*Phụ lục I/Appendix I*

| | |
|---|---|
| **CÔNG TY CỔ PHẦN**<br>**ĐẦU TƯ XÂY DỰNG UDCONS**<br>***UDCONS CONSTRUCTION***<br>***INVESTMENT CORPORATION***<br>------- | **CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**<br>**Độc lập - Tự do - Hạnh phúc**<br>**THE SOCIALIST REPUBLIC OF VIETNAM**<br>**Independence - Freedom - Happiness**<br>---------- |
| Số/*No.*: 198/TB.UDCons | *Tam Thắng, ngày 31 tháng 10 năm 2026*<br>*Tam Thang, day 31 month 10 year 2026* |

# THÔNG BÁO THAY ĐỔI NHÂN SỰ
# *CHANGE IN PERSONNEL*

**Kính gửi: Sở Giao dịch Chứng khoán Hà Nội**
*To: Hanoi Stock Exchange*

Căn cứ theo Nghị quyết số 01/NQ.ĐHĐCĐ-UDCons ngày 30/10/2026 của Đại hội đồng cổ đông Công ty Công ty Cổ phần Đầu tư Xây dựng UDCons, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty Cổ phần Đầu tư Xây dựng UDCons như sau:

*Based on Resolution No. 01/NQ.ĐHĐCĐ-UDCons dated October 30, 2026 of the General Meeting of Shareholders of UDCons Construction Investment Corporation, we would like to announce the change in personnel of UDCons Construction Investment Corporation as follows:*

**Trường hợp miễn nhiệm/từ nhiệm/*In case of dismissal/resignation*:**

- Ông/*Mr.:* Tống Thanh Hải
- Chức vụ trước khi miễn nhiệm: Thành viên Hội đồng quản trị độc lập
  *Former position in the organization*: *Independent Director*
- Không còn đảm nhận chức vụ: Thành viên Hội đồng quản trị độc lập
  *Dismissed/Resigned position*: *Independent Director*
- Chức vụ còn nắm giữ: không, Sau khi miễn nhiệm Ông Tống Thanh Hải không còn là người nội bộ của công ty.
  *Current position: None, After the dismissal, Mr Tong Thanh Hai is no longer an anternal person at company.*
- Lý do miễn nhiệm (nếu có)/Nghị quyết Đại Hội đồng Cổ đông thường niên năm 2026, ngày 30/10/2026.
  *Reason (If any): Resolution of the 2026 Annual General Meeting of Shareholders dated October 30, 2026.*
- Ngày bắt đầu có hiệu lực/*Effective date*: 30/10/2026

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 31/10/2026 tại đường dẫn http://*www.udec.com.vn/quan-he-co-dong.html.*

*This information was disclosed on the Company's website on October 31, 2026 at the following link http://www.udec.com.vn/quan-he-co-dong.html.*

**Tài liệu đính kèm/Attached documents:**
- Nghị quyết ĐHĐCĐ về việc thay đổi nhân sự/*General Mandate on the change in personnel.*

**Đại diện tổ chức/*Organization representative***
Người Uỷ quyền CBTT/
*Person authorized to disclose information*

M.S.D.N: 3500101306-C.T.C.P * CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG UDCons * THÀNH PHỐ HỒ CHÍ MINH

**Võ Thành Tài**
**Phó Tổng Giám đốc**
*Deputy General Director*

CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG UDCONS

Digitally signed by CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG UDCONS
DN: C=VN, S=HỒ CHÍ MINH, L=PHƯỜNG TAM THẮNG, CN=CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG UDCONS, OID.0.9.2342.19200300.100.1.1=MST:3500101308
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UDCONS CONSTRUCTION INVESTMENT CORPORATION

No.: 01/NQ.ĐHĐCĐ-UDCons

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

*Phu My, October 30,2026*

# RESOLUTION
# ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
# UDCONS CONSTRUCTION INVESTMENT CORPORATION

## GENERAL MEETING OF SHAREHOLDERS

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of organization and operation of UDCons Construction Investment Corporation approved by the General Meeting of Shareholders dated June 28, 2025;

Based on the Minutes of the Annual General Meeting of Shareholders 2026 of Urban Development And Construction Corporation dated October 30,2026;

The Annual General Meeting of Shareholders 2025 of Urban Development And Construction Corporation was held from 8:00 am to 11:25 am on October 30,2026 at Phu My Harbour Hotel; No. 01 Nguyen Van Linh, Phu My Ward, Ho Chi Minh City.

The Meeting was attended by 22 shareholders and authorized shareholder representatives, representing 24,897,442 shares, accounting for 71.74% of the total voting shares. The Meeting focused on listening to and discussing the main contents of the Annual General Meeting of Shareholders 2026 and resolved:

## RESOLVES:

**Article 1. Approval of the business performance results for 2025 and the production and business plan for 2026**

**1.1. Consolidated business results for 2025**

| No. | Item | Unit | 2025 Plan | Actual 2025 | Ratio |
|---|---|---|---|---|---|
| 1 | Total revenue and other income | VND Billion | 306.50 | 279.49 | 91.19% |
| 2 | Profit before Corporate Income Tax | VND Billion | 0 | (59.31) | - |
| 3 | Profit after Corporate Income Tax | VND Billion | 0 | (61.15) | - |
| 4 | Profit after tax of the parent company | VND Billion | 0 | (62.42) | - |

**1.2. Business plan for 2026**

| No. | Item | Unit of measurement | 2025 Plan | Ratio compared to Actual 2024 |
|---|---|---|---|---|
| 1 | Total consolidated revenue and other income<br>*Of which:*<br>*Total revenue and other income of the parent company* | VND Billion | 113.206<br><br>*81.981* | 40.5%<br><br>*31.1%* |
| 2 | Profit before Corporate Income Tax | VND Billion | (53.420) | 90.1% |
| 3 | Profit after Corporate Income Tax | VND Billion | (53.420) | 87.3% |

- Approval voting rate: 23,840,582 shares, accounting for 95,76% of the total voting shares at the General Meeting of Shareholders.

**Article 2. Approval of the Financial Statements audited for 2025**

**2.1. Key indicators in the separate Financial Statements**

Unit: VND

| No. | Indicator | Amount |
|---|---|---|
| 1 | Total assets | 812,926,984,131 |
| 2 | Liabilities | 667,435,066,037 |
| 3 | Equity<br>*Of which:*<br>*-Charter capital* | 145,491,918,094<br><br>*350,000,000,000* |
| 4 | Total revenue<br>*Of which:*<br>*- Net revenue from sales and services provision* | 263,973,859,929<br><br>*261,305,856,068* |
| 5 | Gross profit from sales and services provision | (4,164,058,172) |
| 6 | Net profit from business activities | (63,764,886,662) |
| 7 | Other profit | 1,343,092,585 |
| 8 | Total profit before corporate income tax | (62,421,794,075) |
| 9 | Profit after corporate income tax | (62,421,794,075) |

**2.2. Key indicators in the consolidated Financial Statements**

Unit: VND

| No. | Indicator | Amount |
|---|---|---|
| 1 | Total assets | 836,112,058,297 |
| 2 | Liabilities | 698,598,265,181 |
| 3 | Equity<br>*Of which:*<br>*-Charter capital* | 137,513,793,116<br><br>*350,000,000,000* |

| No. | Indicator | Amount |
|---|---|---|
| 4 | Total revenue<br>*Of which:*<br>*- Net revenue from sales and services provision* | 279,492,193,866<br><br>*276,354,417,135* |
| 5 | Gross profit from sales and services provision | (2,574,166,441) |
| 6 | Net profit from business activities | (57,686,705,180) |
| 7 | Other profit | (1,624,903,742) |
| 8 | Total profit before corporate income tax | (59,311,608,922) |
| 9 | Profit after corporate income tax | (61,154,241,283) |
| 10 | Profit after tax of non-controlling shareholders | (2,250,213,071) |
| 11 | Profit after tax of the parent company | (58,904,028,212) |
| 12 | Basic earnings per share | (1,697) |

- Approval voting rate: 24,857,442 shares, accounting for 99.84% of the total voting shares at the General Meeting of Shareholders.

**Article 3. Approval of the report on governance and performance of the Board of Directors in 2025**

- Approval voting rate: 24,897,442 shares, accounting for 100% of the total voting shares at the General Meeting of Shareholders.

**Article 4. Approval of the report on the performance of the Board of Supervisors in 2025**

- Approval voting rate: 24,897,442 shares, accounting for 100% of the total voting shares at the General Meeting of Shareholders.

**Article 5. Approval of the plan for profit distribution and dividend payment for 2025**

- Approval voting rate: 24,857,442 shares, accounting for 99.84% of the total voting shares at the General Meeting of Shareholders.

**Article 6. Approval of authorizing the Board of Directors to select an audit firm to review/audit the financial statements for 2026**

- Approval voting rate: 24,897,442 shares, accounting for 100% of the total voting shares at the General Meeting of Shareholders.

**Article 7. Approval of the resignation letter of Mr. Tong Thanh Hai – Independent Member of the Board of Directors for the 2020–2025 term.**

- Approval voting rate: 24,897,442 shares, accounting for 100% of the total voting shares at the General Meeting of Shareholders.

**Article 8. Approval of the Proposal on the 2025 Actual Salaries of State Capital Representatives and Remuneration of Members of the Board of Directors and the Board of Supervisors, and the 2026 Plan.**

- Approval voting rate: 24,857,442 shares, accounting for 99.84% of the total voting shares at the General Meeting of Shareholders.

**Article 9. Implementation Provisions**

This Resolution shall take effect from October 30, 2026.

The Board of Directors, the Board of Supervisors, and the Executive Management of the Company shall be responsible for organizing the implementation of the contents specified in this Resolution and reporting the implementation results at the next Annual General Meeting./.

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

***Recipients:***
- Shareholders of UDCcons;
- Members of the BOD, BOS;
- BOM;
- Archive: BOD's Admin.

M.S.D.N: 3500101308-C.T.C.P. CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG UDCons THÀNH PHỐ HỒ CHÍ MINH

**Tran Thai Hoa**

**SOCIALIST REPUBLIC OF VIETNAM**
**Independence – Freedom – Happiness**

M.S.D.N: 3500101308-C.T.C.P
CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG UDCons
THÀNH PHỐ HỒ CHÍ MINH

*Ho Chi Minh City, January 27, 2026.*

# APPLICATION FOR RESIGNATION AS AN INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

**To: - General Meeting of Shareholders of UDCONS Construction Investment Corporation**
**- Board of Directors of UDCONS Construction Investment Corporation**

My name is Tong Thanh Hai, born on August 23, 1977, Citizen ID No. 072077010036.
Permanent address: 1406B Bao Gia Apartment Building, 184 Le Dai Hanh Street, Phu Tho Ward, Ho Chi Minh City.
Contact address: 254/102A Au Co Street, Tan Hoa Ward, Ho Chi Minh City.

I am currently serving as an Independent Member of the Board of Directors of **UDCONS Construction Investment Corporation** (the "UDCONS Company") for the 2022–2025 term. However, due to personal reasons, I am unable to continue performing the role of an Independent Member of the Board of Directors. Therefore, I hereby submit this application for resignation from the position of Independent Member of the Board of Directors of UDCons, effective from the date on which the Board of Directors receives this resignation letter.

I respectfully request the General Meeting of Shareholders and the Board of Directors of UDCons to approve my resignation letter.

I sincerely thank the Shareholders, members of the Board of Directors, members of the Board of Supervisors, the Executive Board, and all employees of the Company for their cooperation and support during my tenure.

I wish UDCons Company continued stability and sustainable development.

Yours sincerely.

Applicant

*(Signed)*

**Tong Thanh Hai**