

No.: 323/CB-SZE-TCKT

Dong Nai, April 22, 2026

NOTICE OF PERSONNEL CHANGE

To: - Hanoi Stock Exchange.

Pursuant to Decision No. 31/QĐ-SZE-HĐQT dated April 21, 2026 regarding the dismissal and termination of the labor contract of Mr. Le Xuan Sam – Chief Executive Officer of Sonadezi Environment Joint Stock Company;

Pursuant to Decision No. 32/QĐ-SZE-HĐQT dated April 21, 2026 regarding the appointment of Mr. Ngo Xuan Quang as Chief Executive Officer of Sonadezi Environment Joint Stock Company;

We hereby announce the personnel change of Sonadezi Environment Joint Stock Company as follows:

I. Appointment:

- Full name: Mr. Ngo Xuan Quang
- Former position: Member of the Board of Directors of Sonadezi Environment Joint Stock Company
- Appointed position: Chief Executive Officer of Sonadezi Environment Joint Stock Company
- Term of appointment: From May 1, 2026, in accordance with the 2025–2030 term of the Board of Directors of Sonadezi Environment Joint Stock Company

- Effective date: May 1, 2026

II. Dismissal:

- Full name: Mr. Le Xuan Sam
- Position no longer held: Chief Executive Officer of Sonadezi Environment Joint Stock Company
- Reason (if any): Resignation letter
- Effective date: May 1, 2026

This information was published on the company's website on April 22, 2026
at the link: <https://sze.com.vn/>

***Attached documents:**

- Decision No. 31/QĐ-SZE- HĐQT dated April 21, 2026
- Decision No. 32/QĐ-SZE- HĐQT dated April 21, 2026
- Appendix III – Information Disclosure Form

Recipient: *ly*

- As above.
- Archive, Finance & Accounting Dept. *ly*

**GENERAL DIRECTOR** *ly*
Le Xuan Sam

No.: *31* /QĐ-SZE-HĐQT

Dong Nai, April 21, 2026

DECISION

**Re the removal from office and termination of the labor contract
of Mr. Le Xuan Sam - General Director of the Company**

**BOARD OF DIRECTORS OF SONADEZI ENVIRONMENT
JOINT STOCK COMPANY**

Pursuant to the Charter of Organization and Operation of Sonadezi Environment Joint Stock Company;

Pursuant to Decision No. 02/QĐ-SZE-HĐQT dated April 18, 2025, of the Chairman of the Board of Directors regarding the issuance of the Operating Regulations of the Board of Directors;

Considering the Resignation Letter dated April 20, 2026, of Mr. Le Xuan Sam – General Director of the Company;

Pursuant to Meeting Minutes No. 07/BB-SZE-HĐQT dated April 21, 2026 of the Board of Directors of Sonadezi Environment Joint Stock Company.

Pursuant to the functions, duties, and powers of the Board of Directors of the Company.

DECIDES:

Article 1. Dismissal of the position of General Director - Legal Representative of Sonadezi Environment Joint Stock Company and termination of the Labor Contract from May 1, 2026 for Mr. Le Xuan Sam with a working period from May 1, 2025

Article 2. Mr. Le Xuan Sam is responsible for handing over his work, assets, and relevant records and documents.

Article 3. This Decision takes effect from the date of signing.

Article 4. Members of the Board of Directors, the Board of Supervisor, the Board of General Directors, Mr. Le Xuan Sam, and relevant units/departments are responsible for implementing this Decision./.

Recipients:

- Article 4;
- Sonadezi Corporation
- (for reporting);
- Archived: BOD.

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



Tran Anh Dung

Dong Nai, April 21, 2026

No.: 32/QĐ-SZE-HĐQT

DECISION

**Re the appointment of the General Director of
Sonadezi Environment Joint Stock Company**

**BOARD OF DIRECTORS OF SONADEZI ENVIRONMENT
JOINT STOCK COMPANY**

Pursuant to the Charter of Organization and Operation of Sonadezi Environment Joint Stock Company;

Pursuant to Decision No. 02/QĐ-SZE-HĐQT dated April 18, 2025, of the Chairman of the Board of Directors regarding the issuance of the Operating Regulations of the Board of Directors;

Pursuant to Meeting Minutes No. 07/BB-SZE-HĐQT dated April 21, 2026 of the Board of Directors of Sonadezi Environment Joint Stock Company;

Pursuant to the functions, duties, and powers of the Company's Board of Directors.

DECIDES:

Article 1. To appoint Mr. Ngo Xuan Quang to the position of General Director - Legal Representative of Sonadezi Environment Joint Stock Company effective from May 01, 2026, for the 2025 – 2030 term of the Board of Directors of Sonadezi Environment Joint Stock Company.

In the event that the term ends and no new personnel has been appointed to replace him, Mr. Ngo Xuan Quang shall continue to perform his assigned duties until a successor is appointed and takes over the work.

Article 2. The salary, bonuses, remuneration, and other additional benefits of Mr. Ngo Xuan Quang shall be implemented in accordance with the regulations of Sonadezi Environment Joint Stock Company.

Article 3. Members of the Board of Directors, the Board of Supervisors, the Board of Management, Mr. Ngo Xuan Quang, and relevant units/departments are responsible for the implementation of this Decision./.

Recipients:

- Article 3;
- Sonadezi Corporation
- (for reporting);
- Archived: BOD.

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



Tran Anh Dung



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dong Nai, Month 4 Day 21 Year 2026

INFORMATION DISCLOSURE FORM

To: Hanoi Stock Exchange.

- 1/ Full name: **NGO XUAN QUANG**
- 2/ Gender: Male
- 3/ Date of birth: October 24, 1976
- 4/ Place of birth: Tay Hoa Lu Ward, Ninh Binh Province
- 5/ ID card/Passport number: ; Date of issue: ; Place of issue:
- 6/ Nationality: Vietnam
- 7/ Ethnicity: Kinh
- 8/ Permanent address:
- 9/ Phone number:
- 10/ Email address:
- 11/ Name of the organization subject to information disclosure: Sonadezi Environment Joint Stock Company
- 12/ Current position at the organization subject to information disclosure: Member of the Board of Directors.
- 13/ Positions currently held at other organizations: Member of the Board of Directors – Deputy General Director of Sonadezi Giang Dien Shareholding Company
- 14/ Number of shares held: 3,000,000 shares, accounting for 10% of charter capital, of which:
 - Representative of Sonadezi Corporation ownership: 3,000,000 shares
 - Personal ownership: 0 shares
- 15/ Holding commitments (if any): None
- 16/ List of related persons of the declarant:

** Related persons as defined in Clause 46, Article 4 of the Law on Securities dated November 26, 2019 (including: biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, wife, husband, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, younger sibling, brother-in-law, sister-in-law; related organization)*

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/insider	Type of ID (*) (ID Card/ Passport/ Business Registration Certificate)	ID number	Date of issue	Place of issue	Head office address/Contact address	Number of shares held at the end of the period	Percentage of shares held at the end of the period	Date of becoming a related person of the company/insider	Date of ceasing to be a related person of the company/insider	Reason (when changes related to items 13 and 14 occur)	Notes (regarding the absence of ID number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		Ngo Xuan Hong			Biological father											Deceased
2		Le Thi Voi			Biological mother	ID card							April 21, 2026			
3		Vu Thi Oanh			Wife	ID card							April 21, 2026			
4		Ngo Vu Ngoc Ninh			Child	ID card							April 21, 2026			
5		Ngo Vu Ngoc Van			Child	ID card							April 21, 2026			

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
6		Ngo Van Quang			Younger sibling	ID card							April 21, 2026			
7		Le Thi Hoi			Sister-in-law	ID card							April 21, 2026			
8		Ngo Huu Ky			Younger sibling	ID card							April 21, 2026			
9		Tong Hoang Ngan			Sister-in-law	ID card							April 21, 2026			

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
10		Le Thi Cuc			Mother-in-law	ID card							April 21, 2026			
11		Vu Minh Uyen			Father-in-law	Citizen Identity Card							April 21, 2026			
12		Sonadezi Corporation (SNZ)			Representative of SNZ's capital ownership at SZE	Business Registration Certificate					19,212,846	64.04%	April 21, 2026			Representative of SNZ's capital contribution in SZE, representing 10% of charter capital, effective from April 21, 2026.

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
13		Sonadezi Giang Dien Shareholding Company			Related organization	Business Registration Certificate							April 21, 2026			Member of the Board of Directors – Deputy General Director

17/ Related interests in public companies, public funds (if any): None

18/ Conflicting interests with public companies, public funds (if any): None

I hereby certify that the above information is true and correct, and I take full responsibility before the law for any inaccuracies.

Declarant

(Signed)

Ngo Xuan Quang