

No. 215/COMA-TCNS

Hanoi, June 30th, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on:

- Decision No. 23/QĐ-HĐQT dated 30/6/2026 on the reappointment of Mr. Dao Duc Tho as General Director of Construction Machinery Corporation - JSC.;

- Decision No. 24/QĐ-HĐQT dated 30/6/2026 on the reappointment of Mr. Vu Xuan Thang as Deputy General Director of Construction Machinery Corporation - JSC.;

- Decision No. 25/QĐ-HĐQT dated 30/6/2026 on the reappointment of Mr. Le The Thuy as Deputy General Director of Construction Machinery Corporation - JSC.;

- Decision No. 26/QĐ-HĐQT dated 30/6/2026 on the reappointment of Mr. Nguyen Huong Duong as Deputy General Director of Construction Machinery Corporation - JSC.;

We hereby would like to announce the changes in personnel of Construction Machinery Corporation - JSC. as follows:

1. Mr. Dao Duc Tho, DOB: 01/4/1968, Mechanical Engineer

- Former position in the organization: Member of BOD for the term of 2021-2026, General Director of the Corporation.

- Newly appointed position: Member of BOD for the term of 2026-2031, General Director of the Corporation.

- Term of appointment: 05 years.

- Effective date: 01/7/2026.

2. Mr. Vu Xuan Thang, DOB: 28/7/1970, Mechanical Engineer

- Former position in the organization: Member of BOD for the term of 2021-2026, Deputy General Director of the Corporation.

- Newly appointed position: Member of BOD for the term of 2026-2031, Deputy General Director of the Corporation.

- Term of appointment: 05 years.

- Effective date: 01/7/2026

3. Mr. Le The Thuy, DOB: 24/7/1969, Bachelor of Accounting and Finance, MBA

- Former position in the organization: Member of BOD for the term of 2021-2026, Deputy General Director of the Corporation.

- Newly appointed position: Member of BOD for the term of 2026-2031, Deputy General Director of the Corporation.



- Term of appointment: 05 years.

- Effective date: 01/7/2026

4. Mr. Nguyen Huong Duong, DOB: 31/12/1971, Electrical Engineer

- Former position in the organization: Deputy General Director of the Corporation.

- Newly appointed position: Deputy General Director of the Corporation.

- Term of appointment: 05 years.

- Effective date: 01/7/2026

This information was published on the Corporation's website on June 30th, 2026 as in the link www.coma.vn. ↓

Recipients:

- As stated above;

- BOD, GD (for report);

- Archives: Ad. Div.,

Org. & HR Dept. *mm*

Attached documents:

1. Decision No. 23/QĐ-HĐQT;

2. Decision No. 24/QĐ-HĐQT;

3. Decision No. 25/QĐ-HĐQT;

4. Decision No. 25/QĐ-HĐQT;

5. Information Disclosure in the Form as Appendix III

issued with Circular No. 96/2020/TT-BTC.

**PERSON AUTHORIZED TO DISCLOSE INFORMATION
PERSON IN CHARGE OF ADMINISTRATION**



Phan To Lan



No.: 23 /QĐ-HĐQT

Hanoi, June 30th 2026

DECISION
Regarding reappointment of personnel

CHAIRMAN OF THE BOARD OF CONSTRUCTION MACHINERY CORP. JSCo.

Based on:

- *The Charter of Construction Machinery Corporation - JSC.;*
- *The Decision No. 79/QĐ-HĐQT dated 31/12/2020 of the Corporation's Board of Directors on promulgation of the Regulations on personnel management of Construction Machinery Corporation - JSC.;*
- *The document No. 9634/BXD-TCCB dated 24/6/2026 of the Ministry of Construction on personnel;*
- *The results of the confidence vote at the meeting on 25/6/2026;*
- *The Resolution No. 17/NQ-HĐQT dated 30/6/2026 of the Corporation's Board of Directors on reappointment of personnel of Construction Machinery Corporation - JSC.*

DECIDES:

Article 1. To reappoint Mr. Dao Duc Tho, DOB: 01/4/1968, Authorized Representative of State Capital, Member of Board of Director to hold the position of General Director of Construction Machinery Corporation - JSC., from the date of July 01st, 2026.

Article 2. Mr. Dao Duc Tho receives his salary according to the regulations of the Corporation.

Article 3. Mr./Mrs.: Members of the Board of Directors, Deputy General Directors, Chief Accountant, Person in charge of administration, Heads of Department/Center of the Corporation and Mr. Dao Duc Tho are responsible for implementing this decision. ↓

Recipients:

- As Article 3;
- MOC (for report);
- Party Committee of the Corp.;
- Board of Supervisors;
- Trade Union of the Corp.;
- Subsidiaries;
- Archives: Administration Office,
Board of Directors, HR Dept.

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



Trình Nam Hai

No.: 24 /QĐ-HĐQT

Hanoi, June 30th 2026

DECISION
Regarding reappointment of personnel

CHAIRMAN OF THE BOARD OF CONSTRUCTION MACHINERY CORP. JSCo.

Based on:

- *The Charter of Construction Machinery Corporation - JSC.;*
- *The Decision No. 79/QĐ-HĐQT dated 31/12/2020 of the Corporation's Board of Directors on promulgation of the Regulations on personnel management of Construction Machinery Corporation - JSC.;*
- *The results of the confidence vote at the meeting on 25/6/2026;*
- *The Resolution No. 17/NQ-HĐQT dated 30/6/2026 of the Corporation's Board of Directors on reappointment of personnel of Construction Machinery Corporation - JSC.*

DECIDES:

Article 1. To reappoint Mr. Vu Xuan Thang, DOB: 28/7/1970, Authorized Representative of State Capital, Member of Board of Director to hold the position of Deputy General Director of Construction Machinery Corporation - JSC., from the date of July 01st, 2026.

Article 2. Mr. Vu Xuan Thang receives his salary according to the regulations of the Corporation.

Article 3. Mr./Mrs.: Members of the Board of Directors, Executive Board, Chief Accountant, Person in charge of administration, Heads of Department/Center of the Corporation and Mr. Vu Xuan Thang are responsible for implementing this decision. ↓

Recipients:

- As Article 3;
- Party Committee of the Corp.;
- Board of Supervisors;
- Trade Union of the Corp.;
- Subsidiaries;
- Archives: Administration Office,
Board of Directors, HR Dept.

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



Trình Nam Hai

No.: 25 /QĐ-HĐQT

Hanoi, June 30th 2026

DECISION
Regarding reappointment of personnel

CHAIRMAN OF THE BOARD OF CONSTRUCTION MACHINERY CORP. JSCo.


Based on:

- *The Charter of Construction Machinery Corporation - JSC.;*
- *The Decision No. 79/QĐ-HĐQT dated 31/12/2020 of the Corporation's Board of Directors on promulgation of the Regulations on personnel management of Construction Machinery Corporation - JSC.;*
- *The results of the confidence vote at the meeting on 25/6/2026;*
- *The Resolution No. 17/NQ-HĐQT dated 30/6/2026 of the Corporation's Board of Directors on reappointment of personnel of Construction Machinery Corporation - JSC.*

DECIDES:

Article 1. To reappoint Mr. Le The Thuy, DOB: 24/7/1969, Authorized Representative of State Capital, Member of Board of Director to hold the position of Deputy General Director of Construction Machinery Corporation - JSC., from the date of July 01st, 2026.

Article 2. Mr. Le The Thuy receives his salary according to the regulations of the Corporation.

Article 3. Mr./Mrs.: Members of the Board of Directors, Executive Board, Chief Accountant, Person in charge of administration, Heads of Department/Center of the Corporation and Mr. Le The Thuy are responsible for implementing this decision. 

Recipients:

- As Article 3;
- Party Committee of the Corp.;
- Board of Supervisors;
- Trade Union of the Corp.;
- Subsidiaries;
- Archives: Administration Office,
Board of Directors, HR Dept.



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



Trinh Nam Hai

No.: 26 /QĐ-HĐQT

Hanoi, June 30th 2026

DECISION
Regarding reappointment of personnel

CHAIRMAN OF THE BOARD OF CONSTRUCTION MACHINERY CORP. JSCo.

Based on:

- *The Charter of Construction Machinery Corporation - JSC.;*
- *The Decision No. 79/QĐ-HĐQT dated 31/12/2020 of the Corporation's Board of Directors on promulgation of the Regulations on personnel management of Construction Machinery Corporation - JSC.;*
- *The results of the confidence vote at the meeting on 25/6/2026;*
- *The Resolution No. 17/NQ-HĐQT dated 30/6/2026 of the Corporation's Board of Directors on reappointment of personnel of Construction Machinery Corporation - JSC.*

DECIDES:

Article 1. To reappoint Mr. Nguyen Huong Duong, DOB: 31/7/1971 to hold the position of Deputy General Director of Construction Machinery Corporation - JSC., from the date of July 01st, 2026.

Article 2. Mr. Nguyen Huong Duong receives his salary according to the regulations of the Corporation.

Article 3. Mr./Mrs.: Members of the Board of Directors, Executive Board, Chief Accountant, Person in charge of administration, Heads of Department/Center of the Corporation and Mr. Nguyen Huong Duong are responsible for implementing this decision. 1

Recipients:

- As Article 3;
- Party Committee of the Corp.;
- Board of Supervisors;
- Trade Union of the Corp.;
- Subsidiaries;
- Archives: Administration Office,
Board of Directors, HR Dept.

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



Trinh Nam Hai

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, June 30, 2026

CIRRICULLUM VITAE

To: Hanoi Stock Exchange

- 1/ *Full name:* DAO DUC THO
- 2/ *Sex:* Male
- 3/ *Date of birth:* 01/4/1968
- 4/ *Place of birth:* Bac Ninh
- 5/ *ID card No. (or Passport No.):* 027068016286 *Date of issue:* 13/02/2022
Place of issue: Police Department for Administrative Management of Social Order.
- 6/ *Nationality:* Viet Nam
- 7/ *Ethnic:* Kinh
- 8/ *Permanent residence:* Phat Tich Commune, Bac Ninh province.
- 9/ *Telephone number:* 0913260997
- 10/ *Email:* thocom26@gmail.com
- 11/ *Organisation's name subject to information disclosure rules:*
Construction Machinery Corporation - JSC.
- 12/ *Current position in an organization subject to information disclosure:*
Member of the Board of Directors, General Director.
- 13/ *Positions in other companies:* None.
- 14/ *Number of owning shares: 5,962,500, accounting for 25% of charter capital, of which:*
 - + *Owning on behalf of Ministry of Construction (agency representing the state-owned capital):* 5,962,500.
 - + *Owning by Individual:* 0.
- 15/ *Other owning commitments (if any):* None.
- 16/ *List of affiliated persons of declarant*:*

* Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov. 2019.

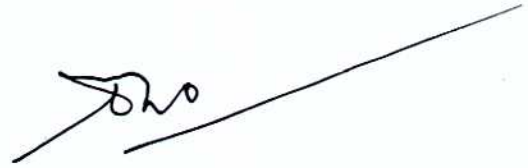
2		Ministry of Construction			The related organization - Mr. Dao Duc Tho represents for 25% of State capital contributed in the Corp.					125D Minh Khai, Bach Mai, Hanoi	23,555,200	98.76%				

17/ *Related interests with public company, public fun (if any)*: None.

18/ *Interest in conflict the public company, public fun (if any)*: None.

I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility to the law.

DECLARANT

A handwritten signature in black ink, appearing to be 'D.T.H.', is written over a long, thin horizontal line that extends from the left side of the page towards the right.

Dao Duc Tho

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, June 30, 2026

CIRRICULLUM VITAE

To: Hanoi Stock Exchange

1/ *Full name:* VU XUAN THANG

2/ *Sex:* Male

3/ *Date of birth:* 28/7/1970

4/ *Place of birth:* Hanoi

5/ *ID card No. (or Passport No.):* 001070029510 *Date of issue:* 10/5/2021
Place of issue: Police Department for Administrative Management of Social Order

6/ *Nationality:* Viet Nam

7/ *Ethnic:* Kinh

8/ *Permanent residence:* Apartment complex of Corps No. 12, Vinh Ho, Dong Da Ward, Hanoi City

9/ *Telephone number:* 0903233646

10/ *Email:* biddingcoma@gmail.com

11/ *Organisation's name subject to information disclosure rules:*
Construction Machinery Corporation - JSC

12/ *Current position in an organization subject to information disclosure:*
Member of the Board of Directors; Deputy General Director.

13/ *Positions in other companies:* Chairman of Board of Directors of Minh Khai Lock JSC.

14/ *Number of owning shares:* 4,777,000, *accounting for* 20.03% *of charter capital, of which:*

+ *Owning on behalf of Ministry of Construction (agency representing the state-owned capital):* 4,770,000.

+ *Owning by Individual:* 7,000.

15/ *Other owning commitments (if any):* None.

16/ *List of affiliated persons of declarant*:*

* Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov. 2019.

17/ *Related interests with public company, public fun (if any):* None.

18/ *Interest in conflict the public company, public fun (if any):* None.

I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility to the law.

DECLARANT

A handwritten signature in blue ink, appearing to read 'Vu Xuan Thang', with a long horizontal stroke extending to the right.

Vu Xuan Thang

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, June 30, 2026

CIRRICULLUM VITAE

To: Hanoi Stock Exchange

- 1/ *Full name*: LE THE THUY
- 2/ *Sex*: Male
- 3/ *Date of birth*: 24/7/1969
- 4/ *Place of birth*: Ninh Binh
- 5/ *ID card No. (or Passport No.)*: 036069005465 *Date of issue*: 02/5/2021
Place of issue: Police Department for Administrative Management of Social Order
- 6/ *Nationality*: Viet Nam
- 7/ *Ethnic*: Kinh
- 8/ *Permanent residence*: Room 28.08 V2 Van Phu Urban Area, Kien Hung Ward, Hanoi City.
- 9/ *Telephone number*: 0913536990
- 10/ *Email*: thethuy69@gmail.com
- 11/ *Organisation's name subject to information disclosure rules*:
Construction Machinery Corporation - JSC
- 12/ *Current position in an organization subject to information disclosure*:
Member of the Board of Directors; Deputy General Director.
- 13/ *Positions in other companies*: None.
- 14/ *Number of owning shares: 4,775,800, accounting for 20.02% of charter capital, of which*:
 - + *Owning on behalf of Ministry of Construction (agency representing the state-owned capital)*: 4,770,000.
 - + *Owning by Individual*: 5,800.
- 15/ *Other owning commitments (if any)*: None.
- 16/ *List of affiliated persons of declarant**:

* Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov. 2019.

1.5	Le Hai Linh		Child-in-law	CCCD												
1.6	Le Quynh Anh		Biological child	CCCD												
1.7	Le The Son		Brother	CCCD												
1.8	Nguyen Thi Hue		Sister-in-law	CCCD												
1.9	Nguyen Duy Duyen		Brother-in-law	CCCD												
1.10	Le Thi Bich		Sister	CCCD												
1.11	Le Hai Van		Brother-in-law	CCCD												
2	Ministry of Construction		The related organization - Mr. Le The Thuy represents for 20% of State capital contributed in the Corp.								23,555,200	98.76%				

17/ *Related interests with public company, public fun (if any):* None.

18/ *Interest in conflict the public company, public fun (if any):* None.

I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility to the law.

DECLARANT

A handwritten signature in blue ink, consisting of a stylized, cursive script that is difficult to decipher but appears to be the name of the declarant.

Le The Thuy

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, June 30, 2026

CIRRICULLUM VITAE

To: Hanoi Stock Exchange

- 1/ *Full name:* NGUYEN HUONG DUONG
- 2/ *Sex:* Male
- 3/ *Date of birth:* 31/7/1972
- 4/ *Place of birth:* Tan An ward, Bac Ninh province
- 5/ *ID card No. (or Passport No.):* 024072019678 *Date of issue:* 05/10/2022
Place of issue: Police Department for Administrative Management of Social Order
- 6/ *Nationality:* Viet Nam
- 7/ *Ethnic:* Kinh
- 8/ *Permanent residence:* No. 104 Nguyen Khuyen road, Bac Giang Ward, Bac Ninh province.
- 9/ *Telephone number:* 0983337224
- 10/ *Email:* duongcoma2@gmail.com
- 11/ *Organisation's name subject to information disclosure rules:*
Construction Machinery Corporation - JSC
- 12/ *Current position in an organization subject to information disclosure:*
Deputy General Director.
- 13/ *Positions in other companies:* Chairman of the Import - Export Manufactured Service and Countryside Development Company Limited.
- 14/ *Number of owning shares:* None.
- 15/ *Other owning commitments (if any):* None.
- 16/ *List of affiliated persons of declarant*:*

* Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov. 2019.

8		Nguyen Thi Phuong Thao			Sister	ID											
9		Nguyen Huong Hoa			Brother	ID											
10		Nguyen Thi Hoa Hao			Brother	ID											
11		Chu Xuan Thin			Father -in- law	ID											
12		Nguyen Thi Thuan			Mother-in- law	ID											
2		The Import - Export Manufactured Service and Countryside Development Company Limited. (DECOIMEX)			Company Chairman					Vung Tau, Tp. Ho Chi Minh							

17/ *Related interests with public company, public fun (if any):* None.

18/ *Interest in conflict the public company, public fun (if any):* None.

I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility to the law.

DECLARANT



Nguyen Huong Duong