

HUD1 INVESTMENT AND CONSTRUCTION
JOINT STOCK COMPANY
**HUD101 CONSTRUCTION JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

No.: 26/BC-HDQT

Hanoi, July 16, 2026

REPORT ON CORPORATE GOVERNANCE

First 6 months of 2026

**To: - STATE SECURITIES COMMISSION
- HANOI STOCK EXCHANGE**

- Name of public company: **HUD101 CONSTRUCTION JOINT STOCK COMPANY.**

- Head office address: 4th Floor, Building A, No. 168 Giai Phong, Phuong Liet Ward, Hanoi.

- Telephone: 02438689892;

- Email: tchchud101@gmail.com;

- Charter capital: 10,600,000,000 VND.

- Stock code: H11.

- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board, Director.

- Regarding the implementation of the internal audit function: Implemented.

I. Activities of the General Meeting of Shareholders:

No.	Resolution Number	Date	Content
1	04/NQ-ĐHĐCĐ	20/01/2026	Approval of the dismissal of a member of the Board of Directors for the 2022–2026 term
			Approval of the appointment of a member of the Board of Directors for the 2022–2026 term
			The General Meeting of Shareholders assigns tasks to and authorizes the Board of Directors to formulate programs and plans and to organize their implementation based on the content of this Resolution, in accordance with the law and the Company's Charter
2	19A/NQ-ĐHĐCĐ	21/04/2026	Approval of the Board of Directors' report evaluating production and business results for 2025 and targets and tasks for 2026, including performance figures for

			2025
			Approval of the audited financial statements for 2025 and the profit distribution plan for 2025
			Approval of the Supervisory Board's report on activities in 2025 and its work plan for 2026
			Approval of the production and business direction and tasks for 2026
			Approval of the selection of CPA Vietnam Auditing Co., Ltd. to audit the 2026 financial statements
			Authorization for the Board of Directors to approve adjustments to economic figures and targets (increases or decreases) following conclusions from state agencies regarding the inspection or audit of production and business activities based on the 2025 financial settlement report, and to reallocate the reward and welfare funds and undistributed profits in accordance with such conclusions
			Authorization for the Board of Directors to approve plans for borrowing from credit institutions to support the 2026 production and business plan, provided that the outstanding debt balance at any given time does not exceed VND 60 billion
			Approval of the remuneration fund for the Board of Directors and the Supervisory Board
			Approval of the list of candidates for election to the Board of Directors and the Supervisory Board for the 2026–2031 term
			The Board of Directors is tasked with researching and formulating a plan to increase the Company's charter capital and utilize the proceeds—prioritizing safety, efficiency, and the maximization of shareholder value—and with submitting the issuance plan to the General Meeting of Shareholders for approval (either via written consultation or an extraordinary General Meeting of Shareholders), in compliance with applicable laws.
			The General Meeting of Shareholders assigns the task to and authorizes the Board of Directors to formulate programs and plans based on this Resolution and to organize their implementation in accordance with the law and the Company's Charter.

II. Board of Directors:

1. Information on members of the Board of Directors

Members of the Board of Directors for the 2026–2031 term

No.	Board Member	Position	Date of becoming a Board Member	
			Date of appointment	Date of removal/resignation
1	Mr. Le Thanh Hai	Chairman of the Board of Directors	21/04/2026	
2	Mr. Bui Van Quan	Member of the Board of Directors, Director	21/04/2026	
3	Mr. Nguyen Trung Hung	Member of the Board of Directors, Deputy Director	21/04/2026	

2. Board of Directors meetings:

No.	Board Member	Position	Meetings Attended	Percentage (%)	Reason for Absence
1	Mr. Le Thanh Hai	Chairman	3/3	100	
2	Mr. Bui Van Quan	Member	3/3	100	
3	Mr. Nguyen Trung Hung	Member	3/3	100	

3. Board of Directors' oversight of the Board of Management:

The Board of Directors attends and provides input at key meetings of the Board of Management regarding the implementation of Board resolutions and decisions.

The Board attends and provides input at operational briefing meetings to which it is invited.

The Board monitors and stays informed about production and business operations through internal reports provided by the Board of Management.

Simultaneously, the Board participates in and oversees the Board of Management's operations, management, organization of production and business activities, and the implementation of resolutions issued by the General Meeting of Shareholders and the Board of Directors.

4. Activities of Board of Directors sub-committees: No sub-committees.

5. Resolutions/Decisions of the Board of Directors:

Key content of Board resolutions and decisions during the year:

No.	Resolution/Decision No.	Date	Content	Approval Rate
1	02/NQ-HĐQT	20/01/2026	Board of Directors' resolution on	100%

			the election of the Chairman of the Board (2022-2026)	
2	12/NQ-HĐQT	27/03/2026	Board of Directors' resolution on the plan to organize the 2026 General Meeting of Shareholders	100%
3	21/NQ-HĐQT	21/04/2026	Resolution on the election of the Chairman of the Board for the 2026-2031 term	100%

III. Supervisory Board

1. Members of the Supervisory Board

Information on members of the Supervisory Board for the 2026–2031 term

No.	Supervisory Board Member	Position	Start date as Supervisory Board Member (2026–2031)	Professional Qualification
1	Mr. Nguyen Van Thu	Head of Board	21/04/2026	Construction Economics Engineer
2	Mr. Cao Van Thuong	Member	21/04/2026	Bridge and Road Construction Engineer
3	Mr. Ngo Van Hoa	Member	21/04/2026	Civil and Industrial Construction Engineer

2. Meeting of the Supervisory Board:

No.	Supervisory Board Member	Position	Meetings Attended	Attendance Rate (%)	Voting Rate	Reason for Absence
1	Mr. Nguyen Van Thu	Head	1/1	100	100	
2	Mr. Cao Van Thuong	Member	1/1	100	100	
3	Mr. Ngo Van Hoa	Member	1/1	100	100	

3. Supervisory activities of the Supervisory Board regarding the Board of Directors, the Executive Board, and shareholders: The Supervisory Board regularly attends Board of Directors meetings and operational briefings with the Executive Board, and fully participates in General Meetings of Shareholders.

4. Coordination between the Supervisory Board and the Board of Directors, the Executive Board, and other management divisions: The Supervisory Board regularly reviews financial data reports as well as the activities of the Executive Board and the company's management divisions.

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

IV. Executive Board

No.	Executive Board Member	Date of Birth	Professional Qualification	Date of Appointment to Executive Board
1	Mr. Bui Van Quan	01/11/1985	Bridge and Road Construction Engineer	29/11/2019
2	Mr. Nguyen Trung Hung	17/10/1968	Civil and Industrial Construction Engineer	08/07/2020

V. Person in charge of accounting

Full Name	Date of Birth	Professional Qualification	Appointment Date
Pham Van Khac	28/04/1976	Bachelor of Economics	04/12/2025

VI. Corporate Governance Training

Corporate governance training courses attended by members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, other management personnel, and the Company Secretary in accordance with corporate governance regulations: None.

VII. List of related persons of the public company and transactions between related persons and the Company.

1. List of related persons of the Company

No.	Name of Organization/Individual	Securities Trading Account	Position at the Company	Date of becoming a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
1	Le Thanh Hai		Chairman of the Board of Directors				
1.1	Hoang Thi Thu Hang			20/01/2026			Person associated with Mr. Le Thanh Hai
1.2	Le Gia Nguyen			20/01/2026			
1.3	Le The Quan			20/01/2026			
1.4	Le Van Thu			20/01/2026			
1.5	Le Thi Bien			20/01/2026			
2	Bui Van Quan		Member of the Board of Directors – Director				

2.1	Bui Van Luc			29/06/2020			Person related to Mr. Bui Van Quan
2.2	Quach Thi Nga			29/06/2020			
2.3	Nguyen Thi Dung			29/06/2020			
2.4	Bui Ngoc Hung			29/06/2020			
2.5	Bui Duy Bao			29/06/2020			
2.6	Bui Thi Trang			29/06/2020			
3	Nguyen Trung Hung		Board Member – Deputy General Director				
3.1	Nguyen Thi Hong Hanh			08/07/2020			Person related to Mr. Nguyen Trung Hung
3.2	Nguyen Thanh Vinh			08/07/2020			
3.3	Nguyen Anh Duy			08/07/2020			
3.4	Nguyen Thi Tinh			08/07/2020			
3.5	Nguyen Quoc Tuan			08/07/2020			
3.6	Nguyen Van Dinh			08/07/2020			
3.7	Nguyen Thi Tinh			08/07/2020			
5	Nguyen Van Thu		Head of Supervisory Board				
5.1	Dao Thi Nhac			10/05/2024			Person related to Mr. Nguyen Van Thu
5.2	Nguyen Thi Minh Nguyet			10/05/2024			
5.3	Nguyen Anh Thu			10/05/2024			
5.4	Nguyen Anh Tuan			10/05/2024			
6	Ngo Van Hoa		Member of Supervisory Board				
6.1	Ngo Van Toi			29/06/2020			Person(s) related to Mr. Ngo Van Hoa
6.2	Nguyen Thi Tinh			29/06/2020			
6.3	Dang Thi Oanh			29/06/2020			
6.4	Ngo Nhat Dang Khoi			29/06/2020			
6.5	Ngo Van Quang			29/06/2020			
6.6	Ngo Thi Oanh			29/06/2020			
6.7	Ngo Van Minh			29/06/2020			

7	Cao Van Thuong		Member of Supervisory Board	21/04/2026			
7.1	Nguyen Thi Thu Huong			21/04/2026			Person(s) related to Mr. Cao Van Thuong
7.2	Cao Thanh Dat			21/04/2026			
7.3	Cao Huu Phuoc			21/04/2026			
7.4	Cao Thi Thuong			21/04/2026			
7.5	Cao Van Thanh			21/04/2026			
7.6	Vu Thi Deo			21/04/2026			
8	Pham Van Khac		Chief Accountant				
8.1	Nguyen Thi Thu Trang			04/12/2013			Person(s) related to Mr. Pham Van Khac
8.2	Pham Nguyen Mai Linh			04/12/2013			
8.3	Pham Nguyen Phuong Linh			04/12/2013			
8.4	Pham Nguyen Ngoc Han			07/11/2027			
8.5	Pham Thi Chat			04/12/2013			
8.6	Pham Thi Quy			04/12/2013			
8.7	Pham Thi Phuong			04/12/2013			
8.8	Pham Thi Nga			04/12/2013			
8.9	Pham Thi Ngat			04/12/2013			
8.10	Pham Quang Thieu			04/12/2013			

2. Transactions between the Company and its related persons; or between the Company and major shareholders, insiders, or related persons of insiders: None.

3. Transactions between company insiders or related persons of insiders and subsidiaries or companies controlled by the Company: None.

4. Transactions between the Company and other entities: None.

4.1. Transactions between the Company and companies where members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers have been or currently are founding members, members of the Board of Directors, or the Director (General Director) within the last three (03) years (calculated as of the reporting date): associated transaction.

4.2. Transactions between the Company and companies where related persons of members of the Board of Directors, members of the Supervisory Board, the Director (General

Director), and other managers serve as members of the Board of Directors or as the Director (General Director): None.

4.3. Other transactions of the Company (if any) that may yield material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers: None.

VIII. Transactions in shares by insiders and persons related to insiders

1. List of insiders and persons related to insiders:

No.	Name of Organization/Individual	Securities trading account	Position at the company	Number of shares held at period-end	Shareholding percentage at period-end (%)	Notes
1	Le Thanh Hai		Chairman of the Board of Directors	1.500	0,14%	
1.1	Hoang Thi Thu Hang		Wife			
1.2	Le Gia Nguyen		Child			
1.3	Le The Quan		Child			
1.4	Le Van Thu		Father			
1.5	Le Thi Bien		Mother			
2	Bui Van Quan		Member of the Board of Directors, Director	2.500	0,23%	
2.1	Bui Van Luc		Father	0	0	
2.2	Quach Thi Nga		Mother	0	0	
2.3	Nguyen Thi Dung		Wife	0	0	
2.4	Bui Ngoc Hung		Child	0	0	
2.5	Bui Duy Bao		Child	0	0	
2.6	Bui Thi Trang		Sister	0	0	
3	Nguyen Trung Hung		Board Member, Deputy General Director	0	0	
3.1	Nguyen Thi Hong Hanh		Wife	0	0	
3.2	Nguyen Thanh Vinh		Child	0	0	

3.3	Nguyen Anh Duy		Child	0	0	
3.4	Nguyen Thi Tinh		Elder sister	0	0	
3.5	Nguyen Quoc Tuan		Elder brother	0	0	
3.6	Nguyen Van Dinh		Younger sibling	0	0	
3.7	Nguyen Thi Tinh		Younger sibling	0	0	
4	Mr. Nguyen Van Thu		Head of Supervisory Board	0	0	
4.1	Dao Thi Nhac		Mother	0	0	
4.2	Nguyen Thi Minh Nguyet		Wife	0	0	
4.3	Nguyen Anh Thu		Child	0	0	
4.4	Nguyen Anh Tuan		Child	0	0	
5	Ngo Van Hoa		Supervisory Board Member	0	0	
5.1	Ngo Van Toi		Father	0	0	
5.2	Nguyen Thi Tinh		Mother	0	0	
5.3	Dang Thi Oanh		Wife	0	0	
5.4	Ngo Nhat Dang Khoi		Child	0	0	
5.5	Ngo Van Quang		Elder brother	0	0	
5.6	Ngo Van Minh		Elder brother	0	0	
5.7	Ngo Thi Oanh		Elder sister	0	0	
6	Cao Van Thuong		Supervisory Board Member	0	0	
6.1	Nguyen Thi Thu Huong		Wife	0	0	
6.2	Cao Thanh Dat		Child	0	0	
6.3	Cao Huu Phuoc		Child	0	0	
6.4	Cao Thi Thuong		Younger sister	0	0	

6.5	Cao Van Thanh		Father	0	0	
6.6	Vu Thi Deo		Mother	0	0	
7	Pham Van Khac		Person in charge of accounting	2.500	0,23%	
7.1	Pham Van Thieu		Father	0	0	
7.2	Nguyen Thi Thu Trang		Wife	0	0	
7.3	Pham Nguyen Mai Linh		Child	0	0	
7.4	Pham Nguyen Phuong Linh		Child	0	0	
7.5	Pham Nguyen Ngoc Han		Child	0	0	
7.6	Pham Thi Chat		Elder sister	0	0	
7.7	Pham Thi Quy		Elder sister	0	0	
7.8	Pham Thi Phuong		Elder sister	0	0	
7.9	Pham Thi Nga		Elder sister	0	0	
7.10	Pham Thi Ngat		Elder sister	0	0	

2. Transactions in the Company's shares by insiders and related persons: None.

IX. Other matters of note: None.

Recipients:

- As above;
- Archives (VT).

Am ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Le Thanh Hai