

Bac Ninh, January 16th, 2026

NOTICE OF PERSONNEL CHANGE

To: Hanoi Stock Exchange

Pursuant to Resolution No. 02/NQ-NST dated 16th January 2026 of the Board of Directors of Ngan Son Joint Stock Company, we hereby respectfully announce the personnel changes of the Company as follows:

*** In case of dismissal**

- Mr.: Tran Van Thanh
 - Former position: Member of the Board of Directors and Person in charge of Corporate Governance
 - Dismissed: Person in charge of Corporate Governance
 - Effective date: From January 16, 2026.

*** In case of appointment**

- Mr.: Nguyen Tuan Dung
 - Former position: None
 - Newly appointed position: Person in charge of Corporate Governance
 - Effective date: From January 16, 2026

This information was published on the company's website on 16/01/2026, as in the link: www.nganson.vn.

(*) Attached documents:

- Resolution No. .../NQ-NST dated ... January 2026 of the Board of Directors of Ngan Son Joint Stock Company;
- Information disclosure form of Mr. Nguyen Tuan Dung.

Receipts:

- As above;
- Board of Directors;
- Board of Supervisors;
- Company Director;
- Archived: Office, BoD Secretary;

**AUTHORIZED PERSON FOR INFORMATION
DISCLOSURE**



**VICE DIRECTOR
Tran Phan Kien**