

No. 10/2025/BC-XDH

Hanoi, July 30, 2025

**CORPORATE GOVERNANCE REPORT
for the first 6 months of 2025**

To: - State Securities Commission - Stock Exchange

- Company name: Hanoi Civil Construction Investment Joint Stock Company
- Head office address: 292 Van Chuong Lane - Kham Thien Street - Van Mieu Ward - Quoc Tu Giam - Hanoi City
- Telephone: 024.38513867 Fax: 024.38511715 Email: info@hcci.com.vn
- Charter capital: 270,269,070.000 VND
- Stock code: XDH
- Corporate governance model:

General Meeting of Shareholders, Board of Directors, Supervisory Board and Directors

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including resolutions of the General Meeting of Shareholders adopted in the form of written consultation)

Stt	Number of Resolutions/Decisions	Day	Content
1	06/2025/NQ-DHDCĐ	26/04/2025	Resolution of the Annual General Meeting of Shareholders in 2025

II. Board of Directors:

1. Information about members of the Board of Directors (BOD)

Stt	Member of the Board of Directors	Duty	Start/no longer a member of the Board of Directors	
			Date of Appointment	Date of dismissal
1	Mr. Do Tien Loi	Chairman of the Board of Directors	06/06/2020	
2	Mr. Phuong Kim Thao	Member of the Board of Directors	15/01/2007	
3	Mr. Tran Hong Tam	Member of the Board of Directors	15/01/2007	

4	Mr. Doan Trinh Linh	Member of the Board of Directors	15/01/2007	
5	Mr. Nguyen Dinh Long	Member of the Board of Directors	14/5/2016	

2. Board of Directors Meetings

Stt	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting attendance rate	Reasons for not attending the meeting
1	Mr. Do Tien Loi	3/3	100%	
2	Mr. Phuong Kim Thao	3/3	100%	
3	Mr. Tran Hong Tam	3/3	100%	
4	Mr. Doan Trinh Linh	3/3	100%	
5	Mr. Nguyen Dinh Long	3/3	100%	

3. Supervisory activities of the Board of Directors for the Board of Directors:

The Director reports the Company's production and business results in the first 6 months of 2025 to the Board of Directors. Decisions of the Director related to the operation of the Company are implemented in accordance with the Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors and are all reported to the Board of Directors.

4. Activities of subcommittees of the Board of Directors:

The Board of Directors of the Company does not establish subordinate subcommittees. Members of the Board of Directors perform their duties as assigned by the Board of Directors

5. Resolutions/Decisions of the Board of Directors:

Stt	Number of Resolutions/Decisions	Day	Content	Adoption Rate
1	02/2025/NQ-HDQT	03/03/2025	NQ finalizes the list of organizations for the 2025 Annual General Meeting of Shareholders	100%
2	03/2025/QD-HDQT	25/03/2025	Decision on re-appointment of the head of the Department of Administrative Organization	100%
3	04/2025/QD-HDQT	25/03/2025	Decision on re-appointment of the head of the Yen Hoa Project Management Board	100%
4	06/2025/BB-HDQT	20/5/2025	Approving the selling price of capital recovery of the commercial housing project in Dong Canh, An Hong Ward, Hai Phong City	100%

III. Control Board

1. Information about members of the Supervisory Board (BKS):

Stt	Members of the Supervisory Board	Duty	Starting date as a member of the Board	Qualifications
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			of Trustees	
1	Ms. Nguyen Thi Hai	Head of Department	6/9/2008-19/5/2012 27/4/2017	Bachelor of Economics in Accounting
2	Ms. Le Thi Kim Ngan	Member	27/4/2023	Bachelor of Finance Academy
3	Ms. Tran Thuy Hanh	Member	27/4/2017	Bachelor of Economics

2. Supervisory Board Meeting (BKS)

Stt	Members of the Supervisory Board	Number of Meetings Attended	Voting Rate	Reasons for not attending
1	Ms. Nguyen Thi Hai	2/2	2/2	
2	Ms. Le Thi Kim Ngan	2/2	2/2	
3	Ms. Tran Thuy Hanh	2/2	2/2	

3. Supervisory Board's supervisory activities for the Board of Directors, the Board of Directors and shareholders:

Inspecting and supervising the Company's activities in accordance with the Law on Enterprises, the Company's Charter and the Resolutions of the General Meeting of Shareholders approved

The Supervisory Board shall regularly and periodically control the entire finance, the implementation of the management and administration of the Company's activities. The Supervisory Board shall report the control situation to shareholders through the General Meeting of Shareholders.

4. Coordination of activities between the Supervisory Board for the activities of the Board of Directors, the Board of Directors and other managers

The coordination between the Board of Directors, the Board of Directors and the Control Board is effectively implemented. Departments in the Company have actively coordinated, provided full documents as required, created conditions for the Supervisory Board to control all activities throughout the Company

IV. Executive Board:

STT	Executive Board Members	Date of birth	Qualifications	Date of appointment/dismissal of members of the Board of Directors	
				Date of Appointment	Date of dismissal
1	Mr. Pham Tien Diep	10/7/1979	Bachelor of Economics in Finance and Credit	22/6/2020	
2	Mr. Tran Quang Khue	03/01/1979	Master of Engineering	08/4/2016	
3	Mr. Nguyen Binh Nam	07/11/1973	Civil Engineer	01/5/2022	

V. Chief Accountant:

Name	Date of birth	Qualifications	Date of Appointment
Ms. Nguyen Thi Thu Thuy	09/09/1981	Bachelor of Economics	30/8/2025

VI. Training on corporate governance:

In the first 6 months of 2025, members of the Board of Directors, Supervisory Board, Board of Directors, Chief Accountant and Person in Charge of Administration/Company Secretary are facilitated to attend short-term training programs in different related fields.

VII. List of related persons of the public company and transactions of related persons of the company with the company itself:

1. List of related persons of the Company:

STT	Name of organization/individual	Stock trading account (if any)	Position at the Company (if any)	NSH Certificate Number*, date of issuance, place of issuance	Head Office Address/ Contact Address	The start time is the person involved	The time is no longer a relevant person	Reason	Related Relationship with the Company
1	Do Tien Loi		Chairman of the Board of Directors			06/6/2020			
1.1	Nguyen Linh Phuong								Wife
1.2	Do Duy Anh								Child
1.3	Do Anh Quan								Child
2	Nguyen Dinh Long		Member of the Board of						

2.7	Nguyen Thi Mai Phuong								Siblings
3	Tran Hong Tam		Member of the Board of Directors						
3.1	Nguyen Thi Hong								Wife
4	Phuong Kim Thao		Member of the Board of Directors						

4.1	Nguyễn Thị Minh Tân								Wife
4.2	Phuong Minh Vu								Child
4.3	Phuong Thi Minh Thu								Child
5	Đoàn Trịnh Linh		Member of the Board of Directors						
5.1	Tran Hai Yen								Wife
5.2	Hainan Youth Union								Son
5.3	Doan Hai Dang								Son

5.4	Doan Trinh The Giao								Brother
5.5	Doan Trinh The Bao								Brother
5.6	Doan Trinh Kieu Trang								Sister
6	Phạm Tiến Điệp		Company Director						
6.1	Ngo Thi Phu Loc								Wife

6.2	Pham Phuong Linh								Child
6.3	Pham Hoang Bach								Child
7	Nguyen Binh Nam		Deputy Director of the Company						
7.1	Nguyen Thu Van								Wife
7.2	Nguyen Quoc Bao								Child
7.3	Nguyen Trung Kien								Child

7.4	Nguyen Truong Son								Brother
7.5	Nguyen Hoang Long								Brother
7.6	Nguyen Dinh Diem								Father-in-law
7.7	Hoang Thi Kim Dung								Mother-in-law
8	Trần Quang Khuê		Deputy Director of the Company						

8.1	Nguyễn Thị Ly								Mother
8.2	Bui Huyen Linh								Wife
8.3	Tran Dai Hai								Child
9	Nguyen Thi Hai		Head of the Supervisory Board, Head of the TC Department. HC						
9.1	Nguyen Duc An								Father
9.2	Truong Thi Tram								Mother
9.3	Nguyen To Hai								

									Husband
9.4	Nguyen Bang Linh								Child
9.5	Nguyen Nam Anh								Child
9.6	Nguyen Thi Huong								Younger sibling
9.7	Nguyen Thu Hien								Younger sibling
10	Tran Thuy Hanh		Members of the Supervisory Board						
10.1	Tran Trong Hung								Father

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11	Le Thi Kim Ngan		Members of the Supervisory Board						
11.1	Trinh Tien Dung								husband
11.2	Trịnh Kim Anh								daughter
11.3	Trinh Dinh Phuc								son
11.4	Le Viet Cuong								brother
11.5	Le Viet Hung								brother
12	Nguyen Thi Thu								

	Thuy								
12.1	Vo Huy Cuong								Husband
12.2	Vo Huy Minh								Child
12.3	Vo Huy Bach								Child
12.4	Nguyen Hoang Ngan								Sister
12.5	Nguyen Anh Tuan								Brother

13	Ha Van Chi		In charge of company administration, company secretary						
13.1	Tong Viet Phuong								Husband
13.2	Tong Anh Minh								Child
13.3	Tong Danh Nam								Child
14	Udic Urban Infrastructure Development Investment Corporation-One Member Limited Company		Communist Party, and at the same time Communist Party						

2. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, insiders, and related persons of insiders: no

3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries and companies controlled by the company: None

4. Transactions between the Company and other subjects: None

4.1. Transactions between the company and the company that the member of the Board of Directors, members of the Supervisory Board, Director (General Director) has been and is a founding member or member of the Board of Directors, Director (General Director) in the past three (03) years (calculated at the time of making the report): Without

4.2. Transactions between companies and companies where related persons of members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) are members of the Board of Directors, Directors (General Directors): None

4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) of executives: None

VIII. Stock trading of insiders and related persons of insiders:

1. List of insiders and related persons of insiders:

STT	Name of organization/individual	Stock trading account (if any)	Position at the Company (if any)	NSH Certificate Number*, date of issuance, place of issuance	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes
I	Member of the Board of Directors							
1	Do Tien Loi		Chairman of the Board of Directors			6.756.750	25%	
1.1	Nguyen Linh Phuong							Wife
1.2	Do Duy Anh							Child
1.3	Do Anh Quan							Child
2	Nguyen Dinh Long		Member of the Board of Directors			4.892.787	18,1%	

2.1	Nguyen Dinh Thai							Father
2.2	Le Thi Huyen							Mother
2.3	Do Thi Minh Thu							Wife
2.4	Nguyen Dinh Le Duy							Son
2.5	Nguyen Van Ha							Daughter
2.6	Nguyen Thi Mai Anh							Siblings
2.7	Nguyen Thi Mai Phuong							Siblings

3	Tran Hong Tam		Member of the Board of Directors			3.433.779	12,7%	
3.1	Nguyen Thi Hong					1.357.656	5,02%	Wife
4	Phuong Kim Thao		Member of the Board of Directors			3.949.604	14,61%	
4.1	Nguyễn Thị Minh Tân							Wife
4.2	Phuong Minh Vu					540.540	2%	Child
4.3	Phuong Thi Minh Thu					540.540	2%	Child
5	Đoàn Trịnh Linh		Member of the Board of Directors			710.532	2,63%	
5.1	Tran Hai Yen							Wife

5.2	Hainan Youth Union							Son
5.3	Doan Hai Dang							Son
5.4	Doan Trinh The Giao							Brother
5.5	Doan Trinh The Bao					11.711	0,04%	Brother
5.6	Doan Trinh Kieu Trang							Sister
6	Phạm Tiến Điệp		Company Director			82.293	0,3%	
6.1	Ngo Thi Phu Loc							Wife
6.2	Pham Phuong Linh							Child
6.3	Pham Hoang Bach							Child

7	Nguyen Binh Nam		Deputy Director of the Company			5.405	0,02%	
7.1	Nguyen Thu Van							Wife
7.2	Nguyen Quoc Bao							Child
7.3	Nguyen Trung Kien							Child
7.4	Nguyen Truong Son							Brother
7.5	Nguyen Hoang Long							Brother

7.6	Nguyen Dinh Diem							Father-in-law
7.7	Hoang Thi Kim Dung							Mother-in-law
8	Trần Quang Khuê		Deputy Director of the Company			67.623	0,25%	
8.1	Nguyễn Thị Ly							Mother
8.2	Bui Huyen Linh							Wife
8.3	Tran Dai Hai							Child
9	Nguyen Thi Hai		Head of the Supervisory Board, Head of the TC			39.639	0,15%	

			Department. HC					
9.1	Nguyen Duc An							Father
9.2	Truong Thi Tram							Mother
9.3	Nguyen To Hai							Husband
9.4	Nguyen Bang Linh							Child
9.5	Nguyen Nam Anh							Child
9.6	Nguyen Thi Huong							Younger sibling
9.7	Nguyen Thu Hien					10.674	0,04%	Younger sibling

10	Tran Thuy Hanh		Members of the Supervisory Board					
10.1	Tran Trong Hung							Father
10.2	Truong Thi Ha							Mother
10.3	Nguyen Khang							Husband
10.4	Nguyen Tran Khang Duy							Child
10.5	Nguyen Tran Khang Vu							Child
10.6	Tran Thuy Huong							Younger sibling
11	Le Thi Kim Ngan		Members of the Supervisory Board					

11.1	Trinh Tien Dung							husband
11.2	Trịnh Kim Anh							daughter
11.3	Trinh Dinh Phuc							son
11.4	Le Viet Cuong							brother
11.5	Le Viet Hung							brother
12	Nguyen Thi Thu Thuy							
12.1	Vo Huy Cuong							Husband
12.2	Vo Huy Minh							Child
12.3	Vo Huy Bach							Child

12.4	Nguyen Hoang Ngan							Sister
12.5	Nguyen Anh Tuan							Brother
13	Ha Van Chi		In charge of company administration, company secretary			500	0,002%	
13.1	Tong Viet Phuong							Husband
13.2	Tong Anh Minh							Child
13.3	Tong Danh Nam							Child

2. Transactions of insiders and related persons with respect to the company's shares:

Stt	Transaction Executioner	Title	Relations with Insiders	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase, decrease (buy, sell, convert, bonus...)
				Number of Shares	Proportion	Number of Shares	Proportion	
1	Phạm Tiến Điệp	Company Director		91.393	0,34%	82.293	0,3%	Sell
2	Ha Van Chi	In charge of company administration, company secretary		3.000	0,01%	500	0,002%	Buy
3	Nguyen Thu Hien	Ms. Nguyen Thi Hai's sister – Head of the Supervisory Board		5.855	0,02%	10.674	0,04%	Buy

IX. Other issues to note: none.

Recipient:

- Ditto;
- Members of the Board of Directors, Board of Directors, Board of Directors;
- Company Secretary Liu

CHAIRMAN OF THE BOARD OF DIRECTORS



Do Tien Loi