

No.: 50E/2026/TB-CIAS

Khanh Hoa, March 31, 2026

ANNOUNCEMENT OF PERSONNEL CHANGE

To: Hanoi Stock Exchange

Pursuant to Decision No. 02... and No. 03./2026/QĐ-HĐQT/CIAS dated March 31, 2026 of the Board of Directors of Cam Ranh International Airport Services Joint Stock Company (CIAS), we hereby announce the personnel change at CIAS as follows:

In case of appointment:

Mr.: NGUYEN MANH TUNG

- Former position in the organization:
- Newly appointed position: Person in charge of Accounting of CIAS;
- Term of appointment: 01 year;
- Effective date: April 01, 2026.

Dismissal case:

Mr.: NGUYEN DINH VIET

- Dismissed/Resigned position: Chief Accountant of CIAS;
- Reasons (if any): Resignation letter submitted;
- Effective date: April 01, 2026.

**Attached documents:*

Decisions of the Board of Directors.

Organization representative

Person authorized to disclose information



Tran Xuan Binh

No.: 02/2026/QĐ-HĐQT/CIAS

Khanh Hoa, March 31, 2026

DECISION

Regarding the dismissal and termination of the employment contract
with Mr. Nguyen Dinh Viet - Chief Accountant

**BOARD OF DIRECTORS
CAM RANH INTERNATIONAL AIRPORT
SERVICES JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and guiding documents for implementation;
- The Charter of Cam Ranh International Airport Services Joint Stock Company (CIAS);
- Resolution No. 05/2026/NQ-HĐQT/CIAS dated March 31, 2026, of the Board of Directors (BOD) of CIAS;

DECIDES:

Article 1. Approve the dismissal from the position of Chief Accountant and the termination of the employment contract with Mr. Nguyen Dinh Viet effective from April 01, 2026.

Article 2. Mr. Nguyen Dinh Viet is responsible for handing over all work under the authority of the Chief Accountant; all related records, data, and documents; issued tools and equipment; and settling all advances and liabilities (if any) with CIAS before April 01, 2026. Simultaneously, he shall be responsible before the Board of Directors, the Management Board, and the law for all work implemented during his tenure as Chief Accountant of CIAS.

Article 3. Organization of implementation:

- Authorize the Chairman of the Board of Directors to decide and direct the necessary procedures with relevant state management agencies to carry out the above-approved contents in accordance with the law and the Company's internal regulations.



- Authorize and assign General Director of CIAS to carry out the necessary procedures related to the termination of the employment contract with Mr. Nguyen Dinh Viet according to the contents approved by the Board of Directors, ensuring compliance with the law and the Company's internal regulations.

Article 4. This Decision takes effect from the date of signing. The Management Board of CIAS, Mr. Nguyen Dinh Viet, and relevant individuals and units are responsible for implementing this Decision.

Recipients:

- As per Article 4;
- BOD, BOS of the Company;
- Information Disclosure;
- Archive: Office, BOD.

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



Dam Duy Toan



No.: 03./2026/QĐ-HĐQT/CIAS

Khanh Hoa, March 31, 2026

DECISION

Regarding the appointment of the Person in Charge of Accounting and the signing of an employment contract with Mr. Nguyen Manh Tung

**BOARD OF DIRECTORS
CAM RANH INTERNATIONAL AIRPORT
SERVICES JOINT STOCK COMPANY**

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and guiding documents for implementation;*
- *The Charter of Cam Ranh International Airport Services Joint Stock Company (CIAS);*
- *Resolution No. 05./2026/NQ-HĐQT/CIAS dated March 31, 2026, of the Board of Directors (BOD) of CIAS;*

DECISION:

Article 1. Approve the appointment of the Person in Charge of Accounting and the signing of an employment contract with Mr. Nguyen Manh Tung, specifically as follows:

- Information of Mr. Nguyen Manh Tung:
 - ✓ Citizen Identity Card number: _____ date of issue: August 02, 2022;
place of issue: Police Department for Administrative Management of Social Order;
 - ✓ Permanent address: _____
 - ✓ Qualifications: Bachelor of Economics (Major in Accounting);
- Position appointed: Person in Charge of Accounting.
- Term of appointment and employment contract: 01 year, from April 01, 2026, to March 31, 2027.
- Salary and other benefits of Mr. Nguyen Manh Tung: According to the current regulations of CIAS.



Article 2. Mr. Nguyen Manh Tung shall perform the duties of the Person in Charge of Accounting in accordance with the law, the Charter, and other regulations of the Company; simultaneously, he shall perform tasks as assigned and directed by the Board of Directors and the Management Board, and shall be responsible before the law, the Board of Directors, and the Management Board for the assigned tasks.

Article 3. Implementation:

- Authorize the Chairman of the Board of Directors to decide on the salary and other benefits for Mr. Nguyen Manh Tung and to decide and direct the necessary procedures with relevant state management agencies to implement the above-approved contents in accordance with the law and the Company's internal regulations.
- Authorize and assign General Director of CIAS to carry out the necessary procedures related to the recruitment and signing of the employment contract and employment contract annexes (If any) with Mr. Nguyen Manh Tung in accordance with the contents approved by the Board of Directors, ensuring compliance with the law and the Company's internal regulations.

Article 4. This Decision takes effect from the date of signing. The Management Board of CIAS, Mr. Nguyen Manh Tung, and relevant individuals and units are responsible for implementing this Decision.

Recipients:

- As per Article 4;
- BOD, BOS of the Company;
- Information Disclosure;
- Archive: Office, BOD.

ON BEHALF OF THE BOARD OF DIRECTORS,
CHAIRMAN



Dam Duy Toan

