

Number: 70/2026 / TB-CBTT

Hanoi, May 27, 2026

NOTICE OF PERSONNEL CHANGES

(*Template used for appointments and/or dismissals/resignations*)

**To: The State Securities Commission
Hanoi Stock Exchange**

Based on Resolution No.06/2026/NQ-HĐQT dated May 26, 2026 of VCP Power and Construction Joint Stock Company, we would like to announce the following personnel changes at VCP Power and Construction Joint Stock Company:

Case of appointing the Chief Accountant

- Mr. Nguyen Viet Hoang
- Previous position before appointment : *General Director of Saigon Equipment and Spare Parts Joint Stock Company*
- Position appointed : *Chief Accountant of VCP Power and Construction Joint Stock Company*
- Term of appointment: 3 years
- Effective date : June 1, 2026

Case of dismissal of the Chief Accountant

- Mr. Nguyen Van Binh
- No longer holds the position of *Chief Accountant of VCP Power and Construction Joint Stock Company*
- Effective date : June 1, 2026

****Attached documents:***

- Resolution No. 06/2026/NQ-HĐQT
- List of relevant parties .

Organization representative
(Signature, full name, position, seal)



VU NGOC TU
CHAIRMAN OF THE BOARD



VCP POWER & CONSTRUCTION JOINT STOCK COMPANY

19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City

Website: vcpholdings.com.vn



No.: 03/2026/QĐ-HĐQT

Hanoi, May 26, 2026

DECISION

Re: Relieving the Chief Accountant from assigned duties

THE BOARD OF DIRECTORS

OF VCP POWER & CONSTRUCTION JOINT STOCK COMPANY

- Pursuant to the Enterprise Law 2020;
- Pursuant to the Charter on organization and operation of VCP Power & Construction Joint Stock Company;
- Pursuant to Resolution No 06/2026/NQ-HĐQT of the Board of Directors of VCP Power & Construction Joint Stock Company dated 26/5/2026 regarding the consolidation of the Company's Chief Accountant personnel;
- Based on the Company's organizational and management requirements.

DECISION:

Article 1: To relieve Mr. Nguyen Van Binh from the duties of Chief Accountant of VCP Power & Construction Joint Stock Company, effective from June 01, 2026.

Article 2: Mr. Nguyen Van Binh shall be responsible for handing over all work, records, documents, and assets related to the position previously assigned to the Company's Board of Management for administration and operation.

Article 3: This Decision takes effect from the date of signing.

Members of the Board of Directors, Members of the Supervisory Board, General Director, Deputy General Directors, Chief Accountant, Directors of functional departments and affiliated units of the Company, and Mr. Nguyen Van Binh shall be responsible for the implementation of this Decision.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As stated in Article 3;
- Archived at the Board of Directors Office and Administration Department



CHỦ TỊCH HĐQT
Vũ Ngọc Lưu



VCP POWER & CONSTRUCTION JOINT STOCK COMPANY

19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City
Website: vcpholdings.com.vn



No.: 04 /2026/QĐ-HĐQT

Hanoi, May 26, 2026

DECISION

Re: Appointment of the Company's Chief Accountant

THE BOARD OF DIRECTORS OF VCP POWER & CONSTRUCTION JOINT STOCK COMPANY

- Pursuant to the Enterprise Law 2020;
- Pursuant to the Charter on organization and operation of VCP Power & Construction Joint Stock Company;
- Pursuant to Resolution No. 06/2026/NQ-HĐQT of the Board of Directors of VCP Power & Construction Joint Stock Company dated 26/5/2026 regarding the consolidation of the Company's Chief Accountant personnel;
- Based on the Company's organizational and management requirements;
- Considering the qualifications and working capacity of Mr. Nguyen Viet Hoang.

DECISION:

Article 1: To appoint Mr. NGUYEN VIET HOANG

Date of birth: December 14, 1982

Profession: Master of Finance and Banking

ID Card/Citizen Identification No.: 001082033495; issued by: Department of Administrative Management of Social Order and National Population Database; date of issue: December 18, 2021.

Permanent address: 24 Hang Can Street, Hoan Kiem Ward, Hanoi City.

Position: Chief Accountant of VCP Power & Construction Joint Stock Company

Term of appointment: 03 years, effective from June 01, 2026.

Article 2: Mr. Nguyen Viet Hoang shall perform his rights and obligations in accordance with the Charter on organization and operation of VCP Power & Construction Joint Stock Company and the current provisions of law.

Article 3: This Decision takes effect from the date of signing.

Members of the Board of Directors, Members of the Supervisory Board, General Director, Deputy General Directors, Chief Accountant, Directors of functional departments, affiliated units of VCP Power & Construction Joint Stock Company, and Mr. Nguyen Viet Hoang shall be responsible for the implementation of this Decision.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As stated in Article 3;
- Archived at the Board of Directors Office and Administration Department



CHỦ TỊCH HĐQT
Vũ Ngọc Lưu



No.: 06 /2026/NQ-HĐQT

Hanoi, day 26 moth 05 year 2026

RESOLUTION

Regarding: Approving the consolidation of Chief Accountant personnel of the Company

THE BOARD OF DIRECTORS OF VCP POWER & CONSTRUCTION JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter on Organization and Operation of VCP Power & Construction Joint Stock Company;
- Pursuant to the Regulations on Organization and Operation of the Board of Directors of VCP Power & Construction Joint Stock Company approved by the General Meeting of Shareholders on April 22, 2021;
- Considering the work requirements and officer's competence.

RESOLVED:

Article 1: Approve the consolidation of Chief Accountant personnel of VCP Power & Construction Joint Stock Company including the following individuals:

1. Relieve from duty as Chief Accountant of VCP Power & Construction Joint Stock Company for Mr. Nguyen Van Binh, born on June 6, 1978; Professional qualification: Master of Finance and Banking, effective from June 1, 2026.
2. Appoint Mr. Nguyen Viet Hoang, born on December 14, 1982
Professional qualification: Master of Finance and Banking
Position: Chief Accountant of VCP Power & Construction Joint Stock Company Term of appointment: 03 years, effective from June 1, 2026.

Article 2: This Resolution has been signed and approved by the members of the Board of Directors of VCP Power & Construction Joint Stock Company.

The Board of Directors authorizes the Chairman of the Board of Directors to sign the decisions on personnel affairs regarding the individuals named in Article 1 in accordance with current procedures and regulations

FOR THE BOARD OF DIRECTORS OF VCP POWER & CONSTRUCTION JOINT STOCK COMPANY

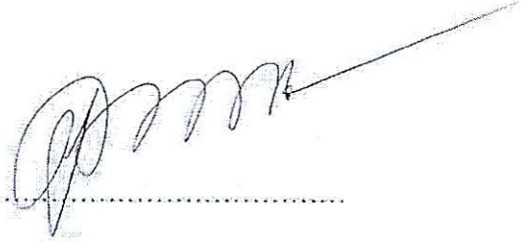
Chairman of the Board of Directors

Vu Ngoc Tu



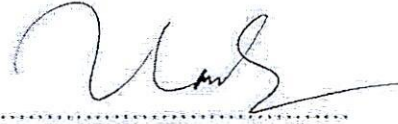
**Permanent Vice Chairman of the Board of
Directors**

Pham Van Minh

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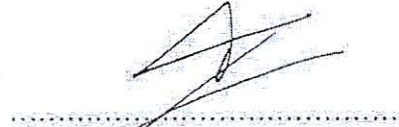
Member of the Board of Directors

Nguyen Thi Ha Ninh

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Member of the Board of Directors

Nguyen Viet Tien

A handwritten signature in black ink, appearing as a series of sharp, intersecting lines, positioned above a horizontal dotted line.

Member of the Board of Directors

Trinh Nguyen Khanh

A handwritten signature in black ink, with a complex, flowing structure and a long horizontal line at the end, positioned above a horizontal dotted line.