

Thanh Hoa, November 17, 2025

DECISION

Re: Convening the 2025 Annual General Meeting of Shareholders

**THE BOARD OF DIRECTORS
HUD4 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY**

Pursuant to the Charter of HUD4 Investment and Construction Joint Stock Company;

Pursuant to Official Letter No. 5519/HUD-MB dated 22/10/2025 of the Members' Council of the Housing and Urban Development Investment Corporation regarding the plan for organization and voting content at the 2025 Annual General Meeting of Shareholders of HUD4 Company;

Pursuant to the Minutes of the Board of Directors' meeting dated 17/11/2025 on approving the agenda and contents of the 2025 Annual General Meeting of Shareholders' documents;

Pursuant to relevant legal documents,

DECISION

Article 1. Decision to convene the 2025 Annual General Meeting of Shareholders, with the main contents as follows:

1. Time and venue of the Meeting

- **Time:** from 09:00 AM on December 11, 2025

- **Venue:** 4th Floor Hall - HUD4 Headquarters (No. 662 Ba Trieu Street, Hac Thanh Ward, Thanh Hoa Province)

2. Main contents of the 2025 Annual General Meeting of Shareholders (Tentative)

2.1. Opening procedures of the General Meeting

2.2. Presentation of reports and submissions at the Meeting:

- Report on 2024 business performance and the business plan for 2025
- Financial statements for the fiscal year ended December 31, 2024
- Report of the Board of Directors on governance and performance of the Board and each member in 2024 and throughout the term
- Supervisory Board's appraisal report on business results, financial statements, and assessment of the Company's management and operations
- Self-assessment report of the Supervisory Board and each of its members in 2024 and throughout the term
- Submission on the 2024 profit distribution plan
- Submission on approval of salaries, remunerations, bonuses, and other benefits for members of the Board of Directors and Supervisory Board
- Report on salaries, remunerations, bonuses, and other benefits for members of the Board of Directors, the General Director, and other managers
- Personnel matters related to the Board of Directors and Supervisory Board for the 2025–2030 term
- Submission on approval of the implementation results of the 2024 AGM's assignments to the Board of Directors and the 2025 plan
- Submission on the approval of the Regulation on the operation of the Company's Board of Directors and Supervisory Board for the 2025 - 2030 term.

2.3. Shareholders participate in discussions, provide opinions, and receive explanations from the Board of Directors (BOD) and the Supervisory Board (SB).

2.4. Voting on the resolutions of the 2025 Annual General Meeting of Shareholders regarding the following matters:

- Report on 2024 business performance and the business plan for 2025
- Financial statements for the fiscal year ended December 31, 2024
- Report of the BOD on corporate governance and the performance of the BOD and each member in 2024 and over the term
- Appraisal report of the SB on business results, financial statements, and assessment of the Company's management and operations

- Self-assessment report of the SB and each of its members in 2024 and over the term
- Submission on the 2024 profit distribution plan
- Submission on approval of salaries, remunerations, bonuses, and other benefits for members of the BOD and SB
- Report on salaries, remunerations, bonuses, and other benefits for members of the BOD, General Director, and other managers
- Personnel matters related to the BOD and SB for the 2025–2030 term
- Submission on approval of the implementation results of the 2024 AGM's assignments to the BOD and the 2025 plan
- Submission on the approval of the Regulation on the operation of the Company's Board of Directors and Supervisory Board for the 2025 - 2030 term.
- Other matters under the authority of the General Meeting of Shareholders

2.5. Approval of the Meeting Minutes/Resolution and adjournment of the General Meeting.

The meeting materials for the 2025 Annual General Meeting of Shareholders will be published on the Company's website: <http://www.hud4.vn>; <http://www.hud4.com.vn> from November 18, 2025 (Information related to candidates for the Board of Directors and the Supervisory Board for the 2025–2030 term will be disclosed by the Company at a later time.)

To ensure the meeting is organized in accordance with regulations, shareholders are kindly requested to complete the registration procedures to confirm attendance or authorize a representative to attend the General Meeting (using the attached form) and send it to the Company (or via email to: hud4@hud.com.vn) no later than December 05, 2025.

Article 3. The General Director shall, based on the above contents, instruct relevant departments to organize the General Meeting in accordance with applicable regulations.

Article 4. Shareholders, Members of the Board of Directors, the Supervisory Board, Executive Board, Chief Accountant, and Heads of departments, divisions, and affiliated units concerned shall be responsible for implementing this Decision.

Article 5. This Decision shall take effect from the date of signing. AB

Recipients:

- As stated in Article 4;
- HUD Corporation (for reporting);
- Party Committee of the Company (for reporting);
- Disclosure of information in accordance with regulations;
- Filed with the Board of Directors and Administration Department.

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



Hoang Dinh Thang

