

Appendix I
CHANGE IN PERSONNEL

(Issued with the Decision No. 31/QĐ-HĐTV dated 31/03/2026 by the Board of Members of Vietnam Exchange on the amendments and supplements to the Information Disclosure Regulation of the Vietnam Exchange and its subsidiaries, issued with Decision No. 21/QĐ-SGDVN dated 21, 2021 by the CEO of the Vietnam Exchange

INDUSTRIAL GAS AND
WELDING ELECTRODE JOINT

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

No: 590/CBTT-TCKT

Ho Chi Minh City, October 6, 2026

CHANGE IN PERSONNEL

To:

- The State Securities Commission;
- The Stock Exchange

Based on Board Resolution No. 398/NQ-HĐQT dated 06/10/2026 of Industrial Gas And Welding Electrode Joint, we would like to announce the change in personel of Industrial Gas And Welding Electrode Joint as follows:

In case of appointment:

- Ms. Vo Hong Nhung
- Former position in the organization: In charge of accounting at the Branch of Industrial Gas and Welding Electrode Joint Stock Company – Industrial Gas and Welding Electrode Enterprise.
- Newly appointed position: Company Secretary and Person in Charge of Corporate Governance of Industrial Gas and Welding Electrode Joint Stock.
- Term: from October 6, 2026, until further notice
- Effective date: October 6, 2026.

In case of resignation:

- Ms. Dang Thi Duyen Nghia
- Former position in the organization: Company Secretary and Person in Charge of Corporate Governance of Industrial Gas and Welding Electrode Joint Stock.
- Resigned position: Company Secretary and Person in Charge of Corporate Governance of Industrial Gas and Welding Electrode Joint Stock.
- Reason: due to personal reasons
- Effective date: October 6, 2026.

This information was published on the company's website on 06/10/2026, as in the link www.sovigaz.com.vn

Attached document:

- Board Resolution and Decision regarding the legal representative, approval of the resignation, and appointment of the Company Secretary cum Person in charge of corporate governance;
- Information Disclosure Form as Appendix III issued with Circular No. 96/2020/TT-BTC.

Organization Representative

Legal Representative

(Signature, full name, position, and seal)



TRINH ANH PHONG

**CÔNG TY CỔ PHẦN
HƠI KỸ NGHỆ QUE HÀN
INDUSTRIAL GAS AND WELDING
ELECTRODE JOINT STOCK COMPANY**

Số/No: 398/NQ-HĐQT

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

TP. Hồ Chí Minh, ngày 06 tháng 10 năm 2026

Ho Chi Minh City, Oct 06, 2026

RESOLUTION

**Re: Approval of the resignation and appointment of
the Company Secretary cum Person in charge of Corporate Governance**

THE BOARD OF DIRECTORS OF INDUSTRIAL GAS AND WELDING ELECTRODE JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its implementation guidelines;

- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 and Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding corporate governance applicable to public companies;

- Pursuant to the Charter of Organization and Operation of Industrial Gas And Welding Electrode Joint Stock Company;

- Pursuant to the Resignation Letter dated September 14, 2026 of Ms. Dang Thi Duyen Nghia;

- Pursuant to the Minutes of Opinion Gathering No. 397/BBTH-HĐQT dated October 06, 2026, of the Board of Directors;

- Considering Proposal No. 380/TTr-BĐH dated September 26, 2026 of the Executive Board regarding the approval of resignation and appointment of Company Secretary cum Person in charge of Corporate Governance,

RESOLVES:

Article 1: To approve the resignation from the position of Company Secretary cum Person in charge of Corporate Governance of Industrial Gas And Welding Electrode Joint Stock Company for:

- Full name: Ms. DANG THI DUYEN NGHIA

- Citizen Identity Card No.: 052178006382, issued on August 04, 2022 by the Police Department for Administrative Management of Social Order.

- Effective date: October 06, 2026.

- Reason: Personal request.



Article 2. To approve the appointment to the position of Company Secretary cum Person in Charge of Corporate Governance of Industrial Gas And Welding Electrode Joint Stock Company for:

- **Full name:** Ms. VO HONG NHUNG
- Date of birth: September 26, 1984
- Citizen Identity Card No.: 074184002552, issued on October 10, 2024 by the Ministry of Public Security.
- Professional qualification: Bachelor of Accounting.
- Current position: Chief Accountant of Binh Duong Welding Electrode & Industrial Gas Factory – Branch of Industrial Gas And Welding Electrode Joint Stock Company.
- **Effective date:** October 06, 2026.

Article 3. Handover of Duties, Rights, and Obligations

1. Ms. Dang Thi Duyen Nghia is responsible for handing over all files, documents, and ongoing duties to Ms. Vo Hong Nhung before October 06, 2026.

2. Ms. Vo Hong Nhung shall fully perform the rights, duties, and responsibilities of the Company Secretary cum Person in Charge of Corporate Governance in accordance with the Law on Enterprises, the Company's Charter, and Internal Regulations on Corporate Governance.

Article 4. The Executive Board is assigned to direct relevant departments to carry out extraordinary information disclosure procedures in accordance with the securities law regulations for public companies.

Article 5. This Resolution takes effect from the date of signing.

Members of the Board of Directors, the Executive Board, Deputy General Director of the Company, the Personnel & Organization Department, Ms. Dang Thi Duyen Nghia, Ms. Vo Hong Nhung, and relevant departments and individuals are responsible for implementing this Resolution.

Recipients: *an*

- As per Article 5;
- Supervisory Board;
- Personnel & Organization Dept.;
- Archived: Office, Company Secretary.

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



Trình Anh Phong

**CÔNG TY CỔ PHẦN
HƠI KỸ NGHỆ QUE HÀN
INDUSTRIAL GAS AND WELDING
ELECTRODE JOINT STOCK COMPANY**

Số/No: 399/QĐ-HĐQT

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

TP. Hồ Chí Minh, ngày 06 tháng 10 năm 2026

Ho Chi Minh City, Oct 06, 2026

DECISION

**Re: Resignation and appointment of
the Company Secretary cum Person in charge of Corporate Governance**

**CHAIRMAN OF THE BOARD OF DIRECTORS OF
INDUSTRIAL GAS AND WELDING ELECTRODE JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its implementation guidelines;

- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 and Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding corporate governance applicable to public companies;

- Pursuant to the Charter of Organization and Operation of Industrial Gas And Welding Electrode Joint Stock Company;

- Pursuant to Board Resolution No. 398/NQ-HĐQT dated October 06, 2026 of the Board of Directors of Industrial Gas And Welding Electrode Joint Stock Company;

DECIDES:

Article 1.

1. To approve the resignation from the position of Company Secretary cum Person in charge of Corporate Governance of Industrial Gas And Welding Electrode Joint Stock Company for **Ms. Dang Thi Duyen Nghia** starting from **October 06, 2026** upon her personal request.

2. To appoint **Ms. Vo Hong Nhung** (Citizen Identity Card No.: 074184002552; Qualification: Bachelor of Accounting; Current Position: Chief Accountant of Binh Duong Welding Electrode & Industrial Gas Factory) to hold the position of Company Secretary cum Person in Charge of Corporate Governance of Industrial Gas And Welding Electrode Joint Stock Company starting from **October 06, 2026**.

Article 2. Ms. Dang Thi Duyen Nghia is responsible for completing the full handover of all files, documents, and related duties to Ms. Vo Hong Nhung before October 06, 2026 in accordance with regulations.



Article 3. Ms. Vo Hong Nhung is entitled to benefits, remuneration/salary and shall perform her duties and responsibilities in accordance with the Laws, the Company's Charter, and Internal Regulations.

Article 4. The Executive Board is responsible for directing the execution of information disclosure procedures and reporting to state management authorities in accordance with applicable laws.

Article 5. This Decision takes effect from October 06, 2026.

Members of the Board of Directors, the Executive Board, Deputy General Director of the Company, the Personnel & Organization Department, Ms. Dang Thi Duyen Nghia, Ms. Vo Hong Nhung, and relevant departments and individuals are responsible for implementing this Decision.

Recipients: *mn*

- As per Article 5;
- Supervisory Board;
- Personnel & Organization Dept.;
- Archived: Office, Company Secretary.

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



Trình Anh Phong

