THANH AN 77 JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 10-TB/TA77

Ninh Binh, November 2nd, 2026

M.S.D.N: 0700100257 - C.T.C.P
CÔNG TY CỔ PHẦN THÀNH AN 77
P. LÝ THƯỜNG KIỆT - T. NINH BÌNH

NOTICE OF PERSONNEL CHANGES

To: - State Securities Commission of Vietnam (SSC)
- Hanoi Stock Exchange (HNX)

Pursuant to Resolution No. -NQ/HĐQT dated October 30, 2026, of Thanh An 77 Joint Stock Company, we would like to respectfully announce the changes in our company's personnel as follows:

Appointment:

Full name: Nguyen Xuan Nam Gender: Male
Date of birth: June 05, 1965 Ethnic group: Kinh Nationality: Vietnamese
Personal identification number: 034065006499
Contact address: Residential Group No. 3, Thai Binh Ward, Hung Yen Province
Position prior to appointment: Secretary of the Board of Directors
Appointed position: General Director, Legal Representative of the Company
Effective date: November 2nd, 2026

Dismissal:

Mr. Tran Trung Hieu
Position prior to dismissal: General Director, Legal Representative of the Company
Status after dismissal: Mr. Tran Trung Hieu is no longer an internal person or the Legal Representative of the Company.
Reason for dismissal: Personal aspirations (Upon personal request)
Effective date: November 2nd, 2026

This information was published on the Company's website on October 31, 2026, at: www.thanhan77.com

We hereby commit that the information published above is true and completely assume full legal responsibility for the content of the disclosed information.

Attachments:
- Minutes and Resolution No.24 of the Board of Directors (BOD)
- Decision on the dismissal of the General Director
- Decision on the appointment of the new replacing General Director

Legal Representative
Person Authorized to Disclose Information

NGUYEN XUAN NAM

Signature Not Verified
Ký bởi: CÔNG TY CỔ PHẦN THÀNH AN 77
Ký ngày: 2/11/2026 09:51:14

THANH AN 77 JOINT STOCK COMPANY

No.: 25/2026/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ninh Binh, October 30, 2026

DECISION
Regarding the Dismissal of the Position of General Director – Legal Representative of the Company

BOARD OF DIRECTORS
THANH AN 77 JOINT STOCK COMPANY

-Pursuant to the Law on Enterprises No. 59/2020/QH14 passed on June 17, 2020;
-Pursuant to the Charter on Organization and Operation of Thanh An 77 Joint Stock Company;
-Pursuant to Resolution No.24/NQ-HĐQT dated October 30, 2026 of the Board of Directors of the Company;
-Pursuant to the application for resignation from the position of General Director – Legal Representative submitted by Mr. Tran Trung Hieu.

DECIDES

Article 1. To dismiss Mr. Tran Trung Hieu from the position of General Director – Legal Representative of Thanh An 77 Joint Stock Company as of November 2, 2026.

Article 2. Mr. Tran Trung Hieu is responsible for handing over his current duties and work to his successor as of November 2, 2026.

Article 3. This Decision shall take effect from the date of signing. The Personnel Department, Finance and Accounting Department, other relevant Departments within the Company, and Mr. Tran Trung Hieu are responsible for the implementation of this Decision./.

Recipients:
- *State Securities Commission*
- *Hanoi Stock Exchange (HNX)*
- *Members of the Board of Directors*
- *Supervisory Board*
- *Kept at the Office of the Board of Directors*
- *As Article 3*
- *Kept: Archives*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

M.S.D.N: 0700100257 - C.T.C.P. CÔNG TY CỔ PHẦN THÀNH AN 77 P. LÝ THƯỜNG KIỆT - T. NINH BÌNH

BUI THI NGUYEN HANH

THANH AN 77 JOINT STOCK COMPANY

No.: 26/2026/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ninh Binh, October 30, 2026

DECISION
Regarding the Appointment of the Position of General Director – Legal Representative of the Company

BOARD OF DIRECTORS
THANH AN 77 JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed on June 17, 2020;*
- *Pursuant to the Charter on Organization and Operation of Thanh An 77 Joint Stock Company;*
- *Pursuant to Resolution No. 24/NQ-HĐQT dated October 30, 2026 of the Board of Directors of the Company.*

DECIDES

Article 1. To appoint Mr. Nguyen Xuan Nam to the position of General Director – Legal Representative of Thanh An 77 Joint Stock Company as of November 2, 2026.

Article 2. Mr. Nguyen Xuan Nam is the Legal Representative of the Company, who shall exercise the powers and responsibilities of the General Director, and is authorized to delegate to others to manage the Company's operations on his behalf or to sign contracts and transaction documents with partners and customers.

Article 3. This Decision shall take effect from the date of signing. The Personnel Department, Finance and Accounting Department, other relevant Departments within the Company, and Mr. Nguyen Xuan Nam are responsible for the implementation of this Decision./.

Recipients:
- *State Securities Commission*
- *Hanoi Stock Exchange (HNX)*
- *Members of the Board of Directors*
- *Supervisory Board*
- *Kept at the Office of the Board of Directors*
- *As Article 3*
- *Kept: Archives*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

M.S.D.N: 0700100257 - C.T.C.P
CÔNG TY CỔ PHẦN THÀNH AN 77
P. LÝ THƯỜNG KIỆT - T. NINH BÌNH

BUI THI NGUYEN HANH