

**BAO NGOC INVESTMENT
GROUP JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 05/CBTT-BNA

Hanoi, day 21 month 03 year 2026

CHANGE IN PERSONNEL

To: Vietnam Exchange/ Hanoi Stock Exchange

Based on Board of Directors' Resolution No. 04/2026/NQHĐQT-BN and Board of Directors' Resolution No. 05/2026 dated March 21, 2026 of Bao Ngoc Investment Group Joint Stock Company (the "Company"), we would like to announce the change in personnel of the Company as follows:

In case of appointment:

- Mr.: Nguyen Quang Phi Tin
- Newly appointed position: Chief Executive Officer
- Effective date: 21/03/2026

In case of dismissal:

- Mr.: Tran Xuan Vinh
- Dismissed/Resigned position: Chief Executive Officer
- Reason (if any): According to the decision of the Board of Directors
- Effective date: 21/03/2026

This information was published on the company's website on 21/03/2026 (date), as in the link <https://banhbaongoc.vn/>.

Organization representative
Person authorized to disclose information



[Handwritten signature]
Nguyen Anh Tuan

No.: 04./2026/NQHDQT-BN

Hanoi, date 21 month 03 year 2026

BOARD OF DIRECTORS' RESOLUTION
(Re: Dismissal of the Chief Executive Officer)

**THE BOARD OF DIRECTORS
OF BAO NGOC INVESTMENT GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the current Charter of Bao Ngoc Investment Group Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors' meeting on the same day.

RESOLVES

Article 1. To dismiss Mr. Tran Xuan Vinh from the position of Chief Executive Officer of Bao Ngoc Investment Group Joint Stock Company, effective from 21 month 03 year 2026.

- Mr. Tran Xuan Vinh is responsible for handing over all files, documents, and assigned duties to the designated successor.
- The rights and benefits of Mr. Tran Xuan Vinh shall be settled in accordance with the Company's regulations and applicable laws.

Article 2. This Resolution takes effect from the date of signing. Members of the Board of Directors, the Chief Executive Officer, departments, and relevant individuals are responsible for the implementation of this Resolution.

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

Recipients:

- As stated in Article 2;
- Archived at the Office.



LE DUC THUAN

No.: 05./2026/NQHDQT-BN

Hanoi, date 21 month 03 year 2026

BOARD OF DIRECTORS' RESOLUTION
(Re: Appointment of the Chief Executive Officer)

THE BOARD OF DIRECTORS
OF BAO NGOC INVESTMENT GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the current Charter of Bao Ngoc Investment Group Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors' meeting on the same day.

RESOLVES

Article 1. To appoint Mr. Nguyen Quang Phi Tin to the position of Chief Executive Officer of Bao Ngoc Investment Group Joint Stock Company, effective from 21 month 03 year 2026.

Article 2. Mr. Nguyen Quang Phi Tin shall exercise the rights and perform the obligations of the Chief Executive Officer in accordance with the provisions of law, the Company's Charter, and internal regulations, as well as resolutions and decisions of the Board of Directors; implement reporting obligations, be subject to the supervision of the Board of Directors, and be responsible to the Company and before the law for the performance of assigned duties.

Article 3. This Resolution takes effect from the date of signing. Members of the Board of Directors and relevant individuals and departments are responsible for implementing this Resolution, ensuring the interests of the Company and compliance with applicable laws./.

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

Recipients:

- As stated in Article 3;
- Archived at the Office..



LE DUC THUAN