**TN1122016: Board Resolution**

On November 23, 2023, TNS Holdings Service Trading Joint Stock Company announced Resolution No. 20/2023/NQ-HDQT on approving certain contents under the authorities as follows:

Article 1: Approve changing the capital management representative of the Company at other businesses, specifically

1. Appoint Ms. Pham Thi Hai Ninh (Citizen identification card No. 001185019896 issued by the Police Department of Residence Registration and Management and National Population Database on August 17, 2017) to replace Ms. Ta Thu Thi Hang to manage all 5,222,750 shares of the Company in TN Property Investment and Real Estate Management Joint Stock Company (Business code: 0105968221, hereinafter referred to as “TNPM”)
2. Appoint Ms. Pham Thi Hai Ninh (Citizen identification card No. 001185019896 issued by the Police Department of Residence Registration and Management and National Population Database on August 17, 2017) to replace Ms. Ta Thi Thu Hang to manage all 990,000 shares of the Company in TNTalent Human Resources Management Joint Stock Company (Business code: 0105897877, hereinafter referred to as “TNTalent”)
3. Appoint Ms. Pham Thi Hai Ninh (Citizen identification card No. 001185019896 issued by the Police Department of Residence Registration and Management and National Population Database on August 17, 2017) to replace Ms. Ta Thi Thu Hang to manage all 990,000 shares of the Company in TNTech Joint Stock Company (Business code: 0105942978, hereinafter referred to as “TNTech”)
4. Appoint Mr. Mai Thanh Chung (ID card No. 013451238 issued by Hanoi’s Public Security on July 19, 2011) to replace Ms. Ta Thi Thu Hang to manage all 255,000 shares of the Company in Trading & Bidding Consulting, Valuation Joint Stock Company (Business code: 0106839878, hereinafter referred to as “TNPA”)
5. Appoint Mr. Bui Van Ba (Citizen identification card No. 030076021399 issued by the Police Department for Administrative Management of Social Order on October 10, 2021) to replace Ms. Ta Thi Thu Hang to manage all 1,785,000 shares of the Company in Manpro Construction Project Consultanery Management Joint Stock Company (Business code: 0102395438, hereinafter referred to as “Manpro”)

Article 2: Approve the authorized contents of the capital management representative

Ms. Pham Thi Hai Ninh, Mr. Mai Thanh Chung, and Mr. Bui Van Ba ​​reserve the rights to exercise the Company's rights and obligations as shareholders in TNPM, TNTalent, TNTech, TNPA, Manpro on behalf of the Company, including but not limited to the rights to attend the meeting, consider, discuss, and decide to vote on issues at the General Meeting following prior approval of the Company, and/or according to other representative management procedures/regulations issued by the Company.

Article 3: This Board Resolution takes effect from the date of its signing.

Members of the Board of Directors, Legal Representative and related units and individuals are responsible for implementing this Resolution.