

AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 HA NOI SOUTH HOUSING AND URBAN DEVELOPMENT CORPORATION

(Date: April 25th, 2026)

Time	Content	Presided by
7h30 – 8h30	Reception of delegates	Organizing Committee
	Registration of shareholders attending the meeting	Credentials Verification Committee
8h30 – 9h00	Report on credentials verification of shareholders	Credentials Verification Committee
	Statement of purpose, introduction of participants	Organizing Committee
	Chairperson introduces the Presidium, Secretariat, and Voting Committee for selection by the Meeting	Chairperson
	Chairperson presents the Meeting Agenda, Meeting Rules, Voting Principles, and collects additional comments	Chairperson
9h00 – 10h00	1. Report on the activities of the Board of Directors and the Executive Board in 2025 and plan for 2026;	Presidium
	2. Report on the activities of the Supervisory Board in 2025 and plan for 2026;	Supervisory Board

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	3. Approval of Audited financial statements of 2025;	Presidium
	4. Profit distribution plan for 2025;	Presidium
	5. Approval of remuneration for the Board of Directors and Supervisory Board for 2025, and plan for 2026;	Presidium
	6. Selection of auditing firm for 2026 financial statements;	Presidium
	7. Dismissal of an Independent Member of the Board of Directors for the 2025–2030 term;	Presidium
	8. Election of an additional Independent Member of the Board of Directors for the 2025–2030 term;	Presidium
	9. Amendment and supplementation of the Company’s Charter;	Presidium
	10. Change of the Company’s head office address;	Presidium
	11. Plan for share issuance to pay dividends for 2025;	Presidium
	12. Plan for issuing shares under the employee stock option program;	Presidium
	13. Authorization for the Board of Directors to decide on certain matters under the AGM’s authority.	Presidium
10h00 – 10h30	Discussion session	Presidium
10h30 – 10h45	Voting session	Presidium
10h45 – 11h00	Break	Organizing Committee

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11h00 – 11h05	Announcement of voting results	Voting Committee
11h05 – 11h20	Approval of the AGM Minutes and Resolutions	Secretariat
11h20 – 11h30	Closing remarks	Presidium

Ninh Binh, April 25, 2026

WORKING REGULATIONS
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HA NOI SOUTH HOUSING AND URBAN DEVELOPMENT CORPORATION

Pursuant to the notification of the Board of Directors dated February 24th 2026 regarding the organization of the Annual General Meeting of Shareholders.

To ensure the effectiveness of the meeting, in accordance with the agenda and the regulations of the Charter of Ha Noi Housing and Urban Development Corporation, the Board of Directors establishes the working regulations of the General Meeting with the following specific contents:

Objectives:

- Ensure the principles of transparency, fairness, and democracy;
- Facilitate the organization and conduct of the General Meeting of Shareholders.

CHAPTER I
GENERAL PROVISIONS

Article 1. Scope of Application

1.1. These Regulations shall apply to the organization of the 2026 Annual General Meeting of Shareholders of Ha Noi Housing and Urban Development Corporation (hereinafter referred to as the “Company”).

1.2. These Regulations specifically define the rights and obligations of participants, as well as the conditions and procedures for conducting the General Meeting.

Article 2. Subjects of Application

2.1. Shareholders and other participants are responsible for complying with the provisions of these Regulations.

CHAPTER II
RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE GENERAL MEETING

Article 3. Participants of the 2026 Annual General Meeting of Shareholders

Shareholders holding shares of the Company as recorded in the list of shareholders as of 25/03/2026.

Article 4. Rights and Obligations of Shareholders

4.1. Rights of Shareholders Attending the General Meeting

- All shareholders of the Company have the right to attend and vote on matters within the authority of the General Meeting of Shareholders.

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- In case a shareholder is unable to attend the General Meeting, they may authorize another person to attend and vote on their behalf on matters within their authority. This authorization must be made in writing using the form attached to the Company's Notice of the General Meeting of Shareholders;
- In addition to the documents distributed at the General Meeting, each shareholder attending the General Meeting will receive 01 Voting Ballot and 01 Voting Card, which indicate the number of voting shares they hold or have been authorized to represent. These will be used when the Chairperson calls for votes on discussed matters requiring the General Meeting's opinion;
- Shareholders arriving late to the General Meeting have the right to register upon arrival and participate in discussions and voting. However, the Chairperson is not obligated to pause the meeting for late registration, and the validity of voting results conducted before their arrival will not be affected.

4.2. Obligations of Ordinary Shareholders Attending the General Meeting

- Shareholders attending the General Meeting must dress appropriately and formally;
- Fully participate in the General Meeting of Shareholders as required by the Company. If unable to attend, they must authorize a representative in accordance with regulations;
- Shareholders or their authorized representatives must complete the registration procedures with the Organizing Committee before attending the General Meeting;
- Comply with the conditions and procedures set forth in the Company's Charter and these Regulations;
- Strictly adhere to the working regulations of the 2026 Annual General Meeting of Shareholders and respect the meeting's outcomes.

Article 5. Rights and Obligations of the Chairperson of the General Meeting

5.1. The Chairperson of the General Meeting

The Chairperson of the General Meeting shall be the Chairperson of the Board of Directors or a person authorized by the Chairperson of the Board of Directors to preside over the meeting. The authorized person must be a member of the Board of Directors.

5.2. Rights and Obligations of the Chairperson of the General Meeting

- Direct the General Meeting in an orderly and lawful manner, ensuring adherence to the approved agenda;
- In case of unexpected events arising outside the General Meeting's agenda, the Chairperson shall consult with other members of the Organizing Committee (before the meeting begins) or the Presidium (during the meeting) to determine appropriate solutions. However, if differing opinions arise, the decision supported by the Chairperson shall be final;
- Implement necessary measures to conduct the meeting in a rational, orderly manner, in accordance with the approved agenda, and in a way that reflects the majority's will;
- Postpone the meeting, even if the necessary quorum is met, to a later time and at a

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location determined by the Chairperson without requiring the General Meeting's approval, if:

- + The meeting venue lacks sufficient seating for all attendees;
- + Attendees engage in disruptive behavior, causing disorder and potentially preventing the meeting from proceeding fairly and lawfully.
- + Postponement is necessary to ensure the meeting's proceedings comply with legal requirements.

The maximum postponement period shall not exceed three days from the originally scheduled meeting date.

Article 6. Rights and Obligations of the Chair

6.1. The Chair: Consists of members of the Board of Directors and the Company's executive management team.

6.2. Duties of the Chair:

- Act as the highest authority responsible for managing the General Meeting's proceedings;
- Guide and address shareholders' inquiries regarding matters on the meeting agenda;
- Direct and preside over the voting process on matters presented at the General Meeting in accordance with legal regulations and the Company's Charter.

Article 7. Rights and Obligations of the General Meeting Secretary

7.1. The Secretary of the General Meeting of Shareholders is appointed by the Chairperson and is responsible for assisting the Chairperson in recording and preparing the minutes of the General Meeting;

7.2. The Secretary is accountable for ensuring the accuracy, completeness, and integrity of the minutes of the 2026 Annual General Meeting of Shareholders;

7.3. The Secretary shall perform other tasks assigned by the Chairperson during the meeting recess.

Article 8. Rights and Obligations of the Shareholder Eligibility Verification Committee and the Vote Counting Committee

8.1. The Shareholder Eligibility Verification Committee is established by the Organizing Committee of the General Meeting and is responsible for:

- Preparing the list of shareholders attending the meeting.
- Collecting and verifying meeting invitations and proxy authorizations.
- Collecting and verifying meeting invitations and proxy authorizations.
- Preparing and presenting the shareholder eligibility verification report before the meeting.
- Distributing meeting documents, voting ballots, and voting cards to shareholders before they enter the conference hall.

8.2. The Vote Counting Committee is nominated by the Chairperson of the General Meeting and approved by the General Meeting of Shareholders. The Vote Counting Committee has 3 members introduced by the Chairperson for the General Meeting to elect from among the Delegates attending the General Meeting. The persons participating in the Vote Counting Committee must not simultaneously be the Secretary

of the General Meeting. The Vote Counting Committee is responsible for guiding the election rules, inspecting and supervising the voting process, organizing the vote counting, preparing the Minutes and announcing the vote counting results before the General Meeting, after that submitting the Minutes to the Chairperson of the General Meeting.

8.3. The Vote Counting Committee must be responsible for the truthfulness and accuracy of the voting results.

CHAPTER III

ORDER OF PROCEEDINGS OF THE GENERAL MEETING

Article 9. Conditions for Holding the General Meeting

The General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting shares of the Company according to the list of shareholders invited to the meeting at the time of convening the General Meeting.

Article 10. Manner of Conducting the General Meeting

10.1. The General Meeting is expected to take place within ½ day.

10.2. The General Meeting shall sequentially discuss and approve the contents stated in the Agenda of the General Meeting of Shareholders.

10.3. The order of proceedings of the General Meeting (*as per the Agenda of the General Meeting*)

Article 11. Adoption of Resolutions of the 2026 Annual General Meeting of Shareholders

11.1. Resolutions and Decisions of the General Meeting shall only be valid when approved by shareholders owning and representing more than **50%** of the total voting shares of all attending shareholders.

11.2. Decisions of the General Meeting of Shareholders concerning the type and total number of shares of each class, changes in business lines and fields, changes in the company's management structure, investment projects, or sale of assets valued at 35% or more of the total asset value recorded in the company's latest financial statement, reorganization, or dissolution of the company shall only be approved when at least **65%** of the total voting shares of all attending shareholders vote in favor.

Article 12. Handling of Unsuccessful General Meeting of Shareholders

12.1. If within 30 minutes from the scheduled opening time, the required number of shareholder representatives as stipulated in Article 8 of this regulation is not met, the meeting must be reconvened within 30 days from the date of the unsuccessful first General Meeting of Shareholders.

12.2. The reconvened General Meeting of Shareholders (Second Meeting) requires the attendance of shareholders representing at least 33% of the Company's total voting shares. If the second meeting fails to meet the required number of attendees within 30 minutes from the scheduled opening time, a third meeting must be convened within 20 days from the intended date of the second meeting.

12.3. In the third meeting, any number of attending shareholders shall be deemed valid and shall have the right to decide on all matters of the 2026 Annual General Meeting of Shareholders.

Article 13. Minutes of the 2026 Annual General Meeting of Shareholders

All contents of the 2026 Annual General Meeting of Shareholders must be recorded in the meeting minutes by the Secretary of the General Meeting. The meeting minutes shall be read and approved before the closing of the meeting and shall be kept at the company.

**CHAPTER IV
OTHER PROVISIONS**

Article 14. Certain Other Provisions

14.1. Shareholders attending the General Meeting who wish to speak must obtain the approval of the Chairperson of the Meeting. Shareholders shall speak concisely and focus on key issues for discussion, in accordance with the approved agenda of the General Meeting. The Chairperson shall arrange the speaking order based on registration and respond to shareholders' inquiries;

14.2. Shareholders may be disqualified from attending the General Meeting of Shareholders by the Presidium if they deliberately fail to comply with the meeting's regulations, engage in disruptive behavior, cause disorder, or take actions that directly affect the management of the General Meeting.

**CHAPTER V
IMPLEMENTATION PROVISIONS**

Article 15. Effectiveness of the Regulation

This Regulation consists of 5 Chapters and 15 Articles and is adopted by the Ha Noi Housing and Urban Development Corporation for the 2026 Annual General Meeting of Shareholders of Ha Noi Housing and Urban Development Corporation, which will be held on April 25th 2026. This Regulation shall take effect immediately after approval by the General Meeting of Shareholders./.

CHAIRPERSON

Nguyen Minh Hoan

Ninh Binh, April 25, 2026

**REGULATIONS ON NOMINATION AND SELF-NOMINATION
OF BOARD OF DIRECTORS AND BOARD OF SUPERVISORS MEMBERS
FOR THE 2025 – 2030 TERM**

HA NOI SOUTH HOUSING AND URBAN DEVELOPMENT CORPORATION

The election of the Board of Directors (BOD) members and Board of Supervisors (BOS) members at the 2026 Annual General Meeting of Shareholders (AGM) of Ha Noi South Housing and Urban Development Corporation shall be conducted in accordance with the following regulations:

I. RESPONSIBILITIES OF THE CHAIRPERSON

The Chairperson of the AGM shall be responsible for presiding over the election process with the following duties:

- Submission to the General Meeting of Shareholders for approval of the Regulations on nomination and candidacy for Independent members of the Board of Directors
- Introduction of the list of qualified candidates for Independent Members of the Board of Directors;
- Proposing the Election Committee and its Head for approval by the AGM;
- Supervising the voting and vote counting process;
- Handling complaints related to the election (if any).

**II. REGULATIONS ON NOMINATION AND SELF-NOMINATION FOR
ADDITIONAL BOD AND BOS MEMBERS**

- Number of Independent Board of Directors members : 01
- Term : The remaining term of the 2025–2030 tenure
- Maximum number of independent BOD candidates : No limit

2.1. Right to Nominate and Self-Nominate for the BOD

For BOD candidates:

Shareholders holding voting shares for at least six (06) consecutive months have the right to combine their voting rights to nominate candidates for the BOD. A shareholder or a group of shareholders holding: From 10% to under 15% of total voting shares: may nominate one (01) candidate; From 15% to under 30%: may nominate up to two (02) candidates; From 30% to under 40%: may nominate up to three (03) candidates; From 40% to under 50%: may nominate up to four (04) candidates; From

50% to under 60%: may nominate up to five (05) candidates; From 60% to under 70%: may nominate up to six (06) candidates; From 70% to under 80%: may nominate up to seven (07) candidates; and From 80% to under 90%: may nominate up to eight (08) candidates.

Candidates nominated or self-nominated must meet the qualifications outlined in Section 2.2 below.

2.2. Qualifications for Board of Directors Candidates.

◆ Candidates for the Board of Directors must meet the following criteria and conditions.

- Must have full legal capacity and must not be prohibited from serving as a BOD member under the Law on Enterprises.
- Must possess professional qualifications and experience in business management, and do not necessarily need to be a shareholder of the Company.
- A BOD member must not concurrently serve as a BOD member in more than five (05) other companies.

◆ Candidates for Independent Members of the Board of Directors must fully meet the following criteria and conditions:

- Not currently employed by the Company, its parent company, or any of its subsidiaries; and must not have been employed by the Company, its parent company, or any of its subsidiaries for at least three (03) consecutive years prior thereto.
- Not currently receiving salary or remuneration from the Company, except for allowances entitled to members of the Board of Directors in accordance with regulations.
- Not having a spouse, biological or adoptive parents, biological or adoptive children, or siblings who are major shareholders of the Company, or who are managers of the Company or its subsidiaries.
- Not directly or indirectly owning at least 1% or more of the total voting shares of the Company.
- Not having served as a member of the Board of Directors or the Supervisory Board of the Company for at least five (05) consecutive years prior thereto, except in cases of continuous appointment for two (02) terms.

◆ Individuals who are not eligible to be BOD members:

- Minors or individuals with limited or lost legal capacity.
- Individuals being prosecuted for criminal liability or serving a prison sentence or otherwise disqualified by a court ruling.

III. DOCUMENTS REQUIRED FOR NOMINATION AND SELF-NOMINATION.

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- Nomination or self-nomination letter for independent BOD membership (as per the prescribed form);
- Copies of identification documents (ID card/Citizen ID), academic certificates, and professional qualifications;
- Candidate's resume (as per the prescribed form).

Note: Shareholders are kindly requested to submit the original nomination and self-nomination documents as specified in Section III to the Company (Address: General Administration Department – Office of Ha Noi South Housing and Urban Development Corporation – Cau Giat Industrial Cluster, Duy Tien Ward, Ninh Binh Province, Vietnam) by 5:00 PM before 15/04/2026 and onfirm submission by contacting Mr. Nguyen Dac Long at (Phone: 02263.847.756). Late or lost submissions, if not confirmed with the Corporation, shall be deemed invalid.

**ON BEHALF OF THE GENERAL MEETING
ORGANIZING COMMITTEE
CHAIRPERSON OF THE BOARD OF DIRECTORS**

Nguyen Minh Hoan

Ninh Binh, April 25, 2026

**RULES AND PROCEDURES FOR SPEAKING AND VOTING
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HA NOI SOUTH HOUSING AND URBAN DEVELOPMENT CORPORATION**

A. RULES FOR SPEAKING AT THE MEETING

I. Shareholders wishing to make a proposal at the General Meeting of Shareholders must adhere to the following principles

- They may only contribute during the discussion part of the meeting.
- They must raise their hand to request permission from the Chairperson and may only speak when permitted.
- Only one shareholder is allowed to speak at a time.
- If multiple shareholders wish to speak at the same time, the Chairperson will invite each shareholder in turn to present their opinion.
- The Chairperson has the right to interrupt any shareholder's speech if necessary.
- All contributions or questions will be gathered and answered in sequence.
- In the case of differing opinions, a majority vote may be conducted.

II. Proposals must meet the following conditions

- Be brief and clear. If the proposal is complex and requires a long presentation, shareholders can submit it in writing to the Organizing Committee at least 3 days before the meeting.
- Do not repeat issues already discussed.
- The proposal must not violate the law, relate to personal issues, or exceed the company's authority.

B. VOTING RULES AT THE MEETING

I. Voting principles:

- In accordance with the Company's Charter, laws, and accuracy.
- Shareholders or their authorized representatives will vote using the Voting Paper as instructed by the Vote Counting Committee. In the case of voting on the election of members of the Presidium, Secretary, and Vote Counting Committee, the voting will be conducted by raising hands at the meeting.
- Each shareholder has a number of voting papers equal to the number of shares they own or are authorized to represent.
- Voting papers are only valid if they comply with the rules.

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- Voting results will be calculated based on the percentage of valid votes compared to the total votes of all shareholders present and voting.

II. Voting procedures

1. General regulations

- Voting on reports and resolutions at the General Meeting of Shareholders will be conducted openly and directly, under the management of the Presidium, using only Voting Papers issued by the Organizing Committee.
- Shareholders or their authorized representatives (hereinafter referred to as "shareholders") will receive 01 Voting Paper and 01 Voting Card. Specifically:
 - White Voting Paper – To vote on the items presented at the meeting.
 - Green/Blue Voting Card – Used for voting on the election of independent Board of Directors' member.
- Information printed on the Voting Paper/Card:
 - Name of the shareholder or authorized representative.
 - Number of shares with voting rights, either owned or represented: total number of votes.
 - Voting content.
 - Seal of **Ha Noi South Housing and Urban Development Corporation**.
- Classification of Voting Paper/Card.
 - Valid Voting Paper/Card: A pre-printed paper/card issued by the Organizing Committee, stamped with the Company's seal, undamaged, not erased, scratched, or altered, and containing the correct vote mark according to regulations.
 - Invalid Voting Paper/Card: A paper/card not complying with the valid Voting Paper/Card regulations.

2. Voting method

❖ For the White Voting Paper

- If in favor of the issue being voted on, the shareholder marks (X) in column (1) and leaves columns (2) and (3) blank
- If against the issue being voted on, the shareholder marks (X) in column (2) and leaves columns (1) and (3) blank
- If abstaining from voting, the shareholder marks (X) in column (3) and leaves columns (1) and (2) blank

Each shareholder can only use one Voting Paper, which will clearly list the items to be voted on. The shareholder must choose one of three voting options: in favor, against, or abstaining.

❖ For the Blue/Green Voting Card

The Blue Voting Card, used for electing independent members of the Board of Directors, follows the cumulative voting method. Specifically:

Example 1: A shareholder represents 50,000 shares. The number of independent Board of Directors' member to be elected is 1.

=> Total voting rights for the Board election = 1 x 50,000 = 50,000 votes

- The list of candidates for the Board of Directors includes **5** individuals: A, B, C, D, and E. The shareholder may allocate votes as follows:

Candidate A:	20.000 votes
Candidate B:	10.000 votes
Candidate C:	10.000 votes
Candidate D:	5.000 votes
Candidate E:	5.000 votes
<hr/>	
Total:	50.000 votes

- Or may distribute votes equally among all five candidates:

Candidate A:	10.000 votes
Candidate B:	10.000 votes
Candidate C:	10.000 votes
Candidate D:	10.000 votes
Candidate E:	10.000 votes
<hr/>	
Total:	50.000 votes

- Or the shareholder may choose not to use all voting rights (50.000 votes):

Candidate A:	10.000 votes
Candidate B:	10.000 votes
Candidate C:	5.000 votes
Candidate D:	0 votes
Candidate E:	0 votes
<hr/>	
Total:	25.000 votes

The total number of votes cast must not exceed the allocated voting rights (50,000 votes in this example). If the total exceeds the allocated votes, the voting card will be deemed invalid.

3. Result aggregation

- The head of the Vote Counting Committee is responsible for announcing the results of the votes for each issue to the General Meeting.
- Voting results must be recorded in the minutes of the General Meeting of Shareholders.

III. Approval of voting results

1. Issues raised for a vote at the General Meeting of Shareholders must be approved by more than **50%** of the total voting shares held by shareholders present or represented at the meeting. For issues related to the type of shares and the total number of shares for each type, approval requires at least **65%** of the total voting shares of shareholders present or represented at the meeting.
2. Issues related to the meeting's procedures and organization: the Chairperson's decision is final, and all shareholders must comply.

IV. Effectiveness

The principles and voting procedures will take effect immediately upon approval at the General Meeting of Shareholders of Ha Noi South Housing and Urban Development Corporation.

Thank you, Shareholders!

**ON BEHALF OF THE ORGANIZING
COMMITTEE OF THE GENERAL MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS**

Nguyen Minh Hoan

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**APPLICATION LETTER
FOR INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
TERM 2025 – 2030**

To The Organizing Committee of the 2026 Annual General Meeting of
Shareholders Ha Noi South Housing And Urban Development Corporation

My name is:

ID/CCCD/Passport No.: Date of Issue:

Date of Issue:

Permanent Address:

Educational Level: Major:

Currently owning: (In words:) shares.

And being authorized to represent: (In words:) shares.

Accounting for ...% of the total shares issued by the Company.

Considering that I meet all the qualifications as prescribed in the Enterprise Law and the Charter of Ha Noi South Housing And Urban Development Corporation, I hereby submit this letter to apply for the position of a independent member of the Board of Directors for the term 2025 – 2030. The attached documents include:

- Candidate's resume (according to the template and with notarized signature).
- Notarized copies of the following documents of the candidate:
 - ID/CCCD/Passport.
 - Educational and professional qualification certificates.
 - Power of attorney documents (if the candidate is nominated by a group of shareholders).
 - Other relevant documents

If elected by the shareholders to be a member of the Board of Directors, I commit to strictly comply with the current legal regulations and the Company's Charter, and I will dedicate my full capabilities and commitment to contribute to the development of the Company.

Thank you very much!

....., 2026

Candidate

(Signature and full name)

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NOMINATION LETTER
FOR INDEPENDENT BOARD OF DIRECTORS MEMBERSHIP
TERM 2025 – 2030

To The Organizing Committee of the 2026 AGM of Shareholders
Ha Noi South Housing And Urban Development Corporation

I am a shareholder of Ha Noi South Housing And Urban Development Corporation, representing shares, accounting for% of the total shares issued by the Company, and hereby request the Organizing Committee of the 2025 Annual General Meeting of Shareholders to nominate:

Mr./Ms.:

ID/CCCD/Passport No.: Date of Issue:

Place of Issue:

Permanent Address:

Educational Level: Major:

Considering that Mr./Ms. meets the qualifications as prescribed in the Enterprise Law and the Company's Charter, I submit this letter to nominate Mr./Ms. as a independent candidate for the Board of Directors for the term 2025 - 2030.

The attached documents include:

- Candidate's resume (according to the template and with notarized signature).
- Notarized copies of the following documents of the candidate:
 - ID/CCCD/Passport.
 - Educational and professional qualification certificates.
 - Power of attorney documents (if the candidate is nominated by a group of shareholders).
 - Other relevant documents

If elected by the shareholders to be a independent member of the Board of Directors, the candidate will strictly comply with the current legal regulations and the Company's Charter, and will dedicate their full capabilities and commitment to contribute to the development of the Company.

Thank you very much!

....., 2025

Nominator

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MINUTES OF THE GROUP MEETING

NOMINATION OF INDEPENDENT CANDIDATES FOR

THE BOARD OF DIRECTORS TERM 2025 – 2030

HA NOI SOUTH HOUSING AND URBAN DEVELOPMENT CORPORATION

Today, at ... o'clock on ... day ... month ... year 2025, we, the shareholders of Ha Noi South Housing And Urban Development Corporation, holding a total of ... shares, accounting for ...% of the total voting shares issued by the Company, have convened. The shareholders' names are listed below:

No.	Shareholder Name	ID/Passport/Business Registration No.	Number of Shares Held	Percentage of Charter Capital	Signature
1					
2					
3					
Total					

We hereby unanimously nominate:

❖ **Mr./Ms.:**

ID/Passport/Business Registration No.: Date of Issue:

Address:

Educational Level:Major:

As the candidate to be nominated for the position of an independent member of the Board of Directors for Ha Noi South Housing And Urban Development Corporation for the term 2025 – 2030 at the 2025 Annual General Meeting of Shareholders.

This minute was recorded at ... hours ... minutes, on ... day ... month ... year 2026 at

....., 2026

SIGNATURES OF THE SHAREHOLDER GROUP

(Signature and full name)

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**REGISTRATION FORM FOR ATTENDING THE ANNUAL
GENERAL MEETING OF SHAREHOLDERS 2026**
(FOR INDIVIDUAL SHAREHOLDERS ATTENDING THE MEETING IN PERSON)

To The Board of Directors
Hanoi South Housing and Urban Development Corporation

My name is: Phone number

Address:

ID/CCCD/HC number: issued on: by

I hereby register to attend the Annual General Meeting of Shareholders of Hanoi South Housing and Urban Development Corporation 2026 with:

Voting shares (In words:.....)
common shares;

In which:

- Number of shares owned: common shares.
 - Number of shares authorized: common shares.
- (Attached is a photocopy of the Authorization Letter).

I commit to complying with the regulations of the Annual General Meeting.

Confirmation from the Supervisory

Board:

☐ Confirm the registrant is qualified to attend the meeting and vote.

☐ Confirm the validity of the registration form.

....., 2026

REGISTRANT

(Signature, full name)

**ON BEHALF OF THE
SUPERVISORY BOARD**

Note:

- The original registration form must be submitted to the Shareholder Qualification Verification Board of the Organizing Committee before the meeting starts.
- The registration deadline is specified in the Invitation Notice for the 2026 Annual General Meeting of Shareholders.

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POWER OF ATTORNEY

**(For Attending the Annual General Meeting of Shareholders 2026
Hanoi South Housing and Urban Development Corporation)**

(For Individual Shareholders)

1. My name:, a shareholder of
Hanoi South Housing and Urban Development Corporation.

ID/CCCD/HC number: issued on: at:

Permanent address:

Number of shares owned as of March 25th, 2026: common shares

In words: common shares

Hereby authorize:

2. Mr./Ms.: Position in the company:

Shareholder number (if any):

ID/CCCD/HC number: issued on: by:

To attend the Annual General Meeting of Shareholders 2026 of **Hanoi South Housing and Urban Development Corporation** and represent me to vote and elect for all the shares I own as of the shareholder list cutoff March 25th, 2026.

Mr./Ms.: is required to comply with the working regulations of the Meeting and is not authorized to delegate this authority to another person.

This Power of Attorney is only valid for attending the aforementioned Annual General Meeting of Shareholders.

....., 2026

Authorized Party

(Signature, full name)

Grantor

(Signature, full name)

Note: Shareholders/representatives must bring personal identification documents when attending the meeting;

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**POWER OF ATTORNEY REGISTRATION FORM FOR ATTENDING
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

(FOR CORPORATE SHAREHOLDERS AUTHORIZING REPRESENTATIVE PARTICIPATION)

To The Board of Directors
Hanoi South Housing and Urban Development Corporation

1. Information of the Authorizing Shareholder

No.	Shareholder Name	Establishment License/Business Registration	Number of Shares Currently Held
1			
		TOTAL (1)	

We agree to authorize the representative mentioned in Section 2 to attend the Annual General Meeting of Shareholders.

2. Information of the Authorized Representative

No.	Representative Name	ID/CCCD/HC Number	Number of Shares Authorized
1			
2			
		TOTAL (2)	

I fully accept legal responsibility for the actions of the authorized representative during the Meeting when representing the shares I have authorized.

This Power of Attorney will expire immediately after the conclusion of the 2026 Annual General Meeting of Shareholders of Hanoi South Housing and Urban Development Corporation. The authorized representative is not permitted to delegate the authority to another person.

3. Signature Confirmation of Authorization

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Authorized Organization

(Signature & Seal)

Authorized Representative

(Signature & Full Name)

Notes for Authorization:

1. The total in Section (1) must match the total in Section (2).
2. The authorized representative may only vote on behalf of the shareholder using the shares that have been authorized, as indicated in the table above.
3. The original power of attorney registration form must be submitted to the Shareholder Eligibility Check Committee before the meeting begins.
4. Registration deadline is specified in the Notice of Invitation to the 2026 Annual General Meeting
Note: The authorized representative must bring personal identification when attending the meeting.

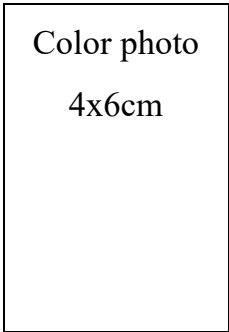
Confirmation of the Supervisory Committee:

Confirmation Content

Verifier

- ☐ **Confirmation that the shareholder has the correct number of shares and has authorized attendance at the Annual General Meeting and voting on their behalf.**
- ☐ **Confirmation that the authorized representative is eligible to attend the meeting and vote.**
- ☐ **Confirmation of the validity of the Registration Form.**

(Signature & Full Name)



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
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CURRICULUM VITAE

- 1. Full Name:
- 2. Gender:
- 3. Date of Birth:/...../.....
- 4. Place of Birth:
- 5. Nationality:
- 6. Current Address:
- 7. ID/Passport No.: - Date of Issue:/...../.....
Issued by:
- 8. Contact Phone:
- 9. Professional Qualifications:
- 10. Current Position at the Company:
- 11. Current Position at Other Organizations:
- 12. Work Experience:

Time (From ... to ...)	Work Unit	Position

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13. Legal Violations: ...

14. Shareholding in Ha Noi South Housing And Urban Development Corporation by the individual and related parties:

- Personal ownership: *shares, accounting for.....% of the total shares issued by the Company*
- Representative ownership: shares.
- Ownership by related parties (*full name, relationship, number of shares, percentage of ownership*)

15. Debts Owed to the Company:

16. Remuneration and Other Benefits Received from the Company:

17. Related Interests with the Company.

I hereby declare that the above information is true. If it is found to be incorrect, I accept full responsibility before the Company and the relevant authorities in accordance with the law./ .

....., 2026

Declarant

(Signature and Full Name)

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No: 01/2026/NHA/NQ-ĐHĐCĐ

Ninh Binh, April 25, 2026

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

HA NOI SOUTH HOUSING AND URBAN DEVELOPMENT CORPORATION

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, issued by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to Law No. 03/2022/QH15 dated January 11, 2022, issued by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, issued by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter on organization and operation of Ha Noi South Housing and Urban Development Corporation;
- Pursuant to the Ballot Counting Minutes at the 2026 Annual General Meeting of Shareholders of Ha Noi South Housing and Urban Development Corporation on April 25, 2026;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Ha Noi South Housing and Urban Development Corporation on April 25, 2026.

The General Meeting of Shareholders unanimously decided to approve the resolution of the meeting with the following key contents:

RESOLVES

Article 1: Approval of the Report on the activities of the Board of Directors (BOD) and the Executive Board in 2025 and plan for 2026 (Enclosed Report No: 01/2026/NHA/BC-HĐQT/BTGD)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

Article 2: Approval of the Report on the activities of the Supervisory Board in 2025 and plan for 2026 (Enclosed Report No: 02/2026/NHA/BC-BKS)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

Article 3: Approval of the 2025 Audited financial statements (Enclosed Proposal No: 03/2026/NHA/TTr-HĐQT)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

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shareholders.

Article 4: Approval of the Profit distribution plan for 2025. (*Enclosed Proposal No: 04/2026/NHA/TTr-HĐQT*)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

Article 5: Approval of the remuneration for the BOD and Supervisory Board for 2025 and the remuneration plan for 2026. (*Enclosed Proposal No: 05/2026/NHA/TTr-HĐQT*)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

Article 6: Approval of the selection of the auditing firm for the 2026 financial statements. (*Enclosed Proposal No: 06/2026/NHA/TTr-HĐQT*)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

Article 7: Approval of Dismissal of an Independent Member of the Board of Directors for the 2025–2030 term. (*Enclosed Proposal No: 07/2026/NHA/TTr-HĐQT*)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

Article 8: Approval of the Election of an additional Independent Member of the Board of Directors for the 2025–2030 term. (*Enclosed Proposal No: 08/2026/NHA/TTr-HĐQT*)

1. ...

Article 9: Approval of Amendment and supplementation of the Company's Charter. (*Enclosed Proposal No: 09/2026/NHA/TTr-HĐQT*)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

Article 10: Approval of Change of the Company's head office address (*Enclosed Proposal No: 10/2026/NHA/TTr-HĐQT*)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

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Article 11: Approval of Plan for share issuance to pay dividends for 2025 (*Enclosed Proposal No: 11/2026/NHA/TTr-HĐQT*)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

Article 12: Approval of Plan for issuing shares under the employee stock option program (*Enclosed Proposal No: 12/2026/NHA/TTr-HĐQT*)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

Article 13: Approval of authorizing the BOD to decide on certain matters under the authority of the General Meeting of Shareholders. (*Enclosed Proposal No: 13/2026/NHA/TTr-HĐQT*)

The General Meeting unanimously approved with ... votes, representing ... voting shares, accounting for ...% of the total votes of the attending and voting shareholders.

Article 14: Implementation Provisions

This resolution was approved by the General Meeting of Shareholders and takes effect from April 25th, 2026.

The BOD of Ha Noi South Housing and Urban Development Corporation, the Executive Board, and relevant departments/divisions shall be responsible for implementing this resolution to ensure the interests of shareholders, the Corporation, and compliance with legal regulations.

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS**

CHAIRPERSON

Recipients:

- All shareholders, Website;
- SSC, HOSE, VSDC;
- Member of BOD, EB, SB;
- Archive.

Nguyen Minh Hoan

Ninh Binh, April 25th, 2026

VOTING BALLOT

(At the Annual General Meeting of Shareholders 2026

Ha Noi South Housing and Urban Development Corporation, April 25, 2026)

Shareholder's Name: Phone Number:

Full Name of Authorized Representative (if any):

Number of Valid Voting Shares: common shares

ID Card/Citizen ID/Passport No.: Date of Issue: Place of Issue:

VOTING OPTIONS

Voting Items	Agree (1)	Disagree (2)	No Opinion (3)
Item 1: Report on the activities of the Board of Directors and the Executive Board in 2025 and plan for 2026;	☐	☐	☐
Item 2: Report on the activities of the Supervisory Board in 2025 and plan for 2026;	☐	☐	☐
Item 3: Approval of 2025 audited financial statements;	☐	☐	☐
Item 4: Profit distribution plan for 2025;	☐	☐	☐
Item 5: Approval of remuneration for the Board of Directors and the Supervisory Board for 2025, and the remuneration plan for 2026;	☐	☐	☐
Item 6: Selection of the auditing firm for the 2026 financial statements;	☐	☐	☐
Item 7: Dismissal of an Independent Member of the Board of Directors for the 2025–2030 term;	☐	☐	☐
Item 9: Amendment and supplementation of the Company's Charter;	☐	☐	☐
Item 10: Change of the Company's head office address;	☐	☐	☐
Item 11: Plan for share issuance to pay dividends for 2025;	☐	☐	☐

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Item 12: Plan for issuing shares under the employee stock option program;	☐	☐	☐
Item 13: Approval of authorizing the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders.	☐	☐	☐

Shareholder/Authorized Representative
(Signature and Full Name)

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ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HA NOI SOUTH HOUSING AND URBAN DEVELOPMENT CORPORATION
April 25th 2026

BALLOT
INDEPENDENT BOARD OF DIRECTORS MEMBERS
TERM 2025 – 2030

1. Full name of shareholder/Authorized Representative:
2. ID/Passport No.:
3. Total Number of owned and authorized shares: common shares
4. Total Votes (= Total Shares × 1): votes

LIST OF CANDIDATES FOR THE BOARD OF DIRECTORS

NO.	FULL NAME	TOTAL VOTES RECEIVED
1	...	
2	...	
TOTAL (*)		

Shareholder/Authorized Representative

(Signature and Full Name)

Note:

- (*): The total number of votes cast must not exceed the number of votes specified in Section 4
- This ballot is valid only for the Annual General Meeting of Shareholders 2026 of Ha Noi South Housing and Urban Development Corporation, held on April 25th, 2026, and is used exclusively for the election of Independent Board of Directors members for the 2025 – 2030 term.

REPORT TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Activities of the Board of Directors and the Board of General Directors in 2025, Plans, and Operational Directions for 2026

In 2025, the Board of Directors (BOD) of Ha Noi South Housing and Urban Development Corporation (NHA) successfully fulfilled its functions and duties in accordance with the laws and the Company's Charter. The BOD managed, developed business strategies, and supervised the operation of the Board of General Directors (BGD). The key results achieved in 2025 are as follows:

I. RESULTS OF IMPLEMENTING THE RESOLUTIONS OF THE 2025 GENERAL MEETING OF SHAREHOLDERS

Under the direction of the BOD, along with the efforts of the BGD and all staff, the Company strived to accomplish several results as follows:

Unit: VND

Target	2025 Target	2025 Actual	Completion Rate (%)
Revenue	260.000.000.000	294.787.948.069	113,38%
Net profit after tax	50.000.000.000	78.940.102.487	157,88%
Dividends and share capital increase (%)	10%	10%	100%

- Regarding the election of the Chairman of the Board of Directors and the Head of the Supervisory Board for the 2025–2030 term:

The Company elected the Board of Directors and the Supervisory Board for the 2025–2030 term at the 2025 Annual General Meeting of Shareholders. Subsequently, on April 17, 2025, the Board of Directors elected Mr. Nguyen Minh Hoan as Chairman of the Board of Directors, and the Supervisory Board elected Ms. Duong Thi Huyen as Head of the Supervisory Board.

- Regarding the selection of the auditor for the Company's 2025 financial statements:

Based on the actual situation, the Board of Directors resolved to appoint International Auditing and Valuation Company Limited as the service provider for the

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review of the 2025 semi-annual financial statements and the audit of the 2025 annual financial statements, and duly disclosed the information in accordance with applicable laws and regulations.

- Regarding the implementation of the share issuance plan for dividend payment for 2024:

The Company successfully issued 4.417.189 shares under the share issuance plan for dividend payment for 2024 (completed on May 28, 2025), increasing its charter capital to VND 485.917.090.000.

The Company completed procedures for amending its Enterprise Registration Certificate in line with the new charter capital with the competent state authorities, and carried out additional securities registration and listing of the newly issued shares at the Vietnam Securities Depository and Clearing Corporation and the Ho Chi Minh City Stock Exchange.

- Regarding the implementation of the public offering plan:

The Company successfully offered 16.197.236 additional shares to the public (completed on January 27, 2026), increasing its charter capital to VND 647.889.450.000.

The Company also completed procedures for amending its Enterprise Registration Certificate in accordance with the new charter capital with the competent state authorities, and conducted additional securities registration and listing of the newly issued shares at the Vietnam Securities Depository and Clearing Corporation and the Ho Chi Minh City Stock Exchange.

- Regarding the implementation of the Employee Stock Ownership Plan (ESOP):

The Company completed the public offering on January 27, 2026. However, due to changes in the legal framework, the ESOP share issuance plan approved at the 2025 Annual General Meeting of Shareholders is no longer appropriate.

The Board of Directors will submit to the 2026 Annual General Meeting of Shareholders a revised ESOP share issuance plan in compliance with current regulations.

II. ACTIVITIES OF THE BOARD OF DIRECTORS AND THE BOARD OF GENERAL DIRECTORS IN 2025

1. Regarding the personnel structure of the Board of Directors in 2025.

In 2025, The Company has elected the Board of Directors for the new 2025–2030 term. Currently, the Board of Directors consists of five (05) members, with Mr. Nguyen Minh Hoan serving as Chairman, as detailed below:

No	Name	Position in BOD	Appointment Date	Position in the Corporation
1	Mr. Nguyen Minh Hoan	Chairman	April 15, 2025	None
2	Mr. Cu Duc Ngoc	Member	April 15, 2025	None
3	Mr. Nguyen Dac Long	Member	April 15, 2025	CEO, Corporate Secretary
4	Mr. Nguyen Van Hung	Member	April 15, 2025	None
5	Mr. Tran Ngoc Tuyen	Independent Member	April 15, 2025	None

2. BGD Personnel Structure in 2025

There were no changes in the BGD personnel structure in 2025. The BGD currently consists of three members:

No.	Name	Position in BGD	Other Positions
1	Mr. Nguyen Dac Long	CEO	BOD Member, Corporate Secretary
2	Mr. Nguyen Hoang Dao	Deputy CEO	None
3	Mr. Nguyen Duc Kien	Deputy CEO	None

3. BOD Activities in Compliance with the Enterprise Law and the Company Charter in 2025

- In 2025, the Board of Directors managed and directed the Company's operations in compliance with the provisions of the Law on Enterprises, the Company's Charter, and organized the implementation of the resolutions of the General Shareholders' Meeting.

a. BOD Meetings

No.	Member	Position	Start Date	End Date	Attendance	Attendance Rate	Reason for Absence
1	Mr. Nguyen Minh Hoan	Chairman	April 15, 2025	-	18/18	100%	-
2	Mr. Cu Duc Ngoc	Member	April 15, 2025	-	18/18	100%	-

3	Mr. Nguyen Van Hung	Member	April 15, 2025	-	18/18	100%	-
5	Mr. Nguyen Dac Long	Member	April 15, 2025	-	18/18	100%	-
6	Mr. Tran Ngoc Tuyen	Member	April 15, 2025	-	18/18	100%	-

b. Supervision of the BGD by the BOD

In 2025, the BOD regularly supervised and directed the BGD's activities per its roles and authority, ensuring compliance with the Enterprise Law and the Company Charter:

- Regular oversight of the BGD's activities through direct BOD meetings, monthly BGD briefings, and various reports (quarterly, semi-annual, and annual financial and operational reports).
- Direct engagements on necessary issues with clear assignments for the BGD to execute tasks.
- Ensured all BGD activities adhered to laws, AGM resolutions, and BOD directives.

c. Activities of BOD Committees:

In 2025, The Internal Audit Committee operated within its scope:

- Monitoring and evaluating governance, risk management, and internal controls.
- Providing in-depth analyses and independent, objective recommendations.
- Conducting audits before, during, and after projects.
- Advising on selecting and managing external audit services.
- Periodic reporting on its goals and performance.

d. Resolutions/Decisions of the BOD:

No.	Resolution/Decision No.	Date	Content	Approval Rate
1	01/2025/NHA/NQ-HĐQT	02/26/2025	Resolution of the Board of Directors approving the organization of the Annual General Meeting of Shareholders in 2025;	100%
2	02/2025/NHA/NQ-HĐQT	03/07/2025	Resolution of the Board of Directors approving the dismissal of a member of the Internal Audit	100%

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			Committee and the appointment of a new member;	
3	03/2025/NHA/ NQ-HĐQT	04/17/2025	Resolution of the Board of Directors approving the election of the Chairman of the Board of Directors for the 2025–2030 term;	100%
4	04/2025/NHA/ NQ-HĐQT	04/23/2025	Resolution of the Board of Directors regarding the implementation of the plan to issue shares for dividend payment for the year 2024;	100%
5	05/2025/NHA/ NQ-HĐQT	05/13/2025	Resolution of the Board of Directors on the determination of the final registration date for exercising the right to receive 2024 dividends via share issuance;	100%
6	06/2025/NHA/ NQ-HĐQT	06/03/2025	Resolution of the Board of Directors approving the results of the share issuance for dividend payment for the year 2024;	100%
7	07/2025/NHA/ NQ-HĐQT	06/06/2025	Resolution of the Board of Directors on the selection of the auditing firm for 2025;	100%
8	08/2025/NHA/ NQ-HĐQT	06/09/2025	Resolution of the Board of Directors approving the plan and proposal for obtaining a long-term loan from the Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ha Nam Branch;	100%
9	09/2025/NHA/ NQ-HĐQT	07/22/2025	Resolution of the Board of Directors approving the plan and proposal for obtaining a long-term loan from the Joint Stock	100%

			Commercial Bank for Foreign Trade of Vietnam – Ha Nam Branch;	
10	10/2025/NHA/ NQ-HĐQT	08/06/2025	Resolution of the Board of Directors on detailed implementation of the plan for the additional public offering of shares in 2025;	100%
11	11/2025/NHA/ NQ-HĐQT	08/06/2025	Resolution of the Board of Directors approving the plan to ensure the maximum foreign ownership ratio at the Company in the additional public offering of shares in 2025;	100%
12	12/2025/NQ- HĐQT	08/07/2025	Resolution of the Board of Directors approving the dossier for the additional public offering of shares;	100%
13	13/2025/NHA/ NQ-HĐQT	08/26/2025	Resolution of the Board of Directors approving the plan and scheme for long-term borrowing from Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ha Nam Branch;	100%
14	14/2025/NHA/ NQ-HĐQT	09/25/2025	Resolution of the Board of Directors on adjusting the plan for the additional public offering of shares in 2025 and the detailed plan for use of proceeds from the offering;	100%
15	15/2025/NHA/ NQ-HĐQT	09/26/2025	Resolution of the Board of Directors approving the registration dossier for the additional public offering of shares;	100%

16	15/2025/NHA/ NQ-HĐQT	11/10/2025	Resolution of the Board of Directors approving the plan and scheme for borrowing from Saigon Thuong Tin Commercial Joint Stock Bank – Ha Nam Branch;	100%
17	17/2025/NHA/ NQ-HĐQT	11/14/2025	Resolution of the Board of Directors on the implementation of the public share distribution and the record date for exercising share purchase rights;	100%
18	18/2025/NHA/ NQ-HĐQT	12/11/2025	Resolution of the Board of Directors approving the proposal for a new credit limit at Vietnam Bank for Agriculture and Rural Development – Duy Tien Branch, Ha Nam.	100%

4. Activities of Independent BOD Members and Their Evaluations.

In 2025, NHA had one independent member of the Board of Directors (BOD) who provided assessments on the activities of the BOD, specifically:

a. Regarding the organization of BOD meetings

- The BOD meetings were convened and conducted with specific schedules, well-prepared materials, and in accordance with principles. The content of the meetings was thoroughly discussed, debated, and carefully evaluated by BOD members to determine the best directions and solutions for the Company.
- Issues related to business strategies, financial strategies, corporate culture, and management system development were closely discussed and monitored between the BOD and the Executive Board.
- The implementation of the Company's activities was carried out according to a clear delegation framework. Risks were consistently analyzed and identified in a timely manner to ensure stability, safety, and compliance with legal regulations, as well as to meet the plans set by the BOD and the General Meeting of Shareholders (GMS).
- Investments in new strategies were independently researched, scientifically grounded, and debated within the BOD and with the Executive Board.

b. Regarding the supervision of the CEO and other members of the Executive Board

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- Overall, the BOD effectively carried out its supervision over the Executive Board, ensuring that the Company's operations were closely monitored to align with strategic directions and promptly adjusted when practical situations required.
- BOD members attended periodic and extraordinary meetings of the Executive Board. The decisions of the Executive Board were analyzed, debated, and consulted with the BOD to achieve optimal solutions for the Company's interests. This enabled the BOD to stay fully informed of the Company's operations, identify arising situations, and receive the fastest updates on practical requirements.
- BOD members played an active role and provided support to the Executive Board, organizing multiple sessions to share experiences with other management levels.
- The BOD paid special attention to risk management solutions, supporting the executive team in early identification of issues to help the Company maintain sustainable and stable operations while protecting investors' interests.

c. General assessment of BOD activities

- In line with the BOD's operational plan, the tasks implemented in 2025 focused on the Resolutions of the GMS and complied with the Company's Charter, Corporate Governance Regulations, and standard governance practices.
- All BOD members demonstrated profound responsibility and a high level of professionalism. Accordingly, the roles assigned to each member in protecting the Company's interests were clear, and each member performed their duties carefully.
- The BOD proposed many effective and timely solutions to help the Executive Board overcome challenges in managing the Company. They also carried out effective supervision and control to ensure strict compliance with the laws that the Company fully respects.
- The BOD collaborated with the Executive Board to implement activities aimed at fostering corporate culture. Through creative methods, the BOD effectively contributed to building sustainable values for the Company.

III. PLAN AND DIRECTION OF THE BOARD OF DIRECTORS AND EXECUTIVE BOARD FOR 2026

1. Human Resource Structure in 2026

In 2026, the Board of Directors will conduct the election of the Board of Directors for the 2025-2030 term. The Executive Board do not anticipate any changes in personnel.

2. Production and Business Plan for 2026

Based on the current business situation, the Board of Directors submits the production and business plan for 2026 to the General Meeting of Shareholders for approval.

Projected targets are as follows:

Indicator	Unit	Implementation Plan
Charter Capital	VND	720.000.000.000
Revenue	VND	260.000.000.000
Profit after tax	VND	50.000.000.000
Profit after tax/Revenue	%	19,23
Profit after tax/Charter Capital	%	6,94
Dividend	%	10

In 2026, although the overall economy and the Company's business operations are expected to face significant challenges, the Company will strive to achieve its planned business targets as follows:

Revenue Targets: In 2026, the Company plans to continue selling and handing over land plots at the Moc Bac Residential Area Project, while launching sales of the Cho Luong Housing Project and the townhouse segment under the Dong Dong Van Residential and Commercial Service Project. Total revenue is expected to reach approximately VND 110 billion.

Revenue from construction activities and leasing services (offices and factories) is projected to reach approximately VND 150 billion.

Regarding profit after tax targets: The Company's profit after tax attributable to shareholders is expected to be approximately VND 50 billion.

Regarding dividend targets: The Company plans to pay dividends at a rate of 10% in shares. The remaining undistributed profit after tax will be retained to continue financing ongoing projects.

3. Operational Directions of the Board of Directors and Executive Board for 2026

- The activities of the Board of Directors are always based on compliance with legal regulations, adhering to the principles of majority rule, honesty, and prudence to ensure the proper implementation of Resolutions of the Annual General Meeting of Shareholders.
- Formulating business and production strategies for the Company as per the 2026 AGM Resolution to ensure the successful achievement of 2026 targets and maintain high growth rates.
- Under the direction of the Board of Directors, the Executive Board will accelerate the implementation progress of ongoing and upcoming projects as follows:

- + BT Project connecting Road from Hoa Mac Intersection to DH05 Road (from the old administrative center to the new administrative center): For the project land area, 69,689 m² out of 78,129 m² has been allocated (equivalent to 89.2%). The Investor has substantially completed construction works. The cleared site area has reached 77,821 m² out of 78,129 m² (99%), with the remaining 308 m² (02 households). The Investor is finalizing documentation for the third land allocation phase covering 5,426 m². For the remaining 308 m², coordination is ongoing with the People's Committee of Duy Tien Ward and the Site Clearance Division under Project Management Unit No. 3 to complete land clearance (progress has been affected by the merger of project management units), ensuring completion by the end of Q2/2026.

Counterpart projects for BT capital recovery:

Cho Luong Residential Area Project (19.7 ha): Site clearance has reached 99.1% (19.59 ha/19.78 ha). The project has been allocated 19.43 ha for infrastructure construction. Major works including land leveling, road foundation, crushed stone base, stone embankments, stormwater and wastewater drainage systems, wastewater treatment plant, and return canal have been substantially completed. The Investor is coordinating with relevant authorities to complete clearance for the remaining area and continue construction, targeting completion in Q3/2026.

Additionally, 2.51 ha (equivalent to 267 land plots) has been allocated for BT capital recovery. The Investor has fulfilled all financial obligations and has been granted Land Use Right Certificates for all 267 plots.

Van Xa Urban Residential Area Project (15.3 ha): Cleared land area has reached 93.36% (14.13 ha/15.14 ha). The project has been allocated 12.91 ha for construction. Infrastructure works are largely completed, including land leveling, road foundation, approximately 80% of crushed stone base, embankments, and drainage systems. Project implementation is scheduled through Q4/2025. The investor consortium is working with the People's Committee of Ninh Binh Province, Department of Finance, and relevant authorities to proceed with next steps in accordance with upcoming Government policies on resolving issues related to BT projects.

- + Moc Bac Residential Area Project (8.1 ha): The project has met conditions for land transfer and started generating revenue from late 2023. In 2024, sales and handover activities yielded strong cash flow. In 2025, the Company continues transferring land plots to generate revenue and profit. As of December 31, 2025, 298 out of 329 plots have been transferred, generating total revenue of VND 247 billion.
- + Project Five Main Arterial Roads in Duy Tien Urban Center (BT Model) As of Q2/2026, site clearance has reached 114,652 m² out of 118,335 m² (97%). Land

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allocated (Phase 1) is 102,762 m² (86.84%). Construction progress includes: Approximately 85% of roadbed works completed; 70% completion of K98 road foundation layer; 35% of stormwater drainage system; Completion of relocation of 22kV and 35kV power lines. Remaining works are under implementation. The Investor is working with provincial authorities to adjust certain aspects due to overlapping land areas and planning changes. Remaining 3% of land area is being cleared in coordination with local authorities.

- + Counterpart project for capital recovery: A 4.57 ha development project (including 2.02 ha residential land) with full infrastructure and construction of 100 low-rise houses. To date, cadastral surveys and geological surveys have been completed. Environmental licensing and feasibility study approvals are underway. Cleared land area has reached 81.79%.
- + Tan Ha Residential Area Project – Phu Ly City (33% consortium participation): Adjusted 1/500 planning and investment policy approved. Over 90% of agricultural land has been cleared. Phase 1 land allocation is 8.51 ha (including 2.48 ha residential land). Financial obligations have been fulfilled, and 157 Land Use Right Certificates have been issued. Construction commenced in Q4/2025.
- + Commercial Service Hotel Project – Hoa Mac Urban Area: Most project components have been completed. Office–supermarket space is partially operational and leased. The convention and wedding center is in operation. The 9-story hotel and restaurant are expected to commence operation in Q2/2026.
- + Factory-for-lease Project – Chau Giang Commune (now Duy Tan Ward, Ninh Binh Province): Over 90% of land clearance completed. The Investor is negotiating remaining compensation to commence construction in early 2026.
- + Dong Van Eastern Area Residential and Commercial Service Project: Legal procedures have been largely completed. Construction began in June 2025. Progress is on schedule, targeting completion by end of 2026. The 12-story commercial building has reached the 9th floor (structure), basement and first floor completed. 22 out of 45 houses have completed structural works; infrastructure and drainage systems are largely in place.
- + Tien Son Craft Village Industrial Cluster Project (10 ha): Approved for investment policy, detailed planning (1/500), and establishment. Land allocation includes 5.69 ha for factories/warehouses, 1.37 ha for services, and the remainder for infrastructure. Environmental impact assessment approved; power design appraised. Feasibility study is under finalization.
- Construction segment (core business): The Company continues focusing on civil, transport, and irrigation construction projects funded by state and private capital to ensure stable employment and income. Key projects include:

- + Yen Bac resettlement infrastructure (Site 01): 100% completed;
- + Yen Bac resettlement infrastructure (Site 02): not yet commenced;
- + Tien Son resettlement infrastructure (Site 05): under implementation;
- + DH.13 road upgrade (Yen Ninh – Moc Nam): ~70% completed;
- + Nha Xa road upgrade: ~5% completed;
- + D1 road project (Km0+00 – Km0+943): under construction, ~3.6% completed;
- + Other ongoing projects within Ha Nam Province.

Corporate Governance Initiatives:

- Improving the work environment and enhancing internal and external training programs to strengthen human resources.
- Effectively embedding corporate culture into daily operations to enhance workplace appeal.
- Ensuring compliance with the Company's Charter and internal regulations to maintain transparency in business operations and respect the legitimate rights and interests of shareholders.

This report summarizes the activities of the Board of Directors and the Executive Board for 2025 and outlines the operational directions for 2026, respectfully submitted to the Annual General Meeting of Shareholders for review and approval.

Respectfully report to the 2026 Annual General Meeting of Shareholders./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Minh Hoan

**REPORT TO THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS ON THE 2025 PERFORMANCE RESULTS AND 2026
PLAN BY THE BOARD OF SUPERVISORS**

The Board of Supervisors (BOS) hereby reports to the 2026 Annual General Meeting of Shareholders (AGM) on the performance results for 2025 and the work plan for 2026 as follows:

A. PERFORMANCE RESULTS FOR 2025

I. Organizational Structure of the Board of Supervisors

The Company's Board of Supervisors consists of 03 members as follows:

- Head of the Board: Mrs. Duong Thi Huyen
- Member: Mr. Bui Thanh Luan
- Member: Mr. Nguyen Van Nghia

1. Activities of the Board of Supervisors in 2025

- Supervised and inspected the management and implementation of the 2025 profit plan by the Board of Directors (BOD) and the Executive Board, ensuring the legality and rationality of the business operations in 2025 according to the Resolutions of the 2025 AGM.
- Reviewed the legality, accuracy, and prudence of accounting, statistics, and preparation of financial reports. Examined the semi-annual and annual financial statements audited for 2025.
- Organized BOS meetings in 2025 to assess accounting, financial performance, and corporate governance for the first six months and the entire year of 2025.

2. Summary of BOS Meetings and Decisions

- The BOS held regular quarterly meetings throughout the year.
- Based on actual business conditions in 2025, the BOS made the following recommendations to the BOD:
 - Strictly control input material costs given the economic difficulties to increase the company's profit margin;
 - Further enhance market demand forecasting and financial analysis domestically and internationally.

II. Results of Supervision Activities in 2025

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1. Supervision of the BOD, Executive Board, and Management Staff

- In 2025, the BOD and Executive Board demonstrated high responsibility and prudence in managing and operating business activities, fulfilling their obligations as managers and prioritizing the company's interests.
- The BOD and Executive Board generally complied with legal regulations in management activities and transactions, performing their assigned functions as stipulated in the Law on Enterprises, Company Charter, and AGM Resolutions.
- Resolutions of the BOD were issued legally based on BOD meeting minutes and in accordance with the authority specified in the Company Charter.
- The Executive Board adhered to the BOD's resolutions and decisions, maintaining strategic goals while adapting to actual conditions and implementing solutions in management and technical operations to achieve the objectives set by the AGM.

2. Evaluation of Coordination Between the BOS, BOD, Executive Board, and Shareholders

- The BOS was fully provided with information on BOD decisions.
- The Executive Board executed the BOD resolutions and reported the implementation results to both the BOD and BOS.

3. Compliance with State Policies and Company Charter

In April 2025, the company successfully held its AGM in compliance with the Law on Enterprises 2020.

The company's charter capital is 647.889.450.000 VND, divided into 64.788.945 common shares with a par value of 10.000 VND per share.

According to the Company Charter, the list of shareholders contributing capital (as of March 25, 2026) is as follows:

No.	Category	Number of shareholders	Number of Shares	Value (VND)	Percentage (%)
I.	Domestic Shareholders	6.498	64.606.437	646.064.370.000	99,72
1	Individual	6.487	64.556.298	645.562.980.000	99,64
2	Organization	11	50.139	501.390.000	0,08
II.	Organization	26	182.508	1.825.080.000	0,28
1	Individual	18	50.470	504.700.000	0,08

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2	Organization	8	132.038	1.320.380.000	0,20
Total		6.524	64.788.945	647.889.450.000	100

The company has maintained a shareholder registry in accordance with regulations.

4. Evaluation of Audited Financial Statements

4.1. Key Financial Indicators as of December 31, 2025

Units: VND

No.	Item	Amount
1	Charter Capital	485.917.090.000
2	Net Revenue	294.787.948.069
3	Profit Before Tax	99.109.933.440
4	Profit After Tax	78.940.102.487

Summary of the Company's financial situation as of December 31, 2025

Assets:

Units: VND

Indicator	Amount
I. Short-term Assets	162.750.379.563
1. Cash & Cash Equivalents	61.704.109.336
2. Short-term investment	-
2. Short-term Receivables	29.024.090.504
3. Inventories	50.970.141.612
4. Other Short-term Assets	21.052.038.111
II. Long-term Assets	866.424.259.419
1. Fixed Assets	92.144.629.001
2. Long-term Work-in-Progress	768.167.766.617
3. Long-term Investments	4.295.716.248
4. Other Long-term Assets	1.816.147.553
Total Assets:	1.029.174.638.982

Liabilities and Equity:

Units: VND

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Indicator	Amount
I. Liabilities	434.221.476.674
1. Short-term trade payables	46.922.783.420
2. Short-term advances from customers	42.928.886.000
3. Short-term borrowings and finance lease liabilities	155.427.401.691
4. Other short-term payables	32.638.105.424
5. Other long-term payables	34.536.358.800
6. Long-term borrowings and finance lease liabilities	121.767.941.339
II. Owner's Equity	594.953.162.308
1. Paid-in capital	485.917.090.000
2. Undistributed earnings	108.829.956.308
Total Liabilities and Equity	1.029.174.638.982

4.2. Financial Management

- Regarding financial spending regulations: The Company has complied with current financial spending regulations.
- Debt reconciliation: The reconciliation of receivables, payables, and advances has been fully carried out.
- Initial recording, accounting books, and financial reporting: The Company applies the Journal Voucher accounting method. Accounting books and financial statements are prepared and stored in compliance with current State regulations.
- Fund appropriations: Fund appropriations have been carried out in accordance with the current Financial Regulations.
- Fixed Asset and Tool Management: The Company conducted an inventory of fixed assets and tools as of 8:00 AM on January 1st, 2025, and 8:00 AM on January 1st, 2026. Fixed asset and tool records have been prepared, archived, and depreciation calculated in compliance with current regulations.
- Obligations to the State Budget: The Company has fully declared and paid all relevant taxes.

5. Organizational Structure, Labor, Salary, and Employee Benefits

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5.1. Organizational Structure

- Currently, besides the Board of Directors, the Supervisory Board, and the Executive Board, the Company has the following functional departments: Organization-Administration Department, Finance-Accounting Department, Project Management Department, and Production-Business Department. Production teams include: Bricklayer Team, Carpentry & Ironwork Team, Concrete Team, Mechanical-Machinery Team, Transport Team, Infrastructure Road Construction Team, and Electrical-Water Finishing Group.
- The establishment and functions of departments have been organized in compliance with the Law on Enterprises, the Company Charter, and its operations.
- Appointments and rotations of existing positions are carried out in accordance with regulations.

5.2. Labor and Salary

- Labor: As of November 31st, 2025, the total workforce of the Company was 96 employees, including 52 full-time employees. The remainder are seasonal workers managed and recruited through team leaders.
- Salary: The Company currently applies the regional minimum wage for employees working under labor contracts as stipulated in Clause 1, Article 3 of Decree 157/2018/ND-CP.

B. 2026 WORK PLAN

I. Supervisory Board Structure for 2026

In 2026, The Supervisory Board is expected to remain unchanged in terms of personnel.

II. Work Plan of the Supervisory Board for 2026

To fulfill its supervisory duties under the Law on Enterprises and the Company Charter, the Supervisory Board presents the following 2026 work plan to the General Meeting of Shareholders:

- Appraising financial statements, supervising and checking the reasonableness, legality, and prudence in business management, accounting organization, and financial reporting of the Company.
- Preparing activity reports of the Supervisory Board as required by the Company Charter to present to the General Meeting of Shareholders.
- Monitoring the audit of 2026 financial statements and collaborating with independent auditors to assess the impact of accounting errors.
- Supervising the execution of capital management and protection of shareholder rights.

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- Assigning members to participate in training courses to update skills and new policies.
- Coordinating with the Legal Inspection Department to handle complaints and denunciations under its authority.
- Conducting ad hoc inspections based on requests from the Board of Directors, shareholders, or groups of shareholders under Article 115 of the Law on Enterprises 2020.

C. RECOMMENDATIONS OF THE SUPERVISORY BOARD TO THE GENERAL MEETING OF SHAREHOLDERS

- Maintain stability and enhance the efficiency of existing business sectors.
- Develop appropriate investment strategies and cautiously implement new investment fields.
- Strengthen enforcement and ensure strict compliance with regulations, rules, and policies within the Company.
- Plan and implement policies to supplement and improve workforce quality to meet the increasing demands of business operations.
- Enhance forecasting efforts to mitigate risks in business activities.
- The above report summarizes the activities of the Supervisory Board for 2025 and outlines the 2026 work plan.

Respectfully submitted to the Annual General Meeting of Shareholders 2026./.

**On behalf of the Supervisory Board
HEAD OF THE BOARD**

Duong Thi Huyen

PROPOSAL

Re: Approval of the 2025 Audited Financial Statements

To The Annual General Meeting of Shareholders 2026

Ha Noi South Housing and Urban Development Corporation

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Ha Noi South Housing and Urban Development Corporation;

In compliance with the resolution of the Annual General Meeting of Shareholders 2025 regarding the authorization for the Board of Directors to select an auditing firm for 2025, the Board of Directors decided to select **International Auditing And Valuation Co., Ltd.** as the independent auditor to audit the financial statements for 2025. The Board of Directors of Ha Noi South Housing and Urban Development Corporation respectfully submits to the Annual General Meeting of Shareholders for approval of the 2025 Financial Statements audited by **International Auditing And Valuation Co., Ltd.**

The audited financial statements for 2025 of the Company have been published on the Company's website via the following link: <https://namhanoi.com.vn/>

We respectfully submit this for approval at the Annual General Meeting of Shareholders 2026./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Minh Hoan

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No.: 04/2026/NHA/TTr-HĐQT

Ninh Binh, April 25, 2026

PROPOSAL

Re: Plan for Profit Utilization and Fund Allocation for the Fiscal Year 2025

To The Annual General Meeting of Shareholders 2026

Ha Noi South Housing and Urban Development Corporation

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Ha Noi South Housing and Urban Development Corporation;
- Pursuant to the business results of Ha Noi South Housing and Urban Development Corporation in 2025.

To ensure the long-term interests of shareholders and facilitate the accumulation for business expansion in the upcoming years, the Board of Directors has prepared the following plan for the utilization of profits for 2025:

Units: VND

No.	Item	Amount
1	Net profit after tax in 2025	78.940.102.487
2	Accumulated profit as of December 31, 2025	108.829.956.308
3	Fund Allocations	-
3.1	<i>Reward Fund</i>	-
3.2	<i>Welfare Fund</i>	-
3.3	<i>Financial Reserve Fund</i>	-
4	Issuance of shares to pay dividends at rate of 6%.	64.788.940.000
5	Issuance of bonus shares under the employee stock ownership plan (ESOP)	8.000.000.000
6	Remaining profit after distribution	36.041.016.308

We kindly submit this plan for the approval of the General Meeting of Shareholders./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Minh Hoan

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PROPOSAL

***Re: Remuneration for the Board of Directors and the Supervisory Board in 2025,
Plan for 2026***

To The Annual General Meeting of Shareholders 2026

Ha Noi South Housing and Urban Development Corporation

- Pursuant to the Charter of Ha Noi South Housing and Urban Development Corporation;
- Pursuant to the business results for 2025 and the business plan for 2026.

The Board of Directors reports the remuneration for the Board of Directors (BOD) and the Supervisory Board (SB) in 2025 as follows: The total remuneration for the BOD and SB is **252.000.000 VND**.

The proposed remuneration plan for the BOD and SB in 2026 is as follows:

Units: VND

No.	Description	Monthly Amount	Annual amount for 2026	Notes
1	Remuneration for the Chairman of the BOD	3.000.000	36.000.000	
2	Remuneration for BOD members (4 members)	3.000.000	144.000.000	
3	Remuneration for SB members (3 members)	2.000.000	72.000.000	
Total			252.000.000	

We kindly submit this plan for the approval of the Annual General Meeting of Shareholders in 2026./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Minh Hoan

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No.: 06/2026/NHA/TTr-HĐQT

Ninh Binh, April 25, 2026

PROPOSAL

Re: Selection of the Auditing Firm for FY2026

To The Annual General Meeting of Shareholders 2026

Ha Noi South Housing and Urban Development Corporation

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Pursuant to the Charter of Ha Noi South Housing and Urban Development Corporation.

The Supervisory Board respectfully submits to the Annual General Meeting of Shareholders and proposes to authorize the Board of Directors to select an auditing firm to audit the Company's financial statements for FY2026 as follows:

1. Criteria for selection of the auditing firm

The auditing firm selected for Nam Hanoi Housing and Urban Development Investment Corporation must meet the following criteria:

- Being a reputable independent auditing firm approved by the State Securities Commission of Vietnam to audit listed/public interest entities;
- Having qualified experts and a team of auditors with extensive experience in auditing financial statements in accordance with Vietnamese Accounting Standards (VAS) and the Vietnamese Accounting Regime;
- Having no conflict of interest in auditing the Company's financial statements;
- Offering reasonable and competitive service fees.

2. List of proposed auditing firms

The Supervisory Board respectfully submits to the General Meeting of Shareholders the following list of auditing firms for consideration and authorizes the Board of Directors to select one suitable firm to perform the audit of the Company's FY2026 financial statements:

- AAC Auditing and Accounting Co., Ltd. (AAC)
- KPMG Limited (KPMG)
- International Auditing and Valuation Co., Ltd. (IAV)

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In the event that the Company is unable to reach an agreement with the above-mentioned auditing firms regarding implementation timeline or service fees, the General Meeting of Shareholders authorizes the Board of Directors to select another independent auditing firm from the list of firms approved by the State Securities Commission of Vietnam to audit public interest entities, to perform the audit of the Company's FY2026 financial statements.

We kindly submit this proposal for approval by the Annual General Meeting of Shareholders./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Minh Hoan

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No.: 07/2026/NHA/TTr-HĐQT

Ninh Binh, April 25, 2026

PROPOSAL

Re: Dismissal of an Independent Member of the BOD for the 2025–2030 term

To The Annual General Meeting of Shareholders 2026

Ha Noi South Housing and Urban Development Corporation

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Pursuant to the Charter of Ha Noi South Housing and Urban Development Corporation;

Pursuant to the resignation letter of Mr. Tran Ngoc Tuyen from the position of Independent Member of the Board of Directors for the 2025–2030 term.

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

On March 31, 2026, the Company received the resignation letter from Mr. Tran Ngoc Tuyen from his position as an Independent Member of the Board of Directors for the 2025–2030 term due to personal reasons.

In order to ensure that the dismissal of the Independent Member of the Board of Directors is carried out in compliance with applicable regulations, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of Mr. Tran Ngoc Tuyen from his position as an Independent Member of the Board of Directors.

The dismissal shall take effect from the time it is approved by the General Meeting of Shareholders.

We kindly submit this proposal for approval by the Annual General Meeting of Shareholders./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Minh Hoan

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No.: 08/2026/NHA/TTr-HDQT

Ninh Binh, April 25, 2026

PROPOSAL

Re: Election of Independent Board of Directors Members for the 2025 – 2030 Term

To The 2026 Annual General Meeting of Shareholders

Ha Noi South Housing and Urban Development Corporation

Pursuant to the Law on Enterprises 2020 No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Ha Noi South Housing and Urban Development Corporation;

Pursuant to the dossiers of nomination and candidacy for the Board of Directors members submitted by candidates and shareholders.

To ensure the necessary personnel for the Board of Directors in accordance with the Charter and to effectively manage the Company's operations in the 2025-2030 term, the Board of Directors hereby submits for approval by the General Meeting of Shareholders the following matters:

- 1. Approval of the number of independent Board of Directors members to be elected:** 01 member.
- 2. Approval of the term of independent Board of Directors members:** The remaining term of the 2025–2030 tenure.
- 3. Approval of the list of candidates for election to the Board of Directors, including the following individuals:**

No.	Full Name	Current Position	Expected Position
1	...	...	...

The resumes of the candidates for the Board of Directors election are attached to this proposal.

Respectfully submitted to the General Meeting of Shareholders for approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Nguyen Minh Hoan

No.: 09/2026/NHA/TTr-HĐQT

Ninh Binh, April 25, 2026

PROPOSAL

Re: Amendment and Supplementation of the Company's Charter

To The Annual General Meeting of Shareholders 2026

Ha Noi South Housing and Urban Development Corporation

Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025 on the Vietnam Standard Industrial Classification;

Pursuant to Resolution of the Annual General Meeting of Shareholders 2025 No. 01/2025/NHA/NQ-ĐHĐCĐ dated April 15, 2025, together with Submission No. 10/2025/NHA/TTr-HĐQT regarding the plan for share issuance for dividend payment and Submission No. 11/2025/NHA/TTr-HĐQT regarding the plan for additional public offering of shares.

The Board of Directors reports to the General Meeting of Shareholders on the amendment and supplementation of the Company's Charter in 2025 as follows:

1. Amendment of charter capital and number of shares under Article 6 of the Charter

The Company has issued shares to pay dividends in accordance with Resolution No. 04/2025/NHA/NQ-HĐQT regarding the implementation of the 2024 dividend payment in shares, and Resolution No. 06/2025/NHA/NQ-HĐQT approving the results of such issuance, with a total of **4.417.189 shares issued**.

The Board of Directors also approved Resolution No. 10/2025/NHA/NQ-HĐQT on the implementation of a public offering of additional shares, and Resolution No. 02/2026/NHA/NQ-HĐQT approving the results of the public offering to existing shareholders dated January 29, 2026, with a total of **16.197.236 shares issued**.

Pursuant to the authorization granted by the General Meeting of Shareholders and within its authority, the Board of Directors has amended the relevant contents of the Charter in accordance with the results of the above share issuances, as follows:

- “Charter capital: VND 647.889.450.000 (In words: Six hundred forty-seven billion, eight hundred eighty-nine million, four hundred fifty thousand dong).”
- “Total number of shares: 64.788.945 ordinary shares.”

2. Amendment and update of the Company's business lines under Article 4 of the Charter

On September 29, 2025, the Prime Minister issued Decision No. 36/2025/QĐ-TTg on the Vietnam Standard Industrial Classification, under which certain registered business lines of the Company are updated as follows:

No.	Current business lines	Updated and amended business lines
1	Wholesale of metals and metal ores – Code 4662 <i>Details: Trading of iron and steel</i>	Wholesale of metals and metal ores – Code 4672 <i>Details: Trading of iron and steel</i>
2	Wholesale of construction materials and installation equipment – Code 4663	Wholesale of construction materials and installation equipment – Code 4673
3	Short-term accommodation services – Code 5510 <i>Details: Hotel business</i>	Hotels and similar accommodation – Code 5510 <i>Details: Hotel business</i>
4	Travel agency services – Code 7911 <i>Details: (Excluding outbound international travel services)</i>	Travel agency services – Code 7911 <i>Details: (Excluding outbound international travel services)</i>

We kindly submit this proposal for approval by the Annual General Meeting of Shareholders./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Minh Hoan

No.: 10/2026/NHA/TTr-HĐQT

Ninh Binh, April 25, 2026

PROPOSAL

Re: Change of the Company's Head Office Address

To The Annual General Meeting of Shareholders 2026

Ha Noi South Housing and Urban Development Corporation

Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Hanoi South Housing and Urban Development Investment Corporation.

In order to meet the Company's development scale, which requires a larger office space and higher standards for its Head Office, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the change of the Company's Head Office address as follows:

1. Change of the Company's Head Office address

- Current Head Office address: Cau Giat Industrial Cluster, Duy Tien Ward, Ninh Binh Province.

- New Head Office address: No. 16 Cao Ba Quat Street, Duy Tien Ward, Ninh Binh Province.

2. To amend and supplement the Charter accordingly to reflect the new Head Office address.

3. To authorize the General Director – the Company's legal representative – to carry out all necessary procedures for amending the Enterprise Registration Certificate in relation to the change of the Head Office address.

We kindly submit this proposal for approval by the Annual General Meeting of Shareholders./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Minh Hoan

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PROPOSAL

Re: Issuance of shares for 2025 dividend payment

To: The Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, providing guidance on several matters related to securities offerings, issuance, public tender offers, share repurchases, public company registration, and public company status revocation;
- Pursuant to the Charter of Ha Noi South Housing and Urban Development Corporation;
- Pursuant to the company's business performance and capital requirements.

We hereby develop the plan for share issuance under the employee stock option program as follows:

I. Plan for Share Issuance for 2025 Dividend Payment.

1. Share name:	Shares of Ha Noi South Housing and Urban Development Corporation.
2. Type of shares:	Common shares.
3. Par value per share:	VND 10.000 per share (In words: Ten thousand Vietnamese dongs per share)).
4. Number of outstanding shares:	64.788.945 shares (In words: Sixty-four million, seven hundred eighty-eight thousand, nine hundred forty-five

	<i>shares).</i>
5. Dividend payout ratio for 2024:	10%.
6. Dividend payment method:	In shares.
7. Eligible shareholders:	Existing shareholders listed in the shareholder register as finalized by the Vietnam Securities Depository and Clearing Corporation on the record date for entitlement to receive dividend shares.
8. Maximum number of shares to be issued:	6,478,894 shares (<i>In words: Six million, four hundred seventy-eight thousand, eight hundred ninety-four shares).</i>
9. Maximum total issuance value at par value:	64,788,940,000 VND (<i>In words: Sixty-four billion, seven hundred eighty-eight million, nine hundred forty thousand dong).</i>
10. Entitlement ratio:	10:1 ((Meaning that on the record date, each existing shareholder holding 01 share will be entitled to 01 right to receive dividend shares, and every 10 rights will be entitled to receive 01 new share).
11. Funding source:	Undistributed after-tax profits as of December 31, 2025, as stated in the audited financial statements of the Company for 2025, ensuring compliance with legal regulations.
12. Transfer restrictions:	<p>Shares issued as dividend payments to existing shareholders are not subject to transfer restrictions.</p> <p>Shares that are under transfer restrictions will still be entitled to receive dividend shares.</p> <p>The right to receive dividend shares is non-transferable.</p>
13. Treatment of fractional shares (if any):	<p>The number of dividend shares issued will be rounded down to the nearest whole share. Any fractional shares (decimal portion) arising from the issuance will be canceled and not issued.</p> <p><i>Example: On the record date for the 2025 dividend</i></p>

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	<i>entitlement, Shareholder A owns 123 shares. With an allocation ratio of 10:1, Shareholder A is entitled to receive 12.3 new shares. According to the rounding principle mentioned above, Shareholder A will receive 12 dividend shares, and the fractional portion of 0.3 shares will be canceled.</i>
14. Expected implementation period:	In QII 2026, after the State Securities Commission announces the receipt of the complete report on the share issuance for dividend payment by the Company. The specific timing will be determined by the Company's Board of Directors.

II. Additional Securities Registration and Listing

All additional shares issued will be registered as supplementary securities with the Vietnam Securities Depository and Clearing Corporation (VSDC) and registered for additional listing on the Ho Chi Minh City Stock Exchange (HOSE) in accordance with regulations.

III. Authorization

The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to the issuance of shares for dividend payment, including:

- Carrying out necessary procedures to obtain approval for the share issuance according to the approved plan, including supplementing, amending, and completing the application dossier to ensure compliance with applicable laws.
- Selecting the record date to finalize the list of shareholders entitled to receive dividend shares after receiving notification from the State Securities Commission confirming the complete and valid receipt of the share issuance report, ensuring compliance with applicable laws.
- Registering the additional securities and listing the additional issued shares with the Vietnam Securities Depository and Clearing Corporation and the Ho Chi Minh City Stock Exchange after completing the issuance process in accordance with regulations.
- Amending and supplementing the Company's charter capital related to the change in

the number of shares and charter capital after the issuance, based on the actual results of the issuance, and reporting to the General Meeting of Shareholders at the nearest meeting.

- Carrying out the procedures to amend the Company's Enterprise Registration Certificate concerning changes in the number of shares and charter capital with the Competent Government Authority after completing the issuance.
- In addition to the above authorizations, during the implementation of the issuance plan, the General Meeting of Shareholders authorizes the Board of Directors to supplement, amend, and finalize the issuance plan as required by regulatory authorities and/or in accordance with actual circumstances, ensuring compliance with current laws and safeguarding the interests of shareholders and the Company.
- Executing other related tasks.

Respectfully submitted to the General Meeting of Shareholders for approval./.

Recipients:

- Members of the Board of Directors,
Supervisory Board;
- The 2026 Annual General Meeting of
Shareholders;
- Archived at the Office.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Minh Hoan

PROPOSAL

Re: Issuance of shares under the Employee Stock Ownership Plan (ESOP)

To: The Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding certain contents on securities offering, issuance, public tender offers, share buybacks, registration of public companies, and revocation of public company status;
- Pursuant to the Charter of Ha Noi South Housing and Urban Development Corporation;
- Pursuant to the Company's business operations and capital needs.

The plan for issuing shares under the Employee Stock Ownership Plan (ESOP) is proposed as follows:

I. Plan for Issuing Bonus Shares under the Employee Stock Ownership Plan (ESOP).

1. Share Name:	Shares of Ha Noi South Housing and Urban Development Corporation.
2. Type of Shares:	Common shares.
3. Par Value per Share:	10.000 VND per share (<i>In words: Ten thousand Vietnamese dong per share</i>).
4. Number of Outstanding Shares:	64.788.945 shares (<i>In words: Sixty-four million, seven hundred eighty-eight thousand, nine hundred forty-five shares</i>).
5. Estimated Number of	71.267.839 shares (<i>In words: Seventy-one million, two</i>

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Outstanding Shares Before the Issuance: Specifically: - After completing the share issuance for dividend payment, the estimated maximum increase in the number of shares:	<i>hundred sixty-seven thousand, eight hundred thirty-nine shares)</i> 6.478.894 shares (<i>In words: Six million, four hundred seventy-eight thousand, eight hundred ninety-four shares</i>)
6. Estimated Maximum Number of Shares to be Issued:	800.000 shares (<i>In words: Eight hundred thousand shares</i>).
7. Estimated Maximum Issuance Value at Par Value:	8.000.000.000 VND (<i>In words: Eight billion Vietnamese dong</i>).
8. Issuance Ratio (Estimated Number of Shares to be Issued / Number of Outstanding Shares):	1,23%.
9. Source of Funds for Implementation	Undistributed after-tax profit as of December 31, 2025, based on the audited financial statements of the Company for 2025, ensuring compliance with legal regulations.
10. Method of Issuance:	- Issuance of bonus shares under the Employee Stock Ownership Plan (ESOP) for employees of the Company.
11. Eligible Participants:	- Eligible recipients include members of the Board of Directors who are directly working at the Company and participating in social insurance at the Company. - The Board of Management and the Chief Accountant of the Company.
12. Criteria and List of Employees Eligible to Participate in the Program:	- Eligibility criteria for employees participating in the program are detailed in the Appendix attached to this Proposal. - The General Meeting of Shareholders authorizes the Board of Directors to approve the list of employees eligible to participate in the program.

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13. Rights and obligations of employees participating in the program:	Detailed in the Appendix attached to this Proposal.
14. Transfer Restrictions:	- The issued shares will be subject to a one-year transfer restriction from the date of issuance completion.
15. Purpose of Issuance:	- To attract highly qualified employees, fostering long-term commitment and aligning employee interests with the Company's interests; - To motivate management personnel and employees in contributing to the Company's business development.
16. Plan for handling fractional shares and odd-lot shares (if any):	The number of shares allocated to each employee shall be rounded down to the nearest whole number. Any fractional shares arising (if any) shall be cancelled and will not be issued.
17. Expected Implementation Timeline:	- After completing the share issuance for the 2025 dividend payment, and upon receiving confirmation from the State Securities Commission (SSC) regarding the full receipt of issuance documents, the issuance is expected to take place in 2026. The GMS authorizes the BOD to determine the appropriate issuance timing to ensure shareholder interests and compliance with legal regulations.

II. Registration of Additional Securities and Additional Listing

The Company shall register all newly issued shares as additional securities with the Vietnam Securities Depository and Clearing Corporation (VSDC) and register for additional listing on the Ho Chi Minh City Stock Exchange (HOSE) in accordance with regulations.

III. Authorization

The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to the issuance of shares under the Employee Stock Ownership Plan (ESOP), including:

- To approve and issue the list of employees and the number of shares allocated to each participating employee.
- Selecting the appropriate timing for the issuance.

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- Approving measures to ensure the issuance complies with regulations on foreign ownership limits.
- Carrying out necessary procedures to obtain approval for the share issuance under the approved plan, including supplementing, amending, and finalizing documents to ensure legal compliance.
- Registering additional securities and additional listing of newly issued shares with the Vietnam Securities Depository and Clearing Corporation and the Ho Chi Minh City Stock Exchange after the issuance is completed, in accordance with regulations.
- Amending and supplementing the Company's charter capital in accordance with changes in the number of shares and charter capital after the issuance, based on actual issuance results, and reporting to the General Meeting of Shareholders at the nearest meeting.
- Conducting procedures to amend the Company's Business Registration Certificate concerning changes in the number of shares and charter capital with the Competent Government Authority after the issuance is completed.
- In addition to the aforementioned authorizations, during the implementation of the issuance plan, the General Meeting of Shareholders authorizes the Board of Directors to supplement, amend, and finalize the issuance plan as required by regulatory authorities and/or in line with actual circumstances, ensuring compliance with applicable laws while safeguarding the rights and interests of shareholders and the Company.
- Carrying out other related tasks.

Respectfully submitted to the General Meeting of Shareholders for approval./.

**ON BEHALF OF THE BOARD OF DIRECTOR
CHAIRMAN**

Recipients:

- Members of the Board of Directors,
Supervisory Board;
- Annual General Meeting of
Shareholders 2026;
- Archive.

Nguyen Minh Hoan

**APPENDIX: ELIGIBILITY CRITERIA, PRINCIPLES FOR DETERMINING
SHARE ALLOCATION, AND RIGHTS AND OBLIGATIONS OF EMPLOYEES
PARTICIPATING IN NHA’S EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)**

1. Employee eligibility criteria

- Applicable subjects: As presented above.
- Non-applicable subjects:
 - + Employees who have submitted resignation letters/termination notices or unilaterally terminated their labor contracts;
 - + Employees who are under temporary suspension of labor contracts (except for suspension due to military service), or absent from work without valid reasons;
 - + Employees who have been subject to disciplinary actions or are under consideration for disciplinary measures.

2. Determination of the number of shares allocated to each employee

The number of shares allocated to each employee shall be determined as follows:

$$\text{Allocated shares} = \frac{\text{Total ESOP shares issued in the tranche}}{\text{Total individual coefficients of all ESOP participants}} \times \text{Individual coefficient of the employee}$$

The individual coefficient of each employee is calculated as:

$$\text{Individual coefficient} = \text{Position coefficient} \times 0,7 + \text{Seniority coefficient} \times 0,3$$

Position coefficient:

Position/Title	Coefficient
Chairman of the Board of Directors	10
General Director	8
Member of the Board of Directors	7
Deputy General Director	6
Chief Accountant	4

Seniority coefficient:

Seniority	Coefficient
Over 20 years	10
From 10 years to under 20 years	5
From 5 years to under 10 years	3

3. Rights and obligations of ESOP participants

- Employees allocated shares shall become shareholders of NHA and shall have full rights and obligations applicable to ordinary shareholders in accordance with NHA's Charter and applicable laws;
- Employees allocated shares are responsible for complying with regulations of the Law on Securities regarding ownership limits applicable to shareholders and related persons;
- Employees are obliged to transfer back the ESOP shares allocated to them at the Company's request for reallocation to other employees in case they resign before the end of the transfer restriction period, except for cases where members of the Board of Directors complete their elected term or employees complete their labor contracts without renewal or extension by the Company.

No: 13/2026/NHA/TTr-HĐQT

Ninh Binh, April 25, 2026

PROPOSAL

***Re: Authorization for the Board of Directors to Decide Certain Matters Under the
Authority of the General Meeting of Shareholders***

To The 2026 Annual General Meeting of Shareholders

Ha Noi South Housing and Urban Development Corporation

- *Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *Pursuant to the Securities Law No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Pursuant to the Charter of Organization and Operation of Ha Noi South Housing and Urban Development Corporation;*
- *Pursuant to the actual business operations of the Company.*

To facilitate and ensure proactive handling of issues arising throughout the year, the Board of Directors of Ha Noi South Housing and Urban Development Corporation respectfully submits to the General Meeting of Shareholders for discussion and approval the authorization for the Board of Directors to decide on matters under the authority of the General Meeting of Shareholders, excluding:

- Approval of the Company's development strategy;
- Decisions on the type of shares and the total number of shares of each type to be offered; approval of annual dividend rates for each type of share;
- Election, dismissal, and removal of members of the Board of Directors and Supervisory Board;
- Decisions on investments or sales of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements;
- Decision on amending the Company's Charter (including but not limited to the contents approved in principle in other proposals (if any));
- Approval of the annual financial statements;
- Decisions on the repurchase of more than 10% of the total shares sold of each type;

- Review and resolution of violations by members of the Board of Directors or Supervisory Board causing damage to the Company and its shareholders;
- Decisions on the reorganization or dissolution of the Company;
- Decisions on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and Supervisory Board;
- Approval of the internal governance regulations; regulations on the operation of the Board of Directors and Supervisory Board;
- Approval of contracts or transactions between the Company and related parties as stipulated in Clause 3, Article 167 of Enterprise Law No. 59/2020/QH14.

The General Meeting of Shareholders authorizes the Board of Directors of the Company to amend and supplement the business lines; update and revise the Company's Charter in accordance with the amended business lines, and report the implemented changes at the nearest General Meeting of Shareholders.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Minh Hoan