

**Phụ lục I**  
**Appendix I**  
**THÔNG BÁO THAY ĐỔI NHÂN SỰ**  
**CHANGE IN PERSONNEL**

*(Ban hành kèm theo Quyết định số 21/QĐ-SGDVN ngày 21 tháng 12 năm 2021 của Tổng Giám đốc Sở Giao dịch Chứng khoán Việt Nam về Quy chế Công bố thông tin tại Sở Giao dịch Chứng khoán Việt Nam)*

*(Issued with the Decision No. 21/QĐ-SGDVN on December 21, 2021 of the CEO of Vietnam Exchange on the Information Disclosure Regulation of Vietnam Exchange)*

**CÔNG TY CỔ PHẦN ĐẦU  
TƯ VÀ XÂY DỰNG 40**  
**40 INVESTMENT AND  
CONSTRUCTION JSC**

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

Số: 2702/CBTT-L40  
No.: 2702/CBTT-L40

Đà Nẵng, ngày 27 tháng 02 năm 2026  
Da Nang, 27 February 2026

**THÔNG BÁO THAY ĐỔI NHÂN SỰ**  
**CHANGE IN PERSONNEL**

*(Mẫu dùng cho các trường hợp bổ nhiệm và/hoặc miễn nhiệm/từ nhiệm)*  
*Applied to cases of appointment and/or dismissal/resignation)*

**Kính gửi: Sở Giao dịch Chứng khoán Hà Nội**  
**To: Hanoi Stock Exchange**

Căn cứ theo Nghị quyết ĐHĐCĐ số 2602A/NQ-ĐHĐCĐ/L40 và Nghị quyết HĐQT số 05/2026/NQ-HĐQT/L40 ngày 26/02/2026 của Công ty Cổ Phần Đầu tư và Xây dựng 40 chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty Cổ Phần Đầu tư và Xây dựng 40 như sau:

*Based on The Resolution of the General Meeting of Shareholders No. 2602A/NQ-DHDCD/L40 and the Resolution of the Board of Directors No. 05/2026/NQ-HDQT/L40 dated February 26, 2026 of 40 Investment and Construction JSC, we would like to announce the change in personnel of Investment and Construction JSC as follows:*

**Trường hợp bổ nhiệm/In case of appointment (\*):**

1. Ông /Mr.: **Đỗ Tấn Cường**

- Chức vụ trước khi bổ nhiệm/Former position in the organization: Chủ tịch Hội đồng quản trị/Chairman of the BOD

- Chức vụ được bổ nhiệm/Newly appointed position: Chủ tịch Hội đồng quản trị/Chairman of the BOD

- Thời hạn bổ nhiệm/Term: 2026 -2030

- Ngày bắt đầu có hiệu lực/Effective date: 26/02/2026.

2. Ông /Mr.: **Đinh Văn Xuân**





- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Thành viên Hội đồng quản trị, Tổng giám đốc/ *Member of the BOD, Director General*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành viên Hội đồng quản trị, Tổng giám đốc/ *Member of the BOD, Director General*

- Thời hạn bổ nhiệm/*Term*: 2026 -2030

- Ngày bắt đầu có hiệu lực/*Effective date*: 26/02/2026.

3. Ông /Mr.: **Phan Anh**

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Thành viên Hội đồng quản trị độc lập/ *Independent Member of the BOD*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành viên Hội đồng quản trị độc lập/ *Independent Member of the BOD*

- Thời hạn bổ nhiệm/*Term*: 2026 -2030

- Ngày bắt đầu có hiệu lực/*Effective date*: 26/02/2026.

4. Ông /Mr.: **Nguyễn Văn Tuấn**

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Thành viên Hội đồng quản trị độc lập/ *Independent Member of the BOD*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành viên Hội đồng quản trị độc lập/ *Independent Member of the BOD*

- Thời hạn bổ nhiệm/*Term*: 2026 -2030

- Ngày bắt đầu có hiệu lực/*Effective date*: 26/02/2026.

5. Ông /Mr.: **Phạm Hữu Tài**

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Thành viên Hội đồng quản trị / *Member of the BOD*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành viên Hội đồng quản trị/ *Member of the BOD*

- Ngày bắt đầu có hiệu lực/*Effective date*: 26/02/2026.

6. Ông /Mr.: **Trần Văn Hùng**

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Trưởng Ban kiểm soát/ *Head of the Supervisory Board*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Trưởng Ban kiểm soát/ *Head of the Supervisory Board*

- Ngày bắt đầu có hiệu lực/*Effective date*: 26/02/2026.

Ông /Mr.: **Nguyễn Lê Duy**

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Thành viên Ban kiểm soát/ *Member of the Supervisory Board*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành viên Ban kiểm soát/ *Member of the Supervisory Board*

- Ngày bắt đầu có hiệu lực/*Effective date*: 26/02/2026.



**Ông /Mr.: Trần Công Hậu**

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Thành viên Ban kiểm soát/*Member of the Supervisory Board*
- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành viên Ban kiểm soát/ *Member of the Supervisory Board*
- Ngày bắt đầu có hiệu lực/*Effective date*: 26/02/2026.

Thông tin này đã được công bố trên trang thông tin điện tử của công ty tại đường dẫn <https://l40.vn/> /*This information was published on the company's website in the link https://l40.vn/*

**Tài liệu đính kèm/Attached documents:**

- Nghị quyết ĐHĐCĐ số 2602A/NQ-ĐHĐCĐ/L40;  
*The Resolution of the General Meeting of Shareholders No. 2602A/NQ-DHDCD/L40*
- Nghị quyết HĐQT số 05/2026/NQ-HĐQT/L40;  
*Board of Directors Resolution No. 05/2026/NQ-HĐQT/L40*
- Danh sách người có liên quan (Danh sách người nội bộ và những người có liên quan)  
*List of related persons (List of insiders and their related persons).*

**Đại diện tổ chức**  
**Organization representative**



**CHỦ TỊCH HĐQT**  
**Đỗ Tấn Cường**





**40 INVESTMENT AND CONSTRUCTION  
JOINT STOCK COMPANY**

**No.: 05/2026/NQ-HĐQT/L40**

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**SOCIALIST REPUBLIC OF VIET NAM**

**Independence – Freedom – Happiness**

*Da Nang, 26 February, 2026*

## **RESOLUTION**

*Re: Approval of the election of the Chairman of the Board of Directors for the 2026 – 2030 term*

### **THE BOARD OF DIRECTORS**

#### **40 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the Socialist Republic of Viet Nam;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 of the Socialist Republic of Viet Nam;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter on Organization and Operation of 40 Investment and Construction Joint Stock Company;
- Pursuant to the Minutes of the Meeting of the Board of Directors No. 05A/BB-HĐQT/L40 dated 26 February, 2026;

### **RESOLUTION:**

**Article 1.** The Board of Directors (“BOD”) unanimously resolves to elect Mr. Do Tan Cuong, Member of the Board of Directors for the 2026–2030 term, to hold the position of Chairman of the Board of Directors of 40 Investment and Construction Joint Stock Company, effective from February 26, 2026 until the Board of Directors issues another decision on any change.

#### **Article 2. Implementation provisions:**

This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Supervisory Board, the Board of Management, and relevant individuals shall be responsible for the implementation of this Resolution.

#### **Recipients:**

- Shareholders;
- Members of the Board of Directors, Board of Management, and Board of Supervisors;
- Filed

- ;







**MINUTES OF THE MEETING OF THE BOARD OF SUPERVISORS**

*Re: Election of the Head of the Board of Supervisors for the 2026–2030 Term*

**I. TIME AND VENUE OF THE MEETING**

1. **Time:** 1:30 PM, Thursday, February 26, 2026
2. **Venue:** 359 Nguyen Phuoc Lan Street, Hoa Xuan Ward, Da Nang City, Vietnam

**II. ATTENDEES**

**1. Members of the Board of Supervisors:**

- Mr. Tran Van Hung
- Mr. Nguyen Le Duy
- Mr. Tran Cong Hau

**2. Chairperson of the Meeting:** Mr. Tran Van Hung – Member of the Board of Supervisors

**3. Secretary of the Meeting:** Ms. Pham Tran Thuy Tho

**III. MEETING AGENDA**

Election of the Head of the Board of Supervisors.

**IV. RESOLUTIONS AND VOTING RESULTS**

The Board of Supervisors unanimously elected Mr. Tran Van Hung to hold the position of Head of the Board of Supervisors for the 2026–2030 term.

Voting results:

- In favor: 3/3 votes, representing 100%
- Against: 0/3 votes, representing 0%
- Abstentions: 0/3 votes, representing 0%

The Minutes of the Meeting of the Board of Supervisors were unanimously approved by all members of the Board of Supervisors and were made in three (03) originals.

The meeting was adjourned at 2:30 PM on the same day.

**Recipients:**

- Board of Directors
- Board of Supervisors
- Company Office (for record keeping)

**CHAIRPERSON OF THE MEETING**

**TRAN VAN HUNG**

**Member of the BOS:** Mr. Nguyen Le Duy

**Member of the BOS:** Mr. Tran Cong Hau

No.: 2602A/NQ-ĐHĐCĐ/L40

Da Nang, February 26, 2026

**RESOLUTION  
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter of Organization and Operation of 40 Investment and Construction Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders 2026 No. 2602/BB-ĐHĐCĐ/L40 dated 26/02/2026.

The Annual General Meeting of Shareholders (“AGM”) of 40 Investment and Construction Joint Stock Company, held at No. 306, 2/9 Street, Hoa Cuong Bac Ward, Da Nang City, on 26 February, 2026, has adopted the following resolutions:

**RESOLUTIONS**

**Article 1: Approval of the Report of the Board of Directors for the year 2025 No. 001/BC-ĐHĐCĐ dated 04/02/2026:**

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 2: Approval of the Report of the Board of Supervisors for the year 2025 No. 002/2025/BC/BKS-L40 dated 04/02/2026:**

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 3: Approval of the Business Performance Report for 2025 and the Business Plan for 2026 No. 003/2025/BC/BĐH-L40 dated 04/02/2026:**

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 4: Approval of the Proposal on the Audited Financial Statements for the year 2025 No. 004/TTr/ĐHĐCĐ dated 04/02/2026:**

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.





**Article 5: Approval of the Proposal on Business Performance Results for 2025 and Profit Distribution for the year 2025 No. 005/TTr/ĐHĐCĐ dated 04/02/2026:**

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 6: Approval of the Proposal on the Selection of the Auditing Firm for the Financial Statements for the year 2026 No. 006/TTr/ĐHĐCĐ dated 04/02/2026:**

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 7: Approval of the Proposal on Remuneration of the Board of Directors and the Board of Supervisors No. 007/TTr- ĐHĐCĐ dated 04/02/2026:**

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 8: Approval of the Proposal on the Change of the Head Office Address of 40 Investment and Construction Joint Stock Company No. 008/TTr/ĐHĐCĐ dated 04/02/2026:**

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 9: Approval of the Proposal on the Mechanism for additional nomination of members of the Board of Directors and the tentative list of candidates for the 2026–2030 term introduced by the Board of Directors for additional nomination under such mechanism in the event of approval by the General Meeting of Shareholders No. 009.1/TTr/ĐHĐCĐ dated 15/02/2026:**

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 10: Approval of the Proposal on the Election of Members of the Board of Directors for the 2026–2030 term, No. 009/TTr/ĐHĐCĐ dated 04/02/2026:**

Approval of the list of candidates for the Board of Directors, including:

1. Mr. Do Tan Cuong (Curriculum Vitae attached)
2. Mr. Dinh Van Xuan (Curriculum Vitae attached)
3. Mr. Phan Anh (Independent Member of the Board of Directors candidate – Curriculum Vitae attached)
4. Mr. Nguyen Van Tuan (Independent Member of the Board of Directors candidate – Curriculum Vitae attached)
5. Mr. Pham Huu Tai (Curriculum Vitae attached)

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 11: Approval of the Proposal on the mechanism for additional nomination of members of the Board of Supervisors and the tentative list of candidates for the 2026–2030 term**

introduced by the Board of Supervisors for additional nomination under such mechanism in the event of approval by the General Meeting of Shareholders No. 010.1/TTr/ĐHĐCĐ dated 15/02/2026:

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 12: Approval of the Proposal on the Election of Members of the Supervisory Board for the 2026–2030 term, No. 010/TTr/ĐHĐCĐ dated 04/02/2026:**

Approval of the list of candidates for the Supervisory Board, including:

1. Mr. Tran Van Hung (Curriculum Vitae attached)
2. Mr. Nguyen Le Duy (Curriculum Vitae attached)
3. Mr. Tran Cong Hau (Curriculum Vitae attached)

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**ELECTION RESULTS**

**Election results of members of the Board of Directors for the 2026–2030 term:**

1. Mr. Do Tan Cuong	Votes: 8,665,500	Ratio: 100%
2. Mr. Dinh Van Xuan	Votes: 8,665,500	Ratio: 100%
3. Mr. Phan Anh	Votes: 8,665,500	Ratio: 100%
4. Mr. Nguyen Van Tuan	Votes: 8,665,500	Ratio: 100%
5. Mr. Pham Huu Tai	Votes: 8,665,500	Ratio: 100%

**Election results of members of the Board of Supervisors for the 2026–2030 term:**

1. Mr. Tran Van Hung	Votes: 8,665,500	Ratio: 100%
2. Mr. Nguyen Le Duy	Votes: 8,665,500	Ratio: 100%
3. Mr. Tran Cong Hau	Votes: 8,665,500	Ratio: 100%

**Article 13: Approval of the Proposal on the Payment of Cash Dividends for the year 2025 at a rate of 5% No. 011/TTr/ĐHĐCĐ dated 04/02/2026:**

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 14: Approval of the Proposal on the Share Issuance Plan to Pay Dividends at a ratio of 10:12 for the year 2025 No. 012/TTr/ĐHĐCĐ dated 04/02/2026:**

The AGM approved the report with 8,665,500 shares voting in favor, representing 100% of the total voting shares attending the Meeting.

**Article 15: Implementation Provisions**

This Resolution was fully adopted at the Annual General Meeting of Shareholders 2026 of 40 Investment and Construction Joint Stock Company and shall take effect from the date of signing.



Members of the Board of Directors, the Board of Supervisors, the Executive Management and related individuals shall be responsible for the implementation of this Resolution in accordance with their respective authority, functions, and in compliance with applicable laws and the Company's Charter.

**Recipients:**

- *General Meeting of Shareholders;*
- *Board of Directors, Board of Management, Board of Supervisors;*
- *Archived: Office, Company Secretary.*

**OBO. THE GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN OF THE BOARD OF DIRECTORS**



A handwritten signature in blue ink, appearing to be "ĐO TAN CUONG".

**ĐO TAN CUONG**

