

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.

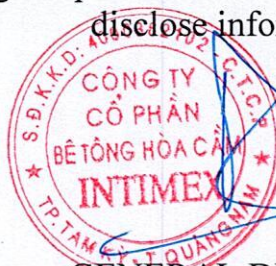
Attached documents:

- 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