

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Decision No. 08.../2026/QĐ-HĐQT/THD dated 16.../07./2026 and Decision No. 09.../2026/QĐ-HĐQT/THD dated 16.../07./2026 of the Board of Directors, we would like to announce the change in personnel of Thaiholdings Joint Stock Company (the “Company”) as follows:

1. In case of appointment:

- **Ms. Nguyen Thi Thanh Ha**
- Former position in the organization: Deputy Director of Finance Accounting Department
- Newly appointed position: **Chief Accountant**
- Term of appointment: Effective from 16.../07./2026
- Effective date: 16.../07./2026

2. In case of dismissal:

- **Mr. Ngo Quyet Tien**
- Former position in the organization: Deputy General Director cum Chief Accountant
- Dismissed position: Deputy General Director cum Chief Accountant
- After the dismissal, Mr. Ngo Quyet Tien is no longer an internal person of the Company
- Reason: Receipt of the Resignation Letter of Mr. Ngo Quyet Tien
- Effective date: 16.../07./2026

This information was published on the Company’s website on 16.../07./2026, as in the link: <https://www.thaiholdings.com.vn/media/cong-bo-thong-tin.html>.

Attached documents:

- Decision No. 08.../2026/QĐ-HĐQT/THD dated 16.../07./2026 on the dismissal of the Deputy General Director cum Chief Accountant of the Company;
- Decision No. 09.../2026/QĐ-HĐQT/THD dated 16.../07./2026 on appointment of the Chief Accountant of the Company;
- Curriculum Vitae of Ms. Nguyen Thi Thanh Ha.

**THAIHOLDINGS JOINT STOCK
COMPANY LEGAL REPRESENTATIVE**



Vu Ngoc Dinh

THAIHOLDINGS
JOINT STOCK COMPANY
No.: ..08../2026/QĐ-HĐQT/THD

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
Hanoi, ..July..16....., 2026

DECISION

Re: The dismissal of the Deputy General Director cum Chief Accountant of the Company

THE BOARD OF DIRECTORS **THAIHOLDINGS JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam dated June 17th, 2020 and its amendments, additions and guiding implementations;
- Pursuant to the Law on Securities No. 59/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26th, 2019 and its amendments, additions and guiding implementations;
- Pursuant to the Charter on Organization and Operation of Thaiholdings Joint Stock Company;
- Pursuant to the Minutes of the Meeting of the Board of Directors of Thaiholdings Joint Stock Company No. ..08../2026/BB-HĐQT/THD dated ...July..16....., 2026.

DECIDES TO:

Article 1: To dismiss Mr. Ngo Quyet Tien from the position of Deputy General Director cum Chief Accountant of Thaiholdings Joint Stock Company (the “**Company**”), effective from ..July..16....., 2026.

Article 2: Mr. Ngo Quyet Tien shall be responsible for handing over all relevant work, records, and documents currently under his charge and/or possession to the designated recipient.

Article 3: This Decision shall take effect from the date of signing. Members of the Board of Directors, Mr. Ngo Quyet Tien, and relevant individuals and departments shall be responsible for implementing this Decision./.

Recipients:

- As Article 3;
- Disclosure of Information;
- Archived: ERD, LD.

FOR AND ON BEHALF OF THE BOD

CHAIRMAN


Nguyen Chi Kien

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập – Tự do – Hạnh phúc

ĐƠN TỪ NHIỆM

Kính gửi: Hội đồng quản trị Công ty Cổ phần Thaiholdings

Tên tôi là : Ngô Quyết Tiến

Căn cước số : do Bộ Công an cấp ngày

Nơi thường trú :

Hiện tôi đang giữ chức vụ Phó Tổng Giám đốc kiêm Kế toán trưởng của Công ty Cổ phần Thaiholdings (“*Công ty*”).

Vì lý do cá nhân, hiện nay, tôi không thể tiếp tục đảm nhiệm công việc tại Công ty. Do đó, tôi làm đơn này xin từ nhiệm khỏi vị trí Phó Tổng Giám đốc kiêm Kế toán trưởng Công ty kể từ ngày 16.../07/2026.

Rất mong được Hội đồng quản trị Công ty chấp thuận đơn từ nhiệm của tôi. Tôi xin chân thành cảm ơn Hội đồng quản trị đã tin tưởng tôi trong suốt thời gian vừa qua.

Tôi xin chân thành cảm ơn!

Ninh Bình, ngày 15... tháng 07... năm 2026

NGƯỜI LÀM ĐƠN



Ngô Quyết Tiến

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

RESIGNATION LETTER

To: The Board of Directors of Thaiholdings Joint Stock Company

My name is : **Ngo Quyet Tien**

Identity Card : issued by the Ministry of Public Security on
No.

Permanent :
residence

I am currently holding the position of Deputy General Director cum Chief Accountant of Thaiholdings Joint Stock Company (“**the Company**”).

Due to personal reasons, I am currently unable to continue my duties at the Company. Therefore, I am writing this letter to tender my resignation from the position of Deputy General Director cum Chief Accountant of the Company, effective from 16/07/2026.

I respectfully request the Board of Directors of the Company to approve my resignation. I would like to express my sincere gratitude to the Board of Directors for placing your trust in me during my tenure.

Thank you very much!

Ninh Binh, 15/07/2026

APPLICANT

(Signed)

Ngo Quyet Tien

DECISION

Re: Appointment of the Chief Accountant of the Company

THE BOARD OF DIRECTORS THAIHOLDINGS JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam dated June 17th, 2020 and its amendments, additions and guiding implementations;
- Pursuant to the Law on Securities No. 59/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26th, 2019 and its amendments, additions and guiding implementations;
- Pursuant to the Charter on Organization and Operation of Thaiholdings Joint Stock Company;
- Pursuant to the Minutes of the Meeting of the Board of Directors of Thaiholdings Joint Stock Company No. .08../2026/BB-HĐQT/THD dated ..July..16..., 2026.

DECIDES TO:

Article 1: To appoint Ms. Nguyen Thi Thanh Ha as the Chief Accountant of Thaiholdings Joint Stock Company (the “**Company**”), effective from ..July..16....., 2026.

a) Information regarding Ms. Nguyen Thi Thanh Ha is as follows:

Date of birth	:	
Ethnic group	:	Kinh
Nationality	:	Vietnamese
Citizen Identity Card No.	:	
Date of issue	:	
Place of issue	:	Police Department for Administrative Management of Social Order
Permanent residence	:	

b) Ms. Nguyen Thi Thanh Ha shall be responsible for performing the duties and powers of the Chief Accountant in accordance with applicable laws and the Company’s Charter; shall be accountable to the BOD, the General Director and the law for the exercise of assigned rights and obligations.



Article 2: This Decision shall take effect from the date of signing. Members of the Board of Directors, Ms. Nguyen Thi Thanh Ha, and relevant individuals and departments shall be responsible for implementing this Decision./.

Recipients:

- As Article 2;
- Disclosure of Information;
- Archived: ERD, LD.

FOR AND ON BEHALF OF THE BOD

Um **CHAIRMAN**



Um
Nguyen Chi Kien



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Hanoi, July 16, 2026...

CURRICULUM VITAE

To: - The State Securities Commission;
- The Hanoi Stock Exchange.

1/ Full name: NGUYEN THI THANH HA

2/ Sex: Female

3/ Date of birth:

4/ Place of birth: Hanoi

5/ ID Number: , Date of issue: , Place of issue: Police Department on
Administrative Management of Social Order

6/ Nationality: Vietnam

7/ Ethnic: Kinh

8/ Permanent residence:

9/ Telephone number:

10/ Email:

11/ Organization's name subject to information disclosure rules: Thaiholdings Joint Stock Company

12/ Current position in an organization subject to information disclosure: Chief Accountant

13/ Positions in other companies: None

14/ Number of owning shares: 593.010, accounting for 0,154% of charter capital, of which:

+ Owning on behalf of (the State/strategic investor/other organization): None

+ Owning by Individual: 593.010, accounting for 0,154% of charter capital.

15/ Other owning commitments (if any): None

16/ List of affiliated persons of declarant: Details are provided in the attached Appendix

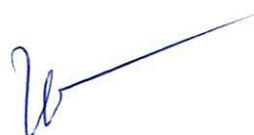
17/ Related interest with public company, public fund (if any): None

18/ Interest in conflict with public company, public fund (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

(Signature, full name)



Nguyen Thi Thanh Ha

APPENDIX. LIST OF AFFILIATED PERSONS OF DECLARANT

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents (ID/Passport/ Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Headquarters Address/Contact Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes))
1		Nguyen Thi Thanh Ha		Chief Accountant		ID			Department of Administrative Management of Social Order		593.010	0,15	16../07../2026			
1.1		Nguyen Duc Long			Biological father	ID			Department of Administrative Management of Social Order		0	0				
1.2		Nguyen Thi Thanh			Biological mother	ID			Department of Administrative Management of Social Order		0	0				
1.3		Le Nguyen Ha Anh			Child	ID			Department of Administrative Management of Social Order		0	0				
1.4		Le Nguyen Ha Linh			Child	ID			Department of Administrative Management of Social Order		0	0				
1.5		Nguyen Thi Duc Hanh			Younger Sister	ID			Department of Administrative Management of Social Order		0	0				
1.6		Than Quang Minh			Brother-in-law	ID			Department of Administrative Management of Social Order		0	0				