

No. 28/2026/ CBTT-XDH

Hanoi, April 8, 2026

NOTICE OF PERSONNEL CHANGE

To: Hanoi Stock Exchange (HNX)

Pursuant to Decision No. 40/2026/QĐ-HĐQT dated April 8, 2026 issued by the Board of Directors of Hanoi Civil Construction Investment Joint Stock Company, we hereby disclose the personnel change as follows:

Appointment:

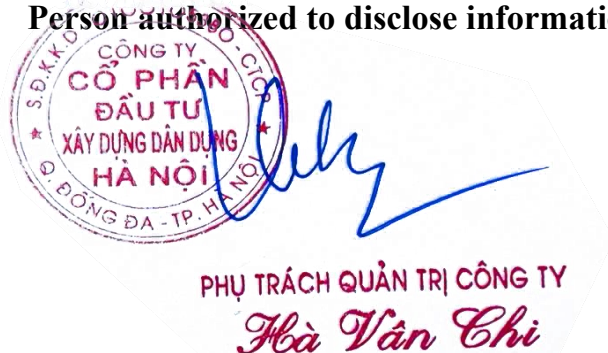
- Full name: Mr. Tran Quang Khue
- Previous position: Deputy Director
- New position: Deputy Director
- Term: 05 years
- Effective date: April 8, 2026

Recipients:

- As above;
- Members of the Board of Directors, Supervisory Board, Board of Directors;
- Save the Company Secretary

AUTHORIZED REPRESENTATIVE ACCORDING TO LAW

Person authorized to disclose information



The image shows a circular official stamp of the company, with text in Vietnamese: "CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG DÂN DỤNG HÀ NỘI" and "Q. ĐÔNG ĐÀ - TP. HÀ NỘI". Overlaid on the stamp is a blue ink signature. Below the stamp, the text "PHỤ TRÁCH QUẢN TRỊ CÔNG TY" is printed, followed by the name "Hà Văn Chi" in red cursive script.

Hanoi, April 8, 2026

No. 40/2026/QĐ-HĐQT

DECISION OF THE BOARD OF DIRECTORS
HANOI CIVIL CONSTRUCTION INVESTMENT JOINT STOCK COMPANY
Re: Re-appointment of Deputy Director

THE BOARD OF DIRECTORS
OF HANOI CIVIL CONSTRUCTION INVESTMENT JOINT STOCK COMPANY

Pursuant to:

- Decision No. 1748/QĐ-UB dated May 4, 2007 of the Hanoi People's Committee on the conversion of Hanoi Civil Construction Company into Hanoi Civil Construction Investment Joint Stock Company;
- The Charter of Hanoi Civil Construction Investment Joint Stock Company;
- The Company's production and business requirements;
- The qualifications, capacity and working experience of the appointed personnel during the previous term;
- Minutes of the Board of Directors' meeting dated March 30, 2026;

HEREBY DECIDES:

Article 1. To re-appoint Mr. **Tran Quang Khue**, Master of Engineering, Deputy Director of the Company, to continue holding the position of **Deputy Director of Hanoi Civil Construction Investment Joint Stock Company**, effective from April 8, 2026, with a term of **05 years**.

Article 2. Mr. Tran Quang Khue shall be responsible for fully performing the assigned functions and duties; complying with the Company's Charter and applicable laws. Salary and other benefits shall be implemented in accordance with the Company's regulations.

Article 3. Relevant departments of the Company, affiliated units, and Mr. Tran Quang Khue shall be responsible for the implementation of this Decision from the date of signing.

Recipients:

- Members of the Board of Directors;
- Board of Management;
- As stated in Article 3;
- Filed at the Company Secretariat

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman

A red circular official stamp of the Hanoi Civil Construction Investment Joint Stock Company is positioned over a blue ink signature. The stamp contains the text 'CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG DÂN DỤNG HÀ NỘI' and 'ĐỒNG ĐÀ - TP. HÀ NỘI'. The signature is written in blue ink over the stamp.

Do Tien Loi