

**VEXILLA VIET NAM GROUP**  
**JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No.: 2502/2026/TB-VEXILLA

*Ho Chi Minh City, day 25 month 02 year 2026*

## **CHANGE IN PERSONNEL**

**To** - **Hanoi Stock Exchange (HNX)**  
- **State Securities Commission of Vietnam**

Based on Board Resolution No.2502/2026/NQ-HĐQT dated 25/02/2026 of Vexilla Viet Nam Group Joint Stock Company, we would like to announce the change in personnel of Vexilla Viet Nam Group Joint Stock Company as follows:

### **In case of appointment:**

#### **1. Mr: Le Hai Chau**

- Former position in the organization: Member of the Board of Directors
- Newly appointed position: Chief Executive Officer – Legal Representative of the Company
- Term: Until a replacement Decision is issued
- Effective date: 25/02/2026

#### **2. Ms. Le Thi Luyen**

- Former position in the organization: None
- Newly appointed position: Person in charge of accounting
- Term: Until a replacement Decision is issued
- Effective date: 25/02/2026

### **In case of dismissal:**

#### **1. Mr: Nguyen Van Chien**

- Dismissed Resigned position: Chief Executive Officer – Legal Representative of the Company
- Reason (if any): In line with the Company's corporate governance situation
- Effective date: 25/02/2026

#### **2. Ms: Nguyen Thi Thu Huyen**

- Dismissed Resigned position: Chief Accountant
- Reason (if any): In line with the Company's corporate governance situation
- Effective date: 25/02/2026

#### **3. Ms: Bui Thi Xuan**

- Dismissed Resigned position: Person in charge of finance
- Reason (if any): In line with the Company's corporate governance situation
- Effective date: 25/02/2026

This information was published on the company's website on 25/02/2026, as in the link:  
<https://solavina.vn/>

***Attached documents:***

- Board Resolution No.  
2502/2026/NQ-HĐQT dated  
25/02/2026



No.: 2502/2026NQ-HĐQT

*Ho Chi Minh City, day 25 month 02 year 2026*

**RESOLUTION**

*(Re: Authorization and Changes in Management Personnel)*

**THE BOARD OF DIRECTORS  
VEXILLA VIETNAM GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises 2020; the Law amending and supplementing the Law on Enterprises 2025 and the guiding documents thereof;
- Pursuant to the Charter of Vexilla Vietnam Group Joint Stock Company;
- Pursuant to the Minutes of the Meeting of the Board of Directors of Vexilla Vietnam Group Joint Stock Company No. 2502/2026/BB-HĐQT dated February 25, 2026;
- Based on the Company's business and personnel situation.



**DECISION**

**Article 1.** Dismissal of management positions effective from February 25, 2026

**1.1. Dismissal of the Chief Executive Officer – Legal Representative of the Company:**

- Mr. Nguyen Van Chien, born in 1993
- Gender: Male      Ethnicity: Kinh      Nationality: Vietnamese

**1.2. Dismissal of the Chief Accountant:**

- Ms. Nguyen Thi Thu Huyen, born in 1987
- Gender: Female      Ethnicity: Kinh      Nationality: Vietnamese

**1.2. Dismissal of the Person in charge of finance:**

- Ms. Bui Thi Xuan , born in 1988
- Gender: Female      Ethnicity: Kinh      Nationality: Vietnamese

**1.3** The dismissed personnel shall be responsible for handing over all files, documents, and tasks previously and currently under their responsibility to the Company before 4:00 PM on February 25, 2026, and shall remain legally responsible for all duties performed during their tenure.

**Article 2.** Appointment of replacement management personnel effective from February 25, 2026

**2.1. Appointment of the Chief Executive Officer – Legal Representative of the Company:**

- Mr. Le Hai Chau, born on September 8, 1980



- Gender: Male      Ethnicity: Kinh      Nationality: Vietnamese
- Citizen Identification No.: 038080004335 issued by the Police Department for Administrative Management of Social Order on July 10, 2021
- Correspondence address: P601-CT3B, Me Tri Thuong Urban Area, Residential Group No. 5 Me Tri Thuong, Tu Liem Ward, Hanoi City, Vietnam

## **2.2. Appointment of the Person in Charge of Accounting:**

- Ms. Le Thi Luyen, born on November 24, 1993
- Gender: Female      Ethnicity: Kinh      Nationality: Vietnamese
- Citizen Identification No.: 034193017638 issued by the Police Department for Administrative Management of Social Order on September 22, 2022
- Correspondence address: Apartment 2502 T01, C37 Bac Ha, No. 17 To Huu Street, Residential Group 20, Thanh Xuan Ward, Hanoi City, Vietnam

**Article 3.** Approval of the Chairman of the Board of Directors authorizing another member of the Board of Directors to exercise the rights and perform the obligations of the Chairman of the Board of Directors (attached Power of Attorney)

### **3.1. Authorizing Party:**

Mr. Michael Marc Lee, born on June 2, 1975  
 Passport No.: PA9834855 issued by Australia on July 1, 2019  
 Address: Apartment AW 204, The Manor Building, 91 Nguyen Huu Canh Street, Thanh My Tay Ward, Ho Chi Minh City  
 Currently serving as Chairman of the Board of Directors of Vexilla Vietnam Group Joint Stock Company for the 2025–2030 term

### **3.2. Authorized Party:**

Mr. Le Hai Chau, born on September 8, 1980  
 Citizen Identification No.: 038080004335 issued on July 10, 2021  
 Address: P601-CT3B, Me Tri Thuong Urban Area, Residential Group No. 5 Me Tri Thuong, Tu Liem Ward, Hanoi City, Vietnam  
 Currently serving as a Member of the Board of Directors of Vexilla Vietnam Group Joint Stock Company for the 2025–2030 term

### **3.3. Scope of Authorization:**

In the event that Mr. Michael Marc Lee is absent or unable to perform his duties, Mr. Le Hai Chau is authorized to represent him in exercising the rights and performing the obligations of the Chairman of the Board of Directors, including but not limited to:

- a) Formulating programs and operational plans of the Board of Directors;
- b) Preparing meeting agendas, contents, and documents; convening, chairing, and presiding over meetings of the Board of Directors;
- c) Organizing the adoption of resolutions and decisions of the Board of Directors;
- d) Supervising the implementation of resolutions and decisions of the Board of Directors;
- e) Presiding over the General Meeting of Shareholders;
- f) Deciding on matters within the authority of the Chairman of the Board of Directors;
- g) Signing documents, papers, and instruments within the authority of the Chairman of the

Board of Directors and/or serving the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors;

h) Exercising other rights and obligations of the Chairman of the Board of Directors arising in the course of the operations of the Board of Directors and the Company;

i) Being accountable to the Chairman of the Board of Directors, the Board of Directors, and the law for the performance of the authorized rights and obligations.

**3.4 Term of Authorization:** From the date of signing the Power of Attorney until a replacement document is issued or the authorization is terminated.

**Article 4.** Mr. Le Hai Chau is assigned to carry out procedures for registration and disclosure of the above changes with the competent state authorities and to implement internal procedures in accordance with the Company's Charter regarding the matters set forth in Articles 1, 2, and 3 of this Resolution.

**Article 5.** This Resolution shall take effect from the date of signing. The Chairman of the Board of Directors, the above-mentioned individuals, and relevant departments/units and persons shall be responsible for implementing this Resolution./.

**Recipients:**

- As stated in Article 5;

- Archived at: Administration  
Department.

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

*(Signature and full name)*



**MICHAEL MARC LEE**