

RESOLUTION

Re: Appointment of the Vice General Director of Vinaconex 21 Joint Stock Company

BOARD OF DIRECTORS VINACONEX 21 JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 of the National Assembly of the Socialist Republic of Viet Nam;
- Pursuant to the Charter on Organization and Operation of the Company;
- Pursuant to the Minutes of the Meeting of the Board of Directors No. 09/V21 dated 23/02/2026 regarding the appointment of the Vice General Director of Vinaconex 21 Joint Stock Company.

RESOLVES

Article 1: To approve the appointment of the Vice General Director of Vinaconex 21 Joint Stock Company. The Board of Directors unanimously appoints:

- Full name: Mr. Vu Duc Hoa
- Date of birth: February 20, 1985
- Place of origin: An Loc Residential Group, Vu Phuc Ward, Hung Yen Province
- Professional qualification: Construction Economics Engineer
- Current position: Project Manager
- Appointed position: Vice General Director of the Company

The term of appointment shall be three (03) years.

The duties, powers, remuneration and other benefits of Mr. Vu Duc Hoa shall be implemented in accordance with the Charter on Organization and Operation, the internal regulations of the Company and the prevailing laws.

Article 2: Implementation provisions

This Resolution shall take effect from 23/02/2026.

Members of the Board of Directors, the Supervisory Board, the Board of General Directors, relevant departments and the individuals named in Article 1 shall be responsible for implementing this Resolution.

Recipients:

- As stated in Article 2;
- For Information disclosure;
- To be filed at: the Office.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Nguyen Manh Ha

**MINUTES OF THE BOARD OF DIRECTORS MEETING
VINACONEX 21 JOINT STOCK COMPANY**

Today, at 9:00 a.m. on 23 / 2 /2026, the Board of Directors of Vinaconex 21 Joint Stock Company convened a meeting with the following members in attendance:

1. Mr. Nguyen Manh Ha - Chairman of the Board of Directors
2. Mr. Nguyen Huy Cuong - Member
3. Mr. Nguyen Linh Giang - Member

Agenda: Discussion on personnel appointment matters (the position of Vice General Director).

Mr. Nguyen Manh Ha, Chairman of the Board of Directors, presented a report on the Company's production and business performance in 2025 and the development orientation for the coming years. The Company needs to appoint an additional Vice General Director in order to strengthen the leadership and management of the Board of General Directors in the forthcoming period.

Pursuant to the Charter on Organization and Operation of Vinaconex 21 Joint Stock Company as approved by the General Meeting of Shareholders.

Pursuant to the Resolution of the Party Cell Executive Committee of Vinaconex 21 Joint Stock Company regarding the proposal for personnel appointment.

After reviewing the standards and professional capacity of the candidate, the Board of Directors unanimously agreed to appoint:

- Full name: Mr. Vu Duc Hoa
- Date of birth: February 20, 1985
- Place of origin: An Loc Residential Group, Vu Phuc Ward, Hung Yen Province
- Professional qualification: Construction Economics Engineer
- Current position: Project Manager
- Proposed position: Vice General Director of the Company

The term of appointment shall be three (03) years.

Voting result: Unanimous approval – 3/3 votes (100%).

The meeting concluded at 10:00 a.m. on the same day.

SIGNATURES OF THE PARTICIPATING MEMBERS

Board Member

Chairman of the Board

Nguyen Huy Cuong

Nguyen Linh Giang

Nguyen Manh Ha



**DECISION OF THE BOARD OF DIRECTORS
VINACONEX 21 JOINT STOCK COMPANY**
Re: Appointment of the Vice General Director of the Company

Pursuant to:

- Decision No. 1995/QĐ-BXD dated December 14, 2004 of the Minister of Construction on the transformation of Construction Company No. 21 under VINACONEX Corporation into Construction Joint Stock Company No. 21 (VINACONEX 21);
- Resolution No. 01/2012/ĐHĐCĐ dated March 17, 2012 of the Annual General Meeting of Shareholders of Construction Joint Stock Company No. 21 regarding the change of the Company's name to VINACONEX 21 Joint Stock Company;
- The Charter on organization and operation of VINACONEX 21 Joint Stock Company as approved by the General Meeting of Shareholders;
- Resolution No. 10/V21 of the Board of Directors dated 23/02/2026 regarding the appointment of the Vice General Director of VINACONEX 21 Joint Stock Company.

HEREBY DECIDES:

Article 1: To appoint Mr. Vu Duc Hoa, Construction Economics Engineer, to hold the position of Vice General Director of VINACONEX 21 Joint Stock Company.

Article 2: Mr. Vu Duc Hoa shall be entitled to the salary and allowances corresponding to the Vice General Director's salary grade of the enterprise:

Grade 1/2, Salary Coefficient: 2.63.

Term of appointment: three (03) years, effective from 23/02/2026.

Article 3: This Decision shall take effect from 23/02/2026.

Members of the Board of Directors, the General Director, Vice General Directors, the Chief Accountant, Heads of Departments, Divisions and affiliated units of Vinaconex 21 Joint Stock Company, and Mr. Vu Duc Hoa shall be responsible for the implementation of this Decision.

Recipients:

- As stated in Article 3;
- Information disclosure;
- To be filed at: the Office.

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



Nguyen Manh Ha