

**SONG HONG CONSTRUCTION
JOINT STOCK COMPANY**

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

Number: 150 /CT-TCHC
Subject: *Information Disclosure
Regarding the Appointment of the
General Director.*

Hanoi, June 1, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

Dear Sir/Madam- State Securities Commission
- Hanoi Stock Exchange

1. Company name: **Song Hong Construction Joint Stock Company**
2. Stock ticker symbol: **ICG**
3. Head office address: 164 Lo Duc Street – Hai Ba Trung Ward – Hanoi
4. Telephone: 024. 39 72 72 97
5. Content of the published information:
 - Ms. Pham Quynh Trang is re-appointed as the Chief Executive Officer (CEO) of the Company for the 2026–2031 term..
6. The above information is posted on the Company Website: <http://incomex.com.vn/>

We hereby declare that the information published above is true and accurate, and we assume full legal responsibility for the content of the information we have published.

Thank you and best regards./.

Recipient:

- As above;
- Save TCHC/CT.

**AUTHORIZED REPRESENTATIVE FOR
INFORMATION DISCLOSURE**

(Signed)

Nguyen Hong Thai

**SONG HONG
CONSTRUCTION JOINT
STOCK COMPANY**

No: 09/QD-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, June 01, 2026

DECISION

Regarding the Appointment of the Company's General Director

**CHAIRMAN OF THE BOARD OF DIRECTORS SONG HONG
CONSTRUCTION JOINT STOCK COMPANY**

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and guiding documents;

Pursuant to the Charter of Organization and Operation of Song Hong Construction Joint Stock Company;

Pursuant to the Minutes of Meeting No. 07/BB-HDQT dated May 28, 2026, of the Board of Directors of Song Hong Construction Joint Stock Company,

DECIDES:

Article 1. To re-appoint Ms. Pham Quynh Trang to the position of General Director of the Company for the term 2026-2031, specifically as follows:

Full name: Pham Quynh Trang

Gender: Female

Date of birth: 29/07/1982

Ethnic group: Kinh

Nationality: Vietnam

Citizen ID Card No.: 030182025120 issued on 16/07/2021 by the Police Department for Administrative Management of Social Order

Registered permanent residence: P207 HH2A DNB Group 18, Bo De Ward, Hanoi City

Current address: P207 HH2A DNB Group 18, Bo De Ward, Hanoi City

Article 2. Ms. Pham Quynh Trang has the following rights and obligations:

- Is the legal representative of the Company.
- Manage the Company's operations according to the decisions of the Board of Directors, the Company's Charter of Organization and Operation, and current laws.
- Be responsible to the Board of Directors and the law for the performance of her rights and obligations.

Article 3. Members of the Board of Directors, the General Director, Deputy General Directors, and relevant Departments and Divisions of the Company are responsible for implementing this Decision.

Recipient:

- As specified in Article 3;
- BKS;
- For filing: HDQT.

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

(Signed)

Pham Hung