

**VEXILLA VIETNAM GROUP
JOINT STOCK COMPANY**

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**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

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No: 10/2025/SVN/TB

Hanoi, June 28, 2025

NOTICE OF PERSONNEL CHANGE

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

Based on Resolution No. 01/2025/NQ-ĐHĐCĐ dated June 27, 2025, of the General Meeting of Shareholders, and Resolution No. 06/2025/SVN/NQ-HĐQT dated June 27, 2025, of the Board of Directors of Vexilla Vietnam Group Joint Stock Company, we hereby announce the personnel changes at Vexilla Vietnam Group Joint Stock Company as follows:

Appointment Cases:

1. Mr. Michael Marc Lee

- Previous position: Chairman of the Board of Directors
- Appointed position: Chairman of the Board of Directors
- Term of appointment: 2025 - 2030
- Effective date: June 27, 2025

2. Mr. Nguyen Van Chien

- Previous position: Board Member
- Appointed position: Board Member
- Term of appointment: 2025 - 2030
- Effective date: June 27, 2025

3. Mr. Phan Minh Quang

- Previous position: None
- Appointed position: Independent Board Member cum Chairman of the Audit Committee
- Term of appointment: 2025 - 2030
- Effective date: June 27, 2025

4. Mr. Phung The Tai

- Previous position: None
- Appointed position: Board Member cum Member of the Audit Committee
- Term of appointment: 2025 - 2030
- Effective date: June 27, 2025

5. Mr. Le Hai Chau

- Previous position: None



- Appointed position: Board Member
- Term of appointment: 2025 - 2030
- Effective date: June 27, 2025

Dismissal Cases:

1. Mr. Michael Marc Lee

- No longer holding position: Chairman of the Board of Directors
- Reason for dismissal: Board of Director' term concludes.
- Effective date: June 27, 2025

2. Mr. Callum Fraser

- No longer holding position: Independent Board Member
- Reason for dismissal: Board of Director' term concludes
- Effective date: June 27, 2025

3. Mr. Nguyen Ngoc Thuyen

- No longer holding position: Independent Board Member cum Member of the Audit Committee
- Reason for dismissal: Board of Director' term concludes
- Effective date: June 27, 2025

4. Mr. Nguyen Van Chien

- No longer holding position: Board Member
- Reason for dismissal: Board of Director' term concludes
- Effective date: June 27, 2025

5. Ms. Truong Dieu Huong

- No longer holding position: Independent Board Member cum Chairman of the Audit Committee
- Reason for dismissal: Board of Director' term concludes
- Effective date: June 27, 2025

This information has been officially published on the company's website on June 28, 2025, at <https://solavina.vn/>.

Attached Documents:

- 2025 Annual General Meeting Resolution;
- Board of Directors Resolution No 06/2025/SVN/NQ-HĐQT dated June 27, 2025.
- Curriculum vitae.

**VEXILLA VIETNAM GROUP
JOINT STOCK COMPANY
GENERAL DIRECTOR**

NGUYEN VAN CHIEN



BOARD OF DIRECTORS RESOLUTION
VEXILLA VIETNAM GROUP JOINT STOCK COMPANY

- *Based on Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Based on Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *Based on the Charter of Vexilla Vietnam Group Joint Stock Company;*
- *Based on the Minutes of the Board of Directors Meeting No. 06/2025/SVN/BB-HĐQT dated June 27, 2025.*

RESOLVED

Article 1: Approval of the election of Mr. Michael Marc Lee, Member of the Board of Directors of Vexilla Vietnam Group Joint Stock Company for the 2025–2030 term, to the position of Chairman of the Board of Directors of Vexilla Vietnam Group Joint Stock Company for the 2025–2030 term, effective from June 27, 2025.

Article 2: Approval of the election of Mr. Phan Minh Quang, Member of the Board of Directors of Vexilla Vietnam Group Joint Stock Company for the 2025–2030 term, to the position of Independent Member of the Board of Directors cum Chairman of the Audit Committee of Vexilla Vietnam Group Joint Stock Company for the 2025–2030 term, effective from June 27, 2025.

Article 3: Approval of the election of Mr. Phung The Tai, Member of the Board of Directors of Vexilla Vietnam Group Joint Stock Company for the 2025–2030 term, to the position of Member of the Audit Committee of Vexilla Vietnam Group Joint Stock Company for the 2025–2030 term, effective from June 27, 2025.

Article 4: Mr. Michael Marc Lee, Mr. Phan Minh Quang, and Mr. Phung The Tai shall perform their roles and responsibilities in accordance with the Law on Enterprises, the Company's Charter, internal regulations, resolutions of the Board of Directors, and corporate governance requirements of the Company applicable from time to time for their respective positions.

Article 5: Enforcement Provisions

All members of the Board of Directors, the Executive Board, and relevant departments and individuals are responsible for implementing this Resolution in accordance with legal regulations and the Company Charter.

This Resolution is effective from the date of signing.



ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- SSC, HNX, VSDC;
- BOD, Executive Board;
- Archived by Administration.



Michael Marc Lee



Hanoi, June 27, 2025

No: 01/2025/NQ-ĐHĐCĐ

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VEXILLA GROUP VIETNAM JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of organization and operation of Vexilla Vietnam Group Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Vexilla Vietnam Group Joint Stock Company dated June 27, 2025

RESOLUTION

Article 1. Approval of the Board of Directors' 2024 Operational Report and 2025 Plan (As per Report No. 01/2025/SVN/BC-HĐQT attached).

Article 2. Approval of the Report of the independent member of the Board of Directors in the audit committee for 2024 and the plan for 2025 (As per Report No. 02/2025/SVN/BC-UBKT attached).

Article 3. Approval of the audited consolidated financial statements for 2024; (As per Report No. 03/2025/SVN/TTr-HĐQT attached).

Article 4. Approving the Plan for selecting an audit unit for the 2025 financial statements; (As per Report No. 04/2025/SVN/TTr-HĐQT attached).

Article 5. Approval of the Board of Directors' remuneration payment plan for 2024 and the payment plan for 2025; Profit distribution plan for 2024 and expected for 2025; (As per Report No. 05/2025/SVN/TTr-HĐQT attached).

Article 6. Through the Proposal authorizing the Board of Directors to approve transactions with related parties; (As per Report No. 06/2025/SVN/TTr-HĐQT attached).

Article 7. Approval of the Proposal for Dismissal and Election of Board of Directors for the 2025-2030 term (As per Report No. 07/2025/SVN/TTr-HĐQT attached).

Article 8. Proposal to introduce personnel to elect members of the Board of Directors for the 2025-2030 term; (As per Report No. 08/2025/SVN/TTr-HĐQT attached).

Candidates elected to the Board of Directors include:

- Mr. Michael Marc Lee
- Mr. Nguyen Van Chien
- Mr. Le Hai Chau
- Mr. Phung The Tai
- Mr. Phan Minh Quang



Terms of enforcement

The decisions stated in this Resolution have been approved by the 2025 Annual General Meeting of Shareholders of Vexilla Vietnam Group Joint Stock Company and come into effect from the date of signing and promulgation.

The members of the Board of Directors, the Audit Committee and the Board of General Directors are responsible for implementing this Resolution and organizing its implementation according to their functions and activities in accordance with the provisions of law and the Company's charter.

Recipient :

- *Board members;*
- *Board of Directors;*
- *Save VT.*

**On behalf of the General Meeting of
Shareholders**

CHAIRPERSON



NGUYEN VAN CHIEN

