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SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 17th April 2026

RESOLUTION
OF THE GENERAL MEETING OF SHAREHOLDERS
Subject: Approval of matters at the 2026 Annual General Meeting of Shareholders of HUDLAND Real Estate Investment and Development Joint Stock Company
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HUDLAND REAL ESTATE INVESTMENT AND DEVELOPMENT JOINT STOCK COMPANY

Pursuant to Enterprise Law No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020; as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;

Pursuant to Securities Law No. 54/2019/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam at its 8th session on November 26, 2019; and the Law on Amendments and Supplements to several articles of the Securities Law No. 56/2024/QH15 dated November 29, 2024;

Pursuant to the Charter of Organization and Operation of HUDLAND Real Estate Investment and Development Joint Stock Company;

Pursuant to the Minutes of the Annual General Meeting of Shareholders of HUDLAND Real Estate Investment and Development Joint Stock Company dated 17th April 2026;

HEREBY RESOLVES

Article 1. Approval of the BOD's 2025 Activity Report.

Shareholders attending the General Meeting voted to approve the content of the Board of Directors' 2025 Activity Report as presented to the General Meeting, with 100% of total shares of shareholders attending the General Meeting.

Article 2. Approval of the 2025 Activity Report of the Audit Committee and independent BOD members within the Audit Committee.

Shareholders attending the General Meeting voted to approve the content of the 2025 Activity Report of the Audit Committee and independent BOD members within the Audit Committee as presented to the General Meeting, with 100% of total shares of shareholders attending the General Meeting.



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Article 3. To approve the 2025 business performance results and the 2026 business plan.

Shareholders attending the General Meeting voted to approve the 2025 production and business results and the 2026 production and business plan of the Company in accordance with the submission of the Board of Directors to the 2026 Annual General Meeting of Shareholders, with 100% of total shares of shareholders attending the General Meeting, with the following main contents:

1. 2025 Business Performance Results:

- Business: 351,87 billion dong / 337,54 billion dong under the plan (reaching 104% of plan);
- Development investment: 1.387,95 billion dong / 1.290,9 billion dong under the plan (reaching 108% of plan);
- Revenue: 277,989 billion dong / 260 billion dong under the plan (reaching 107% of plan);
- Profit before tax: 26,342 billion dong / 23,5 billion dong under the plan (reaching 112% of plan);
- Profit after tax: 18,970 billion dong / 18,4 billion dong under the plan (reaching 103% of plan);
- Payment to the State budget: 986,85 billion dong / 811,2 billion dong under the plan (reaching 122% of plan);
- Dividend payout ratio: 5% of Charter Capital / 5% of Charter Capital under the plan

2. 2026 Business Plan

- Total revenue and other income: 927 billion dong
- Profit before tax (PBT): 77,5 billion dong
- Profit after corporate income tax (PAT): 62 billion dong
- Expected dividend rate: 10% of Charter Capital

Article 4. Approval of the 2025 audited financial statements.

The attending shareholders voted at the General Meeting to approve the Financial Statements for the fiscal year ended December 31, 2024, which were audited and issued by the auditing unit under Report No. 92/2026/BCKT-CPAVIETNAM-NV3 dated March 9, 2026, in accordance with the Proposal of the Board of Directors submitted to the 2026 Annual General Meeting of Shareholders, with an approval rate of 99,98% of the total shares held by attending shareholders. The key figures are as follows:

Unit: Million dong

Items	Balance at December 31, 2025
Current assets	2.620.396.136.861
Non-current assets	87.415.099.674
Total assets	2.707.811.236.535
Liabilities	2.029.362.498.830
Owner's Equity	678.448.737.705
+ Owner's equity	549.999.610.000
+ Share premium	80.832.092.113
+ Undistributed profit after tax	47.995.235.592
- Accumulated undistributed profit after tax until the end of the previous period	29.024.927.410
- Undistributed profit after tax of period	18.970.308.182
Total funds	2.707.811.236.535
Production and business results	The year 2025
Total revenue and other income	277.989.611.083
Accounting profit before tax:	26.341.630.282
Profit after tax	18.970.308.182

Article 5. Approval of the 2025 profit distribution plan.

Shareholders attending the General Meeting voted to approve the 2025 Profit Distribution Plan in accordance with the submission of the Board of Directors to the 2026 Annual General Meeting of Shareholders, with 99,98% of total shares of shareholders attending the General Meeting, with the following contents:

1. Total distributable profit after tax:	32.995 million VND
+ Accumulated undistributed profit after tax at the beginning of 2025:	29.025 million VND
+ Profit after tax distributed in 2025:	18.970 million VND
+ Cash dividend paid in March 2026:	(15.000 million VND)

(Payment of 2022 dividends approved by the 2023 Annual General Meeting of Shareholders, which had previously been temporarily deferred)

2. Profit Distribution Plan:	29.400 million VND
+ Appropriation of bonus fund for managers:	500 million VND
+ Appropriation of employee reward fund:	1.000 million VND
+ Appropriation of welfare fund:	400 million VND
+ 2025 dividend payment in cash (5% of charter capital):	27.500 million VND
3. Remaining undistributed profit after tax:	3.595 million VND

Article 6. To approve the 2025 salary fund for managers, remuneration for members of the Board of Directors and the Supervisory Board, and the 2026 salary plan.

The attending shareholders voted at the General Meeting to approve the 2025 salary fund for managers, remuneration for members of the Board of Directors (BOD) and the Supervisory Board, and the 2026 salary plan in accordance with the Proposal of the Board of Directors submitted to the 2026 Annual General Meeting of Shareholders, with an approval rate of 99,98% of the total shares held by attending shareholders, with the following details:

1. Approval of the 2025 actual results:

- Total remuneration for non-executive BOD and Supervisory Board members: VND 351 million / plan of VND 448,2 million.

+ Average number of non-executive managers: 3,33 persons.

+ Average remuneration: VND 8,78 million/person/month / plan of VND 11,2 million.

- Manager salary fund: VND 4,142 billion / planned VND 4,224 billion.

+ Average number of full-time managers: 06 persons.

+ Average salary of full-time/executive managers : VND 57,5 million/person/month / planned VND 50.3 million.

Of which: Average salary for executive BOD (Chairman, Executive BOD members): 1,5 persons; Total salary fund: VND 1,253 billion; Average salary: VND 69,6 million/person/month / against a plan of VND 56 million.

2. Approval of the 2026 Salary and Remuneration Plan for the BOD and Operating Expenses for the Audit Committee:

Based on the application of the guidelines set out in Decree No. 248/2025/ND-CP dated September 15, 2025, the General Meeting of Shareholders approves the Salary and Remuneration Plan for the Board of Directors and the Operating Expenses of the Audit Committee for 2026, with the following key contents:

Salary fund for full-time Board of Directors members (Chairman and full-time Board members): VND 1.848 billion (average VND 77 million/person/month; of which: Chairman of the Board of Directors: VND 84 million/month; full-time Board members: VND 70 million/month).

Remuneration fund for non-executive Board of Directors members (02 persons): VND 316.8 million (average VND 13.2 million/person/month).

Operating expenses of the Audit Committee: VND 414 million.

Article 7. To approve the tasks assigned by the General Meeting of Shareholders (GMS) to the Board of Directors (BOD) for implementation as per the 2025 GMS Resolution; and the proposed contents to be authorized by the GMS to the BOD for decision-making during the course of production and business activities between the 2026 and 2027 GMS sessions.

The shareholders present at the General Meeting voted to approve the matters authorized by the General Meeting of Shareholders to the Board of Directors for implementation under the 2025 General Meeting of Shareholders Resolution; as well as the matters proposed to be delegated by the General Meeting of Shareholders to the Board of Directors for decision-making during the course of business operations between the 2026 and 2027 Annual General Meetings of Shareholders, in accordance with the proposal submitted to the 2026 Annual General Meeting of Shareholders by the Board of Directors, with an approval rate of 99.98% of the total shares represented by shareholders present at the General Meeting, with the following contents:

1. Results of the tasks assigned by the GMS to the BOD for implementation under the 2024 and 2025 GMS Resolutions

(1) Regarding the selection of the auditing unit for the 2025 financial statements: The Board of Directors (BOD) was assigned to decide on the selection of the auditing unit under the authority of the GMS arising during the production and business activities between the 2025 and 2026 Annual General Meetings. The BOD is responsible for selecting a capable auditing unit in accordance with legal regulations. In performing this task, the BOD selected CPA Vietnam Auditing Company Limited as the auditor for the Company's 2025 financial statements.

(2) Approval of adjustments to financial figures and financial statements according to the conclusions of auditing, inspecting, and examining agencies, or GMS decisions (if any): Not implemented as no such instances arose.

(3) Regarding new project development: Approval was granted for the BOD to research, seek information, and decide on participating in bidding for investor selection, land use rights auctions, joint ventures, partnerships, project transfers, capital contribution to establish project enterprises, or acquiring shares/capital contributions in project enterprises to implement new investment projects while ensuring capital efficiency, reporting results to the nearest GMS: Not implemented as no such instances arose.

(4) Regarding the Investment Project for the construction of a New Residential Area in Phu village (Thai Hoc commune) and Nhuan Dong village (Binh Minh commune), Binh Giang district, Hai Duong province: The BOD was assigned to decide

on adjustments to the investment project under the authority of the GMS, based on the principle of ensuring efficiency no lower than the approved plan: The BOD approved the project adjustment under Decision No. 1749/QD-HDQT dated November 18, 2025.

(5) Regarding component projects on land within the New Residential Area Project in Binh Giang (Hai Duong) and the Investment Project for Plot CC3, Le Thai To Street New Urban Area, Bac Ninh City: The BOD was assigned to decide on investment projects under the authority of the GMS to ensure capital efficiency, reporting results to the nearest GMS: Not implemented as no such instances arose.

(6) Regarding the settlement of project investment capital: The BOD was assigned to approve the project settlement for projects under the investment decision-making authority of the GMS, reporting results to the nearest GMS: Not implemented as no such instances arose.

(7) Regarding the formulation of the capital increase plan and the execution of necessary documents and procedures to submit for approval the plan to increase the Company's charter capital to VND 550 billion, and the issuance/offering of shares in accordance with the law, the Company's Charter, and relevant regulations:

The June 2024 Annual General Meeting approved the policy to increase charter capital to VND 550 billion. On that basis, the Company formulated the plan, conducted written shareholder consultations, and obtained GMS approval via the Resolution dated October 14, 2024, and the Amended Resolution dated February 26, 2025.

The Company completed the charter capital increase in two stages:

Stage 1: Increased charter capital from VND 200 billion to VND 316 billion through the issuance of shares from equity: Completed on January 17, 2025.

Stage 2: Increased charter capital from VND 316 billion to VND 549.999 billion through the issuance/offering of shares: Completed on August 18, 2025.

The capital increase was implemented in accordance with the approved plan and in full compliance with legal regulations.

(8) Regarding the policy to transfer land use rights/transfer part of the project (approximately 30% of the commercial land area) of the New Residential Area Project in Binh Giang, Hai Duong, to the Housing and Urban Development Corporation once business conditions are met: Not yet implemented.

(9) Regarding the plan for loan transactions with a value greater than 10% of the Company's total asset value with major shareholders or related persons: Not implemented as no such instances arose.

2. Matters authorized to the BOD to decide between the 2026 and 2027 Annual General Meetings of Shareholders:

(1) Regarding the selection of the auditing unit for the 2026 Financial Statements: The Board of Directors (BOD) is assigned to decide on the selection of the auditing unit under the authority of the General Meeting of Shareholders (GMS) arising during the production and business activities between the 2026 and 2027 Annual General Meetings. The BOD shall be responsible for selecting an auditing unit with sufficient capacity in accordance with legal regulations to audit the Company's 2026 financial statements.

(2) Approval of adjustments to financial figures and financial statements as required by auditing, inspecting, and examining agencies, or GMS decisions (if any); reporting the results to the nearest GMS.

(3) Regarding new project development: Approval is granted for the BOD to research, seek information, and decide on: participating in bidding for investor selection, land use rights auctions, joint ventures, partnerships, project transfers, capital contribution to establish project enterprises, or acquiring shares/capital contributions in project enterprises to implement new investment projects; and deciding on/adjusting investment projects under the authority of the GMS while ensuring capital efficiency; reporting results to the nearest GMS.

(4) Regarding the Investment Project for the construction of a New Residential Area in Phu village (Thai Hoc commune) and Nhuan Dong village (Binh Minh commune), Binh Giang district, Hai Duong province; and the New Urban Area Project in Dong Tam ward, Yen Bai city, Yen Bai province: The BOD is assigned to decide on adjustments to investment projects under the authority of the GMS, on the principle of ensuring efficiency no lower than the approved plan; reporting results to the nearest GMS.

(5) Regarding component projects on land within the New Residential Area Project in Binh Giang (Hai Duong) and the Investment Project for Plot CC3, Le Thai To Street New Urban Area, Bac Ninh city (Bac Ninh province): The BOD is assigned to decide on investment projects under the authority of the GMS to ensure capital efficiency; reporting results to the nearest GMS.

(6) Regarding the settlement of project investment capital: The BOD is assigned to approve the project settlement for projects under the investment decision-making authority of the GMS; reporting results to the nearest GMS.

Article 8. To approve the amendments and supplements to the Company's Charter (the 16th Amendment and Supplement)

The attending shareholders voted at the General Meeting to approve the amendments and supplements to the Company's Charter (the 16th Amendment and Supplement) in accordance with the Proposal of the Board of Directors submitted to the 2026 Annual General Meeting of Shareholders. Based on a review of the current Charter against changes in legal regulations on enterprises, securities, and business lines, the amended content has updated new legal provisions, including business lines as per Decision No. 36/2025/QĐ-TTg dated September 29, 2025, by the Prime Minister, while ensuring consistency with the Company's actual operations, with an approval rate of 99,97% of the total shares held by attending shareholders."

Article 9. Approval of the amended BOD Operating Regulations and amended Corporate Governance Regulations.

The shareholders present at the General Meeting voted to approve the amendment of the Operational Regulations of the Board of Directors and the amendment of the Company's Corporate Governance Regulations in accordance with the proposal submitted to the 2026 Annual General Meeting of Shareholders by the Board of Directors; the amendments are based on a review of current regulations, ensuring compliance with the amended Company Charter, updating new legal provisions, and

meeting corporate governance requirements during the Company's digital transformation phase (draft attached), with an approval rate of 99,995% of the total shares represented by shareholders present at the General Meeting.

Article 10. Implementation provisions.

Members of the Board of Directors, the Management Board and all Shareholders of the Company are responsible for implementing this Resolution in accordance with the Charter of HUDLAND Real Estate Investment and Development Joint Stock Company and applicable law.

This Resolution takes effect from the date of signing. *Q*

Recipients:

- As referred to in Article 10;
- SSC, VSD;
- Save: Office, BOD.

**FOR THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS
Chairperson / Chairman of the BOD**



Hanoi, 17th April 2026

MINUTES OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Today, at 08:30AM on 17/04/2026, the Board of Directors of HUDLAND Real Estate Investment and Development Joint Stock Company convened the 2026 Annual General Meeting of Shareholders at the Conference Hall on the 14th Floor, HUDLAND TOWER Building, Lot A-CC7, Linh Dam Integrated Services Area, Dinh Cong Ward, Hanoi City.

1. Attendees at the General Meeting:

1.1. Guest delegates:

1.1.1. *Housing and Urban Development Corporation - HUD:*

- Mr. Nguyen Ngoc Cuong – Member of the Standing Committee of the Party Committee, Member of the Member Council of Housing and Urban Development Corporation;

1.1.2. *Representative of the independent auditor CPA:*

- Mr. Nguyen Phu Ha – Chairman of the Member Council, General Director of CPA Vietnam Auditing Company Limited

1.1.3. *Representative of Vietnam Joint Stock Commercial Bank for Investment and Development (BIDV):*

- Bà Dương Thị Oanh - Deputy Director of BIDV – Hanoi Branch.

1.1.4. *Representative of PVCombank:*

- Mr. Nguyen Danh Hoang Long – Director of PVCombank – Hanoi Branch.

1.1.5. Along with the distinguished delegates representing partner units of HUDLAND Company and representatives from media and press agencies who have also attended the General Meeting.

1.2 Representatives of HUDLAND Company:

1.2.1 BOD and Audit Committee of the Company:

- Mr. Pham Cao Son - Chairman of the Board of Directors;
- Ms. Dong Thi Cuc - Chairman of the Audit Committee under the BOD;
Together with other members of the BOD and Audit Committee.

1.2.2 Shareholders:

Shareholders on the shareholder list closed on March 16, 2026 by the Vietnam Securities Depository is 71, with a total number of shares attending (including authorized proxies) of 44.684.363 shares (accounting for 81,24%).



2. General Meeting procedures:

2.1 Report on shareholder eligibility verification results:

The Shareholder Eligibility Verification Board established pursuant to Decision No. 291/QĐ-HĐQT dated 02/4/2026 of the BOD of HUDLAND Company, comprising:

- Mrs. Nguyen Hong Nhung - Head of Accounting - Head of the Committee;
- Mrs. Ha Thi Kim Loan – Staff of the Accounting Department - Member;
- Mr. Trinh Anh Tai - Staff of the Investment Department - Member;
- Mr. Hoang Hiep - Staff of the Economics Department - Member;
- Mr. Le Van Vinh - Staff of the Planning & General Affairs Department - Member;

The verification of the eligibility of attending Shareholders has been conducted, and the results are announced as follows: Shareholders directly present (or duly represented by proxy) at the General Meeting: 71 shareholders, representing 44.684.363 shares, accounting for 81,24% of total voting shares on the shareholder list closed on March 16, 2026 by the Vietnam Securities Depository (925 shareholders holding 54.999.961 ordinary shares). Of which:

- Number of shareholders attending in person: 49 shareholders holding 33.730.699 shares, accounting for 75,49% of total voting shares at the General Meeting;
- Number of shareholders represented by proxy: 22 shareholders holding 10.953.664 shares, accounting for 24,51% of total voting shares at the General Meeting.

(The attached appendix includes the list of registered shareholders and shareholder representatives attending the meeting, with their corresponding number of shares and voting rights)

Pursuant to Clause 1, Article 145 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the current Charter of the Company, with the rate of shareholders attending the General Meeting exceeding 50% of total voting shares as stated above, the 2026 Annual General Meeting of Shareholders of HUDLAND Real Estate Investment and Development Joint Stock Company satisfies the conditions to proceed.

2.2 Approval of the Presiding Committee, Secretariat and Vote Counting Committee:

Shareholders attending the General Meeting voted to approve the composition of the Presiding Committee, Secretariat and Vote Counting Committee to chair the General Meeting with an approval vote of 100% of total shares of attending shareholders, as follows:

2.2.1 Presiding Committee:

- Mr. Pham Cao Son - Chairman of the Presiding Committee - Chairman of the BOD;
- Mr. Vu Tuan Linh - Member - BOD Member, Director;
- Mr. Nguyen Thanh Tu - Member - Full-time Board Member BOD Member.

2.2.2 Secretariat:

- Mr. Ngo Thai Son - Head;
- Mrs. Nguyen Thi Vui - Member.

2.2.3 Vote Counting Committee:

- Mr. Hoang Hiep - Head;
- Mr. Le Van Vinh - Member;
- Mr. Trinh Anh Tai - Member;

2.2.4 Approval of the Agenda and Working Regulations of the 2026 Annual General Meeting of Shareholders:

Shareholders attending the General Meeting voted to approve the Agenda and Working Regulations of the 2026 Annual General Meeting of Shareholders as presented to the General Meeting by the Organizing Board.

The approval vote for the agenda and working regulations as presented was 44.684.363 shares, accounting for 100% of total shares of shareholders attending the meeting.

3. Contents of the General Meeting:

The General Meeting has heard the following reports: The summarized 2025 Financial Statements audited by CPA Vietnam; The 2025 Board of Directors' Performance Report; The 2025 Operation Report of the Audit Committee and the Independent Member of the Board of Directors within the Audit Committee; and the Proposals submitted for approval at the General Meeting.

The General Meeting also conducted serious discussion on the above matters. A number of shareholder opinions were recorded as follows:

- Has the Binh Giang project developed a sales plan targeting individual retail investors yet? When is the official launch expected?
- What are the product types at Binh Giang — land plots, shell construction, or does it vary by zone?
- Regarding the wholesale arrangement to sell 30% of total products to the parent company HUD as approved in a previous resolution — is that plan still being carried out?
- How does the Board of Directors assess the real estate market in the former Hai Duong province, now part of Hai Phong city? What opportunities and challenges does this present for Hudland?
- The 2024 AGM report included a financial projection for Binh Giang based on a cost price of VND 23 million/m² with a profit margin of approximately VND 300 billion. Given that Hudland's current selling price is around VND 33 million/m², the projected profit would be approximately VND 1,000 billion — yet the financial statements do not yet reflect a corresponding margin. Could the Chairperson please elaborate on this?

The above opinions were addressed by the Presiding Committee with no other opinions

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After the full meeting unanimously confirmed there were no further opinions, the Presiding Committee of the General Meeting proceeded to collect votes, which were recorded by the Vote Counting Committee, and announced the voting results before the General Meeting, on each specific matter as follows:

3.1. Approval of the BOD's 2025 Activity Report

Shareholders attending the General Meeting voted to approve the content of the Board of Directors' report presented to the General Meeting.

Voting results:

+ Total votes cast: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total valid votes: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total invalid votes: 0 votes, accounting for 0% of total votes with voting rights.

+ Total votes in favour: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total votes against: 0 votes, accounting for 0% of total votes with voting rights.

+ Total abstentions: 0 votes, accounting for 0% of total votes with voting rights.

3.2. Approval of the 2025 Activity Report of the Audit Committee and the independent BOD members within the Audit Committee

Shareholders attending the General Meeting voted to approve the content of the 2025 Activity Report of the Audit Committee and independent BOD members within the Audit Committee as presented to the General Meeting.

Voting results:

+ Total votes cast: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total valid votes: 44.684.363 votes, accounting for 0% of total votes with voting rights.

+ Total invalid votes: 0 votes, accounting for 0% of total votes with voting rights.

+ Total votes in favour: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total votes against: 0 votes, accounting for 0% of total votes with voting rights.

+ Total abstentions: 0 votes, accounting for 0% of total votes with voting rights.

3.3. Approval of the 2025 production and business results and the 2026 production and business plan of HUDLAND Company

Shareholders attending the General Meeting voted to approve the 2025 production and business results and the 2026 production and business plan of HUDLAND Company in accordance with the submission of the Board of Directors to the 2026 Annual General Meeting of Shareholders as follows:

3.3.1. Results of implementing the 2025 production and business plan, with main targets:

- Business: 351,87 billion dong / 337,54 billion dong under the plan (reaching 104% of plan);
- Development investment: 1.387,95 billion dong / 1.290,9 billion dong under the plan (reaching 108% of plan);
- Revenue: 277,989 billion dong / 260 billion dong under the plan (reaching 107% of plan);
- Profit before tax: 26,342 billion dong / 23,5 billion dong under the plan (reaching 112% of plan);
- Profit after tax: 18,970 billion dong / 18,4 billion dong under the plan (reaching 103% of plan);
- Payment to the State budget: 986,85 billion dong / 811,2 billion dong under the plan (reaching 122% of plan);
- Dividend Payout Rate: 5% of Charter Capital / 5% of Charter Capital Plan

3.3.2 Production and business plan for 2026, with main targets:

- Revenue and other income: 927 billion dong
- Profit before tax: 77,5 billion dong
- Profit after tax: 62 billion dong
- Expected dividend payment: 10% of charter capital.

Voting results:

+ Total votes cast: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total valid votes: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total invalid votes: 0 votes, accounting for 0% of total votes with voting rights.

+ Total votes in favour: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total votes against: 0 votes, accounting for 0% of total votes with voting rights.

+ Total abstentions: 0 votes, accounting for 0% of total votes with voting rights.

3.4 Approval of the 2025 audited financial statements

Shareholders attending the General Meeting voted to approve the financial statements for the financial year ending December 31, 2025, which have been audited and for which the auditing firm issued its report No. 92/2026/BCKT-CPAVIETNAM-NV3 dated March 9, 2026, in accordance with the submission of the Board of Directors to the 2026 Annual General Meeting of Shareholders, with the following key figures:

Unit: VND

Items	Balance at December 31, 2025
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Current assets	2.620.396.136.861
Non-current assets	87.415.099.674
Total assets	2.707.811.236.535
Liabilities	2.029.362.498.830
Owner's Equity	678.448.737.705
+ Owner's equity	549.999.610.000
+ Development investment fund	80.832.092.113
+ Undistributed profit after tax	47.995.235.592
- Accumulated undistributed profit after tax until the end of the previous period	29.024.927.410
- Undistributed profit after tax of current period	18.970.308.182
Total funds	2.707.811.236.535
Business Performance Results	The year 2025
Total revenue and other income	277.989.611.083
Profit before tax	26.341.630.282
Profit after tax	18.970.308.182

Voting results:

- + Total votes cast: 44.684.363 votes, accounting for 100% of total votes with voting rights.
- + Total valid votes: 44.684.363 votes, accounting for 100% of total votes with voting rights.
- + Total invalid votes: 0 votes, accounting for 0% of total votes with voting rights.
- + Total votes in favour: 44.673.463 votes, accounting for 99.98% of total votes with voting rights.
- + Total votes against: 0 votes, accounting for 0% of total votes with voting rights.
- + Total abstentions: 10.900 votes, accounting for 0,02% of total votes with voting rights.

3.5. Approval of the 2025 profit distribution plan

Shareholders attending the General Meeting voted to approve the 2025 Profit Distribution Plan in accordance with the submission of the Board of Directors to the 2026 Annual General Meeting of Shareholders as follows:

- **Total distributable profit after tax:** **32.995 million VND**
- + Accumulated undistributed profit after tax at the beginning of 2025: 29.025 million VND
- + Profit after tax undistributed in 2025: 18.970 million VND
- + Cash dividend paid in March 2026: (15.000 million VND)

(Payment of 2022 dividends approved by the 2023 Annual General Meeting of Shareholders, which had previously been temporarily deferred)

- Profit Distribution Plan:	29.400 million VND
+ Appropriation of bonus fund for managers:	500 million VND
+ Appropriation of employee reward fund:	1.000 million VND
+ Appropriation of welfare fund:	400 million VND
+ Dividend payment in cash (5% of charter capital):	27.500 million VND
- Remaining undistributed profit after tax:	3.595 million VND

Voting results:

- + Total votes cast: 44.684.363 votes, accounting for 100% of total votes with voting rights.
- + Total valid votes: 44.684.363 votes, accounting for 100% of total votes with voting rights.
- + Total invalid votes: 0 votes, accounting for 0% of total votes with voting rights.
- + Total votes in favour: 44.675.163 votes, accounting for 99,98% of total votes with voting rights.
- + Total votes against: 0 votes, accounting for 0% of total votes with voting rights.
- + Total abstentions: 9.200 votes, accounting for 0,02% of total votes with voting rights.

3.6. To approve the 2025 salary fund for managers, remuneration for members of the Board of Directors and the Supervisory Board, and the 2026 salary plan

Shareholders attending the General Meeting voted to approve the salary fund for managers and the remuneration regime of the Board of Directors and Board of Supervisors in 2025, the plan for 2026 in accordance with the submission of the Board of Directors to the 2026 Annual General Meeting of Shareholders as follows:

a) Implementation in 2025:

- Total remuneration of non-executive BOD and Board of Supervisors: VND 351 million/planned VND 448,2 million.

+ Average number of non-executive managers: 3,33 persons

+ Average remuneration: VND 8,78 million/person/month/planned VND 11,2 million.

- Manager salary fund: VND 4,142 billion/planned VND 4,224 billion.

+ Average number of executive managers: 06 persons

+ Average salary: VND 57,5 million/person/month/planned VND 50,3 million.

Of which: Average salary of executive BOD members (Chairman, executive BOD member): 1,5 persons; Salary fund: VND 1,253 billion; average salary: VND 69,6 million/person/month/planned VND 56 million.

b) Approval of the 2026 Salary Plan, Remuneration for the Board of Directors, and Operating Expenses of the Audit Committee:

Based on the application of the guidelines set forth in Decree No. 248/2025/NĐ-CP dated September 15, 2025, the Company has developed the 2026 plan for the Board of

Directors' salary and remuneration fund, as well as the operating expenses of the Audit Committee, with the following key details:

Salary fund for full-time members of the Board of Directors (Chairman, Full-time Board Members): VND 1,848 billion (average of VND 77 million/person/month; of which: Chairman of the Board of Directors: VND 84 million/month, Full-time Board Member: VND 70 million/month).

Remuneration fund for non-executive members of the Board of Directors (02 persons): VND 316,8 million (average of VND 13,2 million/person/month).

Operating expenses of the Audit Committee: VND 414 million..

Voting results:

+ Total votes cast: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total valid votes: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total invalid votes: 0 votes, accounting for 0% of total votes with voting rights.

+ Total votes in favour: 44.673.463 votes, accounting for 99,98% of total votes with voting rights.

+ Total votes against: 0 votes, accounting for 0% of total votes with voting rights.

+ Total abstentions: 10.900 votes, accounting for 0,02% of total votes with voting rights.

3.7. To approve the contents assigned by the General Meeting of Shareholders (GMS) to the Board of Directors (BOD) for implementation under the 2025 GMS Resolution; and the contents proposed to be delegated to the BOD for decision-making during the implementation of production and business activities between the two GMS terms of 2026 and 2027.

The attending shareholders voted at the General Meeting to approve the contents assigned by the GMS to the Board of Directors for implementation under the 2025 GMS Resolution, and the contents proposed to be delegated to the Board of Directors for decision-making during the implementation of production and business activities between the two GMS terms of 2026 and 2027, in accordance with the Proposal of the Board of Directors submitted to the 2026 Annual General Meeting of Shareholders. The specific details are as follows:

3.7.1 Approval of results of matters assigned to the BOD by the 2024 and 2025 Annual General Meeting of Shareholders:

(1) Regarding the selection of the auditing unit for the 2025 financial statements: The Board of Directors (BOD) was assigned to decide on the selection of the auditing unit under the authority of the GMS arising during the production and business activities between the 2025 and 2026 Annual General Meetings. The BOD is responsible for selecting a capable auditing unit in accordance with legal regulations. In performing this task, the BOD selected CPA Vietnam Auditing Company Limited as the auditor for the Company's 2025 financial statements.

(2) Approval of adjustments to financial figures and financial statements according to the conclusions of auditing, inspecting, and examining agencies, or GMS decisions (if any): Not implemented as no such instances arose.

(3) Regarding new project development: Approval was granted for the BOD to research, seek information, and decide on participating in bidding for investor selection, land use rights auctions, joint ventures, partnerships, project transfers, capital contribution to establish project enterprises, or acquiring shares/capital contributions in project enterprises to implement new investment projects while ensuring capital efficiency, reporting results to the nearest GMS: Not implemented as no such instances arose.

(4) Regarding the Investment Project for the construction of a New Residential Area in Phu village (Thai Hoc commune) and Nhuan Dong village (Binh Minh commune), Binh Giang district, Hai Duong province: The BOD was assigned to decide on adjustments to the investment project under the authority of the GMS, based on the principle of ensuring efficiency no lower than the approved plan: The BOD approved the project adjustment under Decision No. 1749/QD-HDQT dated November 18, 2025.

(5) Regarding component projects on land within the New Residential Area Project in Binh Giang (Hai Duong) and the Investment Project for Plot CC3, Le Thai To Street New Urban Area, Bac Ninh City: The BOD was assigned to decide on investment projects under the authority of the GMS to ensure capital efficiency, reporting results to the nearest GMS: Not implemented as no such instances arose.

(6) Regarding the settlement of project investment capital: The BOD was assigned to approve the project settlement for projects under the investment decision-making authority of the GMS, reporting results to the nearest GMS: Not implemented as no such instances arose.

(7) Regarding the formulation of the capital increase plan and the execution of necessary documents and procedures to submit for approval the plan to increase the Company's charter capital to VND 550 billion, and the issuance/offering of shares in accordance with the law, the Company's Charter, and relevant regulations:

The June 2024 Annual General Meeting approved the policy to increase charter capital to VND 550 billion. On that basis, the Company formulated the plan, conducted written shareholder consultations, and obtained GMS approval via the Resolution dated October 14, 2024, and the Amended Resolution dated February 26, 2025.

The Company completed the charter capital increase in two stages:

Stage 1: Increased charter capital from VND 200 billion to VND 316 billion through the issuance of shares from equity: Completed on January 17, 2025.

Stage 2: Increased charter capital from VND 316 billion to VND 549.999 billion through the issuance/offering of shares: Completed on August 18, 2025.

The capital increase was implemented in accordance with the approved plan and in full compliance with legal regulations.

(8) Regarding the policy to transfer land use rights/transfer part of the project (approximately 30% of the commercial land area) of the New Residential Area Project in Binh Giang, Hai Duong, to the Housing and Urban Development Corporation once business conditions are met: Not yet implemented.

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(9) Regarding the plan for loan transactions with a value greater than 10% of the Company's total asset value with major shareholders or related persons: Not implemented as no such instances arose.

3.7.2 Matters requested to be authorized to the BOD to decide between the 2026 and 2027 Annual General Meetings of Shareholders:

(1) Regarding the selection of the auditing unit for the 2026 Financial Statements: The Board of Directors (BOD) is assigned to decide on the selection of the auditing unit under the authority of the General Meeting of Shareholders (GMS) arising during the production and business activities between the 2026 and 2027 Annual General Meetings. The BOD shall be responsible for selecting an auditing unit with sufficient capacity in accordance with legal regulations to audit the Company's 2026 financial statements.

(2) Approval of adjustments to financial figures and financial statements as required by auditing, inspecting, and examining agencies, or GMS decisions (if any); reporting the results to the nearest GMS.

(3) Regarding new project development: Approval is granted for the BOD to research, seek information, and decide on: participating in bidding for investor selection, land use rights auctions, joint ventures, partnerships, project transfers, capital contribution to establish project enterprises, or acquiring shares/capital contributions in project enterprises to implement new investment projects; and deciding on/adjusting investment projects under the authority of the GMS while ensuring capital efficiency; reporting results to the nearest GMS.

(4) Regarding the Investment Project for the construction of a New Residential Area in Phu village (Thai Hoc commune) and Nhuan Dong village (Binh Minh commune), Binh Giang district, Hai Duong province; and the New Urban Area Project in Dong Tam ward, Yen Bai city, Yen Bai province: The BOD is assigned to decide on adjustments to investment projects under the authority of the GMS, on the principle of ensuring efficiency no lower than the approved plan; reporting results to the nearest GMS.

(5) Regarding component projects on land within the New Residential Area Project in Binh Giang (Hai Duong) and the Investment Project for Plot CC3, Le Thai To Street New Urban Area, Bac Ninh city (Bac Ninh province): The BOD is assigned to decide on investment projects under the authority of the GMS to ensure capital efficiency; reporting results to the nearest GMS.

(6) Regarding the settlement of project investment capital: The BOD is assigned to approve the project settlement for projects under the investment decision-making authority of the GMS; reporting results to the nearest GMS.

Voting results:

+ Total votes cast: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total valid votes: 44.684.363 votes, accounting for 100% of total votes with voting rights.

+ Total invalid votes: 0 votes, accounting for 0% of total votes with voting rights.

+ Total votes in favour: 44.675.163 votes, accounting for 99,98% of total votes with voting rights.

- + Total votes against: 0 votes, accounting for 0% of total votes with voting rights.
- + Total abstentions: 9.200 votes, accounting for 0,02% of total votes with voting rights.

3.8. To approve the amendments and supplements to the Company's Charter (16th Amendment and Supplement)

The attending shareholders voted at the General Meeting to approve the amendments and supplements to the Company's Charter (the 16th Amendment and Supplement) in accordance with the Proposal of the Board of Directors submitted to the 2026 Annual General Meeting of Shareholders. Based on a review of the current Charter against changes in legal regulations on enterprises, securities, and business lines, the amended content has updated new legal provisions, including business lines as per Decision No. 36/2025/QĐ-TTg dated September 29, 2025, by the Prime Minister, while ensuring consistency with the Company's actual operations.

Voting results:

- + Total votes cast: 44.684.363 votes, accounting for 100% of total votes with voting rights.
- + Total valid votes: 44.684.363 votes, accounting for 100% of total votes with voting rights.
- + Total invalid votes: 0 votes, accounting for 0% of total votes with voting rights.
- + Total votes in favour: 44.673.083 votes, accounting for 99.97% of total votes with voting rights.
- + Total votes against: 0 votes, accounting for 0% of total votes with voting rights.
- + Total abstentions: 11.280 votes, accounting for 0,03% of total votes with voting rights.

3.9. To approve the amendments to the Internal Regulations on Corporate Governance and the Regulations on the Operations of the Board of Directors.

3.9.1. The attending shareholders voted at the General Meeting to approve the amendments to the Regulations on the Operations of the Board of Directors in accordance with the Proposal of the Board of Directors submitted to the 2026 Annual General Meeting of Shareholders. The amended content is based on a review of current regulations to ensure consistency with the amended Company's Charter, updates new legal provisions, and meets corporate governance requirements during the Company's digital transformation phase (draft attached).

Voting results:

- + Total votes cast: 44.684.363 votes, accounting for 100% of total votes with voting rights.
- + Total valid votes: 44.684.363 votes, accounting for 100% of total votes with voting rights.
- + Total invalid votes: 0 votes, accounting for 0% of total votes with voting rights.
- + Total votes in favour: 44.682.283 votes, accounting for 99,995% of total votes with voting rights.
- + Total votes against: 0 votes, accounting for 0% of total votes with voting rights.

+ Total abstentions: 2.080 votes, accounting for 0,005% of total votes with voting rights.

4. Shareholder addresses and the BOD's and Management Board's response addresses:

4.1 Address by the leadership of the Parent Corporation:

Addressing the General Meeting, Mr. Nguyen Ngoc Cuong – Member of the Standing Committee, Member of the Member Council of Housing and Urban Development Corporation.

On behalf of the Corporation, I would like to extend our respectful greetings to all Shareholders who have consistently accompanied and supported Hudland throughout the past years.

The Corporation expresses its full consensus and approval regarding the reports and proposals concerning the 2025 performance results, the 2026 operational plans, and all other matters within the authority of the General Meeting of Shareholders.

To successfully achieve the set objectives, immediately following this Meeting, the Company must urgently focus on intensifying goal management and risk management. In this regard, the executive system should continue to be refined toward an advanced and transparent governance model, maintaining a lean organizational structure that operates efficiently on a digital transformation platform.

The review and streamlining of regulations and workflows must go hand-in-hand with strict control mechanisms, while always prioritizing the enhancement of human resource quality.

Regarding development orientation, the Company needs to proactively accumulate resources and expand its scale to ensure the capacity to implement larger-scale projects. This process must be tied to the requirement of rigorous control over investment and project costs, serving as the foundation to create products that bear the unique hallmark and brand identity of HUDLAND.

4.2 Response address on behalf of the Company's BOD:

Mr. Pham Cao Son – Chairman of the BOD – on behalf of the Company's BOD, sincerely thanked the leadership of the Parent Corporation and the valued shareholders; simultaneously, he fully acknowledged and accepted the contributions and opinions shared at the General Meeting. The BOD commits to exerting maximum effort and providing decisive, effective leadership to achieve the best results in 2026 and the following years.

5. Approval of the draft minutes and resolution of the General Meeting; declaration of the close of the General Meeting.

All matters listed above were voted on directly by the shareholders at the 2025 Annual General Meeting of Shareholders of HUDLAND Real Estate Investment and Development Joint Stock Company by Voting Card.

The 2026 Annual General Meeting of Shareholders of HUDLAND Real Estate Investment and Development Joint Stock Company approved all matters recorded in these minutes with a vote of 100% of voting shares at the General Meeting.

These minutes and the draft Resolution of the General Meeting were read aloud by the Secretariat before the full General Meeting of Shareholders and confirmed as consistent with the above contents.

These minutes were prepared at 11:30AM on 17/4/2026 immediately upon the Chairperson's declaration of the close of the 2026 Annual General Meeting of Shareholders of HUDLAND Real Estate Investment and Development Joint Stock Company.

ON BEHALF OF SECRETARIAT

Head of Secretariat



Ngo Thai Son

ON BEHALF OF PRESIDING
COMMITTEE

**Chairman of Presiding Committee /
Chairman of BOD**



Phạm Cao Sơn





AGENDA

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Time: Starting at 8:00 a.m. on April 17, 2026.
- Venue: 14th Floor Hall, HUDLAND TOWER, Lot A-CC7, Linh Dam General Service Area, Dinh Cong Ward, Hanoi, Vietnam.
- Participants: Members of the Board of Directors, all shareholders, the Audit Committee, invited guests and all employees of the Company.

Time	Agenda	Presenter
I	RECEPTION OF ATTENDEES	
8:00-8:30	Reception, registration of attendees, distribution of documents	Organizing Committee
II	OPENING OF THE GENERAL MEETING	
8:30-8:45	Verification of shareholders' eligibility	Shareholder Eligibility Verification Committee
8:45-8:50	Announcement of shareholder eligibility verification results	
8:50-9:00	Flag Salute Ceremony; announcement of the purpose of the meeting; introduction of delegates; opening of the General Meeting.	Organizing Committee
9:00-9:10	Approval of the Agenda and Rules of the General Meeting	Organizing Committee
9:10-9:15	Approval of the list of nominees for the Presiding Committee, Secretariat and Vote Counting Committee	Organizing Committee
III	REPORTS AND DISCUSSION ON MATTERS SUBMITTED FOR APPROVAL	
9:15-9:20	Audited Financial Statements for 2025	Acting chief accountant
9:20-9:35	Report of the Board of Directors for 2025	Chairman of the Board of Directors
9:35-9:50	Report on 2025 activities of the Audit Committee and the independent member of the Board of Directors on the Audit Committee	Independent Member of the Board of Directors, Chairman of Audit Committee



HUDLAND REAL ESTATE INVESTMENT AND DEVELOPMENT
JOINT STOCK COMPANY

HUDLANDTOWER BUILDING - LINH DAM - DINH CONG - HANOI
PHONE: 024.3.6523862 FAX: 024.3.6523864

Website: hudland.com.vn Email: hudland@hudland.com.vn

Time	Agenda	Presenter
9:50-10:10	Presentation of Proposals submitted to the General Meeting for approval	Chairman
10:10-10:40	Discussion session: shareholders provide opinions; the Board of Directors and Audit Committee respond; shareholders deliver comments	Shareholders, Board of Directors, Audit Committee
10:40-11:00	Remarks by the Leadership of HUD Corporation	Leadership of HUD Corporation
11:00-11:10	Response and closing remarks by the Chairman of the Board of Directors	Chairman of the Board of Directors
IV	VOTING ON MATTERS SUBMITTED FOR APPROVAL	
11:10-11:30	<ol style="list-style-type: none"> 1) Board of Directors' report for 2025; 2) Report on 2025 activities of the Audit Committee and the independent member of the Board of Directors on the Audit Committee; 3) Business performance in 2025 and the business plan for 2026; 4) Audited financial statements of the company in 2025; 5) Profit distribution plan for 2025; 6) Remuneration fund for management and remuneration scheme for the Board of Directors and the Audit Committee in 2025 and the plan for 2026; 7) Matters implemented by the Board of Directors under the authorization of the 2025 Annual General Meeting of Shareholders; and the policy authorizing the Board of Directors to decide on certain issues arising during the implementation of business activities between the 2026 and 2027 Annual General Meetings of Shareholders; 8) Amend and supplement the Company's Charter (16th amendment) to update it in accordance with current legal regulations; including the business lines in accordance with Decision No. 	Presiding Committee and all participants



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Time	Agenda	Presenter
	36/2025/QĐ-TTg. 9) Amendments to the Regulations on the Operation of the Board of Directors and the Company's Corporate Governance Regulations to update them in accordance with new legal regulations and to ensure alignment with the Company's corporate governance requirements in the current digital transformation period; 10) Other issues under the authority of the General Meeting;	
V	CLOSING OF THE GENERAL MEETING	
11:30- 11:50	Approval of the Resolution and Minutes of the General Meeting	Secretariat
	Announcement of the closing of the General Meeting	Presiding Committee

AK ON BEHALF OF THE ORGANIZING COMMITTEE



Hanoi, April 17th, 2026

**REGULATIONS
ON ORGANIZING THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS OF HUDLAND REAL ESTATE INVESTMENT AND
DEVELOPMENT JOINT STOCK COMPANY**

**CHAPTER I
GENERAL PROVISIONS**

Article 1. Scope and subjects of application:

1. These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the General Meeting) of HUDLAND Real Estate Investment and Development Joint Stock Company (hereinafter referred to as the Company).
2. These Regulations set out the specific rights and obligations of persons attending the General Meeting; conditions and procedures for conducting the General Meeting.
3. Shareholders and all parties attending the General Meeting are responsible for complying with the provisions of these Regulations.

**CHAPTER II
CONDITIONS FOR ATTENDING THE GENERAL MEETING, RIGHTS
AND OBLIGATIONS OF SHAREHOLDERS AND ATTENDEES**

Article 2. Conditions for attending the General Meeting

1. Individual shareholders or authorized representatives of institutional shareholders whose names appear on the shareholder list finalized on March 16, 2026 are entitled to attend the General Meeting directly or to authorize another person to attend on their behalf.
2. In cases where a shareholder is unable to attend the General Meeting for personal reasons and wishes to delegate, they may authorize another person by means of a Letter of Authorization (following the template enclosed with the Invitation) to attend and vote at the General Meeting on their behalf.

Article 3. Rights of shareholders or authorized representatives when attending the General Meeting.



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1. To discuss and vote on all matters under the authority of the General Meeting of Shareholders as prescribed by the Law on Enterprises 2020 and the Company's Charter. Each ordinary share corresponds to one vote.

2. To be publicly informed by the Organizing Committee of the content of the General Meeting's agenda.

3. At the General Meeting, each shareholder or authorized representative shall receive a Voting Card (which records the shareholder's attendance code and the number of shares entitled to vote) upon registering attendance at the General Meeting with the Shareholder Eligibility Verification Committee.

4. The voting value of the Voting Card corresponds to the proportion of voting shares held or represented by that person as registered for attendance at the General Meeting against the total number of voting shares of all shareholders present at the General Meeting.

5. Shareholders and authorized representatives attending the General Meeting may discuss and proceed to vote on the matters set out in Clause 1 of this Article.

6. Shareholders/Authorized representatives who arrive after the General Meeting has opened must complete attendance registration procedures with the Organizing Committee and thereafter are entitled to attend and vote immediately upon registration; however, the Chair shall not be obligated to suspend the General Meeting for such registration, and the validity of votes already cast shall not be affected.

7. Shareholders may view relevant information on the **Website: <http://hudland.com.vn>**, specifically: the draft regulations for the 2026 Annual General Meeting of Shareholders; the General Meeting's agenda; the 2025 financial statements independently audited; reports and proposals submitted to the General Meeting for approval; and the draft minutes of the General Meeting of Shareholders.

Shareholders or groups of shareholders holding more than 5% of the Company's total ordinary shares on a continuous basis for at least 06 months are entitled to propose matters for inclusion in the General Meeting agenda. The proposal must be in writing and submitted to the Company no later than 03 (three) working days before the opening date of the General Meeting. The proposal must clearly state the shareholder's name, the number and type of shares held, the shareholder registration number and date at the Company, and the matter proposed for inclusion in the agenda.

Opinions of shareholders or authorized representatives on matters to be approved at the General Meeting shall be publicly discussed and voted on by raising the Voting Card: Agree/ Disagree/ No opinion.



Article 4. Obligations of shareholders or authorized representatives when attending the General Meeting.

1. Shareholders or authorized representatives attending the General Meeting must bring the following documents for registration:

- Invitation to attend the General Meeting.
- National ID card or Passport.
- Letter of Authorization to attend the General Meeting (if acting as an authorized representative) and registration of attendance with the Shareholder Eligibility Verification Committee.

2. Comply with the provisions of the General Meeting Regulations, the direction of the Presiding Committee and respect the results of the General Meeting's proceedings.

Article 5. Rights and obligations of the Organizing Committee and the Shareholder Eligibility Verification Committee.

1. The Organizing Committee and the Shareholder Eligibility Verification Committee are established by decision of the Company's Board of Directors.

The Organizing Committee is responsible for: convening, receiving, preparing meeting documents for shareholders or authorized representatives, and overseeing the overall conduct of the General Meeting.

2. The Shareholder Eligibility Verification Committee consists of 01 Head and a number of members selected and designated by the Organizing Committee. Its functions and duties are as follows:

- Verify the eligibility of shareholders or authorized representatives attending the General Meeting: Check National ID card (Passport); Invitation letter; Letter of Authorization (if applicable);
- Issue Voting Cards to shareholders or authorized representatives;
- Distribute documents to shareholders attending the meeting;
- Report to the General Meeting on the results of the shareholder eligibility verification;



In cases where a person attending the meeting does not have the proper eligibility to participate, the Shareholder Eligibility Verification Committee is entitled to refuse to issue Voting Cards and meeting documents;

The Shareholder Eligibility Verification Committee may establish a support team to fulfil its assigned duties.

Article 6. Rights and obligations of the Vote Counting Committee

1. The Vote Counting Committee consists of 03 (three) persons approved by the General Meeting upon the recommendation of the Organizing Committee.

2. The Vote Counting Committee may establish a support team to fulfil its duties.

3. The Vote Counting Committee is responsible for:

Regarding the voting on matters at the General Meeting:

- Instruct on the use of the Voting Card;
- Collect Voting Cards after the General Meeting votes;
- Count votes by type of opinion: agree, disagree, no opinion;
- Report vote counting results to the General Meeting.

All vote counting activities and the preparation of vote counting minutes must be conducted by the Vote Counting Committee in an honest and accurate manner, and the Committee shall be responsible for the results thereof.

Article 7. Rights and obligations of the Presiding Committee.

1. The Presiding Committee consists of 01 Chairman and 02 members nominated by the Organizing Committee and approved by the General Meeting, with the function of presiding over the General Meeting.

2. The Presiding Committee's decisions on matters of order, procedure, or events arising outside the agenda of the General Meeting shall be of the highest authority.

3. The Presiding Committee shall take such actions as are deemed necessary to conduct the General Meeting in a lawful and orderly manner; or to ensure the General Meeting reflects the wishes of the majority of attending shareholders.

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4. At any time, the Presiding Committee may adjourn the General Meeting to another time (in accordance with the provisions of the Law on Enterprises 2020 and the Company's Charter) without consulting the General Meeting if it finds that:

- The conduct of those present obstructs or is likely to obstruct the orderly proceedings of the meeting; or
- The adjournment is necessary for the business of the General Meeting to be conducted lawfully.

Article 8. Rights and obligations of the Secretary of the General Meeting.

1. The Secretariat consists of 01 Head and a number of members nominated by the Presiding Committee and approved by the General Meeting.
2. The Secretariat performs supporting duties as assigned by the Chair, including: recording the minutes of the General Meeting proceedings, drafting and presenting to the General Meeting the Minutes and Resolution of the General Meeting of Shareholders.

CHAPTER III

PROCEDURES FOR CONDUCTING THE GENERAL MEETING

Article 9. Conditions for conducting the General Meeting

1. The General Meeting of Shareholders may proceed when shareholders attending the meeting represent more than 50% of the total voting shares; based on the shareholder list compiled at the time of the shareholder list closing on March 16, 2026 for the purposes of convening the meeting.
2. If the first meeting does not meet the conditions set out in Clause 1 of this Article, a second meeting shall be convened within thirty days from the intended date of the first meeting. The second General Meeting of Shareholders may proceed when shareholders attending represent at least 33% of the total voting shares.
3. If the second meeting does not meet the conditions set out in Clause 2 of this Article, a third meeting shall be convened within twenty days from the intended date of the second meeting. In this case, the General Meeting of Shareholders may proceed regardless of the number of attending shareholders and the proportion of voting shares they represent.

Article 10. Manner of conducting the General Meeting

1. The General Meeting is expected to take place over half a day.

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2. The General Meeting shall successively discuss and approve the matters set out in the 2026 Annual General Meeting of Shareholders agenda.

3. Shareholders or authorized representatives shall exercise their voting rights by raising the Voting Card corresponding to each item put to a vote at the General Meeting.

Article 11. Principles for speaking at the General Meeting

1. Shareholders or authorized representatives wishing to put forward a request at the General Meeting of Shareholders must observe the following principles:

- Only contribute opinions on a matter put to the General Meeting after each Proposal submitted to the General Meeting with corresponding content;

- Must raise their hand to seek permission from the Chair and may only speak after being permitted by the Chair. Only one shareholder or authorized representative may speak at any one time;

- In cases where multiple shareholders or authorized representatives wish to speak simultaneously, the Chair shall invite them to present their opinions in turn;

- The Chair has the right to interrupt the presentation of any shareholder or authorized representative if deemed necessary;

- All contributions and queries shall be compiled together and responded to in sequence thereafter;

- In cases where there are differing opinions, a majority vote may be taken.

2. Proposals by shareholders or authorized representatives must satisfy the following conditions:

- Brief and clear. In cases where a proposal is complex and requires considerable time to present, the shareholder or authorized representative may submit it in writing to the Organizing Committee 03 days prior to the General Meeting;

- Not re-present matters that have already been addressed;

- Not propose matters falling within the authority of the Board of Directors;

- The content of the proposal must not violate the law, must not relate to personal matters or exceed the authority of the Company.



3. The voting on dismissal and election of members of the Board of Directors (if any) shall be conducted in accordance with the Election Regulations for Members of the Board of Directors of HUDLAND Real Estate Investment and Development Joint Stock Company.

Shareholders voting to elect members of the Board of Directors shall vote by cumulative voting, whereby each shareholder has a total number of votes equal to their total shares multiplied by the number of Board members to be elected, and the shareholder may concentrate all their votes on one or more candidates.

Article 12. Approval of General Meeting Decisions

1. Matters to be approved at the General Meeting must be consented to by shareholders representing more than 50% of the total votes of shareholders with voting rights present directly or through authorized representatives at the General Meeting, except for matters specified in Clause 2 of this Article.

2. For decisions regarding: Type of shares and total number of shares of each type; Change of business lines or business sectors; Change of the Company's organizational and management structure; Investment policy of an investment project or sale of assets with a value equal to or greater than 35% of total asset value recorded in the Company's most recent financial statements; Reorganization or dissolution of the Company — such decisions must be approved by shareholders representing at least 65% of the total votes of shareholders with voting rights.

Article 13. Resolution and Minutes of the General Meeting of Shareholders.

All matters at the General Meeting must be recorded by the Secretariat in the General Meeting minutes. The Minutes and Resolution of the General Meeting shall be read by the Secretary and approved by the General Meeting before the close of the meeting. The General Meeting Resolution shall be published on the Company's website following the General Meeting and shall be retained at the Company in accordance with regulations.

CHAPTER IV OTHER PROVISIONS



Article 14. Cases where the General Meeting fails to be held

1. If the first General Meeting does not meet the conditions set out in Article 9 of these Regulations, the second meeting must be convened within 30 days from the date the first General Meeting was intended to open. The second General Meeting may proceed when attending members, being shareholders and authorized representatives, represent at least 33% of the total voting shares.

2. If the second meeting does not meet the conditions set out in Clause 1 of this Article, a third meeting shall be convened within 20 days from the date the second meeting was intended to open. In this case, the General Meeting may proceed regardless of the number of attending shareholders or authorized representatives and shall be deemed valid with authority to decide on all matters that the first General Meeting of Shareholders could have approved.

**CHAPTER V
 IMPLEMENTATION**

Article 15. Effect and enforcement

These Regulations comprise 5 Chapters and 15 Articles, approved on April 17, 2026, and take effect from the date of approval.

Shareholders and persons attending the General Meeting are responsible for complying with the provisions of these Regulations.

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

**PRESIDING CHAIRMAN / CHAIRMAN OF THE BOARD
 OF DIRECTORS**

Handwritten initials



Pham Cao Son





Hanoi, April, 2026

REPORT

ON THE ACTIVITIES OF THE BOARD OF DIRECTORS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: The General Meeting of Shareholders and our valued Guests.

Pursuant to Article 280, Decree 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of Articles of the Securities Law; on behalf of the Board of Directors of HUDLAND Real Estate Investment and Development Joint Stock Company (hereinafter referred to as HUDLAND), I would like to report on the activities of the Board of Directors in 2025, with the following key contents :

I. Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors as prescribed in Clause 3, Article 163 of the 2020 Law on Enterprises.

1. Remuneration:

- Total remuneration for non-executive Board of Directors (BOD) and Supervisory Board: VND 351 million / Plan: VND 448.2 million.

+ Average number of non-executive managers: 3.33 persons

+ Average remuneration: VND 8.78 million/person/month / Plan: VND 6.75 million

- Total salary fund for managers: VND 4.142 billion / Plan: VND 4.224 billion.

+ Average number of executive managers: 6 persons

+ Average salary: VND 57.5 million/person/month / Plan: VND 50.3 million

Of which: Average salary of executive members of the Board of Directors (Chairman and full-time BOD members): 02 persons; Total salary fund: VND 1.253 billion; Average salary: VND 67.2 million/person/month / Plan: VND 56 million.

Operating costs and other benefits: None.

II. Summary of meetings of the Board of Directors and decisions of the Board of Directors

1. Meetings of the Board of Directors

In 2025, the Board of Directors held meetings in a timely manner to review and approve matters within its authority or directed and supervised the timely implementation of measures and solutions in business operations to respond to practical situations.





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No.	Member	Number of attendance	Attendance rate	Reasons for meeting non-attendance
1	Mr. Pham Cao Son	36	100%	
2	Mr. Nguyen Thanh Tu	36	100%	
3	Ms. Nguyen Thanh Huong	7	100%	Attended the meeting on March 20, 2025 in person; authorized others to attend the remaining meetings (due to business trips abroad).
4	Mr. Vu Tuan Linh	36	100%	
5	Ms. Dong Thi Cuc	36	100%	
6	Ms. Tran Thi Hai Ly	29	100%	

2. Decisions (Resolutions, Decisions) of the Board of Directors (“BOD”)

No.	Document No.	Date of issue	Content	Approval rate
1	40/QĐ-HĐQT	09/01/2025	Decision on rewarding outstanding employee in 2024, Mr. Nguyen Manh Huy, Project Management Department employee – 1st prize.	By authorization
2	41/QĐ-HĐQT	09/01/2025	Decision on rewarding outstanding employee in 2024, Mr. Tran Anh Tuan, Investment Department employee – 2nd prize.	By authorization
3	42/QĐ-HĐQT	09/01/2025	Decision on rewarding outstanding employee in 2024, Ms. Le Thi Quynh, HR & Admin Department employee – 3rd prize.	By authorization
4	43/QĐ-HĐQT	09/01/2025	Decision on rewarding mid-level management in 2024 – Mr. Nguyen Van Sinh.	By authorization
5	44/QĐ-HĐQT	09/01/2025	Decision on rewarding outstanding collective in 2024 – Investment Department.	By authorization
6	75/QĐ-HĐQT	10/01/2025	Decision on establishing the Steering Committee and working group for	By authorization



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No.	Document No.	Date of issue	Content	Approval rate
			digital transformation in enterprise governance.	
7	85/NQ-HĐQT	17/01/2025	Resolution on increasing the Company's charter capital.	100%
8	129/NQ-HĐQT	22/01/2025	BOD Resolution on approving the final registration date to close the list of shareholders to collect written opinions on issues under the authority of the GMS.	100%
9	143/NQ-HĐQT	24/01/2025	Approval of written shareholder opinion on adjusting the plan to use proceeds from the additional share offering to increase HUDLAND's charter capital.	100%
10	195/QĐ-HĐQT	06/02/2025	Decision on issuing the 2025 Action Program for practicing thrift and combating waste.	By authorization
11	236/QĐ-HĐQT	15/02/2025	Decision on approving the contractor selection plan for the software supply package and digital transformation service implementation for 2025–2029.	By authorization
12	262/NQ-HĐQT	13/02/2025	BOD Resolution on adjusting the content of Resolution 143/NQ-HĐQT dated January 24, 2024, on collecting written shareholder opinions on adjusting the plan to use proceeds from the additional share offering to increase HUDLAND's charter capital.	100%
13	303/NQ-HĐQT	28/02/2025	Approval of implementing the additional public share offering plan to increase charter capital on February 27, 2025.	By authorization
14	304/NQ-HĐQT	28/02/2025	Resolution approving the registration dossier for the additional public share	By authorization



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No.	Document No.	Date of issue	Content	Approval rate
			offering to increase the Company's charter capital on February 27, 2025.	
15	308/QĐ-HĐQT	28/02/2025	Decision on rewarding the titles of advanced labor collective and advanced employee in 2024.	By authorization
16	309/QĐ-HĐQT	28/02/2025	Decision on expenditure for rewarding the titles of advanced labor collective and advanced employee in 2024.	By authorization
17	322/QĐ-HĐQT	03/03/2025	Decision on approving the supplementary contractor selection plan for bid packages No. 3, 4, 5 of the Dong Tam project.	By authorization
18	365/NQ-HĐQT	12/03/2025	Resolution on approving loan transactions with insiders, related persons of insiders, or related persons of HUDLAND.	100%
19	366/QĐ-HĐQT	12/03/2025	Decision on approving the contractor selection plan for renovation packages for rental apartments to serve business operations after 5 years at TNT Bac Ninh apartment building.	By authorization
20	426/NQ-HĐQT	20/03/2025	Resolution on approving personnel organization to strengthen capacity for the BOD and Executive Board of HUDLAND.	100%
21	480/QĐ-HĐQT	01/04/2025	Decision on appointing Mr. Vu Tuan Linh as Deputy Director of HUDLAND.	By authorization
22	494/NQ-HĐQT	03/04/2025	Resolution on convening the 2025 Annual General Meeting of Shareholders.	100%
23	500/QĐ-HĐQT	04/04/2025	Decision on rewarding outstanding employees in Q1 – 2025.	By authorization



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24	526/QĐ-HĐQT	10/04/2025	Decision on establishing the Shareholder Eligibility Verification Committee.	By authorization
25	538/QĐ-HĐQT	11/04/2025	Decision on approving the adjusted contractor selection plan for bid packages No. 26, 27, 33 and supplementing bid package No. 39 of the Binh Giang Project.	By authorization
26	607/NQ-HĐQT	23/04/2025	Resolution on the final registration date to close the list of shareholders for the exercise of share purchase rights.	By authorization
27	654/NQ-HĐQT	28/04/2025	BOD Resolution approving the 2025 Personnel Plan (Employees) and 2025 Employee Salary Fund of HUDLAND.	100%
28	656/NQ-HĐQT	28/04/2025	BOD Resolution on borrowing from individuals and non-credit institutions for HUDLAND's business operations.	100%
29	657/NQ-HĐQT	28/04/2025	BOD Resolution on establishing the Audit Committee under HUDLAND's BOD.	100%
30	659/QĐ-HĐQT	28/04/2025	Decision on assigning BOD tasks.	100%
31	666/QĐ-HĐQT	29/04/2025	Decision on establishing the Audit Committee under the BOD.	100%
32	700/QĐ-HĐQT	05/05/2025	Decision on expenditure for rewarding titles of grassroots emulation soldiers and advanced labor collectives in 2024 for individuals and collectives of HUDLAND.	By authorization
33	848/QĐ-HĐQT	23/05/2025	Decision on approving the contractor selection plan for auditing the 2025 financial statements.	100%



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34	850/NQ-HĐQT	23/05/2025	BOD Resolution approving loan transactions with insiders, related persons of insiders, or related persons of HUDLAND.	100%
35	854/NQ-HĐQT	26/05/2025	BOD Resolution approving the policy on costs for implementing land use right certificate issuance for land plots under the Binh Giang Project.	100%
36	859/QĐ-HĐQT	30/05/2025	Decision on approving the contractor selection plan for packages serving land use right certificate issuance for land plots under the Binh Giang Project.	By authorization
37	885/NQ-HĐQT	05/06/2025	BOD Resolution approving the policy of adjusting the Dong Tam Project.	100%
38	935/NQ-HĐQT	13/06/2025	BOD Resolution on distributing unallocated shares from the additional public share offering of HUDLAND.	100%
39	938/NQ-HĐQT	13/06/2025	BOD Resolution approving loan transactions with insiders, related persons of insiders, or related persons of HUDLAND.	100%
40	942/NQ-HĐQT	13/06/2025	Resolution approving the policy of supporting compensation for site clearance of the Binh Giang Project.	100%
41	955/QĐ-HĐQT	16/06/2025	Decision on approving the contractor selection results for the 2025 financial statement audit package.	100%
42	1066/NQ-HĐQT	01/07/2025	BOD Resolution on appointing Mr. Vu Tuan Linh as Director of HUDLAND.	100%
43	1067/QĐ-HĐQT	01/07/2025	Decision on accepting Mr. Nguyen Thanh Tu's resignation from the position of Company Director and assigning him as an Executive	By authorization



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			member of the Board, effective July 1, 2025.	
44	1068/QĐ-HĐQT	01/07/2025	Decision on appointing Mr. Vu Tuan Linh as Company Director effective July 1, 2025.	By authorization
45	1072/QĐ-HĐQT	01/07/2025	Decision on reorganizing personnel of the Architecture and Planning Council under HUDLAND.	By authorization
46	1076/NQ-HĐQT	02/07/2025	BOD Resolution on implementing procedures to increase charter capital.	100%
47	1077/QĐ-HĐQT	02/07/2025	Decision on approving the contractor selection plan for auditing the owner's contributed capital report for the accounting period from January 1, 2025 to June 24, 2025.	By authorization
48	1078/QĐ-HĐQT	02/07/2025	Decision on reorganizing the editorial board of HUDLAND's website.	By authorization
49	1081/QĐ-HĐQT	03/07/2025	Decision on reorganizing the Salary Council.	By authorization
50	1088/QĐ-HĐQT	03/07/2025	Decision on rewarding outstanding employees in Q2/2025.	By authorization
51	1089/QĐ-HĐQT	03/07/2025	Decision on reorganizing the Digital Transformation Steering Committee in enterprise governance.	By authorization
52	1090/QĐ-HĐQT	03/07/2025	Decision on reorganizing the Emulation and Commendation Council of HUDLAND.	By authorization
53	1240/NQ-HĐQT	29/07/2025	BOD Resolution approving amendments to certain contents of the Salary Regulations.	100%
54	1241/QĐ-HĐQT	29/07/2025	Decision on amending and supplementing certain articles of the Salary Regulations issued under Decision No. 02/QĐ-HĐQT dated January 4, 2021.	By authorization



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55	1262/QĐ-HĐQT	01/08/2025	Decision on approving the contractor selection plan for construction and installation packages of the Dong Tam project.	By authorization
56	1320/NQ-HĐQT	11/08/2025	BOD Resolution approving the policy of adjusting the business plan for the TNT Bac Ninh housing project.	100%
57	1322/NQ-HĐQT	11/08/2025	BOD Resolution approving the 15th amendment to the Company's Charter.	100%
58	1413/NQ-HĐQT	29/08/2025	BOD Resolution on issuing the Operational Regulations of the Audit Committee under the BOD.	100%
59	1415/NQ-HĐQT	29/08/2025	BOD Resolution approving the Regulations on management and administration of the Company during the digital transformation phase.	100%
60	1471/NQ-HĐQT	12/09/2025	BOD Resolution approving the policy on costs for implementing certain communications and marketing activities under selling expenses, prior to approval of the Dong Tam Project business plan.	100%
61	1504/NQ-HĐQT	18/09/2025	BOD Resolution on reviewing and approving the policy of forming joint ventures to propose investment projects being researched by the Company.	100%
62	1557/QĐ-HĐQT	01/10/2025	Decision on rewarding outstanding employees in Q3/2025.	By authorization
63	1582/QĐ-HUDLAND	06/10/2025	Decision on approving the contractor selection plan for the building management package for HUDLAND TOWER office building for 2025–2028.	By authorization



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No.	Document No.	Date of issue	Content	Approval rate
64	1609/NQ-HĐQT	13/10/2025	BOD Resolution on policy and costs for performing certain tasks to prepare and approve the business plan for the Binh Giang Project.	100%
65	1611/NQ-HĐQT	13/10/2025	BOD Resolution on establishing and issuing functions and duties of the Project Development Department; amending and supplementing functions and duties of the Investment Department.	100%
66	1648/NQ-HĐQT	17/10/2025	BOD Resolution on postponing the payment of 2022 cash dividends.	100%
67	1655/QĐ-HĐQT	20/10/2025	Decision on approving the contractor selection plan for the market valuation consulting package for real estate products of the Binh Giang Project.	By authorization
68	1699/QĐ-HĐQT	29/10/2025	Decision on establishing and issuing functions and duties of the Project Development Department and amending and supplementing functions and duties of the Investment Department.	By authorization
69	1745/QĐ-HĐQT	18/11/2025	Decision on adjusting the Dong Tam project.	By authorization
70	1747/NQ-HĐQT	18/11/2025	BOD Resolution approving the credit plan to invest in the construction of the Dong Tam project.	100%
71	1749/QĐ-HĐQT	18/11/2025	Decision on adjusting the Binh Giang Project.	By authorization
72	1763/QĐ-HĐQT	24/11/2025	Decision on approving the adjusted and supplementary contractor selection plan (bid packages No. 24, 40) for the Binh Giang Project.	By authorization
73	1787/QĐ-HĐQT	02/12/2025	Decision on approving the adjusted contractor selection plan for	By authorization



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No.	Document No.	Date of issue	Content	Approval rate
			construction and installation packages of the Dong Tam Project.	
74	1794/QĐ-HĐQT	04/12/2025	Decision on dismissing Mr. Le Quoc Chung from the position of Chief Accountant.	By authorization
75	1795/QĐ-HUDLAND	05/12/2025	Decision on terminating the labor contract with Mr. Le Quoc Chung.	By authorization
76	1795A/QĐ-HUDLAND	05/12/2025	Decision on reorganizing the Salary Council.	By authorization
77	1795B/QĐ-HUDLAND	05/12/2025	Decision on reorganizing the Emulation and Commendation Council.	By authorization
78	1827/NQ-HĐQT	15/12/2025	BOD Resolution on supplementing the budget for the Digital Transformation Plan.	100%
79	1828/NQ-HĐQT	15/12/2025	BOD Resolution on re-engraving the Company's seal.	100%
80	1863/NQ-HĐQT	26/12/2025	BOD Resolution approving the business plan for products at the Binh Giang Project.	100%
81	1874/NQ-HĐQT	31/12/2025	BOD Resolution approving transactions with major shareholders and related persons of insiders.	100%

III. Transactions between the company, subsidiaries, companies in which HUDLAND controls more than 50% of charter capital with members of the Board of Directors and related persons of such members:

No.	Name of organization/ individual	Related relationship with the Company	Time of transaction with the Company	Content, quantity, total transaction value (VND)	Notes
1	Mr. Do Hoang Phuong	Husband of Ms. Tran Thi Hai Ly – BOD member and	31/12/2025	202,962,939,856	Purchase and sale contract



No.	Name of organization/ individual	Related relationship with the Company	Time of transaction with the Company	Content, quantity, total transaction value (VND)	Notes
		Audit Committee member			
2	Ms. Pham Thi Linh	Mother-in-law of Ms. Tran Thi Hai Ly – BOD member and Audit Committee member	31/12/2025	275,915,876,595	
3	Ms. Nguyen Hai Yen	Younger sister of Mr. Nguyen Thanh Tu – BOD member	23/05/2025	1,200,000,000	Loan contract

IV. Transactions between HUDLAND and companies in which a member of the Board of Directors is a founding member or a business manager within the last 3 years prior to the transaction: None.

V. Activities of independent members of the Board of Directors and results of independent members' assessment on the activities of the Board of Directors

Activities of independent members of the Board of Directors: Independent members of the Company's Board of Directors for the 2023-2028 term are elected on June 26, 2023, with standards and conditions meeting the provisions of law and the Company's Charter. Independent members of the Board of Directors have continued to play a good role in protecting the interests of owners, performing well the tasks of supervising and controlling the operations of the company's management and administration apparatus; complying with internal rules and regulations, fully participating and contributing opinions at Board of Directors meetings.

The independent members of the Board of Directors assessed the activities of the Board of Directors in 2025 as follows: 2025 was a year of great financial cost pressure, but the Board of Directors of the Company demonstrated strong commitment and effective governance with a sense of responsibility and transparency in governance, strictly complying with regulations for public companies, contributing to the Company's resilience and achievement of its targets. The meetings of the Board of Directors were convened promptly and conducted in



accordance with the procedures prescribed in the Charter and Internal Regulations on Corporate Governance. Matters discussed at meetings were thoroughly reviewed and evaluated by the members of the Board of Directors to provide directions and solutions that bring the highest benefits to the Company and shareholders; Issues related to investment strategies, business, market expansion, investment and building management systems are regularly reviewed and evaluated by the Board of Directors in regular meetings; The decisions of the Board of Directors at the meetings are all approved by the Board of Directors according to the majority principle, the meeting minutes are fully prepared and signed by the members of the Board of Directors attending the meeting.

VI. Activities of the Audit Committee under the Board of Directors:

Supervising financial reports and the internal control system & risk management, internal audit; Supervising compliance with legal regulations and internal regulations; Participating in developing the Company's development strategy, especially perfecting the internal control – internal audit system and risk management. Conducting periodic quarterly and annual reports.

VII. Activities of other subcommittees under the Board of Directors: The Company has not established any subcommittees under the Board of Directors.

VIII. Results of Oversight of the Director

In accordance with the Company's Charter and Internal Regulations on Corporate Governance, the Board of Directors has supervised the Director's activities in managing business operations and implementing the resolutions of the General Meeting of Shareholders and the Board of Directors in 2025. Supervision methods:

– Evaluation and feedback on strategic decisions: The Board of Directors provides timely feedback and constructive two-way dialogue with the Director on strategic decisions, helping to better understand the perspectives and expectations of the Board of Directors, thereby contributing to promoting the Company's development and achieving business objectives.

– Periodic reports on production and business results: The Board of Directors requires periodic reports from the Director, including monthly production and business results reports, cash flow reports, and reports on specific projects. The Board of Directors will review these reports to assess the Company's operational situation and make appropriate decisions.

– Regular meetings and performance evaluation: The Board of Directors organizes regular meetings with the Director and managers to discuss the current



situation and future plans. In these meetings, the Board of Directors evaluates production and business results and provides necessary guidance.

– Information disclosure: The Board of Directors supervises, directs and ensures that information is disclosed fully, transparently, and promptly in accordance with the regulations of the Stock Exchange and the State Securities Commission. Successfully organizing the Annual General Meeting of Shareholders, seriously implementing the Annual Financial Report, Quarterly Financial Reports, and Annual Report.

– Risk management: The Board of Directors assesses and manages potential risks of the enterprise, including financial, personnel, legal, market, corporate governance and other risks.

– Supervision of compliance with internal regulations and professional ethics: The Board of Directors ensures that the Director and managers not only comply with legal regulations but also adhere to the ethical standards and internal code of conduct of the Company.

– General assessment: In 2025, under great financial cost pressure at the Binh Giang project – with over 600 million dong in daily interest expenses – the set objective was to have Binh Giang ready for business operations in Q4/2025; failing to do so would have caused a cash flow disruption. This was a particularly difficult task in the context of provincial mergers and the implementation of the two-tier local government model from July 1, 2025, during which procedures related to adjustment of investment policy, acceptance inspections, and issuance of land use right certificates at the Binh Giang project were prolonged beyond the plan.

Under the close direction of the Board of Directors, the Management Board implemented production and business tasks and the Company's operations, focusing on the Binh Giang Project with the goal of completing all conditions and launching business operations in Q4/2025. With the high determination of the Company's leadership and the close monitoring of all departments, by the final days of 2025, the above goal was achieved.

IX. Plans for 2026

1. Production and business plan targets for 2026 (billion dong)

No.	Main indicators	Unit	Plan in 2026	% Implementation in 2025
1	Total revenue and other income	Billion dong	927	335%



No.	Main indicators	Unit	Plan in 2026	% Implementation in 2025
2	Profit before tax (PBT)	Billion dong	77,5	294%
3	Profit after corporate income tax (PAT)	Billion dong	62	327%
4	Dividend payout ratio	Billion dong	10% of Charter Capital	200%

2. Direction and Mission:

2026 sees the real estate market entering a period of strong market consolidation, with interest rate risks and unpredictable fluctuations continuing to directly impact businesses. For HUDLAND, this is the opening year of the 5-Year Plan 2026–2030, operating on a comprehensive digital transformation platform. In parallel with continuing to conduct business in the Binh Giang project and launching business operations in the Dong Tam project, preparing investment in new projects is a key task of decisive importance for development targets over the next 5 years.

On that basis, the Board of Directors establishes the following major directions:

– On governance and administration: Perfecting the governance model based on scientific methods, using management by objectives as the foundation, linked to a strict monitoring and risk control mechanism across the entire system. Organizing governance in a smart direction, enhancing systemization and discipline, especially planning discipline; promoting awareness and skills of planned work throughout the Company. Continuing to improve the position-based salary scheme, ensuring alignment with market standards and linked to work efficiency. Identifying digital transformation as the core operating platform; implementing synchronously and end-to-end across the system. At the same time, gradually researching, evaluating and applying AI technology to appropriate tasks based on clear principles and effective control mechanisms.

– On organizational structure and human resources: Structuring and staffing for the 2026–2030 period in alignment with the development strategy; building personnel standards, improving recruitment quality, aiming for a stable team with succession and backup capacity.

Vigorously implementing the training plan for mid-level and senior staff and employees in the form of combining internal training and external training; promoting self-training and targeted training, gradually improving professionalism in recruitment and human resource development. Proactively preparing human resources and organizational mechanisms to participate in the joint venture model;



building an implementation mechanism for the Joint Venture Project Management Board when implemented.

– On finance: Building a roadmap for increasing equity capital and charter capital to meet project development needs in the new period. Highly focusing on controlling and balancing cash flow to ensure financial efficiency and stability of the Company's operations.

– On corporate culture and brand: Aiming for HUDLAND to become an attractive destination both in terms of cultural environment and income. Concretizing corporate culture building to approach and align with new trends and situations, especially digital culture and digital life. Building and promoting foundations and strengths that carry HUDLAND's identity in culture and brand, being a stable place for talented young people to contribute.

X. Recommendations

In order to successfully carry out the 2026 plan with the challenges ahead, the Board of Directors hopes to receive the sharing, attention, support and consensus of shareholders with the Board of Directors' proposals stated in the reports before this General Meeting.

Above is the report on the Board of Directors' operation in 2025 at the 2026 Annual General Meeting of Shareholders. We respectfully request that shareholders consider and vote for approval.

Sincerely thanks!

Recipients:

- As requested
- Save at Office, Board of Directors.

ON BEHALF OF
THE BOARD OF DIRECTORS

Chairman



Phạm Cao Sơn