

No. 42/CBTT-XDH

Hanoi, July 10, 2026

## CHANGE IN PERSONNEL

*To: Hanoi Stock Exchange (HNX)*

Base on Board Resolution No. 60/2026/QĐ-HĐQT dated July 10, 2026 issued by the Board of Directors of Hanoi Civil Construction Investment Joint Stock Company, we would like to announce the change in personnel of Hanoi Civil Construction Investment Joint Stock Company as follows:

Appointment:

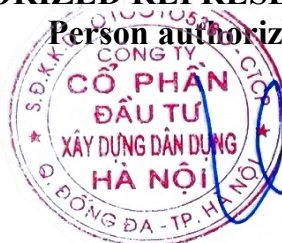
- Mr. Pham Tien Diep
- Former position in the organization: Director
- Newly appointed position: Director
- Term: 03 years
- Effective date: July 10, 2026

**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**



PHỤ TRÁCH QUẢN TRỊ CÔNG TY  
*Hà Văn Chi*

No. 60/2026/QĐ-HĐQT

Hanoi, July 10<sup>th</sup>, 2026.

## **DECISION**

### ***On the Reappointment of the General Director of Hanoi Civil Construction Investment Joint Stock Company***

#### **THE BOARD OF DIRECTORS**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020;*

*Pursuant to the Charter of Hanoi Civil Construction Investment Joint Stock Company;*

*Pursuant to Proposal No. 28/TTr-HCCI dated May 28<sup>th</sup>, 2026 of the Board of Management regarding the reappointment of the General Director;*

*Pursuant to the Minutes of the Meeting of the Board of Directors of Hanoi Civil Construction Investment Joint Stock Company No. 58/2026/BB-HĐQT dated July 10<sup>th</sup>, 2026.*

#### **HEREBY DECIDES:**

**Article 1.** Mr. Pham Tien Diep, born on July 10<sup>th</sup>, 1979, is hereby reappointed to continue serving as General Director of Hanoi Civil Construction Investment Joint Stock Company.

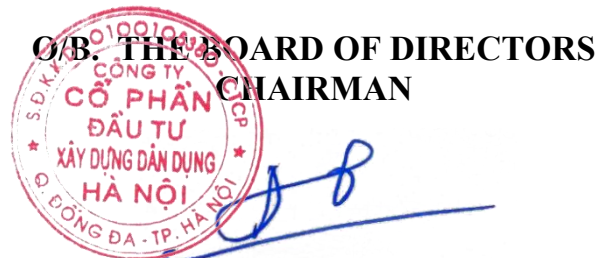
The term of reappointment shall be 03 years, commencing from July 1<sup>st</sup>, 2026.

**Article 2.** Mr. Pham Tien Diep shall be responsible for fully performing the functions and duties assigned to him; complying with the Company's Charter, Company's regulations, and all applicable laws. Mr. Pham Tien Diep shall be entitled to salary, benefits, and other remuneration in accordance with the applicable laws, the Company's Charter, and the Company's internal regulations.

**Article 3.** The Board of Management, functional departments of the Company, affiliated units, and Mr. Pham Tien Diep shall be responsible for implementing of this Decision.

**Recipients:**

- As stated in Article 3;
- Board of Directors;
- Board of Supervisors;
- Board of Management;
- Archived: Admin, Company's Secretary.



**Dam Thanh Tung**