



THIEN NAM TRADING - IMPORT EXPORT
JOINT STOCK COMPANY
111-121 Ngo Gia Tu, Vuon Lai Ward, Ho Chi Minh City
Tel: 028.38348980 Fax: 028.38348983
Website: www.thiennamgroup.vn
Stock symbol: TNA

THE SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness



No.: 05/2026/TB

Ho Chi Minh City, January 29, 2026

NOTICE OF PERSONNEL CHANGE

(Template used for appointments and/or dismissals/resignations)

To:

- State Securities Commission of Viet Nam
- Hanoi Stock Exchange

Pursuant to Decision No. 03/2026/QD-HDQT dated January 28, 2026, of Thien Nam Import-Export Trading Joint Stock Company, we respectfully announce the following personnel changes at Thien Nam Import-Export Trading Joint Stock Company:

Cases of dismissal:

1. Ms. Trinh Lan Xuan

- Position: Secretary of the Board of Directors and Authorized Person for Information Disclosure of the Company.
- Reason for dismissal: By Decision of the Company's Board of Directors.
- Effective date: January 31, 2026

This information was disclosed on the Company's official website on January 29, 2026 at:
<http://www.thiennamgroup.vn>

Authorized Information Disclosure Officer

Trinh Lan Xuan



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**DECISION ON DISMISSAL OF OFFICER
BOARD OF DIRECTORS THIEN NAM TRADING – IMPORT EXPORT
JOINT STOCK COMPANY**

Pursuant to:

- *The Law on Enterprises 2020;*
- *The Charter on organization and operation of Thien Nam Trading – Import Export Joint Stock Company;*
- *The request of Ms. Trinh Lan Xuan;*
- *The Minutes of the Meeting of the Board of Directors dated January 23, 2026.*

DECIDES

Article 1: To dismiss Ms. **Trinh Lan Xuan** from the positions of Board Secretary and Authorized Information Disclosure Officer of Thien Nam Trading – Import Export Joint Stock Company, effective from January 31, 2026.

Article 2: Ms. **Trinh Lan Xuan** shall be responsible for handing over all related duties and work to the personnel appointed by the Chairman of the Board of Directors.

Article 3: Members of the Board of Directors, the Board of General Directors, relevant departments and units of the Company, and Ms. **Trinh Lan Xuan** shall be responsible for the implementation of this Decision.

*** Recipients:**

- *As stated in Article 3;*
- *Archived at the Board of Directors' Office.*

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

NGUYEN QUANG HOA