

Ho Chi Minh City, December 26th, 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 supplementations (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. 589/2025/BB-HDQT-CTY dated December 26th, 2025.

RESOLVES

Article 1. Approval of Mr. Le Quang Phuc ceasing to hold the position of Chairperson of the Audit Committee (“**AC**”) of the Company from January 01st, 2026, in accordance with the Company’s personnel planning orientation. Mr. Le Quang Phuc shall continue to be a Member of the AC of the Company and perform assignments and duties of the BOD in accordance with current regulations during his term on the BOD.

Article 2. Approval of the appointment of Mr. Nguyen Tuan Hai (personal details below), currently an Independent Member of the BOD and a Member of the AC of the Company, as Chairperson of the AC of the Company from January 01st, 2026, for a term concurrent with his term on the BOD.

- Full name: Nguyen Tuan Hai
Nationality:
- Date of birth:
- Citizen Identification Card No.: _____, issued on _____,
by _____.

During his term as Chairperson of the AC, Mr. Nguyen Tuan Hai shall be entitled to remuneration, bonuses, and other benefits, as well as perform the obligations in accordance with the applicable laws, the Charter, Regulations, Internal Regulations of the Company and other agreements (if any) with the Company.



Accordingly, from January 01st, 2026, the AC shall consist of 03 members as follows:

No.	Member information	Position
1	Nguyen Tuan Hai – Independent Member of the BOD	Chairperson of the AC
2	Le Quang Phuc – Independent Member of the BOD	Member of the AC
3	Dang Thi Lai – Non-executive Member of the BOD	Member of the AC

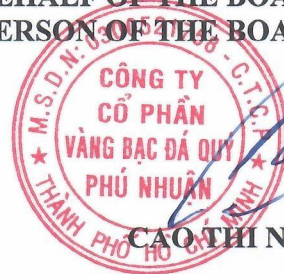
Article 3. Implementation provisions:

- The Audit Committee, Mr. Le Quang Phuc, Mr. Nguyen Tuan Hai and relevant units/individuals shall be responsible for the implementation of this Resolution.
- This Resolution takes effect from the date of signing.

Recipients:

- BOD, AC
- CEO
- BOD Office archives
- Document Control archives

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



CAO THI NGOC DUNG

