

Thanh Hoa, July 23, 2026

ANNOUNCEMENT
(of the Record Date for the 2025 Dividend Distribution)

To: Vietnam Securities Depository and Clearing Corporation

Name of the securities registration organization: HUD4 Investment and Construction Joint Stock Company

Trading name: HUD4 Investment and Construction Joint Stock Company

Head office: No. 662 Ba Trieu Street, Hac Thanh Ward, Thanh Hoa Province

Tel: 02373.712.957 Email: hud4@hud.com.vn

We hereby notify the Vietnam Securities Depository and Clearing Corporation (VSDC) of the final registration date for the purpose of preparing the list of securities holders for the following securities:

Name of security: Shares of HUD4 Investment and Construction Joint Stock Company

Securities code: **HU4**

Type of security: Ordinary shares

Par value: VND 10,000 per share

Final registration date: **August 06, 2026**

Trading venue: UPCoM

1. Reason and purpose: Payment of the 2025 cash dividend

2. Details:

a. Payment of 2025 Cash Dividend

Dividend payment ratio:

For common shares: 8% per share (each share entitles its holder to VND 800).

Payment date: 20 August 2026.

Payment procedures:

For deposited securities: Shareholders shall receive the cash dividend through the Depository Members where their securities accounts are maintained.

For undeposited securities: Shareholders shall receive the cash dividend at HUD4 Investment and Construction Joint Stock Company, No. 662 Ba Trieu Street,



Hac Thanh Ward, Thanh Hoa Province, Vietnam (on working days), commencing from 20 August 2026, upon presentation of their Citizen Identity Card/Identity Card.

We kindly request VSDC to prepare and send us the list of securities holders as of the above-mentioned final registration date via VSDC's electronic communication portal system.

Recipients:

- As above;
- Stock Exchange;
- Filed at: Board of Directors, Administration Department.

LEGAL REPRESENTATIVE
Chairman of the Board of Directors



Đoàn Văn Thanh

Attachments: Resolution of the 2026 Annual General Meeting of Shareholders of HUD4 Investment and Construction Joint Stock Company.



Thanh Hoa, April 23, 2026

**RESOLUTION OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY HUD4
YEAR 2026**

The Resolution of the Annual General Meeting of Shareholders and the business results of the Company in 2025;

Pursuant to the Charter of Investment and Construction Joint Stock Company HUD4;

Pursuant to the Minutes of the Annual General Meeting of Shareholders of Investment and Construction Joint Stock Company HUD4 dated April 23, 2026;

The 2026 Annual General Meeting of Shareholders of Investment and Construction Joint Stock Company HUD4 was convened at 09:00 a.m. on April 23, 2026, at the Company's headquarters, No. 662 Ba Trieu Street, Hac Thanh Ward, Thanh Hoa Province

The meeting was attended by 42/835 shareholders, representing and holding 8,932,749/15,000,000 shares, equivalent to 59.55% of the total voting shares.

RESOLVED THAT:

Article 1. The General Meeting of Shareholders approves the Report on the Company's business performance in 2025 and the business plan for 2026 of the Company (*Report No. 08/BC-HDQT dated 20 April 2026 of the Board of Directors*), with the main contents as follows:

- Total revenue and other income: VND 400.0 billion
- Profit before tax: VND 32.0 billion
- Profit after corporate income tax: VND 25.6 billion
- Dividend payout ratio: Minimum of 8% of charter capital

Approval rate: 100% of the voting shares of the shareholders attending the meeting.

Article 2. The General Meeting of Shareholders approves the Report of the Board of Directors on corporate governance and the performance results of the Board of

Directors and each of its members in 2024 (*Report No. 09/BC-HDQT dated 20 April 2026 of the Board of Directors*).

Approval rate: 100% of the voting shares of the shareholders attending the meeting.

Article 3. The General Meeting of Shareholders approves the Approval of the Company's financial statements as at December 31, 2025 (*Report No. 10/TTr-HDQT dated 20 April 2026 of the Board of Directors*), which have been audited by CPA VIETNAM Auditing Company Limited and received an unqualified opinion, with no exceptions (Independent Auditor's Report No. 73/2026/BCKT-CPAVIETNAM-NV2 dated February 5, 2026). The financial statements have been reviewed by the Company's Board of Supervisors.

Approval rate: 100% of the voting shares of the shareholders attending the meeting.

Article 4. The General Meeting of Shareholders approves the report on self-assessment of the performance of the Board of Supervisors and its members for 2025, and the operational plan for 2026 (*Report No. 11/TTr-HUD4 dated 20 April 2026 of the Board of Directors*).

Approval rate: 100% of the voting shares of the shareholders attending the meeting.

Article 5. The General Meeting of Shareholders approves the self-assessment report of the Supervisory Board and each of its members for the year 2025 (*Report No. 12/BC-HUD4 dated 20 April 2026 of the Board of Directors*).

Approval rate: 100% of the voting shares of the shareholders attending the meeting.

Article 6. The General Meeting of Shareholders approves the Proposal on the 2025 profit distribution plan (*Report No. 13/BC-HUD4 dated 20 April 2026 of the Board of Directors*),

No.	Item	Amount (VND)
I	Total Profit After Tax to be Distributed:	27,137,412,666
1	Profit after tax for 2025	27,137,412,666
II	Profit Distribution Plan	

1	Appropriation to the Reward Fund, Welfare Fund	6,200,000,000
2	Dividend payment for 2025: 8% of charter capital	12,000,000,000
3	Payment of remuneration to non-executive members of the Board of Directors and the Supervisory Board for the year 2025	22,320,000
III	Remaining Undistributed Profit After Allocation	8.915.092.666

Approval rate: 100% of the voting shares of the shareholders attending the meeting.

Article 7. The General Meeting of Shareholders approves the Proposal on salaries, remuneration, bonuses, and other benefits of members of the Board of Directors and the Supervisory Board (*Report No. 14/TTr-HDQT dated 20 April 2026 of the Board of Directors*)

1. Actual Implementation in 2025:

- Total remuneration for non-executive members of the Board of Directors and Supervisory Board: VND 22.32 million / Planned: VND 509.32 million
- Salary fund for executive managers: VND 4,463 million / Planned: VND 4,584 million

2. Salary and remuneration plan for 2026 for members of the Board of Directors, Supervisory Board and Executive Board:

Based on the planned targets for equity, revenue, and profit for 2026; in accordance with the provisions of Decree No. 248/2025/ND-CP dated September 15, 2025, and the Company's actual business performance in 2026, HUD4 has determined the planned salary level under Group III, Level 3. The specific salary, remuneration, and bonus levels are as follows:

- Total planned salary fund (07 persons): VND 3,937 million, of which:
 - + Salaries of full-time BOD and SB: 01 person; salary fund: VND 409.2 million; average salary: VND 34.10 million/person/month.
 - + Salaries of the Board of Management and Chief Accountant: 06 persons; salary fund: VND 3,528 million; average salary: VND 49 million/person/month.
- Remuneration for part-time members of the Board of Directors and Supervisory Board:

Remuneration for part-time positions shall be calculated based on actual working time, with a maximum level not exceeding 20% of the salary applicable to full-time members of the Board of Directors and Supervisory Board:

- + Chairman of the Board of Directors: VND 14.80 million/month
- + Member of the Board of Directors (average): VND 9.60 million/month
- + Member of the Supervisory Board (average): VND 3.10 million/month

Total planned remuneration fund (07 persons): VND 713 million

- The actual salary and remuneration funds shall be determined based on the Company's business performance and in compliance with the provisions of Decree No. 248/2025/ND-CP dated September 15, 2025 of the Government.

Approval rate: 100% of the voting shares of the shareholders attending the meeting.

Article 8. Matters authorized by the General Meeting of Shareholders for the Board of Directors of the Company to implement:

8.1. To approve the results of implementation of matters authorized by the General Meeting of Shareholders to the Board of Directors of the Company (Submission No. 15/TTr-HDQT dated 20 April 2026), in accordance with the contents of the Resolution of the 2025 Annual General Meeting of Shareholders (Resolution No. 01/NQ-DHDCĐ dated 11 December 2025).

The General Meeting of Shareholders approves the Approval of the report on the implementation of tasks assigned by the 2025 Annual General Meeting of Shareholders to the Board of Directors in accordance with the direction set out in Official Letter No. 5519/HUD-HĐTV dated October 22, 2025 of the Members' Council of the Parent Corporation regarding the contents of the 2025 Annual General Meeting of Shareholders. (*Report No. 15/TTr-HDQT dated 20 April 2026 of the Board of Directors*)

8.2. Matters proposed for the GMS to authorize the Board of Directors to decide during the implementation of business operations between the 2026 and 2027 Annual General Meetings of Shareholders:

1. To select an independent auditing firm with sufficient qualifications in accordance with applicable laws to audit the Company's 2026 financial statements, and report the results to the General Meeting of Shareholders at the nearest meeting.
2. To approve/approve adjustments to financial figures and financial statements as required by the auditors, inspection or examination authorities, or

resolutions of the General Meeting of Shareholders (if any), and report the results to the General Meeting of Shareholders at the nearest meeting.

3. Regarding new project development: To authorize the Board of Directors to study, seek information, and decide on participation in investor selection bidding for projects, land use right auctions, joint ventures, cooperation arrangements, acquisition/transfer of projects, capital contribution for establishment of project companies, acquisition of shares/capital contributions in project companies for the implementation of new investment projects ensuring efficient use of capital, and report the results to the General Meeting of Shareholders at the nearest meeting.
4. To approve/approve adjustments to Feasibility Study Reports for projects under the investment approval authority of the General Meeting of Shareholders, and report the results to the General Meeting of Shareholders at the nearest meeting.
5. Regarding settlement of project investment capital: To authorize the Board of Directors to approve final settlement of projects falling under the investment decision authority of the General Meeting of Shareholders, and report the results to the General Meeting of Shareholders at the nearest meeting.
6. Regarding the policy for charter capital increase: To approve the policy of preparing a Charter Capital Increase Plan (Submission No. 18/TTr-HDQT dated 20 April 2026). The Board of Directors of the Company is authorized to: complete procedures for submission to competent authorities for approval in accordance with regulations, and prepare a specific charter capital increase plan, including but not limited to: method, scale, target investors, implementation timing, and other relevant matters in compliance with applicable laws, the Company's Charter, and other relevant regulations, for submission to the General Meeting of Shareholders for consideration and decision for implementation.

Matters proposed for the General Meeting of Shareholders to authorize the Board of Directors to decide during the period between the 2026 and 2027 Annual General Meetings:

- To select an independent auditing firm with sufficient capacity in accordance with the law to audit the Company's 2026 financial statements, and to report the results to the General Meeting of Shareholders at the nearest meeting.
- To approve adjustments to financial data and financial statements as required by auditing, inspection, or supervisory authorities, or by resolution of the

General Meeting of Shareholders (if any), and to report the results to the General Meeting of Shareholders at the nearest meeting.

- Regarding the development of new projects: To approve the Board of Directors to study, seek information, and decide on participation in investor selection bidding, land use rights auctions, joint ventures, cooperation arrangements, acquisition of projects, capital contribution for establishment of project companies, and acquisition of shares/capital contributions in project companies for the purpose of implementing new investment projects, ensuring efficient use of capital, and to report the results to the General Meeting of Shareholders at the nearest meeting.

- To approve/adjustments to feasibility study reports for projects under the investment decision authority of the General Meeting of Shareholders, and to report the results to the General Meeting of Shareholders at the nearest meeting.

- Regarding project investment finalization: To authorize the Board of Directors to approve project final accounts for projects under the investment decision authority of the General Meeting of Shareholders, and to report the results to the General Meeting of Shareholders at the nearest meeting.

Approval rate: 100% of the voting shares of the shareholders attending the meeting.

Article 9. The General Meeting of Shareholders approves the approval of the amended Company Charter (*Report No. 16/BC-HDQT dated 20 April 2026 of the Board of Directors*)

To approve the amendments to the Company Charter in accordance with the proposal submitted by the Board of Directors to the 2026 Annual General Meeting of Shareholders, ensuring alignment with the Company's actual operational conditions and compliance with applicable laws

Approval rate: 100% of the voting shares of the shareholders attending the meeting.

Article 10. The General Meeting of Shareholders approves the Amended Regulations on the operation of the Board of Directors; amended Regulations of the Board of Supervisors; and amended Internal Governance Regulations of the Company, in accordance with the proposal submitted by the Board of Directors to the 2026 Annual General Meeting of Shareholders, consistent with the amended Company Charter and in compliance with applicable laws. (*Report No. 17/TTr-HDQT dated 20 April 2026 of the Board of Directors*)

Approval rate: 100% of the voting shares of the shareholders attending the meeting.

Article 11. This Resolution takes effect from the date of signing; all shareholders, the Board of Directors, the Supervisory Board, and all officers and employees of

HUD4 Investment and Construction Joint Stock Company are responsible for implementing this Resolution. 

Recipients:

- HUD Corporation (for reporting);
- Party Committee of the Company (for reporting);
- State Securities Commission of Vietnam (for information disclosure);
- Hanoi Stock Exchange (for information disclosure);
- HUD4 Company website (for information disclosure);
- Board of Directors, Supervisory Board, General Director of the Company (for implementation);
- Shareholders of HUD4 (for implementation);
- Employees of HUD4 (for implementation);
- Filing: 2026 Annual General Meeting of Shareholders dossier;
- Filing: Board of Directors, Administration & Human Resources Department. 

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



Chairman of the Board of Directors
Doan Van Thanh



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