

No. 325/COMA-TCNS

Hanoi, Sep. 16th, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Decision No.36/QĐ-HĐQT dated 11/9/2026 of the Board of Directors of Construction Machinery Corporation - JSC regarding appointment of Mr. Vu Quang Hao to the position of Deputy General Director;

We hereby would like to announce change in personnel of the Construction Machinery Corporation - JSC. as follows:

- Mr. Vu Quang Hao, DOB: 27/12/1975, Bachelor of Economics.
- Former position in the organization: Head of Legal Dept. of Construction Machinery Corporation - JSC.
- Newly appointed position: Deputy General Director of Construction Machinery Corporation - JSC.
- Duration of appointment: 5 years.
- Effective date: 16/9/2026

This information was published on the Corporation's website on Sep. 16th, 2026 as in the link www.coma.vn.

Recipients:

- As stated above;
- BOD, GD (for report);
- Archives: Ad. Div.,
Org. & HR Dept.

Attached documents:

1. Decision No. 36/QĐ-HĐQT;
2. Information Disclosure Form
and list of related persons;

**PERSON AUTHORIZED TO DISCLOSE INFORMATION
PERSON IN CHARGE OF GOVERNANCE**



Phan To Lan

No.: 36 /QĐ-HĐQT

Hanoi, Sep. 16th, 2026

DECISION
Regarding appointment of personnel

CHAIRMAN OF THE BOARD OF CONSTRUCTION MACHINERY CORP. JSCo.

Based on:

- *The Charter of Construction Machinery Corporation - JSC.;*
- *The Decision No. 79/QĐ-HĐQT dated 31/12/2020 of the Corporation's Board of Directors on promulgation of the Regulations on personnel management of Construction Machinery Corporation - JSC.;*
- *The joint Resolution No. 21/NQ-HĐQT dated 20/8/2026 of the Corporation's Board of Directors and Party Committee approving the policy on appointment of Deputy General Director of the Construction;*
- *The results of the confidence vote at the meeting on 09/9/2026;*

As requested by the General Director of the Corporation in Proposal No. 27/TTr-COMA dated 20/8/2026 regarding the Corporation's personnel matters,

DECIDES:

Article 1. To appoint Mr. Vu Quang Hao, DOB: 27/12/1975, Head of Legal Dept. to hold the position of Deputy General Director of Construction Machinery Corporation - JSC, from the date of Sep. 16th, 2026.

Article 2. Mr. Vu Quang Hao receives his salary according to the regulations of the Corporation.

Article 3. Mr./Mrs.: Members of the Board of Directors, Executive Board, Chief Accountant, Person in charge of governance, Heads of Department/Center of the Corporation and Mr. Vu Quang Hao are responsible for implementing this decision. 1

Recipients:

- As Article 3;
- Party Committee of the Corp.;
- Board of Supervisors;
- Trade Union of the Corp.;
- Subsidiaries;
- Archives: Administration Office,
Board of Directors, HR Dept.

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



Trinh Nam Hai

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 16, 9, 2026

CIRRICULLUM VITAE

Kính gửi: - The State Securities Commission;
- The Ha Noi Stock Exchange.

- 1/ Full name: Vũ Quang Hao.
 - 2/ Gender: Male
 - 3/ Date of birth: 27-12-1975.
 - 4/ Place of birth: Me So, Hung Yen
 - 5/ Identity Card No.: 033075000545 Date of issue: 10/5/2021 Place of issue:
Police Department for Administrative Management of Social Order
 - 6/ Nationality: Vietnamese
 - 7/ Ethnic: Kinh.
 - 8/ Permanent residence: No. 36, Pham Than Duat, Group 20 Mai Dịch, Phu Dien ward, Hanoi City.
 - 9/ Telephone number: 0913322274
 - 10/ Email: haovqcoma15@gmail.com
 - 11/ Organisation's name subject to information disclosure rules: Construction Machinery Corporation - JSC
 - 12/ Current position in an organization subject to information disclosure: Deputy General Manager
 - 13/ Positions in other companies: Chairman of the Board of Directors of COMAEL (Construction, machinery & water electric machine installing JSC); Director of COMA15 Branch of Corporation ; Member of the Board of Directors of Minh Khai Lock Joint Stock Company; Member of the Board of Directors of COMA17 (Song Chu Construction & Machinery Joint Stock Company).
 - 14/ Number of owning shares: 1,700, accounting for 0.00714% of charter capital, of which:
 - + Owning on behalf of (the State/strategic investor/other organization): 0.
 - + Owning by Individual: 1,700
 - 15/ Other owning commitments (if any): None.
 - 16/ List of affiliated persons of declarant*: Attatched
 - 17/ Related interests with public company, public fun (if any): None.
 - 18/ Interest in conflict the public company, public fun (if any): None.
- I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility to the law.

DECLARANT


Vu Quang Hao

** Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov. 2019.*

[illegible]

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1.14		Construction, Machinery & water electric machine installing JSC COMAEL			Chairman of the Board of Director	BRC	0100106578	02/2/2026	Business Registration and Corporate Finance Division	84- Phu Vien, Bo De, Ha noi							
1.15		Minh Khai Lock Joint Stock Company			Member of the Board of Directors	BRC	0100106507	02/4/2021	Business Registration Division – Department of Planning and Investment	KM8- NH1A, Ngoc Hoi, Ha Noi							
1.16		Song Chu Construction & Machinery Joint Stock Company			Member of the Board of Directors	BRC	2800226553	09/4/2026	Business Registration and Corporate Finance Division	266 Ba Trieu, Ham Rong, Thanh Hoa							
1.17		COMA15 Branch of Corporation			Director	BRC	0100106553-006	22/2/2023	Business Registration Division – Department of Planning and Investment	125D Minh Khai, Bach Mai, Ha Noi							