

DECISION
Regarding personnel appointments

**BOARD OF DIRECTORS OF TAN PHU VIETNAM
JOINT STOCK COMPANY**

- Based on the Enterprise Law of 2020 and the amended Enterprise Law of 2025;
- Based on the Charter of Organization and Operation of Tan Phu Vietnam Joint Stock Company;
- Based on the minutes of the Board of Directors meeting held on the same day;
- Based on the company's production and business situation and its personnel capabilities,

DECISION:

Article 1: Mr. **Tran Duc Huy** has been appointed Chairman of the Board of Directors of Tan Phu Vietnam Joint Stock Company for the term 2026 - 2031.

Article 2: Mr. **Tran Duc Huy** is responsible for reporting directly to and as assigned by the Company's Board of Directors .

Article 3: This decision takes effect from the date of signing.
The functional departments, the Company's branches, and Mr. **Tran Duc Huy** are responsible for implementing this decision.

Recipient:

- Board of Directors;
- As per Article 3;
- Save.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Tran Duc Huy

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BOARD OF DIRECTORS OF TAN PHU VIETNAM
JOINT STOCK COMPANY

- Based on the Enterprise Law of 2020 and the amended Enterprise Law of 2025;
- Based on the Charter of Organization and Operation of Tan Phu Vietnam Joint Stock Company ;
- Based on the minutes of the Board of Directors meeting held on the same day;
- Based on the company's production and business situation and its personnel capabilities,

DECISION:

Article 1: Mr. **Hoang Quoc Thuy** has been appointed as Vice Chairman of the Board of Directors of Tan Phu Vietnam Joint Stock Company for the term 2026 - 2031.

Article 2: Mr. **Hoang Quoc Thuy** is responsible for reporting directly to and as assigned by the Company's Board of Directors .

Article 3: This decision takes effect from the date of signing.
The functional departments, the Company's branches, and Mr. **Hoang Quoc Thuy** are responsible for implementing this decision.

Recipient:

- Board of Directors;
- As per Article 3;
- Save VT

CHAIRMAN OF THE BOARD OF DIRECTORS



Tran Duc Huy

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JOINT STOCK COMPANY**

- Based on the Enterprise Law of 2020 and the amended Enterprise Law of 2025;
- Based on the Charter of Organization and Operation of Tan Phu Vietnam Joint Stock Company ;
- Based on the minutes of the Board of Directors meeting held on the same day;
- Based on the company's production and business situation and its personnel capabilities,

DECISION:

Article 1: Ms. **Vu Thuy Linh** has been appointed as the Chairman of the Audit Committee of Tan Phu Vietnam Joint Stock Company for the term 2026-2031.

Article 2: Ms. **Vu Thuy Linh** is responsible for reporting directly to and as assigned by the Company's Board of Directors .

Article 3 : This decision takes effect from the date of signing.
The functional departments, the Company's branches, and Ms. **Vu Thuy Linh** are responsible for implementing this decision.

Recipient:

- Board of Directors;
- As per Article 3;
- Save VT

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Tran Duc Huy

DECISION
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**BOARD OF DIRECTORS OF TAN PHU VIETNAM
JOINT STOCK COMPANY**

- Based on the Enterprise Law of 2020 and the amended Enterprise Law of 2025;
- Based on the Charter of Organization and Operation of Tan Phu Vietnam Joint Stock Company ;
- Based on the minutes of the Board of Directors meeting held on the same day;
- Based on the company's production and business situation and its personnel capabilities,

DECISION:

Article 1: Mr. **Tran Duc Huy** has been appointed as a member of the Audit Committee of Tan Phu Vietnam Joint Stock Company for the term 2026-2031.

Article 2: Mr. **Tran Duc Huy** is responsible for reporting directly to and as assigned by the Company's Board of Directors .

Article 3: This decision takes effect from the date of signing.
The functional departments, the Company's branches, and Mr. **Tran Duc Huy** are responsible for implementing this decision.

Recipient:

- Board of Directors;
- As per Article 3;
- Save VT

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Tran Duc Huy