

No: 20/CBTT-XL

Hue City, April 28, 2026

NOTICE OF PERSONNEL CHANGES

To:

- State Securities Commission of Vietnam;
- Hochiminh Stock Exchange.

Pursuant to Decision No. 15/2026/QĐ-XL-HĐQT dated April 28, 2026, issued by the Board of Directors of Thua Thien Hue Construction Joint-Stock Corporation, we would like to formally announce the changes in the Corporation's personnel as follows:

Dismissal Case:

- Mr. Nguyen Van Quy
- Position no longer held: Technical Director of Thua Thien Hue Construction Joint-Stock Corporation and no longer an internal persons of Thua Thien Hue Construction Joint-Stock Corporation.
- Reason: Retirement in accordance with Labor Law.
- Effective date: From May 1, 2026

This information was disclosed on the Corporation's website on April 28, 2026, at: <http://xaylaphue.com.vn> => *Investor Relations* => *News for Shareholders*.

Attached documents:

- Decision No. 15/QĐ-XL-HĐQT;
- Information disclosure form for internal persons and their affiliated persons

ORGANIZATION REPRESENTATIVE

Legal Representative



LE QUY DINH

No: 15/QĐ-XL-HĐQT

Hue City, April 28, 2026

DECISION

**Regarding the Relieving from duty of Technical 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 as approved by the General Meeting of Shareholders;

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 Decision No. 10HT0040/QĐ-BHXH dated April 8, 2026, issued by the Hue City Social Insurance Office regarding the monthly retirement benefits for Mr. Nguyen Van Quy, effective from May 1, 2026.

DECIDES:

ARTICLE 1. To Dismissal of Mr. Nguyen Van Quy from the position of Technical Director of Thua Thien Hue Construction Joint-Stock Corporation.

- **Reason:** Retirement in accordance with the Labor Law.
- **Effective Date:** From May 1, 2026

ARTICLE 2. This Decision shall take effect from May 1, 2026.

ARTICLE 3. The General Director of Thua Thien Hue Construction Joint-Stock Corporation, professional Departments/Units, and Mr. Nguyen Van Quy are responsible for the implementation of this Decision./.

Recipient:

- As per Article 3;
- Members of BOD & SB of HCC;
- Board of Executives;
- Saved at Company Secretary

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Doan Huu Thuan

LIST OF INTERNAL PERSON AND RELATED PERSONS OF INSIDERS

Stock code: HUB

Company name: THUA THIEN HUE CONSTRUCTION JSC

Closing date: 28/4/2026

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. Nguyen Van Quy		Technical Director	Internal person	CCCD			The police department for administrative management of social order				1/7/2021			
1.01	HUB	To Thi Thanh Tinh			Wife	CCCD			The police department for administrative management of social order		0	0%				
1.02	HUB	Nguyen Van Nguyen			Son	CCCD			The police department for administrative management of social order		0	0%				
1.03	HUB	Nguyen Van Nguyen Khoa			Son	CCCD			The police department for administrative management of social order		0	0%				
1.04	HUB	Nguyen Van Le			younger brother	CCCD			The police department for administrative management of social order		0	0%				
1.05	HUB	Nguyen Thi Thanh Tam			younger brother	CCCD			The police department for administrative management of social order		0	0%				
1.06	HUB	Pham Anh Ky			Brother-in-law	CCCD			The police department for administrative management of social order		0	0%				
1.07	HUB	Nguyen Van Nghia			younger brother	CCCD			The police department for administrative management of social order		0	0%				
1.08	HUB	Huyen Ton Nu Ngoc Oanh			sister-in-law	CCCD			The police department for administrative management of social order		0	0%				
1.09	HUB	Nguyen Van Tin			younger brother	CCCD			The police department for administrative management of social order		0	0%				
1.10	HUB	Hoang Thi My Hoa			sister-in-law	CCCD			The police department for administrative management of social order		0	0%				
1.11	HUB	Nguyen Van Tuan			younger brother	CCCD			The police department for administrative management of social order		0	0%				
1.12	HUB	Le Thi Hoang Thao			sister-in-law	CCCD			The police department for administrative management of social order		0	0%				
1.13	HUB	Tuynen Brick Joint Stock Company No. 1 Thua Thien Hue			Chairman	Business Registration			Department of Planning and Investment of Hue City		0	0%				
1.14	HUB	Hue Tuynen Brick Joint Stock Company			Chairman	Business Registration			Department of Planning and Investment of Hue City		0	0%				
1.15	HUB	Thua Thien Hue Infrastructure Development and Investment Construction Joint Stock Company			The Board of Directors' member	Business Registration			Department of Planning and Investment of Hue City		0	0%				