**HU4: Annual Corporate Governance Report 2023**

On January 29, 2024, HUD4 Investment and Construction Joint Stock Company announced Report No. 6/BC-HUD4 on corporate governance in 2023 as follows:

* Name of listed company: HUD4 Investment and Construction Joint Stock Company
* Head office address: No. 662, Ba Trieu Street, Dien Bien Ward, Thanh Hoa City Thanh Hoa City
* Tel: 02373.851.903 Fax: 02373.710.245
* Website: [www.hud4.com.vn](http://www.hud4.com.vn/); Email: congbothongtinhud4@gmail.com
* Charter capital: VND 150 billion
* Securities code: HU4

1. Activities of the General Meeting

Information about meetings and General Mandates and Decisions

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| No. | General Mandates/Decisions of the General Meeting | Date | Contents |
| 1 | 10/NQ-DHCD | June 28, 2023 | Annual General Mandate 2023 |
| 2 | Minutes | June 28, 2023 | Minutes of the General Meeting 2023. |

1. Board of Directors:
2. Information about members of the Board of Directors:

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| No. | Member of the Board of Directors | Position | Date of appointment as member of the Board of Directors for the term 2020-2025 | Number of meetings attended | Rate | Reason for absense |
| 1 | Hoang Dinh Thang | Chair of the Board of Directors | April 29, 2022 | 36 | 100% | Appointed as the Chair of the Board of Directors from November 03, 2023 |
| 2 | Nguyen Viet Hung | Member of the Board of Directors | May 26, 2020 | 36 | 100% |  |
| 3 | Le Do Thang | Member of the Board of Directors | May 26, 2020 | 36 | 100% |  |
| 4 | Hoang Quoc Dat | Member of the Board of Directors | May 26, 2020 | 36 | 100% |  |
| 5 | Le Quang Hiep | Member of the Board of Directors | May 26, 2020 | 20 | 55% | Letter for resignation dated October 2, 2023 and approved by the Board of Directors of HUD4 Company on October 11, 2023. |

1. Board Resolutions/Board Decisions

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| No. | Resolutions/Decisions | Date of signing | Contents |
| 1 | Board Resolutions | | |
| 1 | 01/NQ-HDQT | January 17, 2023 | Resolution on approving the results of implementing the production and business plan for Q4/2022, the whole year of 2022; the production and business plan for Q1/2023 and developing the plan for the year 2023 |
| 2 | 02/NQ-HDQT | April 10, 2023 | Resolution on approving the results of implementing the production and business plan for Q1/2023; the production and business plan for Q2/2023 and some key tasks, other work |
| 3 | 03/NQ-HDQT | April 20, 2023 | Resolution on the extension of the time to convene the Annual General Meeting of 2023 |
| 4 | 06/NQ-HDQT | May 10, 2023 | Resolution on approving the principle of repairing and renovating 16 commercial apartments and Low-income Apartment Project at Block C5, Nam Thanh Hoa Urban Area |
| 5 | 08/NQ-HDQT | May 19, 2023 | Resolution on approving the design dossier for Landscape and promenade center of the project - Eco-urban area along Do River |
| 6 | 09/NQ-HDQT | June 14, 2023 | Resolution on borrowing capital for company employees in 2023 |
| 7 | 10/NQ-DHCD | June 28, 2023 | Annual General Mandate of HUD4 Investment and Construction Joint Stock Company |
| 8 | 11/NQ-HDQT | July 03, 2023 | Resolution on approving the plan to select a real estate appraisal service provider, including: Land use rights for 169 plots of land with infrastructure and 38 low-rise residential units with completed exterior construction attached to land use rights with infrastructure in Block LK12, BT15 (phase 2) and blocks BT01; BT01B; BT02; BT03; BT04; BT05; LK13 (phase 4) of the Eco-urban area project along the Do River |
| 9 | 13/NQ-HDQT | July 05, 2023 | Resolution on approving the appointment of an audit service provider for the Financial Statements 2023 |
| 10 | 14/NQ-HDQT | July 10, 2023 | Resolution on approving the results of implementing the production and business plan for Q2/2023; the production and business plan for the last 6 months of the year, Q3/2023, and some key tasks, other work |
| 11 | 15-NQ/HDQT | July 24, 2023 | Resolution on approving the Design dossier and construction project |
| 12 | 16/NQ-HDQT | July 25, 2023 | Resolution on approving the Design dossier and construction project |
| 13 | 19/NQ-HDQT | August 09, 2023 | Resolution on approving the illumination plan, clearing the area of invested infrastructure under the project of Investing in construction, operation and business of infrastructure Zone B - Bim Son Industrial Park, Bim Son town |
| 14 | 20/NQ-HDQT | August 15, 2023 | Resolution on approving the plan to borrow short-term capital to supplement working capital, using assets as collateral at the Vietnam Investment and Development Bank Branch Thanh Hoa |
| 15 | 23/NQ-HDQT | September 15, 2023 | Resolution on approving the loan plan of the Technical Infrastructure Project for the development of housing plots 2, plot 3 under the 1/2000 planning of Quang Hung Ward, Thanh Hoa City |
| 16 | 25/NQ-HDQT | October 02, 2023 | Resolution on organizational work for staff |
| 17 | 26/NQ-HDQT | October 11, 2023 | Resolution on approving the Resignation Letter of the Member of the Board of Directors |
| 18 | 27/NQ-HDQT | October 11, 2023 | Approve the results of implementing the production and business plan for Q3/2023; the first 9 months of 2023; the plan for Q4/2023, the estimated implementation in 2023; developing the production and business plan for 2024 and some key tasks, other work |
| 19 | 28/NQ-HDQT | November 03, 2023 | Resolution on approving the election results for the Chair of the Board of Directors of HUD4 Investment and Construction Joint Stock Company, term 2020-2025 |
| 20 | 29/NQ-HDQT | November 03, 2023 | Resolution on organizational work for staff |
| 21 | 30/NQ-HDQT | November 03, 2023 | Resolution on organizational work for staff |
| 22 | 31/NQ-HDQT | November 10, 2023 | Resolution on approving the results of disciplinary action against individuals and organizational structure for staff |
| 23 | 32/NQ-HDQT | November 13, 2023 | Resolution on approving the plan to borrow short-term capital to supplement working capital, using assets as collateral at the Vietnam Investment and Development Bank Branch Thanh Hoa |
| 24 | 33/NQ-HDQT | November 13, 2023 | Resolution on approving the principle of organizing the Project Protection Force in 2024, the Eco-urban area project along the Do River |
| 25 | 35/NQ-HDQT | November 17, 2023 | Resolution on approving the Plan to organize the Project Protection Force in 2024, the Eco-urban area project along the Do River |
| 26 | 35A/NQ-HDQT | November 24, 2023 | Resolution on approving the adjusted estimates for bidding packages: Package No. 02, Package No. 04, Package No. 07 in Decision No. 17/QD-HDQT dated March 30, 2021 of HUD4 Investment and Construction Joint Stock Company |
| 27 | 36/NQ-HDQT | November 27, 2023 | Resolution on approving the plan to borrow investment capital for the remaining items of the Project of investing in construction, operation and business of technical infrastructure Zone B - Bim Son Industrial Park |
| 28 | 37/NQ-HDQT | November 27, 2023 | Resolution on approving the principle of adjusting the Investment Registration Certificate of the Project of investing in construction, operation and business of infrastructure Zone B - Bim Son Industrial Park |
| 29 | 37A/NQ-HDQT | November 28, 2023 | Resolution on authorizing the Compensation Council of Bim Son town to borrow money to pay compensation for site clearance of the Intersection N2, N4 project in Zone B, Branch Bim Son connecting with Tran Hung Dao street, Bim Son town |
| 30 | 38/NQ-HDQT | November 29, 2023 | Resolution on approving the plan to borrow capital for company employees and other individuals |
| 31 | 39/NQ-HDQT | November 30, 2023 | Resolution on organizational work for staff |
| 32 | 40/NQ-HDQT | December 08, 2023 | Resolution on approving the production and business plan for December 2023 and developing the production and business plan for January, Q1, and the year 2024 |
| 33 | 41/NQ-HDQT | December 15, 2023 | Resolution on approving the principle of implementing maintenance, greenery care, and environmental sanitation work in 2024 - Eco-urban area project along the Do River |
| 34 | 42/NQ-HDQT | December 18, 2023 | Resolution on approving the plan for Training, Consulting, and Improving the Quality Management System according to Vietnam Standards ISO 9001:2015 at the Company |
| 35 | 43/NQ-HDQT | December 19, 2023 | Resolution on approving the business plan for the first phase of 2023 for the eco-urban area project along the Do River |
| 36 | 44/NQ-HDQT | December 22, 2023 | Resolution on approving the Maintenance and Greenery Care plan for the year 2024, Eco-urban area project along the Do River |
| 37 | 45/NQ-HDQT | December 22, 2023 | Resolution on approving the Environmental Sanitation plan for the year 2024, Eco-urban area project along the Do River |
| 38 | 46/NQ-HDQT | December 25, 2023 | Resolution on approving the sales organization plan for the first phase of 2023 for the eco-urban area project along the Do River, Sam Son city, Thanh Hoa province |
| II. Board Decisions | | | |
| 1 | No. 01/QD-HDQT | January 06, 2023 | Decision on approving the fund allocation plan for welfare rewards of the Company on the occasion of the Lunar New Year 2023 |
| 2 | No. 02/QD-HDQT | February 10, 2023 | Decision on approving the adjustment content of the investment project to develop residential areas plots 2, plot 3 under the 1/2000 planning of Quang Hung Ward, Thanh Hoa City |
| 3 | No. 03/QD-HDQT | March 10, 2023 | Decision approving the plan to select contractors for bidding packages: Consult, survey, prepare and verify the economic - technical reports. |
| 4 | No. 04/QD-HDQT | April 06, 2023 | Decision approving the plan to select contractors for bidding packages: Preparation, Verification of Design dossier for Construction, Estimate |
| 5 | No. 05/QD-HDQT | May 08, 2023 | Decision on approving the tourism expenditure regime plan for the year 2022 in cash |
| 6 | 05A/QD-HDQT | May 09, 2023 | Decision on establishing a Delegation of officials to visit Industrial Parks in Hai Phong, Quang Ninh |
| 7 | No. 06/QD-HDQT | May 16, 2023 | Decision approving the plan to select the contractor for the bidding package: Independent audit of the final settlement report of the completed project: Development of residential area plots 2, plot 3 under the 1/2000 planning of Quang Hung Ward, Thanh Hoa City |
| 8 | 06A/QD-HDQT | May 16, 2023 | Decision on approving the adjustment of the implementation schedule of the Eco-urban area project along the Do River, Sam Son city, Thanh Hoa province |
| 9 | No. 07/QD-HDQT | May 24, 2023 | Decision on approving the contractor selection plan for bidding package named Construction, repair, renovation of 16 kiosk units, Low-income Apartment Project at Block C5 in the South of Thanh Hoa City |
| 10 | No. 08/QD-HDQT | May 26, 2023 | Decision on approving the plan to select contractors for the package: Construction of Landscape and promenade center of the project |
| 11 | No. 09/QD-HDQT | June 06, 2023 | Decision on convening the Annual General Meeting for the year 2023 |
| 12 | No. 11/QD-HDQT | June 30, 2023 | Decision on approving the principle and approving the plan to select an audit company for the Financial statements of the year 2023 |
| 13 | No. 12/QD-HDQT | July 03, 2023 | Decision on approving the Feasibility Study Report (3rd adjustment) of the Investment Project for construction, operation, and business of infrastructure Zone B - Bim Son Industrial Park |
| 14 | No. 17/QD-HDQT | September 15, 2023 | Decision on changing the Legal Representative of the Company |
| 15 | No. 18/QD-HDQT | October 20, 2023 | Decision on establishing the Company's Salary Council |
| 16 | No. 19/QD-HDQT | October 20, 2023 | Decision on establishing the Commendation and Reward Council |
| 17 | No. 20/QD-HDQT | October 20, 2023 | Decision on establishing the Disciplinary Council of the Company |
| 18 | No. 21/QD-HDQT | November 02, 2023 | Decision on approving the plan to select contractors after approving the illumination plan, clearing the area of invested infrastructure under the project of Investing in construction, operation, and business of infrastructure Zone B - Bim Son Industrial Park, Bim Son town |
| 19 | No. 22/QD-HDQT | November 02, 2023 | Decision on approving the plan to select contractors for packages after approving the Design dossier for Construction and the adjusted Construction Estimate (phase 1) |
| 20 | No. 23/QD-HDQT | November 02, 2023 | Decision on approving the plan to select contractors for packages after approving the Design dossier for Construction and the Project of Construction (phase 1) |
| 21 | No. 24/QD-HDQT | November 03, 2023 | Decision on relieving the position of Deputy Manager of HUD4 Investment and Construction Joint Stock Company |
| 22 | No. 25/QD-HDQT | November 03, 2023 | Decision on relieving the position of Manager of HUD4 Investment and Construction Joint Stock Company |
| 23 | No. 26/QD-HDQT | November 03, 2023 | Decision on appointing Deputy Manager of the Company; assigning Responsibilities for Managing the Company's Executive Board |
| 24 | No. 27/QD-HDQT | November 03, 2023 | Decision on changing the Legal Representative of the Company |
| 25 | No. 28/QD-HDQT | November 10, 2023 | Decision on relieving the position of Chief Accountant of HUD4 Investment and Construction Joint Stock Company |
| 26 | No. 29/QD-HDQT | November 10, 2023 | Decision on assigning tasks to staff |
| 27 | No. 30/QD-HDQT | November 23, 2023 | Decision on approving the plan to select contractors after approving the plan to organize the Project Protection Force in 2024 of the Eco-urban area project along the Do River |
| 28 | No. 31/QD-HDQT | November 30, 2021 | Decision on assigning tasks to the Board of Directors of HUD4 Investment and Construction Joint Stock Company, term 2020-2025 |
| 29 | No. 32/QD-HDQT | December 06, 2023 | Decision on approving the adjustment plan to select contractors for bidding packages: Package No. 02, Package No. 04, Package No. 07 in Decision No. 17/QD-HDQT dated March 30, 2021 of the Board of Directors of HUD4 Investment and Construction Joint Stock Company |
| 30 | No. 33/QD-HDQT | December 06, 2023 | Decision on establishing an asset inventory team as of December 31, 2023 |
| 31 | No. 34/QD-HDQT | December 06, 2023 | Decision on approving and issuing Regulations on selecting real estate brokerage service providers for business products owned by the Company |
| 32 | No. 35/QD-HDQT | December 22, 2023 | Decision on approving the plan to select contractors for the consultancy package: Training, Consulting, and Improving the Quality Management System according to Vietnam Standards ISO 9001:2015 |
| 33 | No. 37/QD-HDQT | December 22, 2023 | Decision on approving the plan to select contractors for the valuation consultancy package for leased land attached to infrastructure including the remaining area of lots CN2, CN6, CN7, CN13, CN14 of the Investment Project for construction, operation, and business of infrastructure Zone B - Bim Son Industrial Park |
| 34 | 37A/QD-HDQT | December 22, 2023 | Decision on approving the plan to select contractors for the bidding package: Preparation of environmental monitoring report results for the year 2024 of the Eco-urban area project along the Do River |
| 35 | 38/QD-HDQT | December 29, 2023 | Decision on the plan to select contractors for packages after approving the Maintenance and Greenery Care and Environmental Sanitation plan for the year 2024 of the Eco-urban area project along the Do River |

1. Supervisory Board (Annual Report 2021)

Information about members of the Supervisory Board

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| No. | Member of the Supervisory Board | Position | Date of appointment as member of the Supervisory Board (the term of 2020-2025): | Qualification |
| 1 | Nguyen Thi Thanh Thuy | Chief | May 26, 2020 | Bachelor in Economics |
| 2 | Nguyen Thi Yen | Members of the Supervisory Board | May 26, 2020 | Bachelor in Economics |
| 3 | Nguyen Thi Hoa | Members of the Supervisory Board | May 26, 2020 | Construction Engineering Engineer |

1. Executive Board.

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| --- | --- | --- | --- | --- |
| No. | Members of the Executive Board | Date of birth | Qualification  Qualification | Date of appointment as member of the Executive Board (for the term of 2020 - 2025) |
| 1 | Hoang Dinh Thang | January 03, 1979 | Irrigation Engineering Engineer | March 26, 2022 |
| 2 | Nguyen Viet Hung | September 11, 1979 | Port construction engineer | May 26, 2020 |
| 3 | Le Do Thang | February 03, 1974 | Civil and Industrial Construction Engineer | May 26, 2020 |
| 4 | Hoang Quoc Dat | August 18, 1983 | Civil and Industrial Construction Engineer | May 26, 2020 |
| 5 | Nguyen Thi Thanh Thuy | January 17, 1973 | Bachelor in Economics | May 26, 2020 |
| 6 | Vo Thi Thuy An  (Assignment of Head of Finance and Accounting Department effective from November 13, 2023) | September 30, 1989 | Bachelor in Economics | November 13, 2023 |
| 7 | Nguyen Thi Nhan  (Resignation of Chief Accountant effective from November 13, 2023) | July 10, 1972 | Bachelor in Economics | May 26, 2020 |
| 8 | Le Quang Hiep (submitted resignation letter on October 2, 2023, which was approved by the Board of Directors of HUD4 Company on October 11, 2023) | December 28, 1962 | Civil and Industrial Construction Engineer | May 26, 2020 |

1. Chief Accountant

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| --- | --- | --- | --- |
| Full name | Date of birth | Qualification | Date of appointment |
| Nguyen Thi Nhan  (Resignation of Chief Accountant effective from November 13, 2023) | July 10, 1972 | Bachelor in Economics | May 26, 2020 |
| Vo Thi Thuy An  (Appointed as Head of Finance and Accounting Department effective from November 13, 2023) | September 30, 1989 | Bachelor in Economics | November 13, 2023 |

1. Training on corporate governance:
2. List of related person of the public Company and transactions between the related person of the Company with the Company itself
3. Transactions between the Company and related persons of the Company; or between the Company and principal shareholders, PDMR and related persons of PDMR

None.

1. Transactions between PDMR of the listed company, related persons of PDMR and subsidiaries, and companies controlled by the listed company None.
2. Transactions between the Company and other entities: None.
3. Share transactions of PDMRs and related people of PDMRs:

Transactions of PDMR and related persons of PDMR for shares of listed companies None.

1. Other significant issues: None.