

CÔNG TY CỔ PHẦN
NHỰA THIẾU NIÊN TIỀN PHONG
*TIEN PHONG PLASTIC
JOINT STOCK COMPANY*

Số: 04 /NTP – HĐQT

No: 04 /NTP – HĐQT

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

Hải Phòng, ngày 15 tháng 01 năm 2026

Hai Phong, January 15th 2026

THÔNG BÁO THAY ĐỔI NHÂN SỰ

CHANGE IN PERSONNEL

Kính gửi/ To: - Ủy ban chứng khoán Nhà nước

State Securities Commission of Vietnam

- Sở Giao dịch Chứng khoán Hà Nội

Hanoi Stock Exchange



Căn cứ các Quyết định của Hội đồng quản trị Công ty Cổ phần Nhựa Thiếu niên Tiền Phong (đính kèm Thông báo này), chúng tôi trân trọng thông báo việc thay đổi nhân sự như sau:

Pursuant to the Resolutions of the Board of Directors of Tien Phong Plastic Joint Stock Company (*attached hereto*), we respectfully announce the following personnel changes:

I/ Trường hợp bổ nhiệm lại:

Reappointment:

1. Ông: NGUYỄN VĂN THỨC

Mr: *NGUYEN VAN THUC*

- Chức vụ trước khi bổ nhiệm: Phó Tổng Giám đốc Nội chính

Former position before appointment: Deputy General Director of Internal Affairs

- Chức vụ được bổ nhiệm: Phó Tổng Giám đốc Nội chính

Newly appointed position: Deputy General Director of Internal Affairs

- Thời hạn bổ nhiệm: 05 năm

Term: 05 years

- Ngày bắt đầu có hiệu lực: 15/01/2026

Effective date: January 15th 2026

2. Ông: **TRẦN NHẬT NINH**

Mr: TRAN NHAT NINH

- Chức vụ trước khi bổ nhiệm: Phó Tổng Giám đốc Kỹ thuật

Former position before appointment: Deputy General Director of Engineering

- Chức vụ được bổ nhiệm: Phó Tổng Giám đốc Kỹ thuật

Newly appointed position: Deputy General Director of Engineering

- Thời hạn bổ nhiệm: 05 năm

Term: 05 years

- Ngày bắt đầu có hiệu lực: 15/01/2026

Effective date: January 15th 2026

****Tài liệu đính kèm/**

Attached documents:

- Quyết định của HĐQT/
Board Resolution

shh

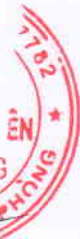
NGƯỜI ĐẠI DIỆN THEO PHÁP LUẬT

LEGAL REPRESENTATIVE



CHỦ TỊCH HĐQT

Dặng Quốc Dũng



No.: 02 /QD-HDQT

Hai Phong, January 15th, 2026

DECISION

**On the appointment of the Deputy General Director of Internal Affairs
BOARD OF DIRECTORS OF
TIEN PHONG PLASTIC JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 and its amendments and supplements;

Pursuant to the Charter of Tien Phong Plastic Joint Stock Company;

Pursuant to the requirements of the Company's production and business management;

Pursuant to the Minutes of the Board of Directors' Meeting dated October 30, 2025;

Considering the qualifications and professional capacity of the officer,

HEREBY DECIDES:

Article 1. Appoint Mr. Nguyen Van Thuc (*Employee code: NTP199201317*) to hold the position of the **Deputy General Director of Internal Affairs** of Tien Phong Plastic Joint Stock Company.

Term of appointment: **05 years**, from **January 15th, 2026** to **January 15th, 2031**.

Article 2. Mr. Nguyen Van Thuc shall be entitled to salary and other benefits corresponding to the appointed position in accordance with the Company's regulations.

Article 3. Members of the Board of Directors, Board of Management, Heads of Departments in the Company and Mr. Nguyen Van Thuc shall base on the decision to implement.

Recipients:

- As in Article 3;
- All employees in the Company;
- Archived at: Records, Office, HR Department.

**O.B.O BOARD OF DIRECTORS
CHAIRMAN**



CHỦ TỊCH HĐQT

Dặng Quốc Dũng

**TIEN PHONG PLASTIC
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No.: 03 /QD-HDQT

Hai Phong, January 15th, 2026

DECISION

On the appointment of the Deputy General Director of Engineering

BOARD OF DIRECTORS OF

TIEN PHONG PLASTIC JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 and its amendments and supplements;

Pursuant to the Charter of Tien Phong Plastic Joint Stock Company;

Pursuant to the requirements of the Company's production and business management;

Pursuant to the Minutes of the Board of Directors' Meeting dated October 30, 2025;

Considering the qualifications and professional capacity of the officer,

HEREBY DECIDES:

Article 1. Appoint Mr. **Tran Nhat Ninh** (*Employee code: NTP199201320*) to hold the position of the **Deputy General Director of Engineering** of Tien Phong Plastic Joint Stock Company.

Term of appointment: **05 years**, from **January 15th, 2026** to **January 15th, 2031**.

Article 2. Mr. Tran Nhat Ninh shall be entitled to salary and other benefits corresponding to the appointed position in accordance with the Company's regulations.

Article 3. Members of the Board of Directors, Board of Management, Heads of Departments in the Company and Mr. Tran Nhat Ninh shall base on the decision to implement.

Recipients:

- As in Article 3;
- All employees in the Company;
- Archived at: Records, Office, HR Department.

**O.B.O BOARD OF DIRECTORS
CHAIRMAN**



CHỦ TỊCH HĐQT

Dặng Quốc Dũng