

**CTCP VÀNG BẠC ĐÁ QUÝ
PHÚ NHUẬN**

**PHU NHUAN JEWELRY
JOINT STOCK COMPANY**

Số: 617/2026/TB-CTY

No.: 617/2026/TB-CTY

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc**

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

Tp. Hồ Chí Minh, ngày 28 tháng 09 năm 2026

Ho Chi Minh City, September 28, 2026

THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL

Kính gửi: Sở Giao dịch Chứng khoán Tp. Hồ Chí Minh
To: Ho Chi Minh Stock Exchange

- Căn cứ Nghị quyết Hội đồng quản trị số 613/2026/NQ-HĐQT-CTY ngày 27/09/2026 của Công ty Cổ phần Vàng Bạc Đá Quý Phú Nhuận, chúng tôi trân trọng thông báo về việc thay đổi nhân sự của Công ty như sau:

Based on Board Resolution No. 613/2026/NQ-HĐQT-CTY dated September 27, 2026 of Phu Nuan Jewelry Joint Stock Company, we would like to announce the change in personnel of the Company as follow:

Trường hợp bổ nhiệm/In case of appointment:

Ông/Mr.: Đào Trung Kiên/Dao Trung Kien

- Chức vụ trước khi bổ nhiệm/Former position in the organization: Giám đốc cao cấp – Vận hành/Senior Director - Operations
- Chức vụ được bổ nhiệm/Newly appointed position: Giám đốc cao cấp – Chiến lược & Quản trị hiệu quả hoạt động/ Senior Director – Strategy & Organizational Performance
- Thời hạn bổ nhiệm/Term: 03 năm/03 years
- Ngày bắt đầu có hiệu lực/Effective date: Từ ngày 10/10/2026/From October 10, 2026

Trường hợp miễn nhiệm/từ nhiệm/In case of dismissal/resignation:

Ông/Mr.: Đào Trung Kiên/Dao Trung Kien

- Chức vụ trước khi miễn nhiệm/Former position in the organization: Giám đốc cao cấp – Vận hành/Senior Director - Operations
- Không còn đảm nhận chức vụ/Dismissed/Resigned position: Giám đốc cao cấp – Vận hành/Senior Director - Operations
- Chức vụ còn nắm giữ: Thành viên Hội đồng quản trị, Giám đốc cao cấp – Chiến lược & Quản trị hiệu quả hoạt động/Member of the Board of Directors, Senior Director – Strategy & Organizational Performance.



- Lý do miễn nhiệm/*Reason*: Khôi Vận hành được tổ chức lại theo Sơ đồ cơ cấu tổ chức mới của Công ty/ *The Operations Division has been reorganized in accordance with the Company's new organizational structure.*
- Ngày bắt đầu có hiệu lực/*Effective date*: Từ ngày 10/10/2026/*From October 10, 2026*

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 28/09/2026 tại đường dẫn <https://www.pnj.com.vn/quan-he-co-dong/thong-bao/>

This information was published on the Company's website on September 28, 2026, as in the link <https://www.pnj.com.vn/quan-he-co-dong/thong-bao-en/>

Nơi nhận/ Recipients:

- Như trên/ *As above*
- Lưu VP HĐQT/ *Archived at the office of the BOD*
- Lưu văn thư/ *Archived at the Document Control Department*

Tài liệu đính kèm/ Attachment:

- NQ HĐQT số 613/2026/NQ-HĐQT-CTY ngày 27/09/2026
Board Resolution No. 613/2026/NQ-HDQT-CTY dated September 27, 2026

- Bản cung cấp thông tin của ông Đào Trung Kiên
Information Disclosure Form of Mr. Dao Trung Kien

Đại diện tổ chức

Organization representative

Người đại diện theo pháp luật/Người UQ CBTT
Legal representative/Party authorized to disclose information



TRẦN PHƯƠNG NGỌC THẢO



Ho Chi Minh City, September 27, 2026

**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 passed by the National Assembly on June 17, 2020, and any related amendments, supplements (if any);
- Pursuant to the Charter on the organization and operation of Phu Nhuan Jewelry Joint Stock Company (“**Company**”/“**PNJ**”) dated May 20, 2026;
- Pursuant to the Resolution of the Board of Director No. 612/2026/NQ-HDQT-CTY dated September 27, 2026 (“**Resolution No. 612**”).
- Pursuant to the Minutes of meeting of the Board of Director No. 611/2026/BB-HDQT-CTY dated September 27, 2026.

RESOLVES:

Article 1. Approval of the appointment of Mr. Dao Trung Kien (personal particulars set out below) as Senior Director - Strategy & Organizational Performance of the Company for a term of three (03) years commencing from 10 October 2026.

- Full name: Dao Trung Kien Nationality:
- Date of birth:
- Citizen Identification Card No.: Date of issue:
Place of issue:

During his tenure as Senior Director - Strategy & Organizational Performance, Mr. Dao Trung Kien shall be entitled to salary, bonuses, allowances, welfare benefits and other benefits, and shall perform his obligations in accordance with applicable laws, the Company's Charter, internal regulations and policies, and other agreements (if any) entered into with the Company.

Effective from 10 October 2026, Mr. Dao Trung Kien shall concurrently cease to hold the position of Senior Director - Operations as the Operations Division has been reorganized in accordance with the new organizational structure set out in Resolution No. 612.

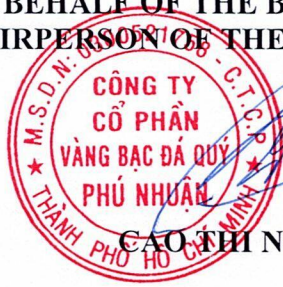
Article 2. Implementation provisions:

- 2.1. Mr. Dao Trung Kien and the relevant units and individuals are responsible for implementing this Resolution.
- 2.2. This Resolution takes effect from the signing date.



- Recipients:
- BOD
 - CEO
 - BOD Office archives
 - Document control archives

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



CAO THỊ NGOC DUNG



CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ngày 28 tháng 09 năm 2026
September 28, 2026

BẢN CUNG CẤP THÔNG TIN
CIRRICULLUM VITAE

Kính gửi: - Ủy ban Chứng khoán Nhà nước
- Sở Giao dịch Chứng khoán Thành phố Hồ Chí Minh
- CTCP Vàng Bạc Đá Quý Phú Nhuận

To: - The State Securities Commission
- The Ho Chi Minh Stock Exchange
- Phu Nhuan Jewelry Joint Stock Company

1. Họ và tên/*Full name*: ĐÀO TRUNG KIÊN/ *DAO TRUNG KIEN*
2. Giới tính/*Sex*:
3. Ngày tháng năm sinh/*Date of birth*:
4. Nơi sinh/*Place of birth*:
5. Số CCCD (hoặc số hộ chiếu)/*ID card No. (or Passport No.)*: , ngày cấp/*Date of issue*: , nơi cấp/ *Place of issue*:
6. Quốc tịch/*Nationality*: Việt Nam/ Vietnamese
7. Dân tộc/*Ethnic*:
8. Địa chỉ thường trú/*Permanent residence*:
9. Số điện thoại/*Telephone number*:
10. Địa chỉ email/*Email*:
11. Tên tổ chức là đối tượng công bố thông tin/ *Organisation's name subject to information disclosure rules*: Công ty Cổ phần Vàng Bạc Đá Quý Phú Nhuận (“PNJ”)/ *Phu Nhuan Jewelry Joint Stock Company (“PNJ”)*
12. Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/*Current position in an organization subject to information disclosure*: Thành viên Hội đồng quản trị, Giám đốc cao cấp/ *Member of the Board of Directors, Senior Director*
13. Các chức vụ hiện đang nắm giữ tại tổ chức khác/*Positions in other companies*: Không có/ *None*
14. Số CP nắm giữ: 418.466 cổ phần, chiếm 0,08% vốn điều lệ, trong đó/ *Number of owning 418,466 shares, accounting for 0.08% of charter capital, of which*:
 - + Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu/*Owning on behalf of (the State/strategic investor/other organisation)*: Không có/ *None*
 - + Cá nhân sở hữu/ *Owning by Individual*: 418.466 cổ phần/ *418,466 shares*
15. Các cam kết nắm giữ (nếu có)/*Other owning commitments (if any)*: Không có/ *None*

16. Danh sách người có liên quan của người khai*/*List of affiliated persons of declarant*: Danh sách đính kèm/ *Attached list*
17. Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/*Related interest with public company, public fund (if any)*: Thù lao, tiền lương, thưởng, các lợi ích khác theo chính sách của PNJ/*Remuneration, salary, bonus, other benefits according to PNJ's policy*.
18. Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/ *Interest in conflict with public company, public fund (if any)*: Không có/ *None*

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật

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

NGƯỜI KHAI/DECLARANT



ĐÀO TRUNG KIÊN
DAO TRUNG KIEN

* Bao gồm tất cả người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019 – *gồm cả trường hợp có sở hữu cổ phiếu và không có sở hữu cổ phiếu.*

Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov 2019 - including both share ownership and non-share ownership.

LIST OF RELATED PERSONS OF DECLARANT
(Attached Curriculum Vitae dated September 28, 2026)

Stock code:

PNJ

No.	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	ID Card Number	Date of issuance	Place of issuance	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (in case of changes related to Items 11 and 12)	Number of Shares held at the end of the period		Note
													Number of shares	Percentage of shares held at the end of the period	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Dao Trung Kien		Member of the BOD Senior Director – Strategy & Performance Management									Appointed by the Board of Directors as Senior Director – Strategy & Organizational Performance and, concurrently ceased of the position of Senior Director – Operations, effective from October 10, 2026, in accordance with the Company's new organizational structure.	265	0.00%	

No.	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	ID Card Number	Date of issuance	Place of issuance	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (in case of changes related to Items 11 and 12)	Number of Shares held at the end of the period		Note
													Number of shares	Percentage of shares held at the end of the period	
1.	Dao Trung Kien		Member of the BOD Senior Director – Strategy & Performance Management									Appointed by the Board of Directors as Senior Director – Strategy & Organizational Performance and, concurrently ceased of the position of Senior Director – Operations, effective from October 10, 2026, in accordance with the Company's new organizational structure.	0	0.00%	
1.	Dao Trung Kien		Member of the BOD Senior Director – Strategy & Performance Management									Appointed by the Board of Directors as Senior Director – Strategy & Organizational Performance and, concurrently ceased of the position of Senior Director – Operations, effective from October 10, 2026, in accordance with the Company's new organizational structure.	418,201	0.08%	

No.	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	ID Card Number	Date of issuance	Place of issuance	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (in case of changes related to Items 11 and 12)	Number of Shares held at the end of the period		Note
													Number of shares	Percentage of shares held at the end of the period	
1.1	Dao Anh Dung			Father								Related person	561,199	0.11%	
1.2	Pham Thi Loan			Mother								Related person	0	0.00%	
1.3	Le Anh Tai			Father-in-law								Related person	0	0.00%	
1.4	Le Nu Tung Anh			Wife								Related person	0	0.00%	
1.4	Le Nu Tung Anh			Wife								Related person	0	0.00%	
1.4	Le Nu Tung Anh			Wife								Related person	0	0.00%	
1.5	Dao Le Minh Anh			Child								Related person	0	0.00%	Minor

No.	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	ID Card Number	Date of issuance	Place of issuance	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (in case of changes related to Items 11 and 12)	Number of Shares held at the end of the period		Note
													Number of shares	Percentage of shares held at the end of the period	
1.6	Dao Chau Anh			Child								Related person	0	0.00%	Minor
1.7	Dao Anh Cuong			Younger Sibling								Related person	0	0.00%	
1.8	Le Thi Thao Yen			Sister-in-law								Related person	0	0.00%	
1.9	Kien Anh Company Limited			Mr. Dao Trung Kien is a Shareholder	ERC	0305033426	18/06/2007	HCMC Department of Planning and Investment	24 Nguyen Duy Cung, An Hoi Tay Ward, Ho Chi Minh City			Related person	0	0.00%	

September 28, 2026

DECLARANT

(Signature and full name)

DAO TRUNG KIEN