

No.: 124/TB-HĐQT

Dong Nai, May 26, 2026

NOTICE OF PERSONNEL CHANGE

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

Pursuant to Decision No. 122/QĐ-HĐQT dated May 26, 2026 of the Board of Directors of Tin Nghia Corporation;

Pursuant to Decision No. 123/QĐ-HĐQT dated May 26, 2026 of the Board of Directors of Tin Nghia Corporation,

We would like to respectfully announce the changes in personnel of Tin Nghia Corporation as follows:

1. Case of re-appointment of the Deputy General Director of Tin Nghia Corporation:

- **Mr. NGUYEN CAO NHON**
- Position prior to re-appointment: Deputy General Director.
- Position to which re-appointed: Deputy General Director.
- Effective date: **June 1, 2026.**

2. Case of re-appointment of the Chief Accountant of Tin Nghia Corporation:

- **Mrs. NGUYEN THI THUY VAN**
- Position prior to re-appointment: Chief Accountant.
- Position to which re-appointed: Chief Accountant.
- Effective date: **June 1, 2026.**

Attached documents: 

- Decision No. 122/QĐ-HĐQT dated May 26, 2026;
- Decision No. 123/QĐ-HĐQT dated May 26, 2026;

Representative of the organization
Legal representative
CHAIRMAN OF THE BOARD OF DIRECTORS



Đặng Thị Thanh Hà

No.: 122 /QĐ-HĐQT

Dong Nai, May 26, 2026

DECISION

**Regarding the re-appointment to the position of
Deputy General Director of Tin Nghia Corporation**

THE BOARD OF DIRECTORS OF TIN NGHIA CORPORATION

Pursuant to the Labor Code No. 45/2019/QH14 dated November 20, 2019;

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 on amendments and supplements to the Law on Enterprises;

Pursuant to the duties and powers of the Board of Directors of Tin Nghia Corporation as prescribed in the Charter of Tin Nghia Corporation dated May 22, 2024;

Pursuant to the consensus opinion of the Board of Directors of Tin Nghia Corporation in the Vote Counting Minutes dated May 26, 2026,

DECIDES:

Article 1. To re-appoint Mr. **Nguyen Cao Nhon** – Master of Business Administration; Date of birth: April 20, 1969; Citizen Identity Card No.

issued by the Police Department for Administrative Management of Social Order; Address: No. 137, Nguyen Thi Muoi, Chanh Hung Ward, Ho Chi Minh City – to hold the position of Deputy General Director of Tin Nghia Corporation

The term of office for this re-appointment is **05 years**, effective from **June 1, 2026**.

Article 2. Mr. **Nguyen Cao Nhon** is responsible for performing the duties, rights, and obligations as prescribed by law, the Labor Contract, the Charter, and the Management Regulations of Tin Nghia Corporation. Subject to the assignment and direction of the General Director and the Board of Directors of Tin Nghia Corporation.

To be entitled to salary, allowances, and other benefits paid by Tin Nghia Corporation in accordance with the Labor Contract, the regulations of the State, and of Tin Nghia Corporation.

Article 3. Members of the Board of General Directors; Directors of Departments, Divisions, and related units, and Mr. Nguyen Cao Nhon are responsible for executing this Decision.

This Decision takes effect from the date of signing./.

Recipients: 

- As in Article 3;
- BOD, Board of Supervisors of the Corporation (for information)
- Member units (for information)
- Archived: Clerical, BOD.

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



Dang Thi Thanh Ha 

No.: 123 /QĐ-HĐQT

Dong Nai, May 26, 2026

DECISION

**Regarding the re-appointment to the position of
Chief Accountant of Tin Nghia Corporation**

THE BOARD OF DIRECTORS OF TIN NGHIA CORPORATION

Pursuant to the Labor Code No. 45/2019/QH14 dated November 20, 2019;

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 on amendments and supplements to the Law on Enterprises;

Pursuant to the duties and powers of the Board of Directors of Tin Nghia Corporation as prescribed in the Charter of Tin Nghia Corporation dated May 22, 2024;

Pursuant to the consensus opinion of the Board of Directors of Tin Nghia Corporation in the Vote Counting Minutes dated May 26, 2026,

DECIDES:

Article 1. To re-appoint Mrs. **Nguyen Thi Thuy Van** – Bachelor of Accounting; Date of birth: April 7, 1978; Citizen Identity Card No. _____ issued by the Police Department for Administrative Management of Social Order; Address: No. 121, Dong Khoi, Tam Hiep Ward, Dong Nai City – to hold the position of Chief Accountant of Tin Nghia Corporation

The term of office for this re-appointment is **05 years**, effective from **June 1, 2026**.

Article 2. Mrs. **Nguyen Thi Thuy Van** is responsible for performing the duties, rights, and obligations as prescribed by law, the Labor Contract, the Charter, and the Management Regulations of Tin Nghia Corporation. Subject to the assignment and direction of the General Director and the Board of Directors of Tin Nghia Corporation.

To be entitled to salary, allowances, and other benefits paid by Tin Nghia Corporation in accordance with the Labor Contract, the regulations of the State, and of Tin Nghia Corporation.

Article 3. Members of the Board of General Directors; Directors of Departments, Divisions, and related units, and Mrs. Nguyen Thi Thuy Van are responsible for executing this Decision.

This Decision takes effect from the date of signing./.

Recipients: 

- As in Article 3;
- BOD, Board of Supervisors of the Corporation (for information)
- Member units (for information)
- Archived: Clerical, BOD.

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



Dang Thi Thanh Ha