

No.: ~~478~~/2026/SSG-CBTT

Hanoi, August...28.. 2026

NOTICE OF CHANGE IN PERSONNEL

To: State Securities Commission of Vietnam
Hanoi Stock Exchange

Pursuant to the Resolution of the Board of Directors No. 27/2026/SSG/NQ-HDQT dated August...28.., 2026, we hereby announce the following change in personnel of Sunshine Group Joint Stock Company:

- 1. Dismissal from the position of Deputy General Director in charge of Construction of the Company:**
 - Full name: Mr. **Nguyen Xuan Anh**
 - Position dismissed from: Deputy General Director in charge of Construction
 - Effective date: August 28, 2026.
- 2. Dismissal from the position of Deputy General Director in charge of Construction Progress of the Company:**
 - Full name: Mr. **Nguyen Khac Trung**
 - Position dismissed from: Deputy General Director in charge of Construction Progress
 - Effective date: August 28, 2026.

This information was disclosed on the Company's website on August 28, 2026 at the following link: <https://sunshinegroup.vn/cong-bo-thong-tin/>.

Attachment:

- Board of Directors' Resolution on the Dismissal of Personnel;

AUTHORIZED PERSON FOR
INFORMATION DISCLOSURE



HO DUC VIET

No: 27./2026/SSG/NQ-HDQT

Hanoi, August...28....., 2026

**RESOLUTION OF THE BOARD OF DIRECTORS
SUNSHINE GROUP JOINT STOCK COMPANY
BOARD OF DIRECTORS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments and supplements;
- Pursuant to the Charter on Organization and Operation of Sunshine Group Joint Stock Company ("the Company")
- Pursuant to the Minutes of the Board of Directors' meeting No.: 27./2026/SSG/BBH-HDQT dated August...28..., 2026.

RESOLVES

Article 1. Dismissal of Mr. Nguyen Xuan Anh from the position of Deputy General Director in charge of Construction:

The dismissal shall take effect from August 28, 2026

Article 2. Dismissal of Mr. Nguyen Khac Trung from the position of Deputy General Director in charge of Construction Progress:

The dismissal shall take effect from August 28, 2026

Article 3. Implementation:

To assign/authorize the Chairman of the Board of Directors/General Director of the Company to perform the following tasks:

Sign and issue relevant documents and other necessary papers to implement the matters approved by the Board of Directors as stated above.

Article 4. Enforceability

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

Recipients:

- As Article 4.

O/B THE BOARD OF DIRECTORS

CHAIRMAN



ĐO ANH TUAN