

No.: 108E/2026/TB-CIAS

Khanh Hoa, August 08, 2026

ANNOUNCEMENT OF PERSONNEL CHANGE

**To: - The State Securities Commission
- Hanoi Stock Exchange**

Pursuant to Decision No. 07/2026/QĐ-HĐQT/CIAS and No. 08/2026/QĐ-HĐQT/CIAS dated August 08, 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:

Mr.: NGUYEN DUC VU

- Former position in the organization: Deputy General Director
- Newly appointed position: Chief Executive Officer
- Term of appointment: 03 years
- Effective date: August 08, 2026.

Dismissal case:

Mr.: PHAM QUANG MINH

- Dismissed/Resigned position: Chief Executive Officer
- Reasons (if any): Resignation letter submitted
- Effective date: August 08, 2026.

**Attached documents:*

Decision No. 07/2026/QĐ-HĐQT/CIAS and
No. 08/2026/QĐ-HĐQT/CIAS of the BOD.

Organization representative
Person authorized to disclose information



Tran Xuan Binh

No.: 07./2026/QĐ-HĐQT/CIAS

Khanh Hoa, August 08, 2026

DECISION

Regarding the dismissal and termination of the labor contract
with Mr. Pham Quang Minh – Chief Executive Officer

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);*
- *Resolution No. 15./2026/NQ-HĐQT/CIAS dated August 08, 2026, of the Board of Directors (BOD) of CIAS;*

DECIDES:

Article 1. To dismiss Mr. Pham Quang Minh from the position of Chief Executive Officer and terminate his labor contract, effective from August 08, 2026.

Article 2. Mr. Pham Quang Minh is responsible for handing over all work under his authority as Chief Executive Officer; relevant records, data, and documents; assigned tools and equipment; and settling all financial advances and debts (if any) with CIAS prior to August 08, 2026. Simultaneously, he remains accountable to the Board of Directors and liable under the law for all duties performed during his tenure as Chief Executive Officer of CIAS.

Article 3. The Chairman of the Board of Directors is assigned to carry out the necessary procedures related to the termination of the labor contract with Mr. Pham Quang Minh in accordance with the contents approved by the Board of Directors, ensuring compliance with the provisions of the law and the internal regulations of the Company.



Article 4. This Decision takes effect from the date of signing. The Executive Board of CIAS, Mr. Pham Quang Minh, and relevant individuals and units are responsible for implementing this Decision.

Recipient:

- As per Article 4;
- Board of Directors, Supervisory Board of the Company;
- Information Disclosure Officer;
- Archived: Company Secretariat.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Đam Duy Toàn



No.: 02./2026/QĐ-HĐQT/CIAS

Khanh Hoa, August 08, 2026

DECISION

On the appointment of the Chief Executive Officer

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);*
- *Resolution No. 15./2026/NQ-HĐQT/CIAS dated August 08, 2026, of the Board of Directors (BOD) of CIAS;*

DECIDES:

Article 1. To appoint Mr. Nguyen Duc Vu to the position of Chief Executive Officer (CEO) of CIAS, with the specific details as follows:

- Personal details of Mr. Nguyen Duc Vu:
 - ✓ Citizen Identity Card Number: ; Date of issue: August 12, 2022;
Place of issue: Police Department for Administrative Management of Social Order;
 - ✓ Permanent address:
 - ✓ Professional qualification: Bachelor of Accounting – Auditing.
- Term of appointment: 03 years, from August 08, 2026, to August 07, 2029.
- Salary and other benefits of Mr. Nguyen Duc Vu: In accordance with the current regulations of CIAS.



Article 2. Mr. Nguyen Duc Vu shall perform the duties of the Chief Executive Officer in accordance with the provisions of law, the Charter, and other regulations of the Company; simultaneously, perform duties as assigned and directed by the BOD, and be responsible to the law and the BOD for the assigned tasks.

Article 3. This Decision takes effect from the date of signing. The Executive Board of CIAS, Mr. Nguyen Duc Vu, and relevant individuals and units are responsible for implementing this Decision.

Recipient:

- As per Article 3;
- BOD, Supervisory Board of the Company;
- Information Disclosure;
- Archived: Company Secretariat.

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



Dam Duy Toan

