

No.: 68E/2026/TB-CIAS

Khanh Hoa, April 24, 2026

ANNOUNCEMENT OF PERSONNEL CHANGE

To: Hanoi Stock Exchange

Pursuant to Decision No. 05/2026/QD-HDQT/CIAS and No. 06/2026/QD-HDQT/CIAS dated April 24, 2026 of the Board of Directors of Cam Ranh International Airport Services Joint Stock Company (CIAS), we hereby announce the personnel change at CIAS as follows:

In case of appointment:

1. Mr.: NGUYEN MANH TUNG

- Former position in the organization: Person in charge of Accounting
- Newly appointed position: Chief Accountant
- Term of appointment: 03 years
- Effective date: May 01, 2026.

2. Ms.: TRAN THI THU HUONG

- Former position in the organization:
- Newly appointed position: Person in charge of internal audit
- Term of appointment: 01 year
- Effective date: April 24, 2026.

Dismissal case:

Mr.: LUU VIET BAC

- Dismissed/Resigned position: Person in charge of internal audit
- Reasons (if any): Resignation letter submitted
- Effective date: April 24, 2026.

**Attached documents:*

Decisions of the Board of Directors.

Organization representative

Person authorized to disclose information



Tran Xuan Binh
Tran Xuan Binh



of Directors and the Board of Management, and be responsible before the law, the Board of Directors, and the Board of Management for the assigned tasks.

Article 3. Authorize the Chairman of the Board of Directors to perform necessary procedures related to the signing of the labor contract with Mr. Nguyen Manh Tung according to the contents approved by the Board of Directors, ensuring compliance with the provisions of law and the internal regulations of the Company.

Article 4. This Decision takes effect from the date of signing. The Board of Management of CIAS Company, Mr. Nguyen Manh Tung, and relevant individuals and units are responsible for implementing this Decision.

Recipients:

- As per Article 4;
- BOD, BOS;
- Information Disclosure Officer;
- Archive Office, BOD.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Đam Duy Toàn



No.: 06/2026/QĐ-HĐQT/CIAS

Khanh Hoa, April 24, 2026

DECISION

Re: Dismissal and appointment of the Person in Charge of Internal Audit

BOARD OF DIRECTORS

CAM RANH INTERNATIONAL AIRPORT SERVICES JOINT STOCK COMPANY

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and guiding documents for implementation;*
- *The Charter of Cam Ranh International Airport Services Joint Stock Company (CIAS Company);*
- *Resolution No. 08/2026/NQ-HĐQT/CIAS dated April 24, 2026 of the Board of Directors (BOD) of CIAS Company;*

DECISION:

Article 1. Approve the dismissal of the Person in Charge of Internal Audit for Mr. Luu Viet Bac, specifically as follows:

- Reasons for dismissal: Mr. Luu Viet Bac submitted a resignation letter.
- Time of dismissal: Effective from April 24, 2026.

Article 2. Approve the appointment of the Person in Charge of Internal Audit for Ms. Tran Thi Thu Huong, specifically as follows:

- Information of Ms. Tran Thi Thu Huong:

ID card number: _____ date of issue: September 22, 2021; place of issue: Police Department for Administrative Management of Social Order;

Permanent address: _____

Qualification: Bachelor (Accounting major).

- Term of appointment: 01 year, from April 24, 2026 to April 23, 2027.



- Salary and other benefits of Ms. Tran Thi Thu Huong: In accordance with the current regulations of CIAS Company.
- Ms. Tran Thi Thu Huong shall perform the duties of the Person in Charge of Internal Audit in accordance with the provisions of law, the Charter, and other regulations of the Company, and simultaneously perform tasks as assigned and directed by the Board of Directors and be responsible before the law and the Board of Directors for the assigned tasks.

Article 3. Authorize the Chairman of the Board of Directors to decide on the salary, other benefits, and sign the labor contract with Ms. Tran Thi Thu Huong according to the contents approved by the Board of Directors, ensuring compliance with the provisions of law and internal regulations of the Company.

Article 4. This Decision takes effect from the date of signing. The Board of Management of CIAS Company, Ms. Tran Thi Thu Huong, and relevant individuals and units are responsible for implementing this Decision.

Recipients:

- As per Article 4;
- BOD, BOS;
- Information Disclosure Officer;
- Archive Office, BOD.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Đàm Duy Toàn

