

No.: 0505/2026/TB-PIV

Hanoi, May 05, 2026

NOTICE OF PERSONNEL CHANGE

- To:
- State Securities Commission;
 - Hanoi Stock Exchange.

Based on Resolution No. 0505A/2026/NQ - HĐQT ngày 05/05/2026 dated May 05, 2026, and Resolution No. 0505B/2026/NQ - HĐQT dated May 05, 2026, of the Board of Directors of PIV Joint Stock Company, we hereby announce the personnel changes at PIV Joint Stock Company as follows:

Appointment Cases:

1. Mr. Nguyen Trung Hieu
 - Previous position: None
 - Appointed position: General Director, Legal Representative of the Company
 - Term of appointment: Until a replacement decision is issued
 - Effective date: May 05, 2026
2. Ms. Nguyen Thi Thu Hang
 - Previous position: None
 - Appointed position: Chief Accountant
 - Term of appointment: Until a replacement decision is issued
 - Effective date: May 05, 2026

Dismissal Cases:

1. Ms. Nguyen Thi Thu Hien
 - No longer holding position: General Director, Legal Representative of the Company
 - Reason for dismissal: In alignment with the company's governance strategy
 - Effective date: May 05, 2026
2. Ms. Nguyen Thi Anh Tho
 - No longer holding position: Chief Accountant
 - Reason for dismissal: In alignment with the company's governance strategy
 - Effective date: May 05, 2026



This information has been officially published on the company's website on May 05, 2026, at <https://www.piv.vn/>.

Attached Documents:

- Resolution No. 0505A/2026/NQ - HĐQT;
- Resolution No. 0505B/2026/NQ - HĐQT.
- Curriculum vitae.

PIV JOINT STOCK COMPANY

GENERAL DIRECTOR



NGUYỄN THỊ THU HIEN



RESOLUTION

Regarding: Dismissal and Appointment of the General Director of PIV Joint Stock Company

**BOARD OF DIRECTORS
PIV JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to the Charter and the Corporate Governance Regulations of PIV Joint Stock Company;
- Pursuant to the Minutes of the Meeting of the Board of Directors of PIV Joint Stock Company No. 0505/2026/BB HĐQT dated April 05, 2026.

RESOLVED:

Article 1. To approve the dismissal of Ms. Nguyen Thi Thu Hien from the position of General Director of PIV Joint Stock Company, effective from May 5, 2026.

Ms. Nguyen Thi Thu Hien shall be responsible for handing over all assigned duties and responsibilities to her successor in accordance with the Company's regulations.

Article 2. To approve the appointment of Mr. Nguyen Trung Hieu to the position of General Director of the Company, with the following details:

Full name: Nguyen Trung Hieu

Date of birth: April 02, 1990

Personal identification number:

Contact address:

Mr. Nguyen Trung Hieu shall hold the position of General Director of PIV Joint Stock Company from May 5, 2026

Article 3. To approve the change of the Legal Representative of the Company, with the following details:

Legal Representative before the change:

Full name: Nguyen Thi Thu Hien

Gender: Female

Date of birth: August 13, 1988

Personal identification number:



Title: General Director

Contact address:

Legal Representative after the change:

Full name: Nguyen Trung Hieu

Gender: Male

Date of birth: April 02, 1990

Personal identification number:

Title: General Director

Contact address:

Article 4. This Resolution shall take effect from the signing date. Members of the Board of Directors, Ms. Nguyen Thi Thu Hien, Mr. Nguyen Trung Hieu, and related individuals and departments of the Company shall be responsible for the implementation of this Resolution.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Recipients:

- As stated in Article 4;
- Archive: Office.



TRAN ANH TUAN



RESOLUTION

Regarding: Dismissal and Appointment of the Chief Accountant of PIV Joint Stock Company

BOARD OF DIRECTORS

PIV JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to the Charter and the Corporate Governance Regulations of PIV Joint Stock Company;
- Pursuant to the Minutes of the Meeting of the Board of Directors of PIV Joint Stock Company No. 0505/2026/BB HĐQT dated April 05, 2026.



RESOLVED:

Article 1. To approve the dismissal of Ms. Nguyen Thi Anh Tho from the position of Chief Accountant of PIV Joint Stock Company, effective from May 5, 2026.

Ms. Nguyen Thi Anh Tho shall be responsible for handing over all duties and responsibilities under her charge to her successor in accordance with the Company's regulations.

Article 2. To approve the appointment of Ms. Nguyen Thi Thu Hang to the position of Chief Accountant of the Company, with the following details:

Full name: Nguyen Thi Thu Hang

Date of birth: December 18, 1997

Personal identification number:

Contact address:

Ms. Nguyen Thi Thu Hang shall hold the position of Chief Accountant of PIV Joint Stock Company from May 5, 2026.

Article 3. This Resolution shall take effect from the signing date. Members of the Board of Directors, Ms. Nguyen Thi Anh Tho, Ms. Nguyen Thi Thu Hang, and related individuals and departments of the Company shall be responsible for the implementation of this Resolution.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As stated in Article 3;
- Archive: Office.

CHAIRMAN



TRẦN ANH TUAN



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, May 05, 2026

CIRRICULLUM VITAE

To: - The State Securities Commission;
- The Stock Exchange.

1/ Full name: Nguyen Trung Hieu

2/ Gender: Male

3/ Date of birth: 02/04/1990

4/ Place of birth: Thanh Hoa province

5/ ID card No. (or Passport No.):

Date of issue Place of issue:

6/ Nationality: Vietnamese

7/ Ethnic: Kinh

8/ Permanent residence:

9/ Telephone number:

10/ Email:

11/ Organisation's name subject to information disclosure rules: PIV Joint Stock Company

12/ Current position in an organization subject to information disclosure: General Director, Legal Representative

13/ Positions in other companies: None

14/ Number of owning shares 0 shares, accounting for 0% of charter capital, of which:

+ Owning on behalf of (the State/strategic investor/other organisation): 0 shares

+ Owning by Individual: 0 shares

15/ Other owning commitments (if any): None

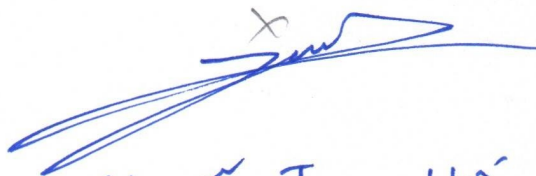
16/ List of affiliated persons of declarant: As per the attached appendix (Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov 2019).

17/ Related interest with public company, public fund (if any): General Director's salary under the labor contract with the Company.

18/ Interest in conflict with public company, public fund (if any): None

I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

DECLARANT
(Signature, full name)



Nguyễn Trung Hiếu

APPENDIX: LIST OF RELATED PERSONS OF THE DECLARANT

<i>No</i>	<i>Securities symbol</i>	<i>Name</i>	<i>Securities trading accounts (if available)</i>	<i>Position at the company (if available)</i>	<i>Relationship with the company / internal person</i>	<i>Type of documents (ID/Passport/ Business Registrations Certificate)</i>	<i>NSH No.</i>	<i>Date of issue</i>	<i>Place of issue</i>	<i>Address / Head office address</i>	<i>Number of shares owned at the end of the period</i>	<i>Percentage of shares owned at the end of the period</i>	<i>Time the person became an affiliated person/ internal person</i>	<i>Time the person ceased to be an affiliated person/ internal person</i>	<i>Reasons (when arising changes related to sections of 13 and 14)</i>	<i>Notes (i.e. not in possession of a NSH No. and other notes)</i>
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	PIV	Tran Thi Anh Nguyet	-	-	Wife						0	0%	05/05/2026	-	-	-
2	PIV	Nguyen Nhat Uyen Nhi	-	-	Child						0	0%	05/05/2026	-	-	Minor
3	PIV	Nguyen Thai Son	-	-	Child						0	0%	05/05/2026	-	-	Minor
4	PIV	Nguyen The Vi	-	-	Father						0	0%	05/05/2026	-	-	-

5	PIV	Luu Thi Ngoan	-	-	Mother						0	0%	05/05/2026	-	-	-
6	PIV	Tran Van Thanh	-	-	Father-in-law						0	0%	05/05/2026	-	-	-
7	PIV	Nguyen Thi Loc	-	-	Mother-in-law						0	0%	05/05/2026	-	-	-
8	PIV	Nguyen Thanh Trung	-	-	Brother						0	0%	05/05/2026	-	-	-
9	PIV	Le Thanh Thu	-	-	Sister-in-law						0	0%	05/05/2026	-	-	-

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, May 05, 2026

CIRRICULLUM VITAE

To: - The State Securities Commission;
- The Stock Exchange.

1/ Full name: Nguyen Thi Thu Hang

2/ Gender: Female

3/ Date of birth: 18/12/1997

4/ Place of birth: Hung Yen province

5/ ID card No. (or Passport No.):

Date of issue

Place of issue:

6/ Nationality: Vietnamese

7/ Ethnic: Kinh

8/ Permanent residence:

9/ Telephone number:

10/ Email:

11/ Organisation's name subject to information disclosure rules: PIV Joint Stock Company

12/ Current position in an organization subject to information disclosure: Chief Accountant

13/ Positions in other companies: None

14/ Number of owning shares 0 shares, accounting for 0% of charter capital, of which:

+ Owning on behalf of (the State/strategic investor/other organisation): 0 shares

+ Owning by Individual: 0 shares

15/ Other owning commitments (if any): None

16/ List of affiliated persons of declarant: As per the attached appendix (Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov 2019).

17/ Related interest with public company, public fund (if any): Chief Accountant's salary under the labor contract with the Company.

18/ Interest in conflict with public company, public fund (if any): None

I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

DECLARANT
(Signature, full name)

Nguyễn Thị Thu Hằng.

APPENDIX: LIST OF RELATED PERSONS OF THE DECLARANT

<i>No</i>	<i>Securities symbol</i>	<i>Name</i>	<i>Securities trading accounts (if available)</i>	<i>Position at the company (if available)</i>	<i>Relationship with the company / internal person</i>	<i>Type of documents (ID/Passport/ Business Registrations Certificate)</i>	<i>NSH No.</i>	<i>Date of issue</i>	<i>Place of issue</i>	<i>Address / Head office address</i>	<i>Number of shares owned at the end of the period</i>	<i>Percentage of shares owned at the end of the period</i>	<i>Time the person became an affiliated person/ internal person</i>	<i>Time the person ceased to be an affiliated person/ internal person</i>	<i>Reasons (when arising changes related to sections of 13 and 14)</i>	<i>Notes (i.e. not in possession of a NSH No. and other notes)</i>
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	PIV	Le Trung Hieu	-	-	Husband						0	0%	05/05/2026	-	-	-
2	PIV	Le Minh Phuong	-	-	Child						0	0%	05/05/2026	-	-	Minor
3	PIV	Doan Thi Bay	-	-	Mother						0	0%	05/05/2026	-	-	-
4	PIV	Nguyen Ngoc Xuan	-	-	Father						0	0%	05/05/2026	-	-	-

5	PIV	Nguyen Thu Trang	-	-	Sister						0	0%	05/05/2026	-	-	-
6	PIV	Nguyen Dinh Van	-	-	Brother-in-law						0	0%	05/05/2026	-	-	-
7	PIV	Nguyen Ngoc Manh	-	-	Brother						0	0%	05/05/2026	-	-	-
8	PIV	Le Thi Kim Tuyen	-	-	Mother-in-law						0	0%	05/05/2026	-	-	-
9	PIV	Le Van Khanh	-	-	Father-in-law						0	0%	05/05/2026	-	-	-