

No.: 16/CBTT-XL

Hue City, April 16, 2026

ANNOUNCEMENT OF PERSONNEL CHANGE

To:

- **The State Securities Commission;**
- **Ho Chi Minh Stock Exchange.**

Pursuant to Decision No. 09/QD-XL-HDQT dated April 16, 2026, of the Board of Directors of Thien Hue Construction Joint-Stock Corporation, we are pleased to announce the following personnel changes at Thien Hue Construction Joint-Stock Corporation as follows:

Appointment:

- Mr. Le Quy Dinh
- Position prior to appointment: Vice Chairman of the Board of Directors cum General Director of the Corporation
- Appointed position: Vice Chairman of the Board of Directors cum General Director of the Corporation
- Term of appointment: From April 16, 2026, until the end of the Board of Directors' term
- Effective date: April 16, 2026

This information was published on the Corporation's website on April 17, 2026, at the following link: *http://xaylaphue.com.vn => Investor Relations => Shareholder Announcements.*

Attached documents:

- *Decision No. 09/QD-XL-HDQT*
- *Information disclosure of internal persons and their related persons*

AUTHORIZED REPRESENTATIVE

Legal Representative



LE QUY DINH

Hue City, April 16, 2026

DECISION

**Regarding the appointment of the General Director of
Thua Thien Hue Construction Joint-Stock Corporation**

**BOARD OF DIRECTORS OF THUA THIEN HUE CONSTRUCTION JOINT-
STOCK CORPORATION**

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Thua Thien Hue Construction Joint-Stock Corporation;

Pursuant to Resolution No. 01/2026/NQ-XL-ĐHCD dated April 15, 2026, of the General Meeting of Shareholders of Thua Thien Hue Construction Joint-Stock Corporation;

Pursuant to the Minutes of the Board of Directors meeting of Thua Thien Hue Construction Joint Stock Corporation dated April 15, 2026;

Pursuant to the professional qualification, capacity, and work experience of the personnel.

DECIDES:

Article 1. To appoint Mr. Le Quy Dinh

- Date of birth: January 06, 1967
- Professional qualification: Civil Engineer, Bachelor of Economics
- Position: **General Director of Thua Thien Hue Construction Joint-Stock Corporation**
- Effective date: From April 16, 2026
- Term of appointment: Until the retirement age as prescribed by the Labor Law
- Salary coefficient: 15.06 (Level 3, Grade Ab according to the salary scale approved by the Board of Directors of Thua Thien Hue Construction Joint-Stock Corporation in Decision No. 12/QD-XL-HDQT dated July 01, 2017)

Article 2. Duties, powers, and responsibilities of Mr. Le Quy Dinh shall be performed in accordance with the provisions of the Law on Enterprises, the Charter of Thua Thien Hue Construction Joint-Stock Corporation, and the Internal Regulations on Corporate Governance.

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

Article 4. Thua Thien Hue Construction Joint-Stock Corporation, the Board of Directors, the Executive Board, the relevant Professional Departments, and Mr. Le Quy Dinh are responsible for implementing this Decision./.

Recipient:

- As per Article 4;
- Members of BOD & SB of HCC;
- Information disclosure;
- Member Units of HCC;
- Subsidiaries and Associates;
- Related Parties and Organizations
- Saved at Company Secretary

ON BEHALF OF THE BOARD OF DIRECTORS



Doan Huu Thuan

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Huế, ngày 02 tháng 04 năm 2026
Huế, day 02 month 04 year 2026

BẢN CUNG CẤP THÔNG TIN/ CIRRICULLUM VITAE

Kính gửi: - Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch chứng khoán TP. Hồ Chí Minh
- Sở Giao dịch chứng khoán TP. Hà Nội

To: - The State Securities Commission;
- The Ho Chi Minh Stock Exchange.
- The Ha Noi Stock Exchange.

1/ Họ và tên /Full name: **LE QUY DINH**

2/ Giới tính/Sex: **Male**

3/ Ngày tháng năm sinh/Date of birth: **06/01/1967**

4/ Nơi sinh/Place of birth: **Hue City**

5/ Số CCCD (hoặc số hộ chiếu)/ ID card No. (or Passport No.):

Ngày cấp/Date of issue: Nơi cấp/Place of issue:

6/ Quốc tịch/Nationality: **Vietnamese**

7/ Dân tộc/Ethnic: **Kinh**

8/ Địa chỉ thường trú/Permanent residence:

9/ Số điện/Telephone number:

10/ Địa chỉ email/Email:

11/ Tên tổ chức là đối tượng công bố thông tin/ Organisation's name subject to information disclosure rules: **Thua Thien Hue Construction Joint-Stock Corporation**

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/ Current position in an organization subject to information disclosure: **Vice Chairman and General Director**

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/Positions in other companies:

- **The Board of Directors' member Ba Ria - Vung Tau House Development Joint Stock Company (HODECO)**

- **The Board of Directors' member Frit Hue Joint Stock Company**

- **Chairman Thua Thien Hue House Trading Joint Stock Company**

- **Chairman of the Board of Directors Industrial Zone Infrastructure Investment And Development Limited Company**

14/ Số CP nắm giữ: CP chiếm ...% vốn điều lệ, trong đó/ Number of owning shares ... shares, accounting for ...% of charter capital, of which:

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu/Owning on behalf of (the State/strategic investor/other organisation): **0**

+ Cá nhân sở hữu/ Owning by Individual: **1 shares**

15/ Các cam kết nắm giữ (nếu có)/Other owning commitments (if any): **No**

16/ Danh sách người có liên quan của người khai* /*List of affiliated persons of declarant:*

17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/*Related interest with public company, public fund (if any):*

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/ *Interest in conflict with public company, public fund (if any):*

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/*I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.*

**NGƯỜI KHAI /
DECLARANT**

*(Ký, ghi rõ họ tên)
(Signature, full name)*



Le Quy Dinh

LIST OF INTERNAL PERSON AND RELATED PERSONS OF INSIDERS

Stock code: HUB

Company name: THUA THIEN HUE CONSTRUCTION JSC

Closing date: 20/3/2026

No	Stock code	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with Internal persons	Type of NSH Certificate (CCCD, Passport, Business Registration Certificate)	NSH certificate number	Date of issue of NSH	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting to be affiliated person of the company/ Internal Persons	Time of ending to be affiliated person of the company/ Internal Persons	Reasons	Notes (regarding the absence of NSH Certificate number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	HUB	Mr. Le Quy Dinh	079C027645	Vice Chairman and General Director	Internal person								15/4/2026			
1.01	HUB	Nguyen Thi Hong Phuc	079C027691		Wife											
1.02	HUB	Le Khanh Trang			Daughter											
1.03	HUB	Le Quy Dat			Son											
1.04	HUB	Huynh Nguyen Nhat Van			Son-in-law											
1.05	HUB	Le Thi Minh Tam			Younger sister											
1.06	HUB	Truong Dinh Thuan			brother in law											
1.07	HUB	Le Quy Bao			younger brother											
1.08	HUB	Thua Thien Hue House Trading Joint Stock Company			Chairman											
1.09	HUB	Industrial Zone Infrastructure Investment And Development Limited Company			Chairman of the Board of Directors											

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1.10	HUB	Ba Ria - Vung Tau House Development Joint Stock Company (HODECO)			The Board of Directors' member											
1.11	HUB	Frit Hue Joint Stock Company			The Board of Directors' member											