SONADEZI CORPORATION
SONADEZI ENVIRONMENT JOINT STOCK COMPANY

No.: 897/CB-SZE-TCKT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dong Nai, November 27, 2026

NOTICE OF PERSONNEL CHANGE

To: - Hanoi Stock Exchange.

Pursuant to Decision No. 189/QĐ-SZE-HĐQT dated 27/11/2026 regarding the appointment of Mr. Phan Chien Thang as Deputy General Director of Sonadezi Environment Joint Stock Company

We hereby announce the personnel change of Sonadezi Environment Joint Stock Company as follows:

I. Appointment:

- Full name: Mr. Phan Chien Thang
- Former position in the organization: None
- Newly appointed position: Deputy General Director of Sonadezi Environment Joint Stock Company
- Term: For the 2025–2030 term of the Board of Directors of Sonadezi Environment Joint Stock Company.
- Effective date: December 01, 2026

This information was published on the company's website on November 27, 2026 at the link: https://sze.com.vn/

GENERAL DIRECTOR

M.S.D.N: 3600274911 C.T.C.P. CÔNG TY CỔ PHẦN MÔI TRƯỜNG SONADEZI THÀNH PHỐ ĐỒNG NAI

Ngo Xuan Quang

Attached documents:

- Decision No. 189/QĐ-SZE- HĐQT dated November 27, 2026

- Appendix III – Information Disclosure Form

Recipient:
- *As above.*
- *Archive, Finance & Accounting Dept.*

SONADEZI ENVIRONMENT MEMBER OF SONADEZI
CÔNG TY CỔ PHẦN MÔI TRƯỜNG SONADEZI
2026.11.27 16:48:39+07'00'

SONADEZI CORPORATION
SONADEZI ENVIRONMENT JSC

No.: 189 /QD-SZE-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tran Bien, November 27, 2026

DECISION
Re: Appointment of Deputy General Director of Sonadezi Environment JSC

BOARD OF DIRECTORS OF SONADEZI ENVIRONMENT JOINT STOCK COMPANY

Pursuant to the Charter on organization and operation of Sonadezi Environment Joint Stock Company;

Pursuant to Decision No. 02/QD-SZE-HDQT dated April 18, 2025 of the Chairman of the Board of Directors on promulgating the Regulations on operation of the Board of Directors;

Pursuant to Resolution No. 67/NQ-SZE-HDQT dated 27/11/2026 of the Board of Directors of the Company;

Pursuant to the functions, duties and powers of the Board of Directors of the Company.

DECISION:

Article 1. To appoint Mr. Phan Chien Thang as Deputy General Director of Sonadezi Environment Joint Stock Company with effect from December 1, 2026.

Article 2. The term of appointment shall correspond to the 2025-2030 term of the Board of Directors of Sonadezi Environment Joint Stock Company.

In the event that the term expires and no replacement has been appointed, Mr. Phan Chien Thang shall continue to perform his assigned duties until a replacement is appointed and takes over the work.

Article 3. The salary, bonuses, remuneration and other additional payments of Mr. Phan Chien Thang shall be implemented in accordance with the regulations of Sonadezi Environment Joint Stock Company.

Article 4. Members of the Board of Directors, the Board of Supervisors, the Board of Management, Mr. Phan Chien Thang, and relevant units/departments shall be responsible for implementing this Decision./.

Recipients:
- As Article 4;
- Sonadezi Corporation (for reporting);
- Archived: BOD.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 3600274916 C.T.C.P. CÔNG TY CỔ PHẦN MÔI TRƯỜNG SONADEZI THÀNH PHỐ ĐỒNG NAI

Tran Anh Dung

APPENDIX III/BCCTT-TT96

M.S.D.N: 3600274914 - C.T.C.P
CÔNG TY CỔ PHẦN MÔI TRƯỜNG SONADEZI
THÀNH PHỐ ĐỒNG NAI

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Dong Nai, November 27, 2026

INFORMATION DECLARATION FORM

To: Hanoi Stock Exchange

1/ Full name: Phan Chien Thang

2/ Gender: Male

3/ Date of birth: 26/01/1973

4/ Place of birth:

5/ Citizen Identification No.: ; Date of issue: ; Place of issue:

6/ Nationality: Vietnamese

7/ Ethnicity: Kinh

8/ Permanent address:

9/ Telephone No.:

10/ Email address:

11/ Name of the organization subject to information disclosure: Sonadezi Environment Joint Stock Company.

12/ Current position at the organization subject to information disclosure: Deputy General Director.

13/ Positions currently held at other organizations: Director at Phan Tien One Member Limited Liability Company

14/ Number of shares held: 56,100 shares, representing 0.187% of the charter capital, of which:

– Shares held as representative of Sonadezi Corporation: 0 shares

– Shares personally owned: 56,100 shares

15/ Shareholding commitments (if any): None

16/ List of related persons of the declarant:

** Related persons as prescribed in Clause 46, Article 4 of the Law on Securities dated 26/11/2019 (including: biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, spouse's father, spouse's mother, wife, husband, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, younger biological sibling, brother-in-law, sister-in-law; related organizations).*

No.	Securities code	Full name	Securities trading account (if any)	Position at the Company (if any)	Relationship with the Company/insider	Type of identification document (*) (Citizen ID / Passport / Business Registration Certificate)	Identification document No.	Date of issue	Place of issue	Head office address/Contact address	Number of shares held at end of period	Ownership ratio at end of period	Date of becoming a related person of the Company/ insider	Date of ceasing to be a related person of the Company/ insider	Reason (where a change relating to columns 13 and 14 arises)	Notes (regarding absence of identification document No. and other notes)
1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*13*	*14*	*15*	*16*	*17*
1		Phan Tien Phai			Biological father	Citizen ID					0	0%				Deceased
2		Tran Thi Lien			Biological mother	Citizen ID					0	0%	01/12/2026			
3		Nguyen Xuan Vinh			Father-in-law	Citizen ID					0	0%	01/12/2026			
4		Mai Thi Van			Mother-in-law	Citizen ID					0	0%	01/12/2026			
5		Nguyen Thi Thu Phuong			Wife	Citizen ID					0	0%	01/12/2026			
6		Phan Nguyen Phuong Nhi			Child	Citizen ID					0	0%	01/12/2026			

No.	Securities code	Full name	Securities trading account (if any)	Position at the Company (if any)	Relationship with the Company/insider	Type of identification document (*) (Citizen ID / Passport / Business Registration Certificate)	Identification document No.	Date of issue	Place of issue	Head office address/Contact address	Number of shares held at end of period	Ownership ratio at end of period	Date of becoming a related person of the Company/ insider	Date of ceasing to be a related person of the Company/ insider	Reason (where a change relating to columns 13 and 14 arises)	Notes (regarding absence of identification document No. and other notes)
1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*13*	*14*	*15*	*16*	*17*
7		Phan Nguyen Van Nhi			Child	Citizen ID					0	0%	01/12/2026			
8		Phan Tien Phuc			Child	Citizen ID					0	0%	01/12/2026			
9		Phan Thanh Duc			Younger biological brother	Citizen ID					0	0%	01/12/2026			
10		Tran Thi Bich Van			Sister-in-law	Citizen ID					0	0%	01/12/2026			
11		Phan Tien One Member Limited Liability Company			Director	Business Registration Certificate					0	0%	01/12/2026			

17/ Related interests in the public company or public fund (if any): None

18/ Interests conflicting with those of the public company or public fund (if any): None

I hereby certify that the information stated above is true and accurate. If any of the information is found to be untrue, I shall bear full responsibility before the law.

DECLARANT

(Signed)

Phan Chien Thang