

No.: 524/VINAINCON-CBTT

Hanoi, July 31, 2026

CHANGES IN PERSONNEL

To: Hanoi Stock Exchange

Pursuant to Decision No. 55 /QĐ-VINAINCON-HĐQT dated July 31, 2026 of the Board of Directors of Vietnam Industrial Construction Corporation, we respectfully announce the following personnel changes within the Corporation:

Case of dismissal

- Mr. Dang Quang Cuong
- Former position in the organization: Chief Accountant, concurrently Head of Finance and Accounting Department
- Dismissed: Chief Accountant, concurrently Head of the Finance and Accounting Department.
- Following his dismissal, Mr. Dang Quang Cuong is no longer an insider of the Corporation.
- Reason for: Retirement.
- Effective date: from November 1, 2026.

This information was published on the company's website on July 31, 2026 at the following link: <http://vinaincon.com.vn>

Attachments:

- Decision No. 55 /QĐ-VINAINCON-HĐQT;
- Information provision document.

Organization representative

Person authorized to disclose information



Le Duc Tho

DECISION
Regarding retirement for workers

BOARD OF DIRECTORS
VIETNAM INDUSTRIAL CONSTRUCTION CORPORATION

Based on the Labor Code No.45/2019 - QH14 dated 20/11/2019;

Based on the Social Insurance Law No.58/2014/QH13 dated 20/11/2014;

Based on Decree No.115/2015/NĐ-CP dated 11/11/2015 of the Government detailing a number of Articles of the Law on Social Insurance regarding compulsory social insurance;

Based on Circular No.06/2021/TT-BLĐTBXH dated 07/7/2021, of the Ministry of Labour, Invalids and Social Affairs, which details and guides the implementation of a number of articles of the Law on Social Insurance regarding compulsory social insurance;

Based on the Charter of Organization and Operation of Vietnam Industrial Construction Corporation;

Based on Resolution No.13/NQ-HĐQT dated 28/7/2026 of the Board of Directors of the Corporation,

DECISION:

Article 1. Mr. Dang Quang Cuong

Date of birth: 28/4/1965;

Social insurance number: 2996068292;

Job title: Chief Accountant, concurrently Head of Finance and Accounting Department ;

Workplace: Finance and Accounting Department, Vietnam Industrial Construction Corporation;

Eligible to retire and receive social insurance benefits from 01/11/2026.

Post-retirement residence: House No.15, Alley 69, Nguyen Hy Quang Street, Dong Da Ward, Hanoi City.

Method of receiving pension: via account number 2200113035 - Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) - Thang Long Branch.

Initial registration location for medical examination and treatment: Dong Da General Hospital - 180 Nguyen Luong Bang Alley, Dong Da Ward, Hanoi City.



Article 2. The social insurance benefits for Mr. Dang Quang Cuong shall be processed by the Hanoi City Social Insurance Agency in accordance with the provisions of current social insurance law.

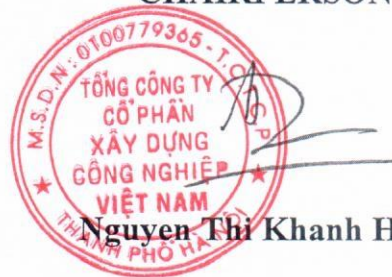
Article 3. This Decision shall take effect from the date of signing.

Board members; General Director The General Corporation and Mr. Dang Quang Cuong are responsible for implementing this decision.

Recipient:

- As per Article 3;
- Board of Supervisors of the Corporation;
- Trade Union of the Corporation;
- Member units of the Corporation;
- Saved: file, Board of Directors.

**BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Thi Khanh Hang

