

Thanh Hoa, January 23, 2025

## REPORT ON CORPORATE GOVERNANCE YEAR 2024

**To:**

- The State Securities Commission
- Hanoi Stock Exchange

**Listed company name:** HUD4 Investment and Construction Joint Stock Company

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**Charter Capital:** VND 150 billion

**Stock Code:** HU4

### I. Activities of the general meeting of shareholders (GMS)

Information on meetings, resolutions, and decisions:

No.	Resolution/Decision Number	Date	Content
1	01/NQ-ĐHCĐ	May 15, 2024	Resolution of the 2024 Annual General Meeting of Shareholders
2	Minutes	May 15, 2024	Minutes of the 2024 Annual General Meeting of Shareholders

### II. Board of Directors (BoD)

#### 1. Information on BoD Members

No.	BoD Member	Position	Date of Appointment to BoD	Meetings Attended	Attendance Rate	Reason for Absence
1	Hoang Dinh Thang	Chairman of the BoD	April 29, 2022	106	100%	
2	Le Do Thang	BoD Member	May 26, 2020	106	100%	
3	Phan Cong Binh	BoD Member	May 15, 2024	75	70.8%	Joined the BoD from



						May 15, 2024
4	Hoang Quoc Dat	BoD Member	May 26, 2020	106	100%	
5	Nguyen Viet Hung	BoD Member	May 26, 2020	31	29.2%	Resigned from BoD on May 15, 2024

## 2. Supervisory Activities of the bod over the Executive Board

- The BoD supervises the activities of the Executive Board to ensure compliance with the law and implementation of the resolutions set forth.
- The BoD issues timely resolutions and decisions to approve regulations and directives for the Executive Board to execute business plans.
- The BoD inspects adherence to the company charter, internal regulations, and rules that have been issued, while ensuring timely adjustments or amendments to align with practical circumstances and current laws.
- The BoD closely monitors the activities of the Executive Board and departments to ensure compliance with legal provisions, as well as the BoD's resolutions and decisions.

**3. Activities of the BoD's Subcommittees:** The BoD has not established any subcommittees.

## 4. Resolutions/Decisions of the Board of Directors:

No.	Reference Number	Date Issued	Content	Approval Rate
<b>I</b>	<b>Resolutions</b>			
1	01/NQ-HĐQT	03/01/2024	Resolution on approving the adjustment of the Investment Registration Certificate for the infrastructure development and operation project in Zone B - Bim Son Industrial Zone, Bim Son City, Thanh Hoa Province.	100%
2	02/NQ-HĐQT	10/01/2024	Resolution on approving the proposal to develop a low-rise housing project in Lots 2 and 3, Quang Hung Ward, Thanh Hoa City.	100%
3	03/NQ-HĐQT	17/01/2024	Resolution on approving the results of implementing the 2023 business plan tasks and setting up the January and Q1 2024 business plan.	100%
4	04/NQ-HĐQT	18/01/2024	Resolution on approving the plan to support employees and decorate for the 2024 Lunar New Year.	100%
5	06/NQ-HĐQT	05/02/2024	Resolution on approving the implementation plan for consulting and designing the Company's website and e-office in 2024.	100%
6	06A/NQ-HĐQT	23/02/2024	Resolution on approving the investment to add fire hydrants as part of Phase 1 of the	100%



			Eco-Urban Development Project along both sides of the Song Do River.	
7	07/NQ-HĐQT	07/03/2024	Resolution on approving the business plan for 16 kiosks at the low-income apartment project in Lot C5, South Urban Area, Thanh Hoa City.	100%
8	08/NQ-HĐQT	08/03/2024	Resolution on approving the organization of security forces for projects in 2024 (April 1 - December 31, 2024), including the residential development project in Lots 2 and 3, Quang Hung Ward, Thanh Hoa City.	100%
9	08A/NQ-HĐQT	11/03/2024	Resolution on approving the adjustment of investment decisions for construction and technical infrastructure connections in various sections of the residential development project in Lots 2 and 3, Quang Hung Ward, Thanh Hoa City.	100%
10	09/NQ-HĐQT	18/03/2024	Resolution on approving the 2023 payroll fund settlement.	100%
11	10/NQ-HĐQT	18/03/2024	Resolution on approving the organization of security forces for projects in 2024 (April 1 - December 31, 2024) in Lots 2 and 3, Quang Hung Ward, Thanh Hoa City.	100%
12	11/NQ-HĐQT	18/03/2024	Resolution on approving the payroll fund for 2024.	100%
13	11A/NQ-HĐQT	01/04/2024	Resolution on approving the plan and draft documents for the 2024 annual general meeting of shareholders.	100%
14	12/NQ-HĐQT	29/03/2024	Resolution on approving the maintenance plan for common ownership areas in the 2024 Social Housing Project for police officers in Thanh Hoa Province.	100%
15	12A/NQ-HĐQT	10/04/2024	Resolution on approving the continuation of applying the Quality Management System and ISO 9001:2015 Certification.	100%
16	13/NQ-HĐQT	11/04/2024	Resolution on approving the results of implementing Q1 business tasks and setting April and Q2 business targets for 2024.	100%
17	14/NQ-HĐQT	15/04/2024	Resolution on approving the plan for organizational restructuring and staffing of departments and units for 2024-2025.	100%
18	15/NQ-HĐQT	15/04/2024	Resolution on personnel organization work.	100%
19	16/NQ-HĐQT	22/04/2024	Resolution on extending the organization of the 2024 Annual General Meeting of Shareholders.	100%
20	16A/NQ-HĐQT	26/04/2024	Resolution on approving the communication and advertising plans on Thanh Hoa Radio & Television.	100%



21	17/NQ-HĐQT	24/05/2024	Resolution on approving the adjustment of investment objectives for the social housing project for police officers of Thanh Hoa province	100%
22	18/NQ-HĐQT	13/06/2024	Resolution on approving the contents to implement the land recovery plan according to Judgment No. 03/2022/KDTM-ST dated 05/09/2022 by Bim Son People's Court; Decision No. 328/QĐ-CCTHADS dated 07/05/2024 of Bim Son Civil Enforcement Department; Lawsuit notification from Van Dien Fused Magnesium Phosphate Joint Stock Company in Document No. 365/CV-PLVD dated 05/06/2024	100%
23	19/NQ-HĐQT	14/06/2024	Resolution on approving the policy to select a consultant to supervise the maintenance, care of greenery, and environmental sanitation in 2024 (from 01/07/2024 to 31/12/2024), Eco-urban project along the two banks of Song Do, Sam Son City, Thanh Hoa Province	100%
24	20/NQ-HĐQT	04/07/2024	Resolution on approving the implementation of hiring a regular legal consulting service provider	100%
25	20A/NQ-HĐQT	04/07/2024	Resolution on approving the policy of maintaining and caring for greenery for the 2024 project – Housing development project Lot 2, Lot 3 in Quang Hung ward, Thanh Hoa City	100%
26	21/NQ-HĐQT	10/07/2024	Resolution on unifying personnel appointment for the Deputy General Director of HUD4 Investment and Construction Joint Stock Company	100%
27	21A/NQ-HĐQT	10/07/2024	Resolution on approving the selection of a company/law office to provide legal services to protect the rights and interests of the company in the lawsuit filed by Van Dien Fused Magnesium Phosphate Joint Stock Company according to lawsuit notification No. 365/CV-PLVD dated 05/06/2024	100%
28	21B/NQ-HĐQT	10/07/2024	Resolution on approving the maintenance and care of greenery for the 2024 project – Housing development project Lot 2, Lot 3 in Quang Hung ward, Thanh Hoa City	100%
29	22/NQ-HĐQT	16/07/2024	Resolution on approving the implementation results of the production and business plan for Q2, the first 6 months of 2024; Developing production and business targets for Q3 and the second half of 2024	100%





30	22A/NQ-HĐQT	19/07/2024	Resolution approving the allocation of investment quotas for the Eco-urban project along the two banks of Song Do, Sam Son City, Thanh Hoa Province	100%
31	23/NQ-HĐQT	25/07/2024	Resolution on approving the policy to repair the company office headquarters	100%
32	24/NQ-HĐQT	26/07/2024	Resolution on approving the evaluation results of legal service providers and the negotiation content of the legal service contract to protect the company's legitimate rights and interests in the lawsuit filed by Van Dien Fused Magnesium Phosphate Joint Stock Company according to lawsuit notification No. 365/CV-PLVD dated 05/06/2024	100%
33	25/NQ-HĐQT	31/07/2024	Resolution approving the business plan for 90 plots of land in Lots BT02-BT03-BT04-BT05-LK13 Phase 4 of the Eco-urban project along the two banks of Song Do, Sam Son City, Thanh Hoa Province	100%
34	26/NQ-HĐQT	31/07/2024	Resolution approving the sales plan for 90 land products in Lots BT02; BT03; BT04; BT05; LK13 Phase 4 of the Eco-urban project along the two banks of Song Do, Sam Son City, Thanh Hoa Province	100%
35	28/NQ-HĐQT	06/08/2024	Resolution on personnel organization	100%
36	29/NQ-HĐQT	08/08/2024	Resolution on approving the investment policy for the construction of medium-voltage electricity supply 35kV connecting from Pole 12 to a 75kVA-35(22)/0.4kV transformer and a 95kVA generator for the centralized wastewater treatment station with a capacity of 490m <sup>3</sup> /day	100%
37	30/NQ-HĐQT	13/08/2024	Resolution on approving the design documents and cost estimates for the construction of the 35kV medium-voltage electricity supply component, connecting from Pole 12 to a 75kVA-35(22)/0.4kV transformer and a 95kVA generator for the centralized wastewater treatment station with a capacity of 490m <sup>3</sup> /day	100%
38	30A/NQ-HĐQT	20/08/2024	Resolution approving the management and operation plan for the wastewater treatment system of Zone B - Bim Son Industrial Park, with a capacity of 490m <sup>3</sup> /day and night, under the project for investment, construction, exploitation, and operation of	100%



			infrastructure in Zone B - Bim Son Industrial Park.	
39	31/NQ-HĐQT	21/08/2024	Resolution on approving the design documents and cost estimates for the repair of the functional space on the 4th floor, the warehouse area on the 1st floor, and other locations at the company office headquarters	100%
40	34/NQ-HĐQT	06/09/2024	Resolution on approving the policy to prepare documents for adjusting the detailed zoning plan at a scale of 1/500 according to Document No. 12380/UBND-CN dated 23/08/2024 by Thanh Hoa Provincial People's Committee at the project location for building social housing Lot 2, Lot 3 in Quang Hung Ward, Thanh Hoa City	100%
41	34A/NQ-HĐQT	06/09/2024	Resolution approving the termination of brokerage service contract No. 01/2024/HĐMG dated 01/08/2024 between HUD4 Investment and Construction JSC and Lam Linh Real Estate Consulting and Investment Co., Ltd., and the recovery of 90 land product plots in Phase 4 of the Eco-urban project along the two banks of Song Do	100%
42	34B/NQ-HĐQT	09/09/2024	Resolution on approving adjustments and supplements to some provisions of Resolution No. 25/NQ-HĐQT dated 31/07/2024 regarding the business plan for 90 land products in Lots BT02; BT03; BT04; BT05; LK13 Phase 4 and Resolution No. 26/NQ-HĐQT regarding the sales plan for 90 land products in the same lots under the Eco-urban project along the two banks of Song Do River	100%
43	34C/NQ-HĐQT	09/09/2024	Resolution on approval of detailed Business Expenses for Products in Phase 4 of the Project: Ecological Urban Area along Both Banks of Song Do River according to Resolution No. 25/NQ-HĐQT dated July 31, 2024, Resolution No. 26/NQ-HĐQT dated July 31, 2024, and Resolution No. 34B/NQ-HĐQT dated September 9, 2024.	100%
44	35/NQ-HĐQT	02/10/2024	Resolution on approving the policy to replace curbstones, concrete ditch covers, and approve the adjusted budget for Package No. 1 under the technical infrastructure project for Lots 2 and 3, Quang Hung Ward, Thanh Hoa City	100%



45	36/NQ-HĐQT	11/10/2024	Resolution on reporting the implementation results of the Q3 production and business plan, the first 9 months of 2024; developing the production and business plan for Q4/2024, 2025, key tasks, and implementation solutions	100%
46	37/NQ-HĐQT	15/10/2024	Resolution approving the technical safety inspection plan for the elevator and garbage chute systems under the social housing project for police officers of Thanh Hoa Province	100%
47	37A/NQ-HĐQT	18/10/2024	Resolution on approving the adjusted business prices for 70 land products in Lots BT02, BT03, BT04, BT05; LK13 Phase 4 under the Eco-urban project along the two banks of Song Do River, approved in Resolution No. 25/NQ-HĐQT dated 31/07/2024	100%
48	38/NQ-HĐQT	22/10/2024	Resolution on organizing a program to visit some projects in the northern provinces	100%
49	39/NQ-HĐQT	25/10/2024	Resolution on approving the short-term loan plan to supplement working capital, using assets as collateral at BIDV – Thanh Hoa Branch	100%
50	40/NQ-HĐQT	21/11/2024	Resolution on approving the plan and budget for organizing project security forces in 2025 under the Eco-urban project along the two banks of Song Do River	100%
51	41/NQ-HĐQT	26/11/2024	Resolution on approving the policy to implement project security, greenery care, and environmental sanitation in 2025 for the housing development project, Lots 2 and 3, Quang Hung Ward, Thanh Hoa City	100%
52	43/NQ-HĐQT	03/12/2024	Resolution on approving the plan for project security, greenery care, and environmental sanitation in 2025 for the housing development project, Lots 2 and 3, Quang Hung Ward, Thanh Hoa City	100%
53	44/NQ-HĐQT	06/12/2024	Resolution on approving the borrowing plan from company employees and other individuals for 2024-2025	100%
54	45/NQ-HĐQT	09/12/2024	Resolution on approving the cooperation and management plan for operating the sports and fitness area at Dong Bac Ga, Dong Tho Ward, Thanh Hoa City	100%
55	46/NQ-HĐQT	12/12/2024	Resolution on approving the budget for advertising and media services for the Eco-urban project along the two banks of Song	100%



			Do River, Sam Son City, Thanh Hoa Province	
56	47/NQ-HĐQT	16/12/2024	Resolution on approving the purchase plan for block calendars and A-shaped desk calendars for 2024	100%
57	47A/NQ-HĐQT	16/12/2024	Resolution on approving the business plan for Lots CN2 and CN6 (Phase 3) under the investment, exploitation, and infrastructure business project in Zone B - Bim Son Industrial Zone, Bim Son Town, Thanh Hoa Province	100%
58	48/NQ-HĐQT	19/12/2024	Resolution on reporting the implementation results of the Q4/2024 production and business plan and the full-year 2024 plan; developing the production and business plan for 2025, Q1/2025 key tasks, and solutions	100%
59	50/NQ-HĐQT	30/12/2024	Resolution on approving the plan to hire a service provider for translating documents and materials from Vietnamese to English	100%
<b>II</b>	<b>Directors</b>			
1	01/QĐ-HĐQT	10/01/2024	Decision on the promulgation of internal regulations on anti-money laundering of HUD4 Investment and Construction Joint Stock Company	100%
2	05/QĐ-HĐQT	29/02/2024	Decision on the establishment of the Natural Disaster Prevention and Control Command Committee	100%
3	06/QĐ-HĐQT	29/02/2024	Decision on the establishment of the Occupational Safety and Hygiene Council	100%
4	07/QĐ-HĐQT	01/03/2024	Decision approving the contractor selection plan for the fire hydrant installation package (Phase 1) of the Eco-Urban Area Project along the Do River	100%
5	09/QĐ-HĐQT	25/03/2024	Decision on the promulgation of salary payment regulations and the distribution of additional income at HUD4 Investment and Construction Joint Stock Company	100%
6	10/QĐ-HĐQT	27/03/2024	Decision on the contractor selection plan for the project: Security force arrangement for 2024 (from 01/04/2024 to 31/12/2024), Housing Development Project Lot 2, Lot 3, Quang Hung Ward, Thanh Hoa City	100%
7	12/QĐ-HĐQT	02/04/2024	Decision on staff reception and appointment	100%
8	13/QĐ-HĐQT	03/04/2024	Decision on adjusting the basic salary of company employees	100%
9	15/QĐ-HĐQT	08/04/2024	Decision on convening the 2024 Annual General Meeting of Shareholders	100%



10	15A/QĐ-HĐQT	22/04/2024	Decision approving the contractor selection plan for the maintenance package of elevators and trash lifts for the maintenance of common areas in 2024, Housing Project for Thanh Hoa Police Officers	100%
11	16/QĐ-HĐQT	23/04/2024	Decision on convening the 2024 Annual General Meeting of Shareholders (Second Session)	100%
12	17/QĐ-HĐQT	24/04/2024	Decision on renaming functional departments	100%
13	18/QĐ-HĐQT	24/04/2024	Decision on the establishment of the Construction Management Department	100%
14	19/QĐ-HĐQT	24/04/2024	Decision on the establishment of the Construction Enterprise	100%
15	20/QĐ-HĐQT	06/05/2024	Decision on the promulgation of the functions and duties of the Administration Department under HUD4 Investment and Construction Joint Stock Company	100%
16	21/QĐ-HĐQT	06/05/2024	Decision on the promulgation of the functions and duties of the Construction Management Department under HUD4 Investment and Construction Joint Stock Company	100%
17	22/QĐ-HĐQT	06/05/2024	Decision on the promulgation of the functions and duties of the Investment Planning Department under HUD4 Investment and Construction Joint Stock Company	100%
18	23/QĐ-HĐQT	06/05/2024	Decision on the promulgation of the functions and duties of the Finance and Accounting Department under HUD4 Investment and Construction Joint Stock Company	100%
19	24/QĐ-HĐQT	06/05/2024	Decision on the promulgation of the functions and duties of the Business Department under HUD4 Investment and Construction Joint Stock Company	100%
20	26/QĐ-HĐQT	09/05/2024	Decision approving the contractor selection plan for the consulting package for valuation of land leases with infrastructure (remaining areas of Lots CN2 and CN6), Bim Son Industrial Zone Project	100%
21	28/QĐ-HĐQT	13/05/2024	Decision approving the contractor selection plan for packages following the approval of construction drawings and cost estimates (Phase 1)	100%
22	29/QĐ-HĐQT	23/05/2024	Decision on assigning tasks of the Board of Directors of HUD4 Investment and	100%



			Construction Joint Stock Company for the 2020-2025 term	
23	30/QĐ-HĐQT	27/05/2024	Decision on the contractor selection plan for packages: Consulting for dossier preparation; verification of technical design drawings and cost estimates for water supply and firefighting projects in Bim Son Industrial Zone, Thanh Hoa Province	100%
24	31/QĐ-HĐQT	06/06/2024	Decision on the salary arrangement for employees and performance evaluation for Q1/2024 for departments and individuals	100%
25	32/QĐ-HĐQT	12/06/2024	Decision approving the contractor selection plan (Phase 1, 2024)	100%
26	33/QĐ-HĐQT	17/06/2024	Decision approving the contractor selection plan for the package: Independent Audit of 2024 Financial Statements	100%
27	34/QĐ-HĐQT	18/06/2024	Decision approving the contractor selection plan for the package: Supervision of maintenance of greenery and environmental sanitation in the project along the Song Do River (01/07/2024 - 31/12/2024)	100%
28	35/QĐ-HĐQT	25/06/2024	Decision approving the feasibility study report for technical infrastructure construction of the Eco-Urban Area Project along the Song Do River (4th adjustment)	100%
29	36/QĐ-HĐQT	26/06/2024	Decision on salary increases and reclassification for employees in the company	100%
30	37-QĐ/HĐQT	09/07/2024	Decision approving the contractor selection plan for the package: Regular Legal Consultancy	100%
31	38/QĐ-HĐQT	13/07/2024	Decision on appointing the Deputy Director of HUD4 Investment and Construction Joint Stock Company	100%
32	39/QĐ-HĐQT	15/07/2024	Decision on issuing the Anti-Corruption and Negative Behavior Prevention Plan for 2024	100%
33	39A/QĐ-HĐQT	17/07/2024	Decision approving the contractor selection plan for real estate valuation packages, including land use rights for 127 lots with infrastructure and 32 partially completed low-rise houses at Lots BT01, BT01A, BT02, BT03, B04, BT05, LK13 - Phase 4	100%
34	40/QĐ-HĐQT	19/07/2024	Decision approving the economic-technical report for the construction of Bridge No. 2	100%
35	40A/QĐ-HĐQT	24/07/2024	Decision on adjusting regional minimum wages	100%
36	41/QĐ-HĐQT	26/07/2024	Decision approving the contractor selection plan (Phase 2, 2024) for greenery maintenance for Lot 2, Lot 3 housing	100%



			development in Quang Hung Ward, Thanh Hoa City	
37	42/QĐ-HĐQT	30/07/2024	Decision approving the contractor selection plan for design and cost estimation for renovating functional spaces on the 4th floor and storage areas on the 1st floor of the company office	100%
38	43/QĐ-HĐQT	30/07/2024	Decision on establishing the Debt Recovery Steering Committee	100%
39	44/QĐ-HĐQT	02/08/2024	Decision on issuing salary regulations and additional income distribution at HUD4 Investment and Construction Joint Stock Company	100%
40	45/QĐ-HĐQT	05/08/2024	Decision approving the contractor selection plan for packages following the approval of the economic-technical report for Bridge No. 2 in the Eco-Urban Area Project along the Song Do River	100%
41	48/QĐ-HĐQT	08/08/2024	Decision on assigning tasks to the Director of Project Management Board No. 2	100%
42	49/QĐ-HĐQT	20/08/2024	Decision approving the contractor selection plan for medium-voltage 35kV power supply connected from pole 12 to transformer 75kVA-35(22)/0.4kV and one 95kVA generator serving the centralized wastewater treatment plant (490m <sup>3</sup> /day)	100%
43	50/QĐ-HĐQT	22/08/2024	Decision approving the economic-technical report for the construction of B27 drainage ditch (from Dong Bai Road to Chuong Duong culvert), infrastructure connections for N6 road, a part of N4 road (from stake C1 to stake D4), and a bypass road of National Highway 1A	100%
44	51/QĐ-HĐQT	29/08/2024	Decision approving the contractor selection plan for the design and cost estimate for renovating functional spaces on the 4th floor, storage areas on the 1st floor, and other positions at the company office	100%
45	55/QĐ-HĐQT	18/09/2024	Decision approving the contractor selection plan (Phase 3, 2024) for the construction of B27 drainage ditch, infrastructure connections for N6 road, a part of N4 road, and a bypass road of National Highway 1A	100%
46	56/QĐ-HĐQT	24/09/2024	Decision approving the contractor selection plan for the preparation of detailed planning adjustments at 1/500 scale for the construction of social housing at lots 2 and 3, Quang Hung Ward, Thanh Hoa City	100%



47	58/QĐ-HĐQT	30/09/2024	Decision approving the contractor selection plan (Phase 2, 2024) for leveling, roads, rainwater drainage, and wastewater drainage per the 2021 adjusted plan for infrastructure of Bim Son Industrial Zone, Thanh Hoa Province	100%
48	59/QĐ-HĐQT	01/10/2024	Decision on establishing the Emulation and Commendation Council	100%
49	60/QĐ-HĐQT	01/10/2024	Decision on establishing the Salary Council	100%
50	61/QĐ-HĐQT	01/10/2024	Decision on establishing the Disciplinary Council	100%
51	62/QĐ-HĐQT	01/10/2024	Decision on establishing the Occupational Safety and Health Council	100%
52	63/QĐ-HĐQT	01/10/2024	Decision on establishing the Planning and Architecture Council	100%
53	64/QĐ-HĐQT	01/10/2024	Decision on establishing the ISO Quality Management Steering Committee	100%
54	65/QĐ-HĐQT	01/10/2024	Decision on establishing the Natural Disaster Prevention Command	100%
55	65A/QĐ-HĐQT	10/10/2024	Decision approving the planning of positions for Heads and Deputy Heads of departments and equivalent units for the 2024-2026 period	100%
56	66/QĐ-HĐQT	14/10/2024	Decision approving the feasibility study report for the construction of a wastewater treatment plant with a capacity of 1800m <sup>3</sup> /day for the Eco-Urban Area Project along the Do River	100%
57	67/QĐ-HĐQT	21/10/2024	Decision approving the contractor selection plan (Phase 2, 2024) for technical safety inspection of elevator systems and garbage chutes for the Social Housing Project for Police Officers in Thanh Hoa Province	100%
58	68/QĐ-HĐQT	23/10/2024	Decision approving the plan and funding for organizing visits to several projects in northern provinces	100%
59	72/QĐ-HĐQT	04/11/2024	Decision approving the final settlement of investment capital for the completed construction of a 22kV power line, transformer station, electrical cabinets, and wiring for the Low-Income Apartment Project at Lot C5, South Thanh Hoa Urban Area	100%
60	74/QĐ-HĐQT	11/11/2024	Decision approving the contractor selection plan for consulting and valuation of land lease with infrastructure for the remaining areas of lots CN13 and CN14 in the	100%



			infrastructure development project for Bim Son Industrial Zone	
61	75/QĐ-HĐQT	15/11/2024	Decision on establishing a verification team for investigating allegations related to the land lease agreement between HUD4 and Minh Nguyen Company at the Bim Son Industrial Zone Project, Bim Son City, Thanh Hoa Province	100%
62	77/QĐ-HĐQT	28/11/2024	Decision approving the feasibility study report (4th adjustment) for the investment, exploitation, and infrastructure development project for Zone B - Bim Son Industrial Zone, Bim Son City, Thanh Hoa Province	100%
63	78/QĐ-HĐQT	06/12/2024	Decision approving the contractor selection plan after the approval of the budget plan and funding for organizing project security forces for 2025, Eco-Urban Area Project along the Song Do River, Sam Son City, Thanh Hoa Province	100%
64	79/QĐ-HĐQT	09/12/2024	Decision on issuing regulations for selecting suppliers, real estate brokers, valuation consultants, real estate consultants, property managers, and media advertisers for products and projects under the company's investment	100%
65	80/QĐ-HĐQT	09/12/2024	Decision on establishing an asset inventory team as of 31/12/2024	100%
66	84/QĐ-HĐQT	23/12/2024	Decision approving the contractor selection plan (Phase 4, 2024) for organizing project security forces, maintaining and caring for green spaces, and environmental sanitation for the 2025 project: Development of housing lots 2 and 3 in Quang Hung Ward, Thanh Hoa City	100%
67	86/QĐ-HĐQT	26/12/2024	Decision approving the contractor selection plan for consulting packages to prepare and appraise construction drawing design documents and cost estimates for the 1800m <sup>3</sup> /day wastewater treatment plant in the Eco-Urban Area Project along the Song Do River	100%

### III. Supervisory Board

#### 1. Information about Supervisory Board Members:

No.	Supervisory Board Member	Position	Start Date (Term 2020-2025)	Professional Qualification
1	Nguyen Thi Thanh Thuy	Head of Board	26/05/2020	Bachelor's degree in Economics



2	Nguyen Thi Yen	Board Member	26/05/2020	Bachelor's degree in Economics
3	Nguyen Thi Hoa	Board Member	26/05/2020	Construction Audit Expertise

## **2. Supervisory Board Meetings:**

No.	Supervisory Board Member	Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Nguyen Thi Thanh Thuy	57	100%	100%	(Including 53 meetings with the Board of Directors)
2	Nguyen Thi Yen	04	100%	100%	Concurrently holding other positions
3	Nguyen Thi Hoa	04	100%	100%	Concurrently holding other positions

## **3. Supervisory Activities of the Supervisory Board:**

- Monitored compliance with legal regulations and the Company Charter in corporate governance and management.
- Inspected and supervised the legality and honesty in business management and operations, bookkeeping, financial reporting, and adherence to the Company Charter, as well as the Resolutions and Decisions of the Board of Directors.
- Reviewed the business activities and financial status of the Company's subsidiaries and affiliated units.
- Monitored compliance with processes and regulations across most departments and units under the Company.

## **4. Coordination between the Supervisory Board and the Board of Directors, Executive Management, and Shareholders:**

- Participated in almost all meetings of the Board of Directors and the Company's Executive Management.
- Advised and provided recommendations to the Board of Directors and Executive Management on revising, supplementing, and issuing new regulations and documents in line with the Company's development scale, with a focus on improving the quality and efficiency of corporate governance.
- Provided input to the Board of Directors on matters such as operational summaries, planning, and strategy formulation and implementation, as previously announced.

## **5. Other Activities of the Supervisory Board:**

- Performed duties and functions in accordance with the Company Charter and applicable laws.



#### IV. Executive Board

No.	Member of the Executive Board	Date of Birth	Professional Qualification	Start Date as Executive Board Member (Term 2020–2025)
1	Hoang Dinh Thang	03/01/1979	Hydraulic Engineer	26/03/2022
2	Nguyen Viet Hung	11/09/1979	Port Construction Engineer	26/05/2020
3	Le Do Thang	03/02/1974	Civil & Industrial Engineer	26/05/2020
4	Phan Cong Binh	29/10/1975	Construction Engineer	02/04/2024 (Appointed as Deputy Director on 02/04/2024)
5	Nguyen Phi Hung	26/02/1973	Construction Economics Engineer	13/07/2024 (Appointed as Deputy Director on 13/07/2024)
6	Hoang Quoc Dat	18/08/1983	Civil & Industrial Engineer	26/05/2020
7	Nguyen Thi Thanh Thuy	17/01/1973	Bachelor of Economics	26/05/2020

#### V. Chief Accountant /Head of Finance and Accounting Department

Name	Date of Birth	Professional Qualification	Appointment Date
Vo Thi Thuy An	30/09/1989	Bachelor of Economics	13/11/2023

#### VI. Training on Corporate Governance

Training courses on corporate governance that members of the Board of Directors, Supervisory Board, Executive Directors, and other management staff participated in according to corporate governance regulations: **None**.


#### VII. List of Related Parties of the Public Company and Transactions of Related Parties with the Company

1. List of related parties of the company: (Attached Appendix).
2. Transactions between the company and its related parties, or between the company and major shareholders, insiders, and related persons of insiders: **None**.
3. Transactions between insiders of the listed company, related persons of insiders, with subsidiaries, and companies controlled by the listed company: **None**.
4. Transactions between the company and other entities: **None**.

#### VIII. Stock Transactions of Insiders and Related Persons of Insiders

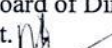
1. List of insiders and related persons of insiders: (Attached Appendix).



2. Transactions of insiders and related persons regarding shares of the listed company: None 

**IX. Other Noteworthy Issues: None.**

**Distribution:**

- As above;
- Party Committee of the Company (for reporting);
- All Members of the Board of Directors;
- Supervisory Board, Executive Board of the Company;
- Archive: Board of Directors, Administrative Department. 

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



**Hoang Dinh Thang**



Thanh Hoa, January 23, 2025

**REPORT ON CORPORATE GOVERNANCE INFORMATION**  
**Reporting Period: Year 2024**

**To:**

- The State Securities Commission
- Hanoi Stock Exchange

NO.		QUESTION	ANSWER
1	General Information	Stock code	HU4
2		Percentage of State ownership (%)	51%
3		Company model (1 or 2)	Model 1
		- 1: According to Point a, Clause 1, Article 137 of the 2020 Enterprise Law	
		- 2: According to Point b, Clause 1, Article 137 of the 2020 Enterprise Law	
4		Number of legal representatives of the company?	01
5		Has the Charter been amended according to the 2020 Enterprise Law (Yes/No)?	Yes
6		Has the company issued Internal Corporate Governance Regulations under the 2020 Enterprise Law and Decree No. 155/2020/ND-CP dated December 31, 2020?	Yes
7	General Meeting of Shareholders (GMS)	Date of the Annual GMS	May 15, 2024
8		Date of publication of the Annual GMS documents on the company's website	April 23, 2024
9		Date of disclosure of Annual GMS documents to the HNX	April 23, 2024
10		Date of disclosure of Annual GMS Resolutions and Minutes to the HNX	May 16, 2024
11		Number of attempts required to successfully hold the Annual GMS (1/2/3)	01
12		Does the company disclose the remuneration of each BoD member in a separate item in the annual financial statements? (Yes/No)	Yes
13		Does the company report the remuneration of each BoD member at the Annual GMS? (Yes/No)	Yes
14		Does the company disclose the salaries of the CEO and other managers in a separate item in the annual financial statements? (Yes/No)	Yes
15		Does the company report the salaries of the CEO and other managers at the Annual GMS? (Yes/No)	Yes



16		Did the company invite representatives of the approved auditing firm to attend the Annual GMS if the audit report contained material exceptions, disclaimers, or adverse opinions?	No (as the financial statements received full acceptance from the auditors)
17		Has the company been subject to lawsuits regarding the organization or resolutions of the Annual GMS? (Yes/No)	No
18		Date of Extraordinary GMS	0
19		Date of publication of Extraordinary GMS documents on the company's website	0
20		Date of disclosure of Extraordinary GMS documents to the HNX	0
21		Date of disclosure of Extraordinary GMS Resolutions and Minutes to the HNX	0
22		Number of attempts required to successfully hold the Extraordinary GMS (1/2/3)	0
23		Has the company been subject to lawsuits regarding the organization or resolutions of the Extraordinary GMS? (Yes/No)	0
24		Number of reminders or notices issued by the HNX regarding GMS organization and information disclosure	0
25		Number of reminders or notices issued by the SSC regarding GMS organization and information disclosure	0
26	<b>Board of Directors (BoD)</b>	Number of BoD members (Currently 4 members remain; 1 member resigned per Decision No. 570/QĐ-HĐTV dated October 19, 2023, and approved at the 2024 Annual GMS)	05
27		Number of independent BoD members	None
28		Does the Chairman of the BoD concurrently hold the position of CEO? (Yes/No)	No
29		Number of BoD meetings during the reporting period	106
30		Does the BoD have subcommittees? (Yes/No)	No
31		Names of BoD subcommittees	None
32		Has the company appointed a Corporate Governance Officer? (Yes/No)	Yes
33	<b>Supervisory Board</b>	Does the Chief of the Supervisory Board work full-time at the company?	Yes
34		Number of Supervisory Board members	03
35		Number of Supervisory Board members related to BoD members, CEO, or other managers (If any, list names)	0
36		Number of Supervisory Board members holding management positions (If any, list names and positions)	0

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 HUD4  
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37		Number of Supervisory Board members who were in the accounting or auditing department within 3 years prior to being elected (Yes/No)	0
38		Number of Supervisory Board meetings during the reporting period	4
39	<b>Audit Committee</b>	Is the Audit Committee part of the BoD?	0
40		Number of Audit Committee members	0
41		Number of Audit Committee meetings	0
42	<b>Other Issues</b>	Does the company website provide complete information for shareholders as required? (Yes/No)	Yes
43		Did the company pay dividends within 6 months of the Annual GMS? (Yes/No)	No dividends
44		Has the company been reminded or noticed by the HNX or SSC regarding transactions with related parties? (Yes/No)	No
45		Has the company implemented internal auditing functions? (Implemented/Not Implemented)	Not Implemented (Not mandatory)

**Recipients:**

- As stated above;
- Party Committee of the Company (for reporting);
- Members of the Company's Board of Directors;
- Supervisory Board, Executive Board of the Company;
- To be filed: BoD, Administration and Human Resources Department.

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



**Hoang Dinh Thang**



**LIST OF INSIDERS AND INDIVIDUALS/ORGANIZATIONS RELATED TO INSIDERS ATTACHED TO THE GOVERNANCE REPORT  
ACCORDING TO CLAUSE 1, SECTION VII, APPENDIX V OF THE REPORT ON THE CORPORATE GOVERNANCE STATUS ISSUED IN  
ACCORDANCE WITH CIRCULAR NO. 96/2020/TT-BTC**

Company Name: HUD4 Investment and Construction Joint Stock Company

Stock code: HU4

Closing date: 12/31/2024

STT	Full name	Position in the company	Number of shares owned at present	Current share ownership ratio	Note
1	2	3	4	5	6
1	Hoang Dinh Thang	1,3	69.130	0,46%	
1.1	Housing and Urban Development Investment Corporation		3.750.000	25%	Hoang Dinh Thang: Head of the Group representing the Corporation's capital at HUD4 Company
1.2	Le Thi Tuyet		0		Hoang Dinh Thang: Wife
1.3	Hoang Le Minh		0		Hoang Dinh Thang: Biological son
1.4	Le Nu Minh Ngoc		0		Hoang Dinh Thang: Biological son
1.5	Hoang Dinh Sang		0		Hoang Dinh Thang: Biological son
1.6	Hoang Ngoc Thiep		0		Hoang Dinh Thang: Father
1.7	Nguyen Thi Loan		0		Hoang Dinh Thang: Birth mother
1.8	Le Ngoc Quan		0		Hoang Dinh Thang: Father-in-law
1.9	Nguyen Thi Chinh		0		Hoang Dinh Thang: Mother-in-law
1.10	Hoang Thi Duc		0		Hoang Dinh Thang: Sister
1.11	Hoang Minh Duoc		0		Hoang Dinh Thang: Sister
1.12	Hoang Minh Loc		0		Hoang Dinh Thang: Sister
1.13	Hoang Thi Lan		0		Hoang Dinh Thang: Sister
1.14	Hoang Van Huan		0		Hoang Dinh Thang: Brother-in-law
1.15	Nguyen Van Khoa		0		Hoang Dinh Thang: Brother-in-law
1.16	Hoang Van Viet		0		Hoang Dinh Thang: Brother-in-law
1.17	Dang Dinh Xuan		0		Hoang Dinh Thang: Brother-in-law
1.18	Le Thi Dung		0		Hoang Dinh Thang: Brother-in-law
1.19	Le Ngoc Chien		0		Hoang Dinh Thang: Brother-in-law



<b>2</b>	<b>Nguyen Viet Hung</b>	<b>2,4</b>	<b>25.400</b>	<b>0,17%</b>	<b>Ceased to participate in the Board of Directors and approved by the 2024 Annual General Meeting of Shareholders on May 15, 2024</b>
2.1	Nguyen Thi Van		0		Nguyen Viet Hung: Wife
2.2	Nguyen Tuong Vy		0		Nguyen Viet Hung: Biological child
2.3	Nguyen Tuong Vinh		0		Nguyen Viet Hung: Biological child
2.4	Dang Thi Phuong		0		Nguyen Viet Hung: Birth mother
2.5	Nguyen Huy Cuong		0		Nguyen Viet Hung: Father-in-law
2.6	Trinh Thi Toi		0		Nguyen Viet Hung: Mother-in-law
2.7	Nguyen Tan Thanh		0		Nguyen Viet Hung: Brother
2.8	Hoang Thi Loan		0		Nguyen Viet Hung: Sister-in-law
2.9	Nguyen Thi Tuyet		0		Nguyen Viet Hung: Sister-in-law
2.10	Nguyen Thi Hoa		0		Nguyen Viet Hung: Brother-in-law
<b>3</b>	<b>Le Do Thang</b>	<b>2,5</b>	<b>20.700</b>	<b>0,14%</b>	
3.1	Housing and Urban Development Investment Corporation		2.400.000	16%	Le Do Thang: Member of the Group representing the Corporation's capital at HUD4 Company since January 24, 2024
3.2	Le Thi Mai		0		Le Do Thang: Wife
3.3	Le Minh Nguyet		0		Le Do Thang: Biological child
3.4	Le Diep Chi		0		Le Do Thang: Biological child
3.5	Le Do Tung		0		Le Do Thang: Father
3.6	Le Thi Thoa		0		Le Do Thang: Birth mother
3.7	Le Van Mao		0		Le Do Thang: Father-in-law
3.8	Pham Thi Chuc		0		Le Do Thang: Mother-in-law
3.9	Le Do Toan		0		Le Do Thang: Brother
3.10	Le Thi Thuy		0		Le Do Thang: Younger brother
3.11	Le Thi Hoa		0		Le Do Thang: Younger brother
3.12	Le Thi Ky		0		Le Do Thang: Sister-in-law
3.13	Le Van Thi		0		Le Do Thang: Brother-in-law
3.14	Le Thi Thu Ha		0		Le Do Thang: Sister-in-law
3.15	Lang Khac Cuong		0		Le Do Thang: Brother-in-law
3.16	Le Thi Hue		0		Le Do Thang: Brother-in-law
3.17	Le Van Hung		0		Le Do Thang: Brother-in-law
<b>4</b>	<b>Phan Cong Binh</b>	<b>2,5</b>	<b>40.000</b>	<b>0,27%</b>	<b>Join the Company's Board of Directors from May 15, 2024</b>



4.1	Housing and Urban Development Investment Corporation			1.500.000	10%	Phan Cong Binh: Member of the Group representing the Corporation's capital at HUD4 Company from March 28, 2024
4.2	Luu Thi Thuy Van			0		Phan Cong Binh: Wife
4.3	Phan Luu Quynh Anh			0		Phan Cong Binh: Biological child
4.4	Phan Cong Tuan			0		Phan Cong Binh: Biological child
4.5	Le Thi Lac			0		Phan Cong Binh: Birth mother
4.6	Luu Van Bich			0		Phan Cong Binh: Father-in-law
4.7	Cao Thi Nang			0		Phan Cong Binh: Mother-in-law
4.8	Phan Thi Thu Thanh			0		Phan Cong Binh: Sister
4.9	Phan Thi Thu Huong			0		Phan Cong Binh: Sister
4.10	Phan Thi Bich Thao			0		Phan Cong Binh: Sister
4.11	Phan Thi Thu Huyen			0		Phan Cong Binh: Sister
4.12	Phan Cong Minh			0		Phan Cong Binh: Younger brother
4.13	Le Anh Tuan			0		Phan Cong Binh: Brother-in-law
4.14	Hoang Anh Tuan			0		Phan Cong Binh: Brother-in-law
4.15	Nguyen Huu Trung			0		Phan Cong Binh: Brother-in-law
4.16	Le Thi Phuong			0		Phan Cong Binh: Sister-in-law
4.17	Luu Thi Thu Ha			0		Phan Cong Binh: Sister-in-law
4.18	Luu Hung Son			0		Phan Cong Binh: Brother-in-law
4.19	Luu Thuy Hong			0		Phan Cong Binh: Sister-in-law
5	Nguyen Phi Hung	5		6.050	0,04%	Appointed Deputy Director of the Company from July 13, 2024
5.1	Bui Thi Thuan			0		Nguyen Phi Hung: Wife
5.2	Nguyen Thuy Trang			0		Nguyen Phi Hung: Biological child
5.3	Nguyen Duc Thang			0		Nguyen Phi Hung: Biological child
5.4	Nguyen Huu Nhan			0		Nguyen Phi Hung: Father
5.5	Nguyen Thi Quyen			0		Nguyen Phi Hung: Birth mother
5.6	Bui Dinh Hop			0		Nguyen Phi Hung: Father-in-law
5.7	Chu Thi Hoa			0		Nguyen Phi Hung: Mother-in-law
5.8	Nguyen Tuan Anh			0		Nguyen Phi Hung: Real brother
5.9	Nguyen Phi Cuong			0		Nguyen Phi Hung: Younger brother
5.10	Nguyen Tuan Dung			0		Nguyen Phi Hung: Younger brother
5.11	Le Thi Yen			0		Nguyen Phi Hung: Sister-in-law
5.12	Dao Thi Thanh Huong			0		Nguyen Phi Hung: Sister-in-law



5.13	Le Thi Hanh				0		Nguyen Phi Hung: Sister-in-law
5.14	Bui Dinh Hai				0		Nguyen Phi Hung: Brother-in-law
<b>6</b>	<b>Hoang Quoc Dat</b>		<b>2</b>		<b>4.000</b>	<b>0,03%</b>	
6.1	Duong Thi Ngoc				0		Hoang Quoc Dat: Wife
6.2	Hoang Tu Anh				0		Hoang Quoc Dat: Biological son
6.3	Hoang Bao Nhi				0		Hoang Quoc Dat: Biological son
6.4	Hoang Thanh Tung				0		Hoang Quoc Dat: Biological son
6.5	Luong Thi Vang				0		Hoang Quoc Dat: Birth mother
6.6	Nguyen Thi Tho				0		Hoang Quoc Dat: Mother-in-law
6.7	Hoang Ngoc Dao				0		Hoang Quoc Dat: Real brother
6.8	Le Thi Anh Tram				0		Hoang Quoc Dat: Sister-in-law
6.9	Duong Ngoc Hoan				0		Hoang Quoc Dat: Brother-in-law
<b>7</b>	<b>Vo Thi Thuy An</b>		<b>6</b>		<b>2.500</b>	<b>0,02%</b>	
7.1	Tran Van Tien				0		Vo Thi Thuy An: Husband
7.2	Tran Quang Khai				0		Vo Thi Thuy An: Biological child
7.3	Tran Vo Tuan Anh				0		Vo Thi Thuy An: Biological child
7.4	Vu Ngoc Cuong				0		Vo Thi Thuy An: Biological father
7.5	Tran Thi Mui				0		Vo Thi Thuy An: Biological mother
7.6	Tran Van Xuan				0		Vo Thi Thuy An: Father-in-law
7.7	Ha Thi Hoa				0		Vo Thi Thuy An: Mother-in-law
7.8	Vo Anh Ngoc				35.606	0,24%	Vo Thi Thuy An: Younger sister
7.9	Nguyen Thuy Duong				0		Vo Thi Thuy An: Sister-in-law
7.10	Tran Van Dat				0		Vo Thi Thuy An: Sister-in-law
<b>8</b>	<b>Nguyen Thi Thanh Thuy</b>		<b>7</b>		<b>2.240</b>	<b>0,015%</b>	
8.1	Tran Duc Hieu				0		Nguyen Thi Thanh Thuy: Biological child
8.2	Tran Thi Thuy Quynh				0		Nguyen Thi Thanh Thuy: Biological child
8.3	Nguyen Dinh Tuat				0		Nguyen Thi Thanh Thuy: Biological father
8.4	Phan Thi Tien				0		Nguyen Thi Thanh Thuy: Biological mother
8.5	Nguyen Thi Thanh Uyen				0		Nguyen Thi Thanh Thuy: Younger sister
8.6	Nguyen Phan Thanh Long				0		Nguyen Thi Thanh Thuy: Younger brother
8.7	Nguyen Thi Thanh Giang				0		Nguyen Thi Thanh Thuy: Younger sister
8.8	Nguyen Thi Thanh Duyen				0		Nguyen Thi Thanh Thuy: Younger sister
8.9	Le Phu Quang				0		Nguyen Thi Thanh Thuy: Sister-in-law
8.10	To Van Ha				0		Nguyen Thi Thanh Thuy: Sister-in-law
8.11	Le Manh Ha				0		Nguyen Thi Thanh Thuy: Sister-in-law
8.12	Tran Thi Hieu Nga				0		Nguyen Thi Thanh Thuy: Sister-in-law



9	Nguyen Thi Hoa		8	0		Nguyen Thi Hoa: Husband
9.1	Le Duc Tam			0		Nguyen Thi Hoa: Biological child
9.2	Le Minh Thao			0		Nguyen Thi Hoa: Biological child
9.3	Le Minh Tuyet			0		Nguyen Thi Hoa: Biological father
9.4	Nguyen Van Vinh			0		Nguyen Thi Hoa: Biological mother
9.5	Ngo Thi Hanh			0		Nguyen Thi Hoa: Father-in-law
9.6	Le Duc Chinh			0		Nguyen Thi Hoa: Mother-in-law
9.7	Le Thi Thuong			0		Nguyen Thi Hoa: Younger brother
9.8	Nguyen Van Hung			0		Nguyen Thi Hoa: Younger sister
9.9	Nguyen Thi Le			0		Nguyen Thi Hoa: Sister-in-law
9.10	Dau Thi Luong			0		Nguyen Thi Hoa: Sister-in-law
9.11	Truong Dinh Tien			0		Nguyen Thi Hoa: Sister-in-law
9.12	Le Van Tu			0		Nguyen Thi Hoa: Sister-in-law
9.13	Le Duc Tuyen			0		Nguyen Thi Hoa: Sister-in-law
9.14	Le Duc Tien			0		Nguyen Thi Hoa: Sister-in-law
10	Nguyen Thi Yen		8	2.000	0,013%	
10.1	Nguyen Huu Chan			0		Nguyen Thi Yen: Husband
10.2	Nguyen Huu Huy Hoang			0		Nguyen Thi Yen: Biological child
10.3	Nguyen Huu Hoang Huy			0		Nguyen Thi Yen: Biological child
10.4	Nguyen Van Tri			0		Nguyen Thi Yen: Biological father
10.5	Nguyen Thi Lai			0		Nguyen Thi Yen: Biological mother
10.6	Nguyen Huu Sinh			0		Nguyen Thi Yen: Father-in-law
10.7	Nguyen Ngoc Thai			0		Nguyen Thi Yen: Younger brother
10.8	Le Thi Mai			0		Nguyen Thi Yen: Sister-in-law
10.9	Nguyen Thi Hien			0		Nguyen Thi Yen: Sister-in-law
10.10	Nguyen Thi Hao			0		Nguyen Thi Yen: Sister-in-law

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Hoàng Đình Thang