

Hanoi, April 3, 2025

INFORMATION DISCLOSURE

To: - State Securities Commission
- Ho Chi Minh City Stock Exchange
- Dear shareholders

1. **Company name:** HUD1 Investment and Construction Joint Stock Company
2. Stock code: HU1
3. Head office: No. 168 Giai Phong, Thanh Xuan, Hai Ba Trung, Hanoi
4. Phone: 024.38687557
5. **Person making information disclosure:**
 - Full name: Luong Cong Tu
 - Position: Authorized person to disclose information.

6. **Type of information disclosed:**

24h 72h Request Abnormal Periodic

7. **Information disclosure content:**

HUD1 Investment and Construction Joint Stock Company announces information about:

Invitation to shareholders to attend the 2025 Annual General Meeting of Shareholders and link to the full meeting documents of the General Meeting of Shareholders (attached document)

8. This information is published on the Company's website: www.hud1.com.vn (shareholder relations section).

We commit that the information published above is true and are fully responsible before the law for the content of the published information.

Recipient:

- As per your request;
- Board of Directors,
Supervisory Board
- VT, Board of Directors.

**AUTHORIZED PERSON
INFORMATION DISCLOSURE**



Luong Cong Tu



HUD1 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

Business Registration Certificate No. 0101043264 first issued by Hanoi Department of Planning and Investment on January 2, 2004, 9th change on May 10, 2024

Address: No. 168 Giai Phong, Phuong Liet Ward , Thanh Xuan District, Hanoi City

Phone: 024.38687557/024.38686559

E-mail: hudjc1@gmail.com

Website : <http://www.hud1.vn>

MEETING INVITATION

2025 Annual General Meeting of Shareholders

Dear Mr./Ms.: Shareholder of Hud1 Investment and Construction Joint Stock Company

The Board of Directors of HUD1 Investment and Construction Joint Stock Company respectfully invites shareholders to attend the Company's **2025 Annual General Meeting of Shareholders**.

1. Time: 8:30 a.m. April 25, 2025

2. Location: Company Headquarters, No. 168 Giai Phong Street, Phuong Liet Ward, Thanh Xuan District, Hanoi City.

3. Content of the Congress: Posted on the Company's website www.hud1.vn

4. Congress comments

Shareholders please send to the Company before **5:00 p.m. on April 16, 2025**.

5. Confirmation of attendance at the Congress: (*according to the form posted on the website www.hud1.vn*).

- Shareholders please confirm your attendance at the Meeting before **5:00 p.m. on April 16, 2025** by post or email.

- In case you cannot attend the General Meeting in person, you can attend the General Meeting by proxy.

To facilitate the Meeting, Shareholders please send:

- ✓ Authorization letter to attend the Congress
- ✓ Photocopy of ID card of authorized person

by post or email to the Company before **5:00 p.m. on April 16, 2025**

Address: No. 168 Giai Phong, Phuong Liet Ward , Thanh Xuan District, Hanoi City

Phone: 0243.8687557

E-mail: hudjc1@gmail.com; Zalo: Tran Thi Dat Phone number: 0988195869

The Board of Directors respectfully invites shareholders to attend the meeting to ensure the success of the Congress.

Best regards.

Recipient :

- *As above ;*
- *VT, Board of Directors.*

**Board of Directors
CHAIRPERSON
Signed
Duong Tat Khiem**

**PROGRAM PLAN
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

Time : From 8:00 to 12:00 on April 25, 2025

Location : Company Headquarters, No. 168 Giai Phong Street, Phuong Liet Ward, Thanh Xuan District, Hanoi City

TT	Content	Time	Perform
1	Welcoming delegates, shareholders, distributing documents, checking shareholder qualifications	8:00 - 8:30	Organizing Committee
2	Report on the results of shareholder qualification examination	8:30 - 8:35	Organizing Committee
3	- Declare the reason and introduce the participants of the Congress; - Approval of the Congress's Working Regulations	8:35 - 8:45	Organizing Committee
4	Report on production and business results in 2024, plan and tasks for 2025	8:45 – 9:15	Board of Directors
5	Report on the activities of the Board of Supervisors;	9:15 - 9:25	Board of Control
6	Discuss, speak, and answer shareholders' opinions;	9:25 - 10:00	Presidium
7	Vote to approve the contents presented at the Congress (Submissions No. 1,2,3,4,5,6,7,8)	10:00 - 10:30	Presidium
	<i>20 minute break</i>	<i>10:30-10:50</i>	
8	- Announcement of voting results (Submissions No. 1,2,3,4,5,7,8)	10:50-11:10	Counting Committee
9	Approval of the Draft Resolution of the Congress;	11:10 - 11:20	Secretariat
10	Closing statement of the Congress.	11:20 - 11:35	Chairman

CONGRESS ORGANIZING COMMITTEE

**DRAFT WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS
HUD1 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises of the Socialist Republic of Vietnam;
- Pursuant to the Charter of organization and operation of HUD1 Investment and Construction Joint Stock Company ;
- Based on the Draft Regulations on organizing the General Meeting of Shareholders, which have been notified and sent to shareholders for comments.

The Organizing Committee respectfully presents to the General Meeting of Shareholders the content of the Regulations for organizing the Annual General Meeting of Shareholders of HUD1 Investment and Construction Joint Stock Company as follows:

I- OBJECTIVES OF THE REGULATIONS:

- Achieve the highest consensus of shareholders to complete the agenda of the annual meeting;
- Ensure the principles of public, fair, democratic and united work;
- For the benefit of shareholders and the sustainable development needs of the Company.

II- ORDER OF THE CONGRESS:

1. Shareholders attending the General Meeting must dress neatly and politely; bring full identification documents, meeting invitation letters and documents related to shareholder status verification at the reception desk. When entering the meeting room, shareholders must sit in the correct position or area as specified by the Organizing Committee.

2. Do not talk privately, smoke, or use mobile phones during the meeting. All mobile phones must be turned off or not ringing; if you need to use the phone, please leave the meeting room.

3. Shareholders/shareholder representatives are responsible for attending the General Meeting of Shareholders from the beginning until the end. In case any shareholder/shareholder representative has to leave the meeting before the end due to force majeure, that shareholder/shareholder representative is responsible for contacting the Organizing Committee to notify his/her opinion in writing about the issues to be voted at the meeting. In case a shareholder/shareholder representative leaves the meeting before the end of the meeting without notifying the Organizing Committee, that shareholder is considered to have agreed to all the issues to be voted at the meeting.

II- VOTING ON ISSUES AT THE CONGRESS

1. Principle : All issues on the agenda of the meeting must be approved by direct voting. Each shareholder is given a Voting Card, which contains the Attendance Code, the number of shares entitled to vote (*owned and authorized*) of the shareholder and has the seal of HUD1 Investment and Construction Joint Stock Company.

2. How to vote :

Shareholders vote (*agree, disagree or have other opinions*) on an issue being consulted by voting directly at the meeting:

- When voting to approve a proposed issue, shareholders vote by raising their voting cards. Members of the Vote Counting Committee will come to the place to record the attendance code and the corresponding number of voting shares of each shareholder.

- During the voting period, if a shareholder leaves the meeting without reporting, it is considered that he/she agrees with the content to be voted on.

3. Voting rules:

- Each share owned or represented by ownership corresponds to a voting unit.

- The decision of the General Meeting of Shareholders is passed at the General Meeting when approved by shareholders representing at least 51% or 65% of the total number of votes of all shareholders attending the meeting (the approval rate is implemented according to Article 21 of the Company's Charter in 2022).

-The election of additional members of the Board of Supervisors shall be carried out in accordance with the regulations for the election of members of the Board of Supervisors stated in the documents of the General Meeting of Shareholders.

III- EXPRESSING OPINIONS AND ANSWERING QUESTIONS AT THE CONFERENCE:

After the reports and proposals are presented, the meeting chairman will preside over discussions, receive shareholders' opinions and answer questions according to the following principles and methods:

1. Principle :

Shareholders attending the meeting who wish to express their opinions must register their speech content on the Speech Registration Form of the Organizing Committee or raise their Voting Cards to request a speech and must obtain the approval of the Chairman. The Speech Registration Form is distributed to each shareholder upon arrival. Shareholders submit the Speech Registration Form to the Secretariat during the meeting. To ensure order during the discussion, shareholders who register to speak according to the Registration Form will be given priority to speak first, then shareholders who raise their Voting Cards will speak in turn according to the arrangement of the Chairman.

2. How to speak :

Shareholders should speak briefly and focus on the main content, in accordance with the approved agenda of the General Meeting. The Chairman will arrange for shareholders to speak in the order of registration, and at the same time answer shareholders' questions. The Chairman of the meeting has the right to remind or suggest shareholders to focus on the main content to speak to save time and ensure the quality of discussion .

IV- RESPONSIBILITIES AND RIGHTS OF THE CHAIRMAN:

1. Conduct the meeting in accordance with the agenda and regulations approved by the General Meeting of Shareholders. The Chairman works according to the principle of democratic centralism and makes decisions by majority vote.

2. Guide shareholders to discuss and vote on issues on the meeting agenda and related issues throughout the meeting.

3. The Chairman has the right to take necessary measures to control the meeting in a reasonable, orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of shareholders attending the meeting.

4. The Chairman has the right to:

- Require meeting attendees to submit to inspection or other security measures;
- Request competent authorities to maintain order at the meeting; expel those who do not comply with the Chairman's authority, intentionally disrupt order, prevent the normal progress of the meeting or do not comply with security check requirements from the General Meeting of Shareholders.

- Postpone the General Meeting of Shareholders when there are enough shareholders registered to attend the meeting as prescribed to another time or change the meeting location in the following cases : There are attendees who obstruct or disrupt the order, leading to the risk of making the meeting not be conducted fairly and legally.

The maximum postponement period shall not exceed 3 days from the date of the meeting scheduled to open.

V- RESPONSIBILITIES OF THE SECRETARIAT:

1. Record fully and honestly the entire content of the meeting and the issues that have been approved by shareholders or are still reserved opinions at the General Meeting.

2. Receive registration forms for speaking and opinions at the meeting and submit them to the Chairman of the Congress.

3. Record the meeting minutes and draft resolutions of the General Meeting of Shareholders on the issues approved at the meeting.

4. Approval of the Draft Resolution of the General Meeting of Shareholders.

VI- RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE:

1. Determine the results of shareholders' votes on issues approved at the meeting and promptly notify the Secretariat of the voting results.

2. Organize vote counting, prepare vote counting minutes and announce voting results of the General Meeting of Shareholders.

3. Review and report to the Chairman or the General Meeting of Shareholders to decide on cases of violations of voting rules or complaints about voting.

Above is the entire Regulations on organizing the Annual General Meeting of Shareholders of HUD1 Investment and Construction Joint Stock Company in 2025.

Respectfully submit to the Congress for consideration and approval.

Recipient:

- Member of Board of Directors;
Supervisory Board;
- Shareholders of the Company;
- Post on Company Website;
- Save VT.

**Board of Directors
CHAIRPERSON**

Duong Tat Khiem

Hanoi April 25, 2025

No: 01/TTr-ĐHCĐ

DRAFT SUBMISSION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
Re: Approval of the Report of the Board of Directors, Board of Supervisors, Financial Report and Profit Distribution Plan for 2024

- Pursuant to the Law on Enterprises passed by the National Assembly on June 17, 2020;

- Pursuant to the Charter of organization and operation of HUD1 Investment and Construction Joint Stock Company;

The Board of Directors submits to the General Meeting of Shareholders for approval the report on production and business results in 2024 as follows:

1. Approve the Board of Directors' Report on 2024 business results and 2024 plan;

2. Approval of the 2024 Supervisory Board Report.

3. Approval of the 2024 Audited Financial Statements audited by CPA Vietnam Auditing Company Limited and the 2023 Profit Distribution Plan as follows:

Unit: VND

TT	Target	Value
1	Profit before tax 2024	5,543,095,544
2	Profit after tax	3,048,272,024
3	Profit Distribution 2024	0
	Bonus fund provision	0
	Welfare fund provision	0
	Executive Board Fund Provision	0
4	Expected dividend payment of 3% (Equal to undistributed profit after tax of 2024)	3,000,000,000
5	Remaining accumulated profit in 2024	48,272,024

(Note: Audited figures).

Respectfully submit to the General Meeting of Shareholders for approval.

Recipient:

- 2025 General Meeting of Shareholders;
- Save Board of Directors, VT.

On behalf of the Board of Directors
CHAIRPERSON

Duong Tat Khiem

**ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2025**
**HUD1 INVESTMENT AND CONSTRUCTION JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, date month year 2025

No: 02/TTr-ĐHCĐ

DRAFT SUBMISSION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
Regarding approval of production and business plan targets for 2025

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises passed by the National Assembly on June 17, 2020;

- Pursuant to the Charter of organization and operation of HUD1 Investment and Construction Joint Stock Company;

The Board of Directors submits to the General Meeting of Shareholders for approval the 2025 Business Production Plan as follows:

- Investment value: 98 billion VND
- Total production and business value 390 billion VND
- Revenue: 300 billion VND
- Profit before tax: 3.8 billion VND
- State budget contribution: 8 billion VND
- Expected dividend payment: 3%

Respectfully submit to the General Meeting of Shareholders for approval.

Recipient:

- 2025 General Meeting of Shareholders;
- Save Board of Directors, VT.

On behalf of the Board of Directors
CHAIRMAN OF BOARD OF
DIRECTORS

Duong Tat Khiem

Hanoi, date month year 2025

No: 03/TTr-ĐHCĐ

DRAFT SUBMISSION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
Re: Authorization for the Board of Directors

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises passed by the National Assembly on June 17, 2020;

- Pursuant to the Charter of organization and operation of HUD1 Investment and Construction Joint Stock Company;

The Board of Directors submits to the General Meeting of Shareholders for approval the following contents:

1. Assign the Board of Directors of the Company to approve the plan to adjust the data and economic indicators to increase or decrease after receiving the conclusions of the State agencies inspecting and examining production and business activities through the 2024 financial settlement report, and at the same time redistribute the welfare reward funds and undistributed profits in accordance with the conclusions of the inspection and examination.

2. Assign the Board of Directors to decide on investment, approve investment projects, total project investment, approve capital mobilization plans, issue bonds, decide on signing contracts, transactions and other matters under the authority of the General Meeting of Shareholders in accordance with the provisions of law, the Charter and the Company's governance regulations.

3. Assign the Board of Directors to decide on new project investment in the following forms: bidding to select investors or auctioning land use rights or buying back/receiving project/part of project transfer or cooperating, bidding joint venture, participating in cooperation, business arising in the process of implementing production and business activities between the two annual general meetings of shareholders in 2025 and 2026 under the decision-making authority of the General Meeting of Shareholders.

4. Agreed to approve the divestment of HUD1's capital contribution in two subsidiaries HUD101 and CIC DERCO Joint Stock Company; Authorized the Board of Directors to study the divestment plan, divestment ratio and choose the appropriate time to divest to ensure maximum shareholder benefits.

Respectfully submit to the General Meeting of Shareholders for approval.

Recipient:

- 2025 General Meeting of Shareholders
- Save VT, Board of Directors.

**On behalf of the Board of
Directors
CHAIRPERSON**

Duong Tat Khiem

Hanoi, April 25, 2025

No: 05 /TTr-ĐHĐCĐ

DRAFT SUBMISSION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
Re: Approval of the implementation plan for 2024
and 2025 plan to pay remuneration to the Board of Directors and Supervisory Board.

- Pursuant to the Law on Enterprises passed by the National Assembly on June 17, 2020;

- Pursuant to the Charter of organization and operation of HUD1 Investment and Construction Joint Stock Company;

The Board of Directors submits to the General Meeting of Shareholders for approval the remuneration of the Board of Directors and the Board of Supervisors as follows:

1/ Implement remuneration payment for the Board of Directors and Board of Supervisors in 2024.

1.1 Remuneration fund of non-professional Board of Directors:

- Number of non-professional members of the Board of Directors: 02 people
 $3,000,000 \times 02 \text{ (people)} \times 12 \text{ months} = 72,000,000 \text{ VND} .$

- The distribution of remuneration of each member of the Board of Directors is decided by the Board of Directors on the principle of consensus.

1.2 Remuneration fund of non-professional Board of Supervisors

- Number of non-professional members of the Board of Control: 02 people
 $1,200,000 \text{ VND} \times 02 \text{ (People)} \times 12 \text{ months} = 28,800,000 \text{ VND}$

Total remuneration of the Board of Directors and Board of Supervisors in 2024 is: VND 100,800,000

2/ Plan for remuneration of the Board of Directors and Board of Supervisors in 2025.

2.1 Remuneration fund of non-professional Board of Directors:

- Number of non-professional members of the Board of Directors: 02 people
 $3,500,000 \times 02 \text{ (people)} \times 12 \text{ months} = 84,000,000 \text{ VND}.$

- The distribution of remuneration of each member of the Board of Directors is decided by the Board of Directors on the principle of consensus.

2.2 Remuneration fund of non-professional Board of Supervisors

- Number of non-professional members of the Board of Control: 02 people
 $1,200,000 \text{ VND} \times 02 \text{ (People)} \times 12 \text{ months} = 28,800,000 \text{ VND}$

Total remuneration of the Board of Directors and Board of Supervisors in 2025 is: 112,800,000 VND

Respectfully submit to the General Meeting of Shareholders for approval.

Recipient:

- 2025 General Meeting of Shareholders;
- VT, Board of Directors.

**On behalf of the Board of Directors
CHAIRPERSON**

Duong Tat Khiem

Hanoi, April 25 , 2025

Number: 06 ./ TT-HUD1

**SUBMISSION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
Re: Adding business lines**

To: 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises 2020 and implementing documents;
- Pursuant to the Charter of organization and operation of HUD1 Investment and Construction Joint Stock Company;

The Company's Board of Directors proposes the following content to the 2025 Annual General Meeting of Shareholders:

1. Change of business line

Add the following business lines :

STT	Additional business name	Industry code	Main business lines
1	Private security activities Details: Patrol and security services at buildings and apartments	8010	
2	Security system services Detail: - Monitoring or remote monitoring of electronic security alarm systems, such as burglar or fire alarms, including maintenance; - Install, repair, rebuild and adjust mechanical or electronic equipment, electric locks, safes.	8020	
3	Repair of machinery and equipment Details: Maintenance, repair of electrical equipment, elevator systems, fire protection systems in apartments and buildings	3312	
4	Direct support service activities for road transport Details: Management and maintenance activities at parking lots, car parks, motorbikes, and other road vehicles	5225	

Modify the following business lines and industries :

STT	Business name and profession are revised in detail	Industry code	Main business lines
1	Real estate business, land use rights of owners, users or tenants Details: Management and operation services for apartment buildings, office buildings, residential areas, urban areas; including activities of organizing security, cleaning, maintenance, operating technical systems, collecting service fees and administrative work related to the management and operation of apartment buildings according to the provisions of law. (Law on Real Estate Business 2023)	68 1 0	
2	Industrial cleaning and specialized works Details: Industrial cleaning services, cleaning of residential areas, buildings, apartments	8129	

b) Amend Clause 1, Article 4 of the Charter of HUD1 Investment and Construction Joint Stock Company in accordance with the above changes.

2. Assign the Chairman of the Board of Directors and the Legal Representative to carry out the procedures for changing the registration content according to the provisions of law.

Respectfully submit to the General Meeting of Shareholders for consideration and decision.

Recipient:
- 2025 General Meeting of
Shareholders;
- Save VT, Board of Directors.

**On behalf of the Board of Directors
CHAIRMAN OF BOARD OF
DIRECTORS**

DUONG TAT KHIEM

**HUD1 INVESTMENT AND
CONSTRUCTION JOINT
STOCK COMPANY**

Number

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, date..... month..... year 2025

SUBMISSION

Re: approval of the plan to issue /offer shares to increase the Company's charter capital

To: General Meeting of Shareholders

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated July 16, 2020 of the National Assembly of the Socialist Republic of Vietnam;*
- *Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019 of the National Assembly of the Socialist Republic of Vietnam;*
- *Pursuant to Law No. 56/2024/QH15 dated November 29, 2024 amending the Law on Securities, the Law on Accounting, the Law on Independent Auditing, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations;*
- *Pursuant to Decree No. 155/2020/ND-CP issued on December 31, 2020 detailing the implementation of a number of articles of the Securities Law;*
- *Pursuant to Circular No. 118/2020/TT-BTC of the Government dated December 31, 2020 guiding a number of contents on offering, issuing securities, public offering, repurchasing shares, registering public companies and canceling public company status;*
- *Pursuant to the current Charter of HUD1 Investment and Construction Joint Stock Company,*

The Board of Directors (BOD) of HUD1 Investment and Construction Joint Stock Company (the Company) respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval of the plan to issue/offer shares to increase the Company's charter capital , specifically as follows:

I. Plan to issue/offer shares to increase charter capital

Current charter capital	:	1 00,000,000,000 VND
Number of shares outstanding	:	10,000,000 shares
Number of shares expected to be issued	:	15,000,000 shares
<i>In there:</i>		
<i>Issuing shares to exchange for debt</i>	<i>:</i>	<i>13. 100,000 shares</i>
<i>Private offering of shares</i>	<i>:</i>	<i>1. 9 00,000 shares</i>

Expected charter capital after issuance/offering : **25 0,000,000,000 VND**
(In words: Two hundred and fifty billion dong)

II. Plan to issue shares to convert debt

Issuer: : HUD1 Investment and Construction Joint Stock Company

Stock name: : Shares of HUD1 Investment and Construction Joint Stock Company

Stock type: : Common stock

Stock code: : HU1

Face value: : 10,000 VND/share

Current charter capital: : 100,000,000,000 VND (*In words: One hundred billion VND*)

Number of shares issued : 10,000,000 shares (*In words: Ten million shares*)

Number of shares outstanding : 10,000,000 shares (*In words: Ten million shares*)

Number of treasury shares : 0 shares

Release method : Issuing shares to exchange for debt

Purpose of release : Debt swap with Hanoi Urban Investment Joint Stock Company (HURI) to improve the Company's financial situation and business performance through increasing charter capital and reducing financial costs.

Value of swapped liabilities : 131,000,000,000 VND.

Note: According to the audited 2024 Financial Report, as of December 31, 2024, the Company's outstanding debt to Hanoi Urban Investment Joint Stock Company is **VND 131,884,334,711**. (*In words: One hundred thirty-one billion eight hundred eighty-four million three hundred thirty-four thousand seven hundred and eleven dong*) . The remaining outstanding balance after the swap (884,334,711 dong) will be kept as Loan and finance lease debt.

Number of shares expected to be issued in exchange for creditors : 13,100,000 shares (*In words: Thirteen million one hundred thousand shares*)

Total issue value at par value : 131,000,000,000 VND (*In words: One hundred thirty one billion VND*)

Ratio of the number of shares expected to be issued to the total number of shares outstanding 131%

Debt swap ratio : 10,000:1 (accordingly, 10,000 VND of debt will be converted into 1 new HU1 share)

Method of determining debt exchange rate : According to the audited consolidated financial statements for 2024, the Company's book value as of December 31, 2024 is **VND 13,973/share**.

$$\text{BVPS} = \frac{\text{Equity} - \text{Non-controlling interest}}{\text{Volume of issued shares} - \text{Treasury shares}}$$

Specifically:

Target	Unit of measure	As of December 31, 2024
Total equity	Copper	146,581,970,908
Non-controlling interest	Copper	6,854,148,211
Issued shares	Share	10,000,000
Treasury stock	Share	0
Outstanding shares	Share	10,000,000
Book value	VND/share	13,973

Currently, the Company's HU1 shares are trading on the Ho Chi Minh Stock Exchange. Accordingly, the average trading price of HU1 shares in the last 30 trading sessions (from February 18, 2025 to March 31, 2025) is **VND 6,218/share**.

Independent Valuation Organization's opinion on the swap ratio: *None*

Based on the book value and market price of HU1 shares, on the basis of assessing the Company's debt conversion needs and the negotiation situation with Hanoi Urban Investment Joint Stock Company, in order to ensure the success of the issuance, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the debt conversion ratio of

10,000:1 (*equivalent to 10,000 VND of debt will be converted into 01 newly issued share*).

- Distribution method : Direct distribution to Creditor Hanoi Urban Investment Joint Stock Company (HURI)
- Principles of rounding and handling of fractional shares : The number of additional shares issued upon debt-to-equity conversion will be rounded down to the nearest whole number. The fractional fraction (if any) will be eliminated.
- Plan to handle undistributed shares due to creditors refusing to exchange part or all of them : In case the creditor refuses to convert part or all of the debt approved by the General Meeting of Shareholders, the General Meeting of Shareholders shall authorize the Board of Directors to reduce the number of issued shares according to the actual number of conversions.
- Issuer : - **Criteria for selecting debt swap subjects and List of creditors:** The creditor whose debt is swapped is Hanoi Urban Investment Joint Stock Company whose debts as of December 31, 2024 are presented in the Company's audited 2024 Financial Statements.
- Information about the Creditor is attached in Appendix 01 of this Plan.
- Transfer restrictions: : Shares issued to the creditor(s) are restricted from transfer within **01 year** from the date of completion of the issuance, except in cases where the transfer is made pursuant to a legally effective court judgment or decision, an arbitration decision, or inheritance in accordance with the provisions of law.
- Public Offer: : The issuer in this debt swap stock issuance **will not have to carry out public offering procedures** .
- Expected release date: : In 2025, after the State Securities Commission announces receipt of a complete application for issuance of shares to convert debt.

The General Meeting of Shareholders authorizes the Board of Directors to consider and decide on the issuance time in accordance with the actual situation.
- Registration, depository of additional securities and : The entire number of shares successfully issued under the approved plan will be registered, deposited with the Vietnam Securities Depository and Clearing Corporation

registration for additional listing: (VSDC) and registered for additional listing at the Stock Exchange where the Company's shares are registered for listing immediately after the end of the issuance in accordance with current law.

The General Meeting of Shareholders authorizes the Board of Directors of the Company to carry out procedures in accordance with current laws.

Plan to ensure the stock issuance meets foreign ownership ratio regulations : The General Meeting of Shareholders authorizes the Company's Board of Directors to consider and decide on a plan to ensure the foreign ownership ratio in accordance with the provisions of law and the Company's Charter.

III. Private offering plan

Issuer: : HUD1 Investment and Construction Joint Stock Company

Stock name: : Shares of HUD1 Investment and Construction Joint Stock Company

Stock type: : Common stock

Stock code: : HU1

Face value: : 10,000 VND/share

Offering method : Private offering of shares to professional Securities Investors.

Purpose of offering : Improve financial capacity, scale of operations and competitiveness, thereby creating the foundation for the Company's sustainable development in the future.

Number of shares offered expected : 1,900,000 shares (*In words: One million nine hundred thousand shares*)

Total value of shares offered at par value : 19,000,000,000 VND (*In words: Nineteen billion VND*)

Asking price : Based on the book value and market price of HU1 shares, to ensure the success of the offering, the Company's Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the private offering price for investors at **VND**

10,000/share.

- Criteria for selecting offering investors and List of Offering Investors : **Criteria for selecting Investors:**
- Have financial potential, able to support the development of the Company.
 - Have professional capacity and experience in the Company's business lines.
 - Are domestic and foreign institutional and individual investors who meet the conditions of being a **professional Securities Investor** as prescribed in the Securities Law, Decree No. 155/2020/ND-CP (amended and supplemented from time to time)

Based on the above criteria, the Board of Directors of the Company respectfully submits to the General Meeting of Shareholders of the Company for approval that the Investor expected to be offered shares in the Company's private share offering is Hanoi Urban Investment Joint Stock Company (HURI).

- undistributed shares
- In case the Company, Hanoi Urban Investment Joint Stock Company, refuses to purchase part or all of the shares expected to be offered privately, **the General Meeting of Shareholders authorizes the Company's Board of Directors to decide on** the list of other professional securities investors participating in the Company's private offering and the number of shares offered to each investor.
 - In case there are no other professional securities investors interested in participating in the Company's private share offering, the Board of Directors shall report the offering results and carry out procedures to increase the Company's charter capital according to the actual number of shares distributed.

Distribution method : Direct distribution to professional securities investor(s)

Transfer restrictions : Privately offered shares are restricted from transfer for **01 year** from the date of closing of the offering, except in cases of transfer between professional securities investors or in accordance with a legally effective court

judgment or decision, an arbitration decision or inheritance in accordance with the provisions of law.

Tender Offer : Investors who are allocated shares in the Company's private offering **will not have to carry out public offering procedures** .

Expected release date : In 2025, after the State Securities Commission has given written approval on receiving the complete registration dossier for the Company's private share offering (*implemented simultaneously with the issuance of shares to convert debt in Section II*).

The General Meeting of Shareholders authorizes the Board of Directors to consider and decide on the offering time in accordance with the actual situation.

Registration, depository of additional securities and registration for additional listing: : The entire number of shares successfully offered under the approved plan will be registered, deposited with the Vietnam Securities Depository and Clearing Corporation (VSDC) and registered for additional listing at the Stock Exchange where the Company's shares are registered for listing immediately after the end of the offering in accordance with current law.

The General Meeting of Shareholders authorizes the Board of Directors of the Company to carry out procedures in accordance with current laws.

Plan to ensure the stock offering meets foreign ownership ratio regulations : The General Meeting of Shareholders authorizes the Company's Board of Directors to consider and decide on a plan to ensure the foreign ownership ratio in accordance with the provisions of law and the Company's Charter.

Plan for using proceeds from private offering : The proceeds from the offering (*expected to be VND 19,000,000,000*) will be used by the Company to supplement capital for the Company's construction and installation activities.

During the implementation process, the General Meeting of Shareholders assigns/authorizes the Board of Directors to decide on a detailed capital usage plan based on the actual operating situation of the Company, adjust the above capital usage plan flexibly and effectively to ensure maximum benefits for the Company and shareholders; Report to the nearest

General Meeting of Shareholders on any adjustments/changes related to this capital usage plan.

IV. Implementation

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval:

1. Plan for issuing/offering shares to increase charter capital, Plan for using the proceeds from the Company's private offering of shares according to the contents stated in Sections I, II and III.
2. Assign/Authorize the Company's Board of Directors to perform, including but not limited to, the following tasks:
 - Develop and approve the detailed contents of the Share Issuance/Offering Plan and the Share Issuance/Offering Registration Document with the competent State Agency, including: Plan for using the proceeds from the private share offering; Time of issuance/offering, Plan to ensure foreign ownership ratio and all other contents related to the issuance/offering of shares according to legal regulations.
 - Decide on the plan to handle undistributed shares (if any).
 - Decide on amending, adjusting, and explaining in detail the content of the stock issuance/offering plan at the request of the competent State agency (if necessary) so that the Company's stock issuance/offering is successfully implemented.
 - Decide and carry out necessary tasks and procedures in the process of increasing the Company's charter capital after the end of the issuance/offering period in accordance with the provisions of law, including: (i) registering changes to the Company's Business Registration Certificate; (ii) registering and depositing additional shares issued by the Company at the Vietnam Securities Depository and Clearing Corporation; (iii) registering additional listing of the Company's shares at the Stock Exchange where the Company's shares are registered for listing; (iv) changing the Company's Charter Capital, amending/supplementing the provisions on the Charter Capital level and other relevant provisions in the Company's Charter in accordance with the new Charter Capital level after the issuance period and (vi) other procedures in accordance with current laws.
 - Decide on all other matters related to the Company's stock issuance/offering.
 - Carry out all other tasks and procedures as required by the competent State agency (if any) to complete the issuance/offering of shares according to the issuance/offering plan approved by the General Meeting of Shareholders.
3. The Board of Directors of the Company may authorize the Chairman of the Board of Directors or the General Director of the Company to perform one or more of the above tasks.

Respectfully submit to the Company's General Meeting of Shareholders for consideration and approval./.

Thanks a lot!

Recipient:

- *Like above;*
- *Save: VT.*

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Duong Tat Khiem

**APPENDIX 01: LIST OF CREDITORS /PROFESSIONAL SECURITIES INVESTORS ALLOCATED WITH SHARES
DURING THE COMPANY'S SHARE ISSUANCE/OFFERING**

STT	Name of Creditor/Investor	Certificate of Business Registration	Head office address	Number of shares owned as of March 27, 2025 (shares)	Principal balance as of December 31, 2024 (Based on Audited Financial Statements 2024) (VND)	Value of Debt to be swapped (VND)	Number of shares expected to be issued to Creditors/Investors (shares)	Maximum ownership ratio of Creditors/Investors expected after the issuance
1	Hanoi Urban Investment Joint Stock Company (is a domestic investor)	0101198589	No. 29, No. 2A, Trung Yen 7 Street, Trung Yen Urban Area, Trung Hoa Ward, Cau Giay District, Hanoi City, Vietnam	0	131.884.334.711	131,000,000,000	15,000,000 shares, of which: - Issued to convert debt: 13,100,000 shares - Private offering: 1,900,000 shares	60%

Hanoi, April 25, 2025

No: /NQ - Shareholders' Meeting

**RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
HUD1 INVESTMENT AND CONSTRUCTION JOINT STOCK
COMPANY**

- Pursuant to the Law on Enterprises passed by the National Assembly on June 17, 2020.

- Pursuant to the Charter of organization and operation of HUD1 Investment and Construction Joint Stock Company approved by the General Meeting of Shareholders on June 25, 2021;

The General Meeting of Shareholders of HUD1 Investment and Construction Joint Stock Company was held at 8:30 a.m. on April 25, 2025 at the Company's Head Office at 168 Giai Phong Street, Phuong Liet Ward, Thanh Xuan District, Hanoi City.

The number of shareholders eligible to attend the meeting is.....shareholders out of the total number of..... shareholder, representing Direct and authorized shares attending the General Meeting out of a total of 10,000,000 voting shares attending the General Meeting, accounting for%.

The Congress listened to the Board of Directors' Report on the Assessment of Business Performance in 2024, the Business Plan for 2025, and the opinions of shareholders. Through discussion, the Congress agreed,

RESOLUTION

1. Approval of the Board of Directors' Report *Evaluate the results of production and business activities in 2024 with the following implementation targets in 2024:*

- Investment value: 0.046 billion VND
- Production and business value: 149.8 billion VND, reaching 48% of the year plan.
- Revenue: 186.5 billion VND, equal to 49.1% of the year plan,
- Profit before tax : 5.54 billion VND , equal to 146 % of the year plan
- Pay to the State budget: VAT, corporate income tax 28 billion.
- Dividend 2024: 3% (Extracted from accumulated undistributed profits)

2. Approval of the 2024 Audited Financial Statements and the 2024 profit distribution plan as follows:

TT	Target	Value
1	Profit before tax 2024	5,543,095,544
2	Profit after tax	3,043,272,024
3	Profit Distribution 2024	0
	Bonus fund provision	0
	Welfare fund provision	0

	Executive Board Fund Provision	0
4	Expected dividend payment 3% (Equal to undistributed profit after tax accumulated to the end of the previous period)	3,000,000,000
5	Remaining accumulated profit in 2024	48,272,024

3. Approve the Board of Supervisors' 2024 Operational Report and 2025 Task Plan .

4. Approving the direction and tasks of production and business in 2025 with the following main targets:

- Investment value: 98 billion VND
- Total production and business value 390 billion VND
- Revenue: 300 billion VND
- Profit before tax: 3.8 billion VND
- State budget contribution: 8 billion VND
- Expected dividend payment: 3%

5. Assign the Board of Directors of the Company to approve the plan to adjust the data and economic indicators to increase or decrease after receiving the conclusions of the State agencies inspecting and examining production and business activities through the 2024 financial settlement report, and at the same time redistribute the welfare reward funds and undistributed profits in accordance with the conclusions of the inspection and examination.

6. Assign the Board of Directors to decide on investment, approve investment projects, total project investment, approve capital mobilization plans, issue bonds, decide on signing contracts, transactions and other matters under the authority of the General Meeting of Shareholders in accordance with the provisions of law, the Charter and the Company's governance regulations.

7. Assign the Board of Directors to decide on new project investment in the following forms: bidding to select investors or auctioning land use rights or buying back/receiving project/part of project transfer or cooperating, bidding joint venture, participating in cooperation, business arising in the process of implementing production and business activities between the two annual general meetings of shareholders in 2024 and 2025 under the decision-making authority of the General Meeting of Shareholders.

8. Agree to approve the plan to develop and implement the divestment of HUD1's capital contribution at two subsidiaries HUD101 and CIC DERCO Joint Stock Company; Authorize the Board of Directors to study the divestment plan, divestment ratio and choose the appropriate time to divest to ensure maximum shareholder benefits.

9. Approval of the selection of CPA Vietnam Auditing Company Limited to audit the 2024 Financial Statements.

10. Approval of remuneration for the Board of Directors and the Board of Supervisors in 2025 expected: 112,800,000 VND

11. The General Meeting approved the plan to increase the charter capital of Company

12. Add business lines according to report No. 06

13. The General Meeting of Shareholders assigns tasks and authorizes the Company's Board of Directors to develop programs and plans based on the content of the Resolution and organize implementation in accordance with the provisions of law and the Company's Charter.

Recipient:

- State Securities Commission, Ho Chi Minh City Stock Exchange, Vietnam Securities Depository and Clearing Corporation;
- Member of Board of Directors, Board of Supervisors;
- Board of Directors, Head of units under the Company;
- Shareholders;
- Save Board of Directors, VT.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Duong Tat Khiem

Number: 03/2025/BKS - HUD1

Hanoi, April 2025

2024 BOARD OF SUPERVISORY ACTIVITIES REPORT
HUD1 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY
(At the Annual General Meeting of Shareholders - 2025)

To: General Meeting of Shareholders of HUD1 Investment and Construction Joint Stock Company

- Based on the functions and tasks of the Board of Supervisors as prescribed in Article 123 of the Law on Enterprises and the Charter of organization and operation of HUD1 Investment and Construction Joint Stock Company;

- Based on the 2024 Financial Report of HUD1 Investment and Construction Joint Stock Company audited by Vietnam Auditing Partnership;

- Based on the operating results and financial reports for 2024 prepared by the Executive Board and the results of the financial report appraisal conducted by the Board of Supervisors;

Today, April 4, 2025, the Board of Supervisors reports to the General Meeting of Shareholders on the results of the Board of Supervisors' performance in 2024 as follows:

I. Supervisors ' activities in 2024

1. Board of Supervisors Personnel

The Board of Supervisors consists of 3 members. There will be no changes to the Board of Supervisors in 2024.

- Mr. Bui Thai Khanh - Head of Supervisory Board

- Mr. Nguyen Hong Son - Member of the Board of Supervisors

- Ms. Nguyen Thi Cam Huong - Member of the Board of Supervisors

In 2024, the Board of Supervisors will hold 3 (three) meetings and send out ballots to collect members' opinions once.

- First meeting: Check the implementation of the Resolution of the 2024 Shareholders' Meeting, review the control work up to June 2024, appraise the financial reports of the first and second quarters and the operation plan for the last 6 months of 2024.

- Second meeting: Review and approve the report of the capital recovery team, outstanding debts of completed projects with Investors. Appraise the financial report for the third quarter of 2024.

- Third meeting: Review the financial report for the fourth quarter of 2024, approve the report of the Board of Supervisors at the 2024 Annual General Meeting of Shareholders.

- The Board of Supervisors has monitored and made recommendations to the 2 subsidiaries through other official documents.

The Board of Supervisors has operated closely following the contents approved at the Annual General Meeting of Shareholders; properly performed its functions and tasks as prescribed by law, the Board of Supervisors' operations always complied with the Company's charter and management regulations, focusing on the following:

- Monitor compliance with legal regulations and the Charter in governance, operation, supervise and inspect internal processes and regulations, supervise the organization of the General Meeting of Shareholders, and the implementation of resolutions of the General Meeting of Shareholders of the Company;

- Inspect financial activities, supervise compliance with accounting regimes, appraise quarterly and annual financial reports according to regulations, notify the Board of Directors and the Board of General Directors in writing of comments after conducting inspection and supervision, consider the opinions of independent auditors during the audit of financial reports of each year;

- In 2024, the Board of Directors has made drastic decisions on cost reduction and efficiency improvement for the Company, contributing to completing the plan according to the Resolution of the General Meeting of Shareholders.

- The Board of Supervisors assesses that the members of the Board of Directors and the Board of General Directors have performed their assigned rights and duties in accordance with regulations, ensuring the interests of the Company and Shareholders;

- Resolutions and Decisions of the Board of Directors are all passed with high consensus of the Members and are seriously and promptly implemented by the Board of Directors.

- The Board of Directors and the General Director have been active and proactive in directing, operating production and business and investing in development to achieve good results, ensuring the interests of shareholders and ensuring jobs and stable income for employees.

II. Details of the implementation of assigned tasks and powers of the Board of Supervisors in 2024

Based on the Board's tasks, in 2024, the Board of Supervisors performed tasks to ensure that the Company's operations comply with the Company's charter, internal regulations and relevant legal regulations; focusing on implementing control according to the following main contents....;

- In 2024, the Company's Board of Supervisors received effective coordination from the Board of Directors, the Executive Board, and the Departments in performing its tasks. The activities of the Board of Supervisors in 2024 were conducted proactively in accordance with the provisions of law and the Company's charter, specifically:

- The Board of Supervisors receives documents and information as prescribed by the Law on Enterprises (on the right to information of the Board of Supervisors): Opinion polls, Board of Directors' Reports, Meeting Minutes, Resolutions and Decisions of the Company's Board of Directors are all provided to the Board of Supervisors at the same time and in the same manner as for members of the Board of Directors.

- All meetings of the Board of Directors and the Board of Management of the Company in 2024 invite members of the Board of Supervisors to attend and give opinions on issues related to the management and operation of the Company's production and business activities.

- Provide opinions to the Board of Directors on issues; summarize activities and develop plans, appoint an auditing company to audit the Company, discuss the implementation of the Company's business strategy as announced.

- Check and supervise the legality and honesty in the management and operation of business activities, in the recording of accounting books, financial reports and the compliance with the Company Charter, Resolutions and Decisions of the Board of Directors;

- Check the business activities and financial situation of the Company's member units.

- Check and monitor compliance with procedures and regulations in most departments and affiliated units of the Company.

The Board of Supervisors has conducted the appraisal and confirmed the accuracy of the data in the 2024 financial statements;

- In 2024, the Supervisory Board did not receive any requests from Shareholders or groups of Shareholders holding 5% or more of shares to review the Company's operations, the management of the Board of Directors and the Board of General Directors.

III. Results of monitoring operations and finances

The Company's 2024 financial statements were reviewed and audited by Vietnam Auditing Partnership - CPA Vietnam, a unit approved by the State Securities Commission to audit listed companies. The Company's audit reflects honestly and reasonably, prepared in accordance with current Vietnamese accounting standards, corporate accounting regimes and relevant legal regulations.

- In our opinion, the financial statements give a true and fair view, in all material respects, of the financial position of the Company as at December 31, 2024, as well as the results of its operations and its cash flows for the year then ended.

1. Results of statistical planning work : implemented promptly, meeting the requirements of the authorities. In 2024 , the Company searched for and signed construction contracts with investors, worth VND 258,462,383,000.

2. Implementation of resolutions and decisions of the Board of Directors : In 2024, the Board of Directors - Board of Directors of the Company issued and seriously and effectively implemented 7 Resolution and 71 Decisions of the Board of Directors in business operations.

3. Capital recovery settlement work at projects : debts at projects have been directed and closely followed by the Board of Directors and the Board of Management, and some problems have been resolved, but the progress is still slow due to dependence on objective factors from the Investor, affecting the business performance of the enterprise, such as the A5, A6 Phap Van Student Housing Project, the Hoang Gia - Bac Ninh Social Housing Project, the Lam Ha Ha Nam Project and some items constructed by branches and subsidiaries under HUD1.

4. The Board of Supervisors has worked with CPA Vietnam Auditing Company Limited and agreed with the assessments of financial activities in the Company's 2024 fiscal year-end reports with some specific indicators as follows:

- Output achieved	230,094	billion dong	48%	plan
- Investment capital achieved	46	million dong	%	plan
- Revenue achieved	186,501	billion dong	49 %	plan
- Profit before tax reached	5,543	billion	146%	plan
- Pay to the State budget	28.98	dong billion dong	116%	plan

- Expected dividend payment for 2024 is 3%

5. Project investment work : In the past year, HUD1 Company has completed the 176 Dinh Cong project (by the end of the fiscal year, the project has been completed, the Company is carrying out a number of legal procedures to hand over the maintenance fund to the Management Board elected by residents, has completed the issuance of red books for 99% of home buyers at the project, after that, the Company continues to implement warranty and maintenance services as committed

to customers). In addition, the Company also strives to search for and approach a number of other projects in preparation for the following years such as: Tam Cuong project, Vinh Bao, Hai Phong, Song Dinh urban area project, Quang Binh, Van Giang project, Hung Yen, Joint venture project in Tuy Hoa, Phu Yen. However, due to being stuck with the procedures and mechanisms for preparing for merger, currently only the initial steps are being taken to serve the project implementation.

6. Financial situation:

In 2024, the Company did not issue an increase in charter capital, the owner's equity at the end of the 2024 financial reporting year was 139.69 billion VND. With its own resources, the Company has re-signed a credit loan at BIDV - Hanoi Branch with a regular credit limit and maximum guarantee: 200 billion VND. In which, the short-term loan limit, payment guarantee, maximum LC issuance at any time is 85 billion VND. The loan contract of Hanoi Urban Investment Joint Stock Company is 131.8 billion VND, so it has basically ensured cash flow for production and business activities.

7. Results of monitoring the operations of the Board of Directors and members of the Board of General Directors of HUD1:

- The Supervisory Board has not seen any unusual signs in the activities of the members of the Board of Directors, the Board of Management and the management staff. The Supervisory Board finds that the members of the Board of Directors and the Board of Management have made great efforts to resolve a difficult year to implement the resolution of the 2024 Shareholders' Meeting.
- The Board of Directors has 2 members who have directly participated in the Board of Directors of HUD1 Company, and one independent member of the Board of Directors, which demonstrates the closeness, specificity and consistency in implementing the Company's major decisions and the outstanding issues of the business that need to be resolved. All members work dedicatedly, enthusiastically and contribute to the business results in 2024.
- Together with the Board of Directors, the Company's Executive Board has very close and decisive directions in carrying out its tasks.
- The Board of Directors has made many efforts to ensure the maintenance of production and business activities, management and operation, and the promotion of the Company's capital, assets and labor resources, and to fully fulfill its obligations to the State regarding policies for employees. Resolutely implement thrift and anti-waste work.
- Coordinate with Party and mass organizations in Thanh Xuan District to improve operational efficiency and ensure workers' rights.

In general, in the process of performing its duties, the Board of Supervisors has been facilitated by the Board of Directors and the Board of General Directors in the inspection and control process to complete its tasks.

IV. Some proposals and recommendations of the Supervisory Board:

1. For HUD1 Company

In 2024, the Board of Directors and the Board of Management have worked responsibly to control and maintain stability, gradually overcoming existing problems to complete the targets approved by the 2024 Annual General Meeting of Shareholders. However, in order for the Company to operate more effectively next year, the Supervisory Board recommends the following opinions:

- 2025 is the year of tightening real estate laws, making it very difficult for the Vietnamese economy in general and businesses in particular, so the Company needs to take more drastic measures to overcome financial problems: debt collection, settlement of unfinished construction projects, and development plans to expand the market.
- The Board of Directors and the General Director need to propose prudent and reasonable solutions in the company's production and business strategy. Continue to maintain and preserve the reputation with investors, as well as all customers of HUD1 Company.
- The Board of Directors and the General Director need to promptly issue mechanisms and policies to ensure competitiveness. Thereby supporting and encouraging individuals to proactively participate in bidding to bring works and projects to the Company for the common development of HUD1.
- The Board of Directors builds and completes management regulations such as: Contract management regulations; Centralized construction management regulations; personnel management, bidding regulations for external projects, salary and bonus regimes, organizational structure to suit the current scale of operations of the Company ; *(such as project management boards, construction management boards when starting and ending the work of the Board in charge, clearly stating the mechanism and responsibilities of the Board, the next construction team to ensure the effectiveness of the entire project)* , compensation and benefit mechanisms to attract and retain talented and virtuous people based on the dedicated, dedicated and effective contributions of employees to motivate employees to stick with the Company for a long time,....
- Recommend that the Board of Directors clearly stipulate specific binding responsibilities for individuals - representatives who receive contracts for construction and installation works to ensure the production and business efficiency of the enterprise.
- Strengthen and enhance internal control, save costs.
- It is necessary to review the disbursement of investment capital, should focus on key investments to accelerate progress to recover capital. The top concern is project progress, construction quality along with capital recovery progress of projects that

have been and are being implemented because most of the projects use borrowed capital.

- If the cash flow is stable, the Company should boldly use financial leverage to invest in construction machinery and equipment to be proactive in construction projects, create competitive prices with Investors, as well as enhance the Company's reputation and affirmation with Investors to become stronger and stronger.

2. For subsidiaries .

The investment of 51% of capital, in the past time, has not brought effective expectations to the parent company. In order to create initiative for the subsidiaries, as well as to concentrate HUD1's human resources, in 2024, the Company has divested all capital contributions at HUD1.02 Company. It is recommended that the Company continue to consider the divestment, have a specific plan to monitor and increase the initiative in capital mobilization, and seek capital markets to invest in HUD1.01 Company and CIC Derco Company.

- For investment in other units: It is necessary to regularly grasp the production and business situation of partners to continue contributing capital or recovering capital.

V. Board of Supervisors' Operation Plan for 2025:

- Based on the functions and duties of the Board of Supervisors as stipulated in the Enterprise Law, the Charter of Organization and Operation of HUD1 Investment and Construction Joint Stock Company and the actual situation of the Company. The Board of Supervisors develops an annual operating plan, specifically for the 2025 fiscal year, including the following contents:

- Auditing the 2024 financial report (*done*), monitoring and checking the reasonableness, legality and level of prudence in managing and operating business activities in the organization of accounting, statistics and preparation of the Company's financial reports.

- Prepare a report on the activities of the Board of Supervisors according to the regulations and submit it to the 2024 Annual General Meeting of Shareholders. Propose the selection of an independent auditing company.

- Monitor the audit of financial statements for 2025, coordinate with independent auditors to review the impact of errors, if any.

- Control production and business management, financial management according to State regulations, rules and regulations of the Company.

- Supervise the implementation of the capital management representative function to protect the Company's shareholders' interests through the Company's representative and the Board of Supervisors at subsidiaries and associated companies.

- Conduct special inspections and controls when requested by the Board of Directors, shareholders or groups of shareholders according to Article 114 of the 2014 Law on Enterprises.

- Based on the inspection, make recommendations to the Board of Directors and the Board of General Directors to improve the effectiveness of the Company's management and operations.

- In 2024, the Board of Supervisors actively operated and completed the tasks assigned by the Board of Shareholders. The Board of Supervisors respectfully submitted to the General Meeting for approval the Report on the implementation of the 2024 control work and the 2025 plan of the Board of Supervisors.

On behalf of the Board of Supervisors, I would like to thank all shareholders for entrusting us with this task, and thank the Board of Directors and the Executive Board of the Company for supporting the Board of Supervisors in completing its tasks.

Respectfully submit to the 2024 Annual General Meeting of Shareholders

Wishing you health, happiness and success.

Sincerely thank you shareholders.

Recipient :

- Submit to the 2025 Shareholders' Meeting;
- Board of Directors of the Company;
- Save the Company's Board of Directors;

**On behalf of the Board of
Supervisors**

PREFECT

(signed)

Bui Thai Khanh