

Hanoi, 29 January , 2026

no: 130-HUDLAND-KTE

REPORT
CORPORATE GOVERNANCE SITUATION
(The Year of 2025)

To: - **State Securities Commission;**
 - **Hanoi Stock Exchange**

- Company name: **HUDLAND Real Estate Investment and Development Joint Stock Company**

- Head office address: 12th Floor, HUDLAND Tower, Lot ACC7, Linh Dam General Service Area, Dinh Cong Ward, Hanoi City;

- Phone: 024.3652 3862 Email: hudland@hudland.com.vn

- Charter capital: 549.999.610.000 VND;

- Stock code: HLD

- Corporate governance model: General Meeting of Shareholders, Board of Directors, Audit Committee, and Director.

I. Activities of General Meeting of Shareholders:

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders passed in the form of written opinions):

| No | Resolution/Decision No. | Date | Content |
|----|-------------------------|------------|---|
| 1 | Unumbered | 24/04/2025 | Resolution of the General Meeting of Shareholders approving the matters discussed and adopted at the 2025 Annual General Meeting of Shareholders of HUDLAND Real Estate Investment and Development Joint Stock Company. |
| 2 | 293/NQ-ĐHĐCĐ | 26/02/2025 | Resolution of the General Meeting of Shareholders (approved in the form of written shareholder opinions) on adjusting the plan for using capital obtained from the additional share offering to increase HUDLAND's charter capital. |

II. Board of Directors in the year of 2025:

1. Information about Board of Directors (BOD) members

| No | BOD Member | Position (Independent BOD Member, Non-executive BOD Member) | Date of being/stop being a BOD/Independent BOD Member | |
|----|-------------------------|---|---|-------------------|
| | | | Date of Appointment | Date of Dismissal |
| 1 | Mr. Pham Cao Son | Chairman of the BOD | 26/06/2023 | |
| 2 | Mr. Nguyen Thanh Tu | Member of the BOD | 26/06/2023 | |
| 3 | Mrs. Nguyen Thanh Huong | Member of the BOD | 26/06/2023 | 24/04/2025 |
| 4 | Mr. Vu Tuan Linh | Member of the BOD, Company Director | 26/06/2023 | |
| 5 | Mrs. Dong Thi Cuc | Independent Member of the BOD | 26/06/2023 | |
| 6 | Mrs. Tran Thi Hai Ly | Member of the BOD | 24/04/2025 | |

2. BOD's Meetings:

| No | BOD Member | Number of Meetings Attended | Attendance Rate | Reason for Non-Attendance |
|----|-------------------------|-----------------------------|-----------------|--|
| 1 | Mr. Pham Cao Son | 36 | 100% | |
| 2 | Mr. Nguyen Thanh Tu | 36 | 100% | |
| 3 | Mrs. Nguyen Thanh Huong | 7 | 100% | Attended the meeting on March 20, 2025, in person; the rest were attended by proxy (due to business trip abroad) |
| 4 | Mr. Vu Tuan Linh | 36 | 100% | |
| 5 | Mrs. Dong Thi Cuc | 36 | 100% | |
| 6 | Mrs. Tran Thi Hai Ly | 29 | 100% | |

3. BOD's oversight of the Executive Board.

2025 was a year marked by significant fluctuations and challenges for HUDLAND. Internationally, the economic and political environment remained complex; domestically, the introduction of a new legal framework and the merger and transition to a two-tier local government model prolonged the completion of project-related procedures. The Company's business and production plan was also affected by cash flow pressures and the requirement for corporate restructuring. In addition, the Company's charter capital

increased by 1.74 times compared to 2024, placing higher demands on governance capacity, executive management, and project implementation.

In this context, the Board of Directors (BOD) strengthened its supervisory and directive role and worked closely with the Board of Management to maintain operational stability, address difficulties, and accelerate the progress of key projects. In 2025, the BOD resolved to adjust key personnel: Mr. Nguyen Thanh Tu ceased to hold the position of Director and was assigned as a full-time member of the BOD to enhance governance and project development capacity; concurrently, Mr. Vu Tuan Linh—BOD member and Deputy Director—was appointed Director of the Company effective from 1 July 2025 to strengthen executive management and meet the requirements for implementing the Company's tasks in 2025.

Through regular and extraordinary meetings, the BOD continuously reviewed and assessed the implementation of its directives, compliance with laws, the Company's Charter, resolutions of the General Meeting of Shareholders, and resolutions of the BOD. Overall, the Board of Management strictly complied with the BOD's directives, ensuring the progress and quality of work in accordance with assigned responsibilities.

a) Investment and development work:

The Board of Directors provided strong and close direction and supervision over the Company's key projects:

- Binh Giang Project

- + Proactively coordinated with local competent authorities to address major legal and procedural obstacles, particularly land clearance. Completed payment of land use fees; finalized dossiers for adjustment of the detailed master plan, the second adjustment of the basic design, and procedures for adjustment of the investment policy.
- + Completed construction of Phase 2 technical infrastructure on the areas where site clearance had been handed over; completed fire prevention and fighting acceptance, Phase 1 power connection acceptance with the Department of Industry and Trade, environmental licensing, boundary marking, and cadastral surveying for the issuance of Land Use Right Certificates. By the end of 2025, major obstacles had been resolved; approvals for the adjusted land allocation decision (Phase 1) and issuance of Land Use Right Certificates (Phase 1) were completed; procedures for certification of eligibility for business operations by the Department of Construction were finalized. The Company approved the business plan and commenced Phase 1 business operations in December 2025, ensuring fulfillment of the business and production targets as planned.

- Dong Tam Project

- + Completed conversion of forest land use purposes, adjustment of the investment policy, and approval of land allocation.
- + Construction commenced in November 2025. The Company proactively completed preparatory works and was ready to commence construction immediately upon site handover, demonstrating a proactive approach and maximum adherence to the project schedule within permitted conditions.

- CC3 Project:

- + Directed coordination with local authorities to adjust building height in accordance with exploitation needs and planning requirements.

- Khuc Xuyen and Niem Xa Projects:

- + Submitted dossiers proposing investment policies and actively completed revisions in accordance with feedback from competent authorities.

- Other projects:

- + Continued monitoring, research, and updating of market and legal information to ensure maintenance of the Company's medium- and long-term project pipeline.

b) Finance and securities work:

- Completed the increase of charter capital to VND 550 billion, enhancing financial capacity and capital mobilization capability.
- Directed the development of cash flow plans and diversification of funding sources, particularly to serve the implementation of the Binh Giang and Dong Tam projects; completed legal documentation and executed credit agreements for the Dong Tam project.
- Successfully organized the 2025 Annual General Meeting of Shareholders in accordance with regulations.

c) Business operations and asset exploitation

- Maintained office leasing activities at HUDLAND Tower (CC7), ensuring stable revenue.
- For low-income housing in Bac Ninh, carried out post-lease repairs and put the properties back into operation.
- Implemented business activities for the Binh Giang project in accordance with the approved schedule.
- Conducted maintenance and warranty works for existing projects to ensure safety and efficient utilization of current assets.

d) Digital transformation and internal governance

- Directed the adjustment of the digital transformation plan in line with new objectives. The new digital management system (BASE) officially went live on 10 August 2025, with continued optimization of processes and enhancement of management and operational efficiency.
- Strengthened supervision of legal compliance, quality management, bidding activities, cash flow management, and risk management.

4. Activities of Sub-committees under the Board of Directors:

- On 24 April 2025, the Company's 2025 Annual General Meeting of Shareholders approved the adjustment of the Company's organizational and management structure, whereby the Supervisory Board was dissolved and the Audit Committee (AC) was established under the Board of Directors. On 28 April 2025, the Board of Directors issued Resolution No. 657/NQ-BOD on the establishment of the Audit Committee. The Audit Committee has been consolidated and has officially commenced operations in accordance with its assigned functions and duties since its establishment.
- The Audit Committee performs an independent supervisory role over the Company's financial activities, internal audit, compliance, and risk management, and supports the Board of Directors in ensuring transparency, efficiency, and compliance with legal regulations in corporate governance and management.
- Apart from the Audit Committee, the Board of Directors has not yet established other specialized sub-committees. The implementation of policies and activities is directly directed by the Board of Directors to the Executive Management to carry out resolutions and decisions of the Board of Directors. The Board of Directors assigns one individual to act as the Company Administrator and Board Secretary, assisting the Board of Directors in consolidating, reviewing, and reporting on the Company's operational areas. In addition, when necessary, the Chairman of the Board of Directors may directly request reports from the Director or relevant departments, or address

matters through working meetings with the Executive Management and heads of departments.

5. Resolutions/Decisions of the Board of Directors:

In 2025, the Board of Directors issued a total of 81 resolutions/decisions. (*Appendix 1 attached.*)

III. Supervisory Board (The year of 2025 report)

Information about Supervisory Board members::

| No | Supervisory Board Member | Position | Date of becoming/ceasing to be a Supervisory Board Member | Professional Qualification |
|----|--------------------------|-----------------------------|---|---|
| 1 | Ms. Dang Thanh Binh | Head of Supervisory Board | Start Date: 23/06/2023 Dismissal Date: 24/04/2025 | Bachelor of Finance - Banking |
| 2 | Ms. Nguyen Vu Ngoc Linh | Member of Supervisory Board | Start Date: 23/06/2023 Dismissal Date: 24/04/2025 | Construction Economics Engineer; Master of Construction Management – Project Management |
| 3 | Ms. Ngo Thi Hanh | Member of Supervisory Board | Start Date: 23/06/2023 Dismissal Date: 24/04/2025 | Bachelor of Finance – Accounting |

2. Meetings of the Supervisory Board:

| No | Supervisory Board Member | Number of Meetings Attended | Attendance Rate | Voting Rate | Reason for Non-Attendance |
|----|--------------------------|-----------------------------|-----------------|-------------|---------------------------|
| 1 | Ms. Dang Thanh Binh | 2 | 100% | 100% | |
| 2 | Ms. Nguyen Vu Ngoc Linh | 2 | 100% | 100% | |
| 3 | Ms. Ngo Thi Hanh | 2 | 100% | 100% | |

3. Supervisory Board's oversight of the BOD, Executive Board, and shareholders:

Through the supervisory process, the Supervisory Board assessed that the Board of Directors and the Executive Management of the Company operated in a flexible and innovative manner, with strong unity and close coordination; proactively sought solutions for organization and management, promoted and developed production and business activities, improved operational efficiency, controlled and reduced costs, stabilized employment and income for employees, and consistently oriented and directed the Executive Management to pay due attention to employment and the legitimate rights and interests of employees of the Company.

The results of the activities of the Board of Directors and the Executive Management have been presented in the sections above.

The Company's executive apparatus has increasingly enhanced its professionalism, with management and direction clearly assigned by functional areas.

4. Coordination between the Supervisory Board and the activities of the BOD, Executive Board, and other management personnel:

Overall, during 2025, the Board of Directors and the Executive Management regularly provided the Supervisory Board, in accordance with regulations, with information on the Company's production and business activities, reports on the implementation of production and business tasks for 2025, the Company's financial statements for the year, and other relevant documents.

The serious and close cooperation among the Board of Directors, the Executive Management, and the Supervisory Board was aimed at the common objective of enabling the Company to promote its production and business activities, implement resolutions of the General Meeting of Shareholders in compliance with laws and the Company's Charter, and ensure the legitimate interests of shareholders.

5. Other activities of the Supervisory Board (if any): None

IV. Audit Committee (The year of 2025 report)

1. Information about Audit Committee members:

| No | Member | Position | Date of becoming/ceasing to be an AC member | Professional Qualification |
|----|---------------------|--------------------|---|-------------------------------|
| 1 | Ms. Dong Thi Cuc | Chairman of the AC | Start Date: 29/04/2025 | Master of Accounting |
| 2 | Ms. Tran Thi Hai Ly | Member of the AC | Start Date: 29/04/2025 | Bachelor of Finance – Banking |

2. Audit Committee Meetings:

| No | Supervisory Board Member | Number of Meetings Attended | Attendance Rate | Voting Rate | Reason for Non-Attendance |
|----|--------------------------|-----------------------------|-----------------|-------------|---------------------------|
| 1 | Ms. Dong Thi Cuc | 1 | 100% | | |
| 2 | Ms. Tran Thi Hai Ly | 1 | 100% | | |

Audit Committee meetings are held in accordance with the regulations in the issued Audit Committee Operating Regulations

3. Audit Committee's oversight of the BOD, Executive Board, and shareholders:

The activities of the Audit Committee were carried out in compliance with its approved Charter, the relevant governing laws and regulations, and in a manner consistent with the Company's actual operational conditions and requirements. The Audit Committee fully participated in meetings of the Board of Directors and closely supervised the activities of the Board of Directors and the Board of Management in complying with State regulations and internal corporate governance regulations, thereby ensuring the legitimate rights and interests of shareholders.

Through the supervisory process, the Audit Committee assessed that the Board of Directors and the Executive Management of the Company operated in a flexible and innovative manner, with strong unity and close coordination; proactively sought management and organizational solutions, promoted and developed production and

business activities, improved operational efficiency, controlled costs, stabilized employment and income for employees, and consistently oriented and directed the Executive Management to pay due attention to employment and the rights and interests of employees of the Company.

4. Coordination between the Audit Committee and the activities of the BOD, Executive Board, and other management personnel:

The Audit Committee received close cooperation and favorable conditions from the Board of Directors, the Board of Management, and functional departments in performing its supervisory duties. The Audit Committee was provided, in accordance with regulations, with full and timely documents, records, and information related to corporate governance, business operations, and the Company's financial situation relevant to the performance of its functions.

5. Other activities of the Audit Committee (if any): None

IV. Executive Board

| No | Executive Board member | Date of birth | Professional Qualification | Date of Appointment/Dismissal as Executive Board Member |
|----|---|---------------|-----------------------------------|--|
| 1 | Mr. Nguyen Thanh Tu Position: Director | 10/09/1973 | Civil Engineer | Date of Appointment: 26/06/2023 Date of Dismissal: 01/07/2025 |
| 2 | Mr. Vu Tuan Linh Position: Deputy Director | 11/12/1976 | Bachelor of Economics | Date of Appointment: 01/04/2025 Date of Dismissal: 01/07/2025 |
| | Mr. Vu Tuan Linh Position: Director | 11/12/1976 | Bachelor of Economics | Date of Appointment: 01/07/2025 |
| 3 | Mr. Nguyen Nam Cuong Position: Deputy Director | 09/11/1979 | Master of Urban Architecture | Date of Appointment: 02/06/2023 |
| 4 | Mr. Tran Dung Sy Position: Deputy Director | 10/05/1973 | Civil Engineer | Date of Appointment: 08/02/2022 |
| 5 | Mr. Le Quoc Chung Position: Chief Accountant | 24/01/1983 | Master of Business Administration | Date of Appointment: 02/06/2023 Date of Dismissal: 06/12/2025 |

V. Chief Accountant

| Full name | Date of birth | Professional Qualification | Date of Appointment/Dismissal |
|-------------------|---------------|-----------------------------------|--|
| Mr. Le Quoc Chung | 24/01/1983 | Master of Business Administration | Date of Appointment: 02/06/2023 Date of Dismissal: 06/12/2025 |

- Person in charge of accounting

| Full name | Date of birth | Professional Qualification | Date of Appointment |
|-----------------------|---------------|----------------------------|---------------------|
| Mrs Nguyen Hong Nhung | 24/12/1990 | Bachelor of Accounting | 06/12/2025 |

VI. Corporate Governance Training.

None (BOD members, Supervisory Board members, Executive Director, other management personnel, and Company Secretary have participated in corporate governance training courses in accordance with corporate governance regulations).

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: *(Appendices 2A and 2B attached)*.
2. Transactions between the company and its related parties; Or between the company and major shareholders, insiders, and related parties of insiders: *(Appendix 3 attached)*.
3. Transactions between company insiders, related parties of insiders with subsidiaries, companies controlled by the company: None.
4. Transactions between the company and other subjects.
 - 4.1. Transactions between the company and companies where BOD members, Supervisory Board members, Directors, and other managers have been or are founding members or BOD members, executive directors within the last three (03) years (as of the reporting date): None.
 - 4.2. Transactions between the company and companies where related parties of BOD members, Supervisory Board members, Directors, and other managers are BOD members, executive directors: None.
 - 4.3. Other transactions of the company (if any) that may bring material or non-material benefits to BOD members, Supervisory Board members, Directors, and other managers: None.

VIII. Share transactions of insiders and related parties of insiders in the year of 2025.

1. List of insiders and related parties of insiders: *(Appendix 4 attached)*.
2. Transactions of insiders and related parties regarding company shares: *(Appendix 5 attached)*.

IX. Other matters to note: None

Recipients:

- As addressed;
- Archive at Office, Economic Department.

ON BEHALF OF THE BOARD OF
DIRECTORS
Chairman



PHẠM CAO SƠN

APPENDIX 1: RESOLUTION/DECISION OF THE BOARD OF DIRECTORS

| No | Resolution/Decision No. | Date | Content | Rating Vote |
|----|-------------------------|------------|---|----------------------|
| 1 | 40/QĐ-HĐQT | 09/01/2025 | Decision to reward outstanding employee in 2024, Mr. Nguyen Manh Huy, project management board staff - first prize | As per authorization |
| 2 | 41/QĐ-HĐQT | 09/01/2025 | Decision to reward outstanding employee in 2024, Mr. Tran Anh Tuan, investment department staff - second prize. | As per authorization |
| 3 | 42/QĐ-HĐQT | 09/01/2025 | Decision to reward outstanding employee in 2024, Ms. Le Thi Quynh, HR department staff - third prize. | As per authorization |
| 4 | 43/QĐ-HĐQT | 09/01/2025 | Decision to reward middle management officials in 2024 - Mr. Nguyen Van Sinh | As per authorization |
| 5 | 44/QĐ-HĐQT | 09/01/2025 | Decision to reward outstanding collective in 2024 - Investment Department | As per authorization |
| 6 | 75/QĐ-HĐQT | 10/01/2025 | Decision on establishing a steering committee and an assisting team for digital transformation in enterprise management and amending digital governance regulations. | As per authorization |
| 7 | 85/BB-HĐQT | 17/01/2025 | Resolution on increasing the company's charter capital | 100% |
| 8 | 129/NQ-HĐQT | 22/01/2025 | Board of Directors' Resolution on approving the record date to finalize the shareholder list for collecting written opinions on matters under the authority of the General Meeting of Shareholders. | 100% |
| 9 | 143/NQ-HĐQT | 24/01/2025 | Approval via written shareholder opinions regarding the adjustment of the capital utilization plan obtained from the additional share offering to increase the charter capital of HUDLAND Real Estate Investment and Development Joint Stock Company. | 100% |
| 10 | 195/QĐ-HĐQT | 06/02/2025 | Decision Promulgating the Action Program for Practicing Thrift and Combating Waste in 2025 | As per authorization |
| 11 | 236/QĐ-HĐQT | 15/02/2025 | Decision approving the contractor selection plan for the software supply package and enterprise digital transformation service deployment for the period from 2025 to 2029. | As per authorization |

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|----|-------------|------------|---|----------------------|
| 12 | 262/NQ-HĐQT | 13/02/2025 | Board of Directors' Resolution on Amending the Content of Resolution No. 143/NQ-HĐQT dated January 24, 2024, of the Board of Directors, regarding collecting written shareholder opinions on adjusting the capital utilization plan obtained from the additional share offering to increase the charter capital of HUDLAND company. | 100% |
| 13 | 303/NQ-HĐQT | 28/02/2025 | Resolution approving the registration dossier for the additional public offering of shares to increase the Company's charter capital on February 27, 2025. | As per authorization |
| 14 | 304/NQ-HĐQT | 28/02/2025 | Resolution approving the registration dossier for the additional public offering of shares to increase the Company's charter capital on February 27, 2025. | As per authorization |
| 15 | 308/QĐ-HĐQT | 28/02/2025 | Decision to award the titles of Advanced Labor Collective and Advanced Laborer in 2024. | As per authorization |
| 16 | 309/QĐ-HĐQT | 28/02/2025 | Decision on Disbursing Rewards for the Titles of Advanced Labor Collective and Advanced Laborer in 2024. | As per authorization |
| 17 | 322/QĐ-HĐQT | 03/03/2025 | Decision on approving the supplementary contractor selection plan for bid packages No. 3, 4, 5 of the Yen Bai project. | As per authorization |
| 18 | 365/NQ-HĐQT | 12/03/2025 | Approval of capital borrowing transactions with insiders, related persons of insiders, or related persons of HUDLAND company. | 100% |
| 19 | 366/QĐ-HĐQT | 12/03/2025 | Decision approving the contractor selection plan for repair packages of rental apartments for business operations after 5 years at the low-income apartment building in Bac Ninh province. | As per authorization |
| 20 | 426/NQ-HĐQT | 20/03/2025 | Regarding the approval of personnel organization work to enhance the capacity of the Board of Directors and the Executive Board of HUDLAND Real Estate Investment and Development Joint Stock Company. | 100% |
| 21 | 480/QĐ-HĐQT | 01/04/2025 | Decision on appointing Mr. Vu Tuan Linh as Deputy Director of HUDLAND Company. | As per authorization |
| 22 | 494/NQ-HĐQT | 03/04/2025 | Resolution to convene the Annual General Meeting of Shareholders in 2025. | 100% |
| 23 | 500/QĐ-HĐQT | 04/04/2025 | Decision to reward outstanding employees in Q1 - 2025 | As per authorization |

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|----|-------------|------------|---|----------------------|
| 24 | 526/QĐ-HĐQT | 10/04/2025 | Decision on establishing a shareholder eligibility verification committee. | As per authorization |
| 25 | 538/QĐ-HĐQT | 11/04/2025 | Decision on approving the adjusted contractor selection plan for bid packages No. 26, 27, 33 and supplementing bid package No. 39 of the BG project. | As per authorization |
| 26 | 607/NQ-HĐQT | 23/04/2025 | Resolution on the record date to finalize the shareholder list for exercising stock purchase rights. | As per authorization |
| 27 | 654/NQ-HĐQT | 28/04/2025 | Approval of HUDLAND Company's Human Resources Plan (Employees) for 2025 and Employee Payroll Fund for 2025. | 100% |
| 28 | 656/NQ-HĐQT | 28/04/2025 | Resolution on borrowing capital from individuals and non-credit organizations for HUDLAND company's business and production operations. | 100% |
| 29 | 657/NQ-HĐQT | 28/04/2025 | Resolution on establishing an Audit Committee directly under the Board of Directors of HUDLAND company. | 100% |
| 30 | 659/QĐ-HĐQT | 28/04/2025 | Decision on the Assignment of Duties for the Board of Directors. | 100% |
| 31 | 666/QĐ-HĐQT | 29/04/2025 | Decision on establishing an Audit Committee directly under the Board of Directors. | 100% |
| 32 | 700/QĐ-HĐQT | 05/05/2025 | Decision on Disbursing Rewards for the Titles of Grassroots Emulation Fighter and Advanced Labor Collective in 2024 for individuals and collectives of HUDLAND company. | As per authorization |
| 33 | 848/QĐ-HĐQT | 23/05/2025 | Decision on approving the contractor selection plan for the 2025 Financial Statement audit. | 100% |
| 34 | 850/NQ-HĐQT | 23/05/2025 | Resolution on approving the capital borrowing transactions with insiders, related persons of insiders, or related persons of HUDLAND company. | 100% |
| 35 | 854/NQ-HĐQT | 26/5/2025 | Board of Directors' Resolution on approving the policy for the costs of implementing the work of issuing land use right certificates for land plots belonging to the Bac Giang project. | 100% |
| 36 | 859/QĐ-HĐQT | 30/05/2025 | Decision on approving the contractor selection plan for bid packages serving the work of issuing land use right certificates for land plots within the Bac Giang investment and construction project. | As per authorization |
| 37 | 885/NQ-HĐQT | 05/06/2025 | Board Resolution approving the policy on adjustment of the Dong Tam Project | 100% |

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|----|--------------|-----------|--|----------------------|
| 38 | 935/NQ-HĐQT | 13/6/2025 | Board of Directors' Resolution on the distribution of remaining undistributed shares from HUDLAND's additional public offering. | 100% |
| 39 | 938/NQ-HĐQT | 13/6/2025 | Resolution on approving the capital borrowing transactions with insiders, related persons of insiders, or related persons of HUDLAND company. | 100% |
| 40 | 942/NQ-HĐQT | 13/6/2025 | Resolution on approving the policy to support compensation for site clearance of the Binh Giang project. | 100% |
| 41 | 955/QĐ-HĐQT | 16/6/2025 | Decision on approving the results of contractor selection for the 2025 Financial Statement audit package. | 100% |
| 42 | 1066/NQ-HĐQT | 01/7/2025 | Resolution on the appointment of Mr. Vu Tuan Linh as Director of HUDLAND company. | 100% |
| 43 | 1067/QĐ-HĐQT | 01/7/2025 | Decision on accepting Mr. Nguyen Thanh Tu's resignation from the position of company Director and assigning him as a full-time Board Member of the company, effective from July 1, 2025. | As per authorization |
| 44 | 1068/QĐ-HĐQT | 01/7/2025 | Decision on appointing Mr. Vu Tuan Linh as company Director, holding the position effective from July 1, 2025. | As per authorization |
| 45 | 1072/QĐ-HĐQT | 01/7/2025 | Decision on the consolidation of personnel of the Architectural Planning Council of HUDLAND | As per authorization |
| 46 | 1076/NQ-HĐQT | 02/7/2025 | Board Resolution on the implementation of procedures for charter capital increase | 100% |
| 47 | 1077/QĐ-HĐQT | 02/7/2025 | Decision on approving the contractor selection plan for auditing the report on owners' contributed capital for the accounting period from 01 January 2025 to 24 June 2025 | As per authorization |
| 48 | 1078/QĐ-HĐQT | 02/7/2025 | Decision on the consolidation of the Website Editorial Board of HUDLAND | As per authorization |
| 49 | 1081/QĐ-HĐQT | 03/7/2025 | Decision on commendation of Outstanding Employee(s) of Quarter II/2025 | As per authorization |
| 50 | 1088/QĐ-HĐQT | 03/7/2025 | Decision on the consolidation of the Steering Committee for Digital Transformation in corporate governance | As per authorization |
| 51 | 1089/QĐ-HĐQT | 03/7/2025 | Decision on the consolidation of the Emulation and Commendation Council of HUDLAND | As per authorization |
| 52 | 1090/QĐ-HĐQT | 03/7/2025 | Board Resolution approving amendments to certain provisions of the Salary Regulations | As per authorization |

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|----|-----------------|------------|---|----------------------|
| 53 | 1240/NQ-HĐQT | 29/7/2025 | Decision on amending and supplementing certain articles of the Salary Regulations issued under Decision No. 02/QĐ-HĐQT dated 04 January 2021 | 100% |
| 54 | 1241/QĐ-HĐQT | 29/7/2025 | Decision on amending and supplementing certain articles of the Salary Regulations issued under Decision No. 02/QĐ-HĐQT dated 04 January 2021 | As per authorization |
| 55 | 1262/QĐ-HĐQT | 01/8/2025 | Decision on approving the contractor selection plan for procurement packages under the construction phase of the Dong Tam Project, Yen Bai | As per authorization |
| 56 | 1320/BB-HĐQT | 11/8/2025 | Board Resolution approving the policy on adjustment of the business plan for the Low-income Housing Project in Bac Ninh | 100% |
| 57 | 1322/NQ-HĐQT | 11/8/2025 | Board Resolution approving the 15th Amendment to the Company's Charter | 100% |
| 58 | 1413/NQ-HĐQT | 29/8/2025 | Board Resolution promulgating the Operating Regulations of the Audit Committee under the Board of Directors | 100% |
| 59 | 1415/NQ-HĐQT | 29/8/2025 | Board Resolution approving the Regulations on corporate management and administration during the digital transformation period | 100% |
| 60 | 1471/NQ-HĐQT | 12/9/2025 | Board Resolution approving the policy on costs for implementing certain communication and marketing activities classified as selling expenses prior to approval of the Dong Tam Project business plan | 100% |
| 61 | 1504/NQ-HĐQT | 18/9/2025 | Board Resolution on reviewing and approving the policy on forming joint ventures/consortiums to propose investment projects under the Company's consideration | 100% |
| 62 | 1557/QĐ-HĐQT | 01/10/2025 | Decision on commendation of Outstanding Employee(s) of Quarter III/2025 | As per authorization |
| 63 | 1582/QĐ-HUDLAND | 06/10/2025 | Decision on approving the contractor selection plan for the operation and management package of the HUDLAND Tower office building for the period 2025–2028 | As per authorization |
| 64 | 1609/NQ-HĐQT | 13/10/2025 | Board Resolution on the policy and costs for implementing certain works to prepare for and approve the business plan of the Binh Giang Project | 100% |

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|----|--------------|------------|--|----------------------|
| 65 | 1611/NQ-HĐQT | 13/10/2025 | Board Resolution on the establishment and promulgation of functions and duties of the Project Development Department, and amendment and supplementation of the functions and duties of the Investment Department | 100% |
| 66 | 1648/NQ-HĐQT | 17/10/2025 | Board Resolution on postponement of cash dividend payment for the year 2022 | 100% |
| 67 | 1655/QĐ-HĐQT | 20/10/2025 | Decision on approving the contractor selection plan for the consultancy package on determining market prices of real estate products of the Investment and Construction Project of the New Residential Area in Phu Hamlet, Thai Hoc Commune and Nhuan Dong Hamlet, Binh Minh Commune, Binh Giang District (now Duong An Commune, Hai Phong City) | As per authorization |
| 68 | 1699/QĐ-HĐQT | 29/10/2025 | Decision on the establishment and promulgation of functions and duties of the Project Development Department and amendment and supplementation of the functions and duties of the Investment Department | As per authorization |
| 69 | 1745/QĐ-HĐQT | 18/11/2025 | Decision on adjustment of the Dong Tam Project | As per authorization |
| 70 | 1747/NQ-HĐQT | 18/11/2025 | Board Resolution approving the credit facility plan for investment and construction of the Dong Tam Project | |
| 71 | 1749/QĐ-HĐQT | 18/11/2025 | Decision on adjustment of the Binh Giang Project | As per authorization |
| 72 | 1763/QĐ-HĐQT | 24/11/2025 | Decision on approving the adjusted and supplemented contractor selection plan (Packages No. 24 and 40) of the Investment and Construction Project of the New Residential Area in Phu Hamlet, Thai Hoc Commune and Nhuan Dong Hamlet, Binh Minh Commune, Binh Giang District (now Duong An Commune, Hai Phong City) | As per authorization |
| 73 | 1787/QĐ-HĐQT | 02/12/2025 | Decision on approving the adjusted contractor selection plan for procurement packages under the construction phase of the Investment and Construction Project of the New Urban Area in Dong Tam Ward, Yen Bai City, Yen Bai Province (now Yen Bai Ward, Lao Cai Province) | As per authorization |
| 74 | 1794/QĐ-HĐQT | 04/12/2025 | Decision on relieving Mr. Le Quoc Chung from the position of Chief Accountant | As per authorization |

| | | | | |
|----|------------------|------------|---|----------------------|
| 75 | 1795/QĐ-HUDLAND | 05/12/2025 | Decision on termination of the labor contract of Mr. Le Quoc Chung | As per authorization |
| 76 | 1795A/QĐ-HUDLAND | 05/12/2025 | Decision on the consolidation of the Salary Council | As per authorization |
| 77 | 1795B/QĐ-HUDLAND | 05/12/2025 | Decision on the consolidation of the Emulation and Commendation Council | As per authorization |
| 78 | 1827/NQ-HĐQT | 15/12/2025 | Board Resolution on additional funding for the Digital Transformation Scheme | 100% |
| 79 | 1828/NQ-HĐQT | 15/12/2025 | Board Resolution on engraving the Company's corporate seal | 100% |
| 80 | 1863/NQ-HĐQT | 26/12/2025 | Board Resolution approving the business plan for products of the Investment and Construction Project of the New Residential Area in Phu Hamlet, Thai Hoc Commune and Nhuan Dong Hamlet, Binh Minh Commune, Binh Giang District, Hai Duong Province (now Duong An Commune, Hai Phong City) | 100% |
| 81 | 1874/NQ-HĐQT | 31/12/2025 | Board Resolution approving transactions with major shareholders and related parties of insiders | 100% |

APPENDIX 2A: LIST OF COMPANY'S AFFILIATED PERSONS

| No. | Name of organization/ individual | Securities trading account | Position in the Company | Citizen Identification Number | Date of issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reason | Relationship with the company |
|------|----------------------------------|----------------------------|----------------------------------|-------------------------------|---------------|----------------|---------|--|--|--------|-------------------------------|
| 1 | | | 4 | | | | | 9 | 10 | 11 | 12 |
| 1.0 | Pham Cao Son | | Chairman of Board of Directors | 03 | | | | 26/6/2023 | | | Internal person |
| 1.1 | Cao Thi Kim Khanh | | | 03 | | | | 26/6/2023 | | | Mother |
| 1.2 | Pham Thi Hai An | | | 03 | | | | 26/6/2023 | | | Wife |
| 1.3 | Pham Minh Ngoc | | | 03 | | | | 26/6/2023 | | | Daughter |
| 1.4 | Pham Minh Chau | | | 03 | | | | 26/6/2023 | | | Daughter |
| 1.5 | Pham An Bao Linh | | | | | | | 26/6/2023 | | | Daughter |
| 1.6 | Pham Cao Truong Giang | | | | | | | 26/6/2023 | | | Son |
| 1.7 | Nguyen Thi Phuong | | | 03 | | | | 26/6/2023 | | | Sister in law |
| 1.8 | Pham Thi Van Khanh | | | 03 | | | | 26/6/2023 | | | Sister |
| 1.9 | Pham Thi Thanh Van | | | 03 | | | | 26/6/2023 | | | Sister |
| 1.10 | Nguyen Hua Duan | | | 03 | | | | 26/6/2023 | | | Brother in law |
| 1.11 | Pham Thi Van Ha | | | 03 | | | | 26/6/2023 | | | Brother |
| 1.12 | Le Dinh Nam | | | 03 | | | | 26/6/2023 | | | Brother in law |
| 1.13 | Pham Dinh Lan | | | 03 | | | | 26/6/2023 | | | Father in law |
| 1.14 | Nguyen Thi Huong | | | 03 | | | | 26/6/2023 | | | Mother in law |
| 1.15 | Pham Dinh Long | | | 03 | | | | 26/6/2023 | | | Sister in law |
| 1.16 | Pham Dinh Dung | | | 03 | | | | 26/6/2023 | | | Sister in law |
| 1.17 | Pham Dinh Hung | | | | | | | 26/6/2023 | | | Sister in law |
| 2 | Nguyen Thanh Tu | None | Member of the Board of Directors | 03 | | | | 26/6/2023 | | | Internal person |
| 2.1 | Nguyen Thanh Tai | | | 03 | | | | 26/6/2023 | | | Father |
| 2.2 | Tran Thi Nuan | | | 03 | | | | 26/6/2023 | | | Mother |
| 2.3 | Nguyen Quynh Anh | | | 03 | | | | 26/6/2023 | | | Daughter |
| 2.4 | Nguyen Quynh Chi | | | 03 | | | | 26/6/2023 | | | Daughter |
| 2.5 | Nguyen Gia Khanh | | | 03 | | | | 26/6/2023 | | | Son |
| 2.6 | Nguyen Thi Oanh | | | 03 | | | | 26/6/2023 | | | Sister |
| 2.7 | Ho Van Hong | | | 03 | | | | 26/6/2023 | | | Brother in law |

APPENDIX 2A: LIST OF COMPANY'S AFFILIATED PERSONS

| No. | Name of organization/ individual | Securities trading account | Position in the Company | Citizen Identification Number | Date of issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reason | Relationship with the company |
|------|----------------------------------|----------------------------|--|-------------------------------|---------------|----------------|---------|--|--|-----------|-------------------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 2.8 | Nguyen Hai Yen | | | (| | | | 26/6/2023 | | | Sister |
| 2.9 | Ta Quang Nhung | | | (| | | | 26/6/2023 | | | Brother in law |
| 2.10 | Nguyen Bao Thai | | | (| | | | 26/6/2023 | | | Brother |
| 2.11 | Nguyen Thi Thu Thuy | | | (| | | | 26/6/2023 | | | Sister in law |
| 2.12 | Nguyen Bao Loc | | | (| | | | 26/6/2023 | | | Brother |
| 2.13 | Nguyen Hang Nga | | | (| | | | 26/6/2023 | | | Sister in law |
| 3 | Vu Tuan Linh | | Director, Member of Board of Directors | (| | | | 26/6/2023 | | | Internal person |
| 3.1 | Dao Thi Thanh Xuan | | | (| | | | 26/6/2023 | | | Wife |
| 3.2 | Vu Thi Thao Nguyen | | | (| | | | 26/6/2023 | | | Daughter |
| 3.3 | Vu Thi Minh Tam | | | (| | | | 26/6/2023 | | | Daughter |
| 3.4 | Vu Tuan Khai | | | (| | | | 26/6/2023 | | | Son |
| 3.5 | Vu Due Thanh Binh | | | (| | | | 26/6/2023 | | | Sister |
| 3.6 | Nguyen Thi An | | | (| | | | 26/6/2023 | | | Sister in law |
| 3.7 | Dao Van Nghia | | | (| | | | 26/6/2023 | | | Father in law |
| 3.8 | Le Thi Lan | | | (| | | | 26/6/2023 | | | Mother in law |
| 3.9 | Dao Doy Khanh | | | (| | | | 26/6/2023 | | | Brother in law |
| 4 | Nguyen Thanh Huong | | Member of Board of Directors | | | | | 26/6/2023 | 24/04/2025 | Dismissal | |
| 4.1 | Nguyen Xuan Tri | | | | | | | 26/6/2023 | 24/04/2025 | | Father |
| 4.2 | Pham Thi Huong | | | | | | | 26/6/2023 | 24/04/2025 | | Mother |
| 4.3 | Mai Gia Dai | | | | | | | 26/6/2023 | 24/04/2025 | | Husband |
| 4.4 | Mai Gia Viet | | | | | | | 26/06/2023 | 24/04/2025 | | Son |
| 4.5 | Mai Tieu Yen | | | | | | | 26/6/2023 | 24/04/2025 | | Daughter |
| 4.6 | Mai Tuan Hung | | | | | | | 26/6/2023 | 24/04/2025 | | Son |
| 4.7 | Nguyen Huu Thanh | | | | | | | 26/6/2023 | 24/04/2025 | | Brother |
| 4.8 | Nguyen Hong Hai | | | | | | | 26/6/2023 | 24/04/2025 | | Brother |
| 4.9 | Nguyen Nam Phong | | | | | | | 26/6/2023 | 24/04/2025 | | Brother |
| 4.10 | Nguyen Hung Vu | | | | | | | 26/6/2023 | 25/04/2025 | | Brother |
| 4.11 | Nguyen Hong Son | | | | | | | 26/6/2023 | 26/04/2025 | | Brother |
| 4.12 | Nguyen Thu Yen | | | | | | | 26/6/2023 | 27/04/2025 | | Sister |
| 4.13 | Nguyen Thu Ha | | | | | | | 26/6/2023 | 28/04/2025 | | Sister |
| 4.14 | Nguyen Thi Kim Oanh | | | | | | | 26/6/2023 | 29/04/2025 | | Sister |

APPENDIX 2A: LIST OF COMPANY'S AFFILIATED PERSONS

| No. | Name of organization/individual | Securities trading account | Position in the Company | Citizen Identification Number | Date of issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reason | Relationship with the company |
|------|---------------------------------|----------------------------|--|-------------------------------|---------------|----------------|---------|--|--|-----------------------------------|-------------------------------|
| 1 | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 5 | Dong Thi Cuc | | Independent Member of the Board of Directors and Chairman of the Audit Committee | | | | | 26/6/2023 | | | Internal person |
| 5.1 | Dong Huy Bac | | | | | | | 26/6/2023 | | | Father |
| 5.2 | Dang Thi Binh | | | | | | | 26/6/2023 | | | Mother |
| 5.3 | Dao Van Kieu | | | | | | | 26/6/2023 | | | Husband |
| 5.4 | Dao Kim Ngan | | | | | | | 26/6/2023 | | Reasons for not having NSH: Young | Daughter |
| 5.5 | Dao Trung Nguyen | | | | | | | 26/6/2023 | | Reasons for not having NSH: Young | Son |
| 5.6 | Dong Thi Sau | | | | | | | 26/6/2023 | | | Sister in law |
| 5.7 | Dong Huy Tan | | | | | | | 26/6/2023 | | | Brother |
| 5.8 | Duong Hong Nhung | | | | | | | 26/6/2023 | | | Sister in law |
| 5.9 | Dong Thi Thuy Huong | | | | | | | 26/6/2023 | | | Sister in law |
| 5.10 | Vu Hong Quang | | | | | | | 26/6/2023 | | | Brother in law |
| 5.11 | Dao Van Cong | | | | | | | 26/6/2023 | | | Father in law |
| 5.12 | Do Thi Lan | | | | | | | 26/6/2023 | | | Mother in law |
| 5.13 | Dao Van Cap | | | | | | | 26/6/2023 | | | Brother in law |
| 5.14 | Do Thi Hoa | | | | | | | 26/6/2023 | | | Sister in law |
| 5.15 | Dao Thi Lien | | | | | | | 26/6/2023 | | | Sister in law |
| 5.16 | Hoang Quyet Tien | | | | | | | 26/6/2023 | | | Brother in law |
| 5.17 | Dao Quoc Dat | | | | | | | 26/6/2023 | | | Brother in law |
| 6 | Tran Thi Hai Ly | | Member of the Board of Directors concurrently and an Audit Committee Member | | | | | 24/04/2025 | | | Internal person |
| 6.1 | Nguyen Thi Ngan Thanh | | | | | | | 24/04/2025 | | | Mother |
| 6.2 | Do Hoang Phuc | | | | | | | 24/04/2025 | | | Father in law |
| 6.3 | Pham Thi Linh | | | | | | | 24/04/2025 | | | Mother in law |
| 6.4 | Do Hoang Phuong | | | | | | | 24/04/2025 | | | Husband |
| 6.5 | Do Phuong Nhu | | | | | | | 24/04/2025 | | | Daughter |

APPENDIX 2A: LIST OF COMPANY'S AFFILIATED PERSONS

| No. | Name of organization/individual | Securities trading account | Position in the Company | Citizen Identification Number | Date of issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reason | Relationship with the company |
|------|---------------------------------|----------------------------|--------------------------------|-------------------------------|---------------|----------------|---------|--|--|-----------|-------------------------------|
| 1 | | 3 | 4 | | | | | 9 | 10 | 11 | 12 |
| 6.6 | Do Hoang Minh Hai | | | | | | | 24/04/2025 | | | Son |
| 6.7 | Do Hoang Minh An | | | | | | | 24/04/2025 | | | Son |
| 6.8 | Tran Thi Hai Yen | | | | | | | 24/04/2025 | | | Sister |
| 6.9 | Truong Duc Ha | | | | | | | 24/04/2025 | | | Brother in law |
| 7 | Dang Thanh Binh | | Head of Board of Supervisors | | | | | 23/06/2023 | 24/04/2025 | Dismissal | |
| 7.1 | Dang Quyen | | | | | | | 23/06/2023 | 24/04/2025 | | Father |
| 7.2 | Tran Thi Ngoc Thuy | | | | | | | 23/06/2023 | 24/04/2025 | | Mother |
| 7.3 | Nguyen The Ath | | | | | | | 23/06/2023 | 24/04/2025 | | Husband |
| 7.4 | Nguyen The Binh Minh | | | | | | | 23/06/2023 | 24/04/2025 | | Daughter |
| 7.5 | Nguyen Minh Hang | | | | | | | 23/06/2023 | 24/04/2025 | | Daughter |
| 7.6 | Dang Hong Quang | | | | | | | 23/06/2023 | 24/04/2025 | | Brother |
| 7.7 | Nguyen Thi Hue | | | | | | | 23/06/2023 | 24/04/2025 | | Sister in law |
| 7.8 | Khut Thi Lich | | | | | | | 23/06/2023 | 24/04/2025 | | Mother in law |
| 7.9 | Nguyen The Dung | | | | | | | 23/06/2023 | 24/04/2025 | | Brother in law |
| 7.10 | Nguyen The Hung | | | | | | | 23/06/2023 | 24/04/2025 | | Brother in law |
| 8 | Ngo Thi Hanh | | Member of Board of Supervisors | | | | | 23/06/2023 | 24/04/2025 | | |
| 8.1 | Trinh Thi Thu | | | | | | | 23/06/2023 | 24/04/2025 | | Mother |
| 8.2 | Duong Van Tien | | | | | | | 23/06/2023 | 24/04/2025 | | Husband |
| 8.3 | Duong Thao Nguyen | | | | | | | 23/06/2023 | 24/04/2025 | | Daughter |
| 8.4 | Duong Tuan Kiet | | | | | | | 23/06/2023 | 24/04/2025 | | Son |
| 8.5 | Ngo Thi Huyen | | | | | | | 23/06/2023 | 24/04/2025 | | Sister |
| 8.6 | Do Van Hong | | | | | | | 23/06/2023 | 24/04/2025 | | Brother in law |
| 8.7 | Duong Xuan Que | | | | | | | 23/06/2023 | 24/04/2025 | | Father in law |
| 8.8 | Pham Thi Tan | | | | | | | 23/06/2023 | 24/04/2025 | | Mother in law |
| 8.9 | Duong Ngoc Quynh | | | | | | | 23/06/2023 | 24/04/2025 | | Sister in law |
| 9 | Nguyen Vu Ngoc Linh | | Member of Board of Supervisors | | | | | 23/06/2023 | 24/04/2025 | Dismissal | |

| No. | Name of organization/ individual | Securities trading account | Position in the Company | Citizen Identification Number | Date of issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reason | Relationship with the company | |
|-------|----------------------------------|----------------------------|-------------------------|-------------------------------|---------------|----------------|---------|--|--|--------|-------------------------------|----|
| 1 | | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 9.1 | Tran Minh Tri | | | | | | | 23/06/2023 | 24/04/2025 | | Husband | |
| 9.2 | Tran Gia An | | | | | | | 23/06/2023 | 24/04/2025 | | Daughter | |
| 9.3 | Tran Quoc Thai | | | | | | | 23/06/2023 | 24/04/2025 | | Son | |
| 9.4 | Nguyen Van Minh | | | | | | | 23/06/2023 | 24/04/2025 | | Father | |
| 9.5 | Nguyen Vu Khanh Linh | | | | | | | 23/06/2023 | 24/04/2025 | | Sister | |
| 9.6 | Dinh Quang Trung | | | | | | | 23/06/2023 | 24/04/2025 | | Brother in law | |
| 9.7 | Tran Van Minh | | | | | | | 23/06/2023 | 24/04/2025 | | Father in law | |
| 9.8 | Pham Thi Hoa | | | | | | | 23/06/2023 | 24/04/2025 | | Mother in law | |
| 9.9 | Tran Minh Dung | | | | | | | 23/06/2023 | 24/04/2025 | | Brother in law | |
| 10 | Nguyen Nam Cuong | | Deputy Director | | | | | 02/06/2023 | | | Internal person | |
| 10.1 | Nguyen Hiep | | | | | | | 02/06/2023 | | | Father | |
| 10.2 | Dao Thi Tuyet Trinh | | | | | | | 02/06/2023 | | | Mother | |
| 10.3 | Ngô Thị Thuận | | | | | | | 02/06/2023 | | | Wife | |
| 10.4 | Nguyen Phuc Huy | | | | | | | 02/06/2023 | | | Son | |
| 10.5 | Nguyen Song Nam | | | | | | | 02/06/2023 | | | Brother | |
| 10.6 | Nguyen Thi Kim Oanh | | | | | | | 02/06/2023 | | | Sister in law | |
| 10.7 | Nguyen Nam Phong | | | | | | | 02/06/2023 | | | Brother | |
| 10.8 | Ngô Văn Thuê | | | | | | | 02/06/2023 | | | Father in law | |
| 10.9 | Bùi Thị Nga | | | | | | | 02/06/2023 | | | Mother in law | |
| 10.10 | Ngô Văn Mạnh | | | | | | | 02/06/2023 | | | Brother in law | |
| 10.11 | Ngô Thị Huyền | | | | | | | 02/06/2023 | | | Sister in law | |
| 11 | Tran Dung Sy | | Deputy Director | | | | | 08/02/2022 | | | Internal person | |

APPENDIX 2A: LIST OF COMPANY'S AFFILIATED PERSONS

| No. | Name of organization/ individual | Securities trading account | Position in the Company | Citizen Identification Number | Date of issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reason | Relationship with the company |
|------|----------------------------------|----------------------------|-------------------------|-------------------------------|---------------|----------------|---------|--|--|--------|-------------------------------|
| 1 | | 2 | 3 | 4 | | | | 9 | 10 | 11 | 12 |
| 11.1 | Nguyen Thi Lan Anh | | | | | | | 08/02/2022 | | | Wife |
| 11.2 | Tran Thi Tuyet Mai | | | | | | | 08/02/2022 | | | Daughter |
| 11.3 | Tran Thi Quynh Trang | | | | | | | 08/02/2022 | | | Daughter |
| 11.4 | Tran Thi Huong | | | | | | | 08/02/2022 | | | Sister |
| 11.5 | Tran Thi Hoa | | | | | | | 08/02/2022 | | | Sister |
| 11.6 | Tran Cong Tien | | | | | | | 08/02/2022 | | | Brother |
| 11.7 | Nguyen Hua Duc | | | | | | | 08/02/2022 | | | Father in law |
| 11.8 | Nguyen Thi Van Anh | | | | | | | 08/02/2022 | | | Sister in law |
| 11.9 | Nguyen Van Tuan | | | | | | | 08/02/2022 | | | Brother in law |
| 11.1 | Tran Thi Hoa | | | | | | | 08/02/2022 | | | Sister in law |
| 12 | Le Quoc Chung | | Chief accountant | | | | | 02/06/2023 | | | Internal person |
| 12.1 | Nguyen Thi Lien | | | | | | | 02/06/2023 | | | Mother |
| 12.2 | Cao Thi Tuyet | | | | | | | 02/06/2023 | | | Wife |
| 12.3 | Le Chi Dung | | | | | | | 02/06/2023 | | | Son |
| 12.4 | Le Hai Nam | | | | | | | 02/06/2023 | | | Son |
| 12.5 | Tran Thi Xuan | | | | | | | 02/06/2023 | | | Mother in law |
| 12.6 | Cao Thi Thu | | | | | | | 02/06/2023 | | | Sister in law |
| 12.7 | Cao Van Cuong | | | | | | | 02/06/2023 | | | Brother in law |
| 12.8 | Cao Thi Van | | | | | | | 02/06/2023 | | | Sister in law |
| 13 | Nguyen Van Huong | | | | | | | 30/12/2024 | | | Internal person |
| 13.1 | Nguyen Van Han | | | | | | | 30/12/2024 | | | Father |
| 13.2 | Tran Thi Lo | | | | | | | 30/12/2024 | | | Mother |
| 13.3 | Do Thi Thu Huong | | | | | | | 30/12/2024 | | | Wife |
| 13.4 | Nguyen Do Anh Thu | | | | | | | 30/12/2024 | | | Daughter |
| 13.5 | Nguyen Khanh Ton | | | | | | | 30/12/2024 | | | Son |

APPENDIX 2A: LIST OF COMPANY'S AFFILIATED PERSONS

| No. | Name of organization/ individual | Securities trading account | Position in the Company | Citizen Identification Number | Date of issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reason | Relationship with the company |
|-------|-------------------------------------|----------------------------|-------------------------|-------------------------------------|---------------|----------------|---------|--|--|--------|----------------------------------|
| 1 | | 3 | 4 | | | | | 9 | 10 | 11 | 12 |
| 13.6 | Nguyen Van Hoa | | | | | | | 30/12/2024 | | | Brother |
| 13.7 | Nguyen Van Hung | | | | | | | 30/12/2024 | | | Brother |
| 13.8 | Nguyen Van Hinh | | | | | | | 30/12/2024 | | | Brother |
| 13.9 | Nguyen Van Huong | | | | | | | 30/12/2024 | | | Brother |
| 13.1 | Phan Thi Thoa | | | | | | | 30/12/2024 | | | Sister in law |
| 13.11 | Bui Thi Tuyen | | | | | | | 30/12/2024 | | | Sister in law |
| 13.12 | Chu Bich Nga | | | | | | | 30/12/2024 | | | Sister in law |
| 13.13 | Pham Minh Phuong | | | | | | | 30/12/2024 | | | Sister in law |
| 13.14 | Do Ngoc Vuong | | | | | | | 30/12/2024 | | | Father in law |
| 13.15 | Dao Thi Hai Thu | | | | | | | 30/12/2024 | | | Mother in law |
| 14 | Nguyen Hong Nhung | | | | | | | 06/12/2025 | | | Internal person |
| 14.1 | Nguyen Hong Vinh | | | | | | | 06/12/2025 | | | Father |
| 14.2 | Pham Thi Van Khanh | | | | | | | 06/12/2025 | | | Mother |
| 14.3 | Dinh Ngoc Khanh | | | | | | | 06/12/2025 | | | Husband |
| 14.4 | Dinh Ngoc Gia Huy | | | | | | | 06/12/2025 | | | Son |
| 14.5 | Dinh Tuan Khang | | | | | | | 06/12/2025 | | | Son |
| 14.6 | Dinh Manh Quan | | | | | | | 06/12/2025 | | | Son |
| 14.7 | Nguyen Nhat Minh | | | | | | | 06/12/2025 | | | Sister |
| 14.8 | Dinh Van Quan | | | | | | | 06/12/2025 | | | Father in law |
| 14.9 | Nguyen Thi Thu | | | | | | | 06/12/2025 | | | Mother in law |

APPENDIX 2B: LIST OF COMPANY'S RELATED ORGANIZATIONS

| No. | Name of organization/ individual | Securities trading account | Position in the Company | ID/Business Registration Number | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reason | Note |
|-----|---|-------------------------------|----------------------------|---------------------------------------|--|---|--|--------|--|
| 1 | Housing and Urban Development Corporation | | | 0100106144 | Floors 28, 29, 30, 31 and 32, HUDTOWER Commercial Office Building, No. 37 Le Van Luong Street, Thanh Xuan Ward, Hanoi City, Vietnam | 2007 | | | The organization is a major shareholder and the parent company |

APPENDIX 3: TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PARTIES; OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INSIDERS, OR

| No. | Name of organization/ individual | Relationship with the company | Certificate of Securities Registration*, date of issue, place of issue | Head office address / Contact address | Time of transaction with the company | Resolution/Decision Number approved by the General Meeting of Shareholders/Board of Directors... (if any, specify the date of issue) | Content, quantity, total value of transaction (VND) | Note |
|-----|-------------------------------------|-------------------------------|--|--|--------------------------------------|--|---|-----------------------------|
| 1 | Mir Do Hoang Phuong | | | | 31/12/2025 | | | Sale and Purchase Agreement |
| 2 | Mrs Pham Thi Linh | | | | 31/12/2025 | Resolution No. 1874/NQ-HDQT date 31/12/2025 | | |
| 3 | Mrs Nguyen Hai Yen | | | | 23/05/2025 | Resolution No. 850/NQ-HDQT date 23/05/2025 | | Loan Agreement |

Appendix 4: SHARE TRANSACTION OF INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSON

| STT | Full Name | Securities trading account | Position in the Company | Relationship with Insider | Type of Ownership Certificate | Ownership Certificate Number | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Rate of shares owned at the end of the period | Note |
|-----|-----------------|----------------------------|--|--|-------------------------------|------------------------------|---------------|----------------|---------|---|---|------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 11 | 12 | 13 | 14 |
| 1 | Pham Cao Son | | Chairman of Board of Directors | | Citizen Identification | | | | | 13.749.991 | 25,00% | |
| 2 | Nguyen Thanh Tu | | Member of the Board of Directors | | Citizen Identification | | | | | 5.499.996 | 10% | |
| 3 | Vu Tuan Linh | | Director, Member of Board of Directors | | Citizen Identification | | | | | 8.799.994 | 16,00% | |
| 4 | Do Hoang Phuc | | | Father in law of Mrs Tran Thi Hai Ly - Member of the Board of Directors concurrently and an Audit Committee Member | Citizen Identification | | | | | 1.722.645 | 3,13% | |
| 5 | Pham Thi Linh | | | Mother in law of Mrs Tran Thi Hai Ly - Member of the Board of Directors concurrently and an Audit Committee Member | Citizen Identification | | | | | 2.784.939 | 5,06% | |
| 6 | Bui Hoang Kieu | | | Chief Accountant of the Housing and Urban Development Investment Corporation – Parent Company | Citizen Identification | | | | | 160.000 | 0,29% | |

Appendix 5: TRANSACTIONS BY INTERNAL PERSONS AND RELATED PERSONS IN THE COMPANY'S SHARES

| No | The person performing the transaction | Relationship with the internal person | Number of shares | | Number of shares | | Reason for increase or decrease (buying, selling, converting, rewarding ...) |
|----|--|---------------------------------------|------------------|--------|------------------|--------|--|
| | | | Number of shares | Rate | Number of shares | Rate | |
| 1 | Housing and Urban Development Investment Corporation | Organization as a major shareholder | 16.116.000 | 51,00% | 28.041.840 | 50,99% | Exercise purchase rights |
| 2 | Pham Thi Linh | Related persons of Internal person | 1.600.540 | 5,07% | 2.784.939 | 5,06% | Exercise purchase rights |
| 3 | Do Hoang Phuc | Related persons of Internal person | 990.028 | 3,13% | 1.722.645 | 3,13% | Exercise purchase rights |
| 4 | Housing and Urban Development Investment Corporation | Organization as a major shareholder | 28.041.840 | 50,99% | 28.049.981 | 51,00% | Purchase undistributed shares after the offering. |
| 5 | Pham Cao Son | Internal person | 0 | 0,00% | 163.497 | 0,30% | Purchase undistributed shares after the offering. |
| 6 | Vu Tuan Linh | Internal person | 0 | 0,00% | 100.000 | 0,18% | Purchase undistributed shares after the offering. |
| 7 | Nguyen Van Huong | Internal person | 0 | 0,00% | 10.000 | 0,02% | Purchase undistributed shares after the offering. |

