

Hanoi, May 29, 2026

Re: Appointment of Deputy General Director of the Company

INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY NO. 18

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending, supplementing documents, and guiding implementation documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amending, supplementing documents, and guiding implementation documents;
- Pursuant to the Charter on Organization and Operation of Investment and Construction Joint Stock Company No. 18 approved by the 2026 Annual General Meeting of Shareholders on April 28, 2026, and relevant internal corporate governance regulations;
- Pursuant to Proposal No. 118/TTr-TGD dated May 28, 2026, of the General Director of the Company regarding the Appointment of the Deputy General Director of the Company.

Điều 1. The Chairman of the Board of Directors of Investment and Construction Joint Stock Company No. 18 hereby approves the appointment of the Deputy General Director of the Company as follows::

- Full name: Nguyen Van Chien Date of birth: August 06, 1966
- Citizen ID Card No.: 001066047492 Date of issue: May 02, 2021
- Place of issue: Police Department for Administrative Management of Social Order
- Permanent residence: No. 98, Phan Dinh Phung Street, Dan Phuong Commune, Hanoi City.
- Current residential address: No. 98, Phan Dinh Phung Street, Dan Phuong Commune, Hanoi City.
- Professional qualification: Road Engineer
- Current position: Head of Construction Team No. 6
- Appointed position: Deputy General Director of the Company
- Term of appointment: Effective from June 01, 2026, and shall coincide with the term of the Board of Directors (2026-2031) or until a replacement decision is issued.



Điều 2. Mr. Nguyen Van Chien is responsible for exercising the rights and performing the duties inherent to the position of Deputy General Director as prescribed in the Company's Charter, Operating Regulations, documents of authorization, task assignments, other internal documents of the Company, and relevant legal regulations.

Điều 3. The benefits, salary, and welfare policies for Mr. Nguyen Van Chien shall be implemented in accordance with the Internal Management Regulations, the Salary Scale and Table System, and other internal regulations of the Company applicable to the position of Deputy General Director.

Điều 4. This Decision takes effect from the date of signing.

The Board of Directors, the Chairman of the Board of Directors, the Board of General Directors, subordinate departments/boards/units of the Company, and Mr. Nguyen Van Chien are responsible for executing this Decision.

CHAIRMAN OF THE BOARD OF DIRECTORS

Recipients:

- As per Article 4;
- Company's Supervisory Board;
- Member companies;
- Archived at the BOD.



Bùi Thanh Tuyên

