

No.: 09.../2026/SSG-IR

Hanoi, day 07 month 01 year 2026

PERSONNEL CHANGE NOTICE

To: State Securities Commission of Vietnam
Hanoi Stock Exchange

Pursuant to the Board of Directors' Resolution No. 01/2026/SSG/HDQT dated January 7.....,2026, we respectfully announce the personnel change of Sunshine Group Joint Stock Company as follows:

Appointment to the position of Deputy General Director in charge of construction progress.

Mr.: Nguyen Khac Trung

- Position before appointment: None
- Position appointed: Deputy General Director in charge of construction progress
- Effective date: January 7...2026

This information has been published on the Company's electronic information page on January 7...2026 at the following link: <https://sunshinegroup.vn/cong-bo-thong-tin/>.

Attached documents:

- Board of Directors' resolution on the personnel appointment.

On behalf of the organization

**AUTHORIZED PERSON TO
DISCLOSE INFORMATION**

(Signature, full name, position, company seal)



HO DUC VIET

**SUNSHINE GROUP JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 01/2026/SSG/NQ-HĐQT

Hanoi, January 7, 2026

**RESOLUTION OF THE BOARD OF DIRECTORS
SUNSHINE GROUP JOINT STOCK COMPANY**

BOARD OF DIRECTORS

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and its amendments and supplements;
- Pursuant to the Charter on Organization and Operation of Sunshine Group Joint Stock Company ("the Company")
- Pursuant to the Minutes of the Board of Directors' meeting No.: 01/2026/SSG/BBH-HĐQT dated January 7, 2026.

RESOLVES

Article 1. Appointing the position of Deputy General Director in charge of construction progress of the Company, with details as follows:

Full Name: Nguyen Khac Trung

Gender: Male

Date of Birth: 18/08/1977

Nationality: Vietnamese

Citizen ID (CID) No.: 001077017504, issued by the Department of Police for Administrative Management of Social Order on November 5, 2022.

Permanent Address: Apartment 2401, Building R3, Lot CT03A, Nam Thang Long Urban Area, Phu Thuong Ward, Hanoi City.

Date of Appointment: Effective from January 7, 2026.

Article 2. Assignment/Authorization to the Chairman of the Board of Directors / General Director of the Company to perform the following:

To sign and issue documents, dossiers and papers related to the dismissal approved by the Board of Directors.

Article 3. This Resolution takes effect from the date of signing. Members of the Board of Directors, the Executive Board, relevant departments, and individuals are responsible for implementing this Resolution.

Recipients:

- As stated in Article 3;
- State Securities Commission of Vietnam, Stock Exchange;
- Office archive.

THE BOARD OF DIRECTORS

CHAIRMAN



ĐO ANH TUAN