

No.: 15/2026/TB

Ho Chi Minh City, April 8, 2026

NOTICE OF PERSONNEL CHANGE
(Template for appointments and/or dismissals/resignations)

To: State Securities Commission

Hanoi Stock Exchange (Upcom)

Pursuant to Decision No. 11/2026/QĐ-HĐQT dated April 2, 2026, and Decision No. 12/2026/QĐ-HĐQT dated April 2, 2026, of Thien Nam Trading Import Export Joint Stock Company, we hereby announce the personnel change at Thien Nam Trading Import Export Joint Stock Company as follows:

Dismissal case:

1. Mr. Nguyen Van Nghia

- Position held: General Director of the Company.
- Reason for dismissal: Per the decision of the Company's Board of Directors.
- Effective date: April 2, 2026

Appointment case:

1. Ms. Trinh Lan Xuan

- Position assumed: General Director of the Company.
- Reason for appointment: Per the decision of the Company's Board of Directors.
- Effective date: April 2, 2026

This information was disclosed on the company's website on April 8, 2026, at the link <https://thiennamgroup.vn/>

Legal Representative



Trinh Lan Xuan



THIEN NAM TRADING IMPORT EXPORT
JOINT STOCK COMPANY
111-121 Ngo Gia Tu, Ward 2, Ho Chi Minh City
Tel: 028.38348980 Fax: 028.38348983
Website: www.thiennamgroup.vn
Stock Code: TNA

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 11/2026/QĐ-HĐQT

Ho Chi Minh City, April 2, 2026

DECISION ON PERSONNEL MATTERS

BOARD OF DIRECTORS OF THIEN NAM TRADING – IMPORT EXPORT JOINT STOCK COMPANY

Pursuant to:

- *The Charter of Organization and Operation of Thien Nam Trading Import Export Joint Stock Company;*
- *The resignation letter of Mr. Nguyen Van Nghia – General Director of the Company dated March 30, 2026;*
- *The minutes of the Board of Directors meeting of the Company dated April 2, 2026.*

DECISION

Article 1: Mr. Nguyen Van Nghia shall cease to hold the position of **General Director** of Thien Nam Trading Import Export Joint Stock Company effective from April 2, 2026.

Article 2: Mr. Nguyen Van Nghia is responsible for handing over the duties of the General Director to **Ms. Trinh Lan Xuan** of the Company starting from April 2, 2026, with a handover period of 30 days (both parties shall prepare and sign the Handover Dossier).

Article 3: Members of the Board of Directors, the Board of General Directors, relevant departments of the Company, Mr. Nguyen Van Nghia, and Ms. Trinh Lan Xuan are responsible for implementing this Decision.

* **Recipient:**

- As per Article 3;
- Filed at the Board of Directors.

ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN



NGUYEN QUANG HOA



THIEN NAM TRADING IMPORT EXPORT
JOINT STOCK COMPANY
111-121 Ngo Gia Tu, Ward 2, Ho Chi Minh City
Tel: 028.38348980 Fax: 028.38348981
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No.: 12/2026/QD-HDQT

Ho Chi Minh City, April 2, 2026

DECISION ON PERSONNEL MATTERS
BOARD OF DIRECTORS OF THIEN NAM TRADING IMPORT EXPORT
JOINT STOCK COMPANY

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Charter on organization and operation of Thien Nam Trading Import Export Joint Stock Company;*
- *The Minutes of the Board of Directors meeting of the Company dated April 2, 2026;*
- *Consideration of qualifications, ethics, and personnel requirements.*

DECISION

Article 1. Appoint **Ms. Trinh Lan Xuan** - born in 1981, Bachelor of Business Administration - to the position of General Director of Thien Nam Trading Import Export Joint Stock Company.

The term of appointment is 01 year, effective from April 2, 2026.

Article 2. **Ms. Trinh Lan Xuan** shall perform duties and exercise powers in accordance with the provisions of Clause 4, Article 35 of the Company's current Charter.

Article 3. Salary, allowances, and other benefits of **Ms. Trinh Lan Xuan** shall be paid by the Company in accordance with state regulations and Company policy.

Article 4. Members of the Board of Directors, the Board of General Directors, relevant departments of the Company, and **Ms. Trinh Lan Xuan** are responsible for the implementation of this decision.

This decision takes effect from the date of signing.

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

Recipients:

- As per Article 4;
- Board of Directors (for information);
- Office file.



NGUYEN QUANG HOA