030090019878	13/08/2021	27/05/2020	
9.12	HU4	Le Van Tu		brother in law	CCCD	038085033150	22/04/2021	27/05/2020	
9.13	HU4	Le Duc Tuyen		brother in law	CCCD	038088016232	22/04/2021	27/05/2020	
9.14	HU4	Le Duc Tien		brother in law	CCCD	038091037015	16/12/2021	27/05/2020	
10	HU4	Nguyen Thi Yen	Accountant of Project Management Board No. 1		CCCD	038184008981	25/07/2017	27/05/2020	
10.1	HU4	Nguyen Huu Chan		Husband	CCCD	038079002931	24/04/2019	27/05/2020	
10.2	HU4	Nguyen Huu Huy Hoang		Son	CCCD	03820801556		27/05/2020	
10.3	HU4	Nguyen Huu Hoang Huy		Son	CCCD	038212023762		27/05/2020	
10.4	HU4	Nguyen Van Tri		Father	CCCD	038060004387	21/11/2017	27/05/2020	
10.5	HU4	Nguyen Thi Lai		Mother	ID card	171832452	11/07/2005	27/05/2020	
10.6	HU4	Nguyen Huu Sinh		father in law	CCCD	038051000481		27/05/2020	
10.7	HU4	Nguyen Ngoc Thai		younger brother	ID card	172638531	24/10/2011	27/05/2020	
1.8	HU4	Le Thi Mai		sister in law	CCCD	0381900034939	29/07/2022	27/05/2020	
10.9	HU4	Nguyen Thi Hien		Sister-in-law	CCCD	038172033337	22/09/2021	27/05/2020	
10.10	HU4	Nguyen Thi Hao		Sister-in-law	CCCD	038173033246	22/08/2021	27/05/2020	

PREPARED BY



Pham The Dung

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Hoang Dinh Thang