

no: 130-HUDLAND-KTE

Hanoi, 29 January, 2026

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	Unnumbered	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-DHĐCD	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. *Chu*

ON BEHALF OF THE BOARD OF

ATO
DIRECTORS

Chairman



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

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

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%

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

53	1240/NQ-HĐQT	29/7/2025	Decision on amending and supplementing certain articles of the Salary Regulations issued under Decision No. 02/QD-HĐQT dated 04 January 2021	100%
54	1241/QD-HĐQT	29/7/2025	Decision on amending and supplementing certain articles of the Salary Regulations issued under Decision No. 02/QD-HĐQT dated 04 January 2021	As per authorization
55	1262/QD-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/QD-HĐQT	01/10/2025	Decision on commendation of Outstanding Employee(s) of Quarter III/2025	As per authorization
63	1582/QD-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%

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/QD-HUDLAND	05/12/2025	Decision on termination of the labor contract of Mr. Le Quoc Chung	As per authorization
76	1795A/QD-HUDLAND	05/12/2025	Decision on the consolidation of the Salary Council	As per authorization
77	1795B/QD-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	2	3	4	-	-	-	-	9	10	11	12
1.0	Pham Cao Son		Chairman of Board of Directors	0:				26/6/2023			Internal person
1.1	Cao Thi Kim Khanh			0:				26/6/2023			Mother
1.2	Pham Thi Hai An			0:				26/6/2023			Wife
1.3	Pham Minh Ngoc			0:				26/6/2023			Daughter
1.4	Pham Minh Chau			0:				26/6/2023			Daughter
1.5	Pham An Bao Linh			0:				26/6/2023			Daughter
1.6	Pham Cao Truong Giang			0:				26/6/2023			Son
1.7	Nguyen Thi Phuong			0:				26/6/2023			Sister in law
1.8	Pham Thi Van Khanh			0:				26/6/2023			Sister
1.9	Pham Thi Thanh Van			0:				26/6/2023			Sister
1.10	Nguyen Huu Duan			0:				26/6/2023			Brother in law
1.11	Pham Thi Van Ha			0:				26/6/2023			Brother
1.12	Le Dinh Nam			0:				26/6/2023			Brother in law
1.13	Pham Dinh Lan			0:				26/6/2023			Father in law
1.14	Nguyen Thi Huong			0:				26/6/2023			Mother in law
1.15	Pham Dinh Long			0:				26/6/2023			Sister in law
1.16	Pham Dinh Dung			0:				26/6/2023			Sister in law
1.17	Pham Dinh Hung			0:				26/6/2023			Sister in law
2	Nguyen Thanh Tu	None	Member of the Board of Directors	0				26/6/2023			Internal person
2.1	Nguyen Thanh Tai			0				26/6/2023			Father
2.2	Tran Tri Nhan			0				26/6/2023			Mother
2.3	Nguyen Quynh Anh			0				26/6/2023			Daughter
2.4	Nguyen Quynh Chi			0				26/6/2023			Daughter
2.5	Nguyen Gia Khanh			0				26/6/2023			Son
2.6	Nguyen Thi Oanh			0				26/6/2023			Sister
2.7	Ho Van Hong			0				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
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 Ngan							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 Duc 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 Duy 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							26/6/2023	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	Sister	
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		2	3	4	5	6	7	8	9	10	11
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 Hay 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			Daughter
5.5	Dao Trung Nguyen							26/6/2023			Son
5.6	Dong Thi Sua							26/6/2023			Sister in law
5.7	Dong Hay Tam							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					24/04/2025			Internal person
6.1	Nguyen Thi Ngan Thanh		Member					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		2	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		
7.2	Tran Thi Ngoc Thuy							23/06/2023	24/04/2025		Mother
7.3	Nguyen The Anh							23/06/2023	24/04/2025		Husband
7.4	Nguyen The Binh							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 Hiep							23/06/2023	24/04/2025		Sister in law
7.8	Khuat 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 Hiep		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 Tuan							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	

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
9.1	Tran Nhat Tric							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 Kuanh 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							23/06/2023	24/04/2025		Internal person
10.1	Nguyen Ifcep							02/06/2023			Father
10.2	Dao Thi Tuyet Trinh							02/06/2023			Mother
10.3	Ngo Thi Thuan							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	Ngo Van Thuc							02/06/2023			Father in law
10.9	Bui Thi Nea							02/06/2023			Mother in law
10.10	Ngo Van Manh							02/06/2023			Brother in law
10.11	Ngo Thi Huyen							02/06/2023			Sister in law
11	Tran Dung Sy							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 Huu 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 Quee 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 Toan							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			4					9	10	11	12
13.6	Nguyen Van Hoa	2	3					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 Tuyet							30/12/2024			Sister in law
13.12	Chu Bich Ngoc							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	Doa 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, HUSTOWER 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	Number approved by the General Meeting of Shareholders/Board of Directors.. (if any, specify the date of issue)	Resolution/Decision Content, quantity, total value of transaction (VNĐ)	Note
1	Mr Do Hoang Phuong				31/12/2025	Resolution No. 1874/NQ-HDQT date 31/12/2025		Sale and Purchase Agreement
2	Mrs Pham Thi Linh				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 – Parent					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		
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.