

**SONG HONG CONSTRUCTION  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness**

Number: 104 /CT-TCHC  
Subject: Announcement of information  
regarding the election of the Chairman  
of the Board of Directors and the  
company's management.

*Hanoi, May 5, 2026*

**EXTRAORDINARY INFORMATION DISCLOSURE**

**Dear Sir/Madam-** State Securities Commission  
- Hanoi Stock Exchange

1. Company name: **Song Hong Construction Joint Stock Company**
2. Stock ticker symbol: **ICG**
3. Head office address: 164 Lo Duc Street – Hai Ba Trung Ward – Hanoi
4. Telephone: 024. 39 72 72 97
5. Content of the published information:
  - Appointing Mr. Pham Hung as Chairman of the Board of Directors of the Company for the term 2026-2031, effective from May 5, 2026.
  - Appointing Mr. Pham Quang Huy as the Head of Company Administration for the term 2026-2031, effective from May 5, 2026.
6. The above information is posted on the Company Website: <http://incomex.com.vn/>

We hereby declare that the information published above is true and accurate, and we assume full legal responsibility for the content of the information we have published.

Thank you and best regards./.

**Recipient:**

- As above;
- Save TCHC/CT.

**AUTHORIZED REPRESENTATIVE FOR  
INFORMATION DISCLOSURE**

*(Signed)*

**Nguyen Hong Thai**

**SONG HONG CONSTRUCTION  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

Number: 07/QD-HDQT

*Hanoi, May 5, 2026*

**DECISION**

**Regarding the Election of the Chairman of the Board of Directors**

**CHAIRMAN OF THE BOARD OF DIRECTORS  
SONG HONG CONSTRUCTION JOINT STOCK COMPANY**

*Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and its implementing guidelines;*

*Based on the Charter of Organization and Operation of Song Hong Construction Joint Stock Company;*

*Based on Resolution No. 01/NQ-ĐHĐCĐ dated April 21, 2026, of the General Meeting of Shareholders of Song Hong Construction Joint Stock Company;*

*Based on Minutes of Meeting No. 06/BB-HĐQT dated May 5, 2026, of the Board of Directors of Song Hong Construction Joint Stock Company,*

**DECISION:**

**Article 1.** Mr. Pham Hung was elected Chairman of the Board of Directors of the Company for the term 2026-2031, effective from May 5, 2026.

**Article 2.** Mr. Pham Hung is responsible for managing the activities of the Board of Directors in accordance with the Company's Articles of Organization and Operation, internal regulations on corporate governance, and relevant legal provisions.

**Article 3.** The members of the Board of Directors, the General Director, the Deputy General Directors, and the relevant Departments and Divisions of the Company are responsible for implementing this Decision.

***Recipient:***

- As per Article 3;
- BKS;
- Saved: Board of Directors.

**On behalf of the Board of Directors  
CHAIRMAN**

*(Signed)*

**Pham Hung**

**SONG HONG CONSTRUCTION  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

Number: 08/QD-HDQT

*Hanoi, May 5, 2026*

**DECISION**

**Regarding the Appointment of the Company's Governance Officer**

**CHAIRMAN OF THE BOARD OF DIRECTORS  
SONG HONG CONSTRUCTION JOINT STOCK COMPANY**

*Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and its implementing guidelines;*

*Based on Government Decree No. 155/2020/ND-CP dated December 31, 2020;*

*Based on the Charter of Organization and Operation of Song Hong Construction Joint Stock Company;*

*Based on Resolution No. 01/NQ-ĐHĐCĐ dated April 21, 2026, of the General Meeting of Shareholders of Song Hong Construction Joint Stock Company;*

*Based on Minutes of Meeting No. 06/BB-HDQT dated May 5, 2026, of the Board of Directors of Song Hong Construction Joint Stock Company,*

**DECISION:**

**Article 1.** Mr. Pham Quang Huy is appointed as the Head of Corporate Governance for the term 2026-2031, effective from May 5, 2026.

**Article 2.** Mr. Pham Quang Huy is responsible for exercising the rights and obligations of the person in charge of the company's administration in accordance with the law.

**Article 3.** The members of the Board of Directors, the General Director, the Deputy General Directors, and the relevant Departments and Divisions of the Company are responsible for implementing this Decision.

***Recipient:***

- As per Article 3;
- BKS;
- Saved: Board of Directors.

**On behalf of the Board of Directors  
CHAIRMAN**

*(Signed)*

**Pham Hung**