

**INTIMEX - HOA CAM
CONCRETE JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: 123 /QĐ-HĐQT-HCC

Da Nang, September 24 , 2025

DECISION OF THE COMPANY'S BOARD OF DIRECTORS
Regarding the appointment of the Person in charge of corporate governance

**CHAIRMAN OF THE BOARD OF DIRECTORS OF INTIMEX - HOA CAM
CONCRETE JOINT STOCK COMPANY**

Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020, of the National Assembly;

Pursuant to the Charter on Organization and Operation of Intimex - Hoa Cam Concrete Joint Stock Company;

Pursuant to the minutes of the meeting of the Company's Board of Directors on September 23, 2025;

Considering the needs, standards, and capabilities of personnel

DECIDES:

Article 1. To appoint Mr. Nguyen Xuan Hien, Bachelor of Economics, Head of the Company's Organization and Administration Department, to hold the position of: Person in charge of corporate governance cum Company Secretary of Intimex - Hoa Cam Concrete Joint Stock Company.

Effective from September 24 , 2025.

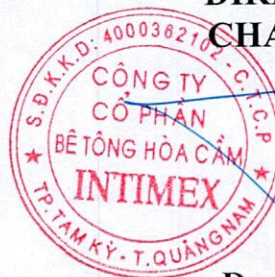
Article 2. Mr. Nguyen Xuan Hien shall be responsible for properly exercising the rights and performing the obligations stipulated by law and the Charter of Intimex - Hoa Cam Concrete Joint Stock Company.

Article 3. The members of the Board of Directors, the Company's General Director, and Mr. Nguyen Xuan Hien shall be responsible for implementing this decision.

Recipients:

- As Article 3;
- Board of Supervisors;
- Saved: Archives

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Do Ha Nam

**INTIMEX - HOA CAM CONCRETE
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No.: 290 /TB-HCC

Da Nang, September 24 , 2025

CHANGE IN PERSONNEL

(Applied to cases of appointment and/or dismissal/resignation)

To: Hanoi Stock Exchange

Pursuant to Decision No. 123/QĐ-HĐQT-HCC September 24, 2025 of the Board of Directors of Intimex - Hoa Cam Concrete Joint Stock Company, we would like to announce the change in personnel of Intimex - Hoa Cam Concrete Joint Stock Company as follows:

In case of appointment (*):

- Mr. Nguyen Xuan Hien
- Former position: Head of the Administration and Organization Department of the Company
- Newly appointed position: Person in charge of corporate governance cum Company Secretary
- Term of appointment: Effective from September 24, 2025

This information was published on the company's website on September 24, 2025 at the link www.betonghoacam.com.vn.

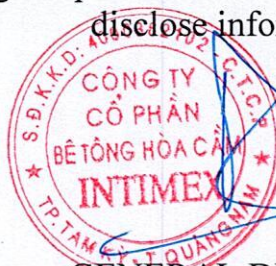
Attached documents:

- Decision of the Board of Directors on the change in personnel;
- List of affiliated persons.
(Appendix III - List of internal persons and affiliated persons)

ORGANIZATION REPRESENTATIVE

Legal representative/Person authorized to

disclose information



GENERAL DIRECTOR

Ngo Van Long