



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 53 TB/CKĐA/VPĐQT

Hanoi, July 28, 2026

ANNOUNCEMENT OF PERSONNEL CHANGES

Kính gửi: The State Securities Commission
The Stock Exchange

We hereby announce the personnel change of Dong Anh Licogi Mechanical Joint Stock Company as follows:

Case of Dismissal/Resignation::

1. Ms. Tran Thi Hong Van

- Position no longer held: Corporate Governance Officer
- Reason for dismissal (if any): Resignation for personal reasons.
- Effective date: July 28, 2026

Case of Appointment::

1. Mr. Nguyen The Hanh

- Position held prior to the appointment: Head of Human Resources Department, concurrently serving as Chief of the Board of Directors Office and Company Secretary.
- Appointed position: Head of Human Resources Department, concurrently serving as Chief of the Board of Directors Office, Company Secretary, and Corporate Governance Officer.
- Term of appointment: From July 28, 2026
- Effective date: July 28, 2026.

ON BEHALF OF THE ORGANIZATION
AUTHORIZED PERSON FOR INFORMATION
DISCLOSURE



NGUYEN THE HANH

*Attachments::

- Decision No. 53/QĐ/CKĐA/HĐQT dated July 28, 2026 of the Board of Directors on the appointment of Mr. Nguyen The Hanh as the concurrently serving Corporate Governance Officer.

Hanoi, July 28, 2026

RESOLUTION**Re: Resolution on the Appointment of Mr. Nguyen The Hanh as Concurrent Corporate Governance Officer****BOARD OF DIRECTORS****DONG ANH MECHANICAL JOINT STOCK COMPANY****Pursuant to:**

- Pursuant to the Law on Enterprises No. 59/2020/QH14, effective from January 1, 2021, and its guiding, amending and supplementing documents;

- Pursuant to the Charter of Dong Anh Licogi Mechanical Joint Stock Company (the Company), approved by the General Meeting of Shareholders on June 30, 2021;

- The voting results of the Board of Directors members.

RESOLVES:**Article 1. Appointment**

1. To appoint Nguyen The Hanh, born on September 11, 1975, Citizen Identity Card No. 030075004891 issued on July 24, 2021 by the Police Department for Administrative Management of Social Order, holding a Bachelor's Degree in Insurance Economics, currently serving as Head of Human Resources Department, Chief of the Board of Directors Office and Company Secretary, to concurrently hold the position of Corporate Governance Officer of the Company.

The effective date of the concurrent appointment shall be July 28, 2026.

2. Nguyen The Hanh shall be responsible for assuming and performing the duties and responsibilities of the position in compliance with the Company's regulations, internal governance rules and other relevant regulations applicable from time to time.

Article 2. Salary and Benefits

Nguyen The Hanh shall be entitled to salary, concurrent position allowance and other benefits in accordance with the Company's regulations and internal governance rules applicable from time to time.

Article 3. Implementation.

1. This Resolution shall take effect from the date of signing and remain valid until superseded by another Resolution or relevant document.

2. Members of the Board of Directors, the Board of Management, relevant departments, units and individuals, and Nguyen The Hanh shall be responsible for the implementation of this Resolution.

Recipients:

- Board of Directors; Supervisory Board (for reporting)
- Executive Board;
- Filed at the Office of the Board of Directors

**On behalf of the Board of Directors
Chairman****CAO TRUONG THU**

No: 227 -QĐ/CKĐA/TCNS

Ha Noi, June 29, 2026

DECISION**Re: Termination of the Employment Contract of Ms. Tran Thi Hong Van****THE GENERAL DIRECTOR****DONG ANH LICOGI MECHANICAL JOINT STOCK COMPANY****Pursuant to:**

- The 2019 Labor Code and its guiding documents;;
- The Charter on Organization and Operation of Dong Anh Licogi Mechanical Joint Stock Company (the "Company") approved by the General Meeting of Shareholders on June 30, 2021, and the Company's Internal Governance Regulations;
- The resignation letter submitted by Ms. Tran Thi Hong Van;
- The Company's actual operational requirements..

HEREBY DECIDES:**Article 1. Termination of Employment Contract**

1. To terminate the employment contract of: Full name: Ms. Tran Thi Hong Van date of birth: September 27, 1977 citizen Identification No: 001177048006 date of issue: November 7, 2021 Place of issue: Police Department for Administrative Management of Social Order
Permanent address: Phuc Thinh Commune, Hanoi City, Vietnam
Position: Chief of the Office of the Board of Directors, Company Secretary, and Person in Charge of Corporate Governance

Salary for social insurance contribution: VND 9,239,400; Social insurance book No: 0104014850

Date of commencement of employment with the Company: March 2001

The employment contract shall be terminated effective from July 1, 2026

Reason for termination: The employee voluntarily requested the termination of the employment contract.

2. Ms. Tran Thi Hong Van shall complete the handover of all assigned duties, equipment, tools, and assets (if any) under her management to the relevant department before her departure. Any matters arising thereafter relating to her responsibilities during her employment with the Company shall continue to be resolved by Ms. Tran Thi Hong Van upon request. She shall be liable for compensation or reimbursement for any losses caused by her fault in accordance with the Company's regulations and applicable laws.

Article 2. Responsibilities of the Human Resources Department The Human Resources Department shall be responsible for carrying out all procedures relating to the rights and benefits of Ms. Tran Thi Hong Van in accordance with the Company's prevailing regulations and applicable laws.

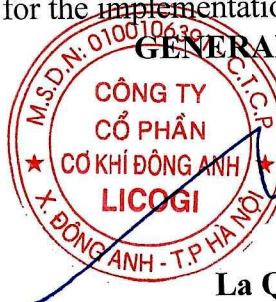
Article 3. Effectiveness

1. This Decision shall take effect from the date of signing.

2. Members of the Board of Management, relevant departments and individuals, and Ms. Tran Thi Hong Van shall be responsible for the implementation of this Decision./

Recipients:

- Board of Management;
- As stated in Article 3;
- Administration Department;
- Archived at the Human Resources Department.

**La Quy Duan**