

Ho Chi Minh City, December 16th, 2025

**RESOLUTION OF THE BOARD OF DIRECTORS
PHU NHUAN JEWELRY JOINT STOCK COMPANY**

**THE BOARD OF DIRECTORS OF
PHU NHUAN JEWELRY JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14, ratified by the National Assembly on June 17th, 2020 and its amendments and supplements (if any);
- Pursuant to the Charter on organization and operation of Phu Nhuan Jewelry Joint Stock Company (“Company”/“PNJ”) dated October 13th, 2025 (“Charter”);
- Pursuant to the Minutes of meeting of the Board of Directors (“BOD”) No. 560/2025/BB-HDQT-CTY dated December 15th, 2025.

RESOLVES

- Article 1.** Approval of the reappointment of Ms. Truong Hoai Anh (personal details below) to the position of Senior Director – Customer & Retail of the Company, for a term of (three) 03 years commencing from December 29th, 2025.
- Full name: Truong Hoai Anh
 - Nationality:
 - Date of Birth:
 - ID Card No.: _____, issued on _____, by _____

During her term as Senior Director – Customer & Retail, Ms. Truong Hoai Anh shall be entitled to salary, bonuses, and other benefits, as well as perform the obligations in accordance with the current laws, the Charter, regulations, internal regulations of the Company, and other agreements (if any) with the Company.

- Article 2.** Approval of the reappointment of Mr. Dao Trung Kien (personal details below) to the position of Senior Director – Operations of the Company, for a term of (three) 03 years commencing from February 06th, 2026.
- Full name: Dao Trung Kien
 - Nationality:
 - Date of Birth:
 - ID Card No.: _____, issued on _____, by _____



During his term as Senior Director - Operations, Mr. Dao Trung Kien shall be entitled to salary, bonuses, and other benefits, as well as perform the obligations in accordance with the current laws, the Charter, regulations, internal regulations of the Company, and other agreements (if any) with the Company.

Article 3. Implementation provisions:

- 3.1. Assignment to the Chief Executive Officer to implement the appointment of the personnel specified in Articles 1 and Articles 2 of this Resolution in accordance with the laws, the Charter, the regulation on operation of the Executive Board, and internal regulations of the Company, and shall also assume responsibility for leading and facilitating these personnel to maximize their roles and responsibilities during their term of appointment.
- 3.2. Assignment to the individuals appointed in Articles 1 and Articles 2, and relevant departments to be responsible for implementing this Resolution.
- 3.3. This Resolution shall take effect from the date of signing.

Recipients:

- BOD, Audit Committee
- Human Resources Committee
- Chief Executive Officer
- Human Resources Department
- Customer & Retail Department
- Operations Department
- Archived at the office of the BOD
- Archived at the Document control department

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON OF THE BOARD OF DIRECTORS

