

Ho Chi Minh City, November 12th, 2025

**ANNOUNCEMENT OF CHANGES IN THE
MANAGEMENT PERSONNELS**

To: - *Vietnam Exchange*
 - *Hanoi Stock Exchange*
 - *Hochiminh Stock Exchange*

According to the Board of Directors Resolution No. 47/NQ/HDQT/2025 dated November 11th, 2025 of Hoa Sen Group, we hereby announce the change of personnel of Hoa Sen Group as follows:

Article 1: For Mr. NGUYEN LE MANH TUNG

1. Resignation from the position of Acting Deputy General Direction of Hoa Sen group.
2. Appointment of the position of Deputy General Director of the Hoa Sen Group, effective from date December 01st, 2025.
3. Personal information about Mr. NGUYEN LE MANH TUNG:
 - Full name: NGUYEN LE MANH TUNG
 - Date of birth: 25/02/1988
 - ID no.: 079088011983
 - Permanent address: 764/84 Pham Van Chieu Street, An Hoi Dong Ward, Ho Chi Minh City, Vietnam.

Article 2: For Mr. NGUYEN TRAN DAI

1. Resignation from the position of Acting Deputy General Direction of Hoa Sen group.
2. Appointment of the position of Deputy General Director of the Hoa Sen Group, effective from date December 01st, 2025.
4. Personal information about Mr. NGUYEN TRAN DAI:
 - Full name: NGUYEN TRAN DAI
 - Date of birth: 28/09/1985
 - ID no.: 079085039438
 - Permanent address: 759 Thong Nhat Street, An Hoi Dong Ward, Ho Chi Minh City, Vietnam.



This information was published on the company's website November 12th, 2025, as in the link <https://hoasengroup.vn/en/shareholders/information-disclosure/25/>.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Document attached:

Resolution 47/NQ/HDQT/2025

Organization representative
Person authorized to disclose information



GENERAL DIRECTOR
VU VAN THANH



No: 47/NQ/HDQT/2025

Ho Chi Minh City, November 11th, 2025

RESOLUTION

Regarding the official appointment of Senior Management - Executive Officer

THE BOARD OF DIRECTORS OF HOA SEN GROUP

- Pursuant to the current Law on Enterprises and the Law on Securities;
- Pursuant to the Organizational & Operational Charter of Hoa Sen Group and Operational Regulations of the Board of Directors ("BOD");
- Pursuant to the Meeting Minutes dated November 11th, 2025 of the BOD.

RESOLVES:

Article 1. Officially appoint Mr. Nguyen Le Manh Tung to the position of Deputy General Director of Hoa Sen Group, effective from December 1st, 2025. Specific details are as follows:

1. Personal Information

Full name: **NGUYEN LE MANH TUNG**

Date of birth: 25/02/1988

ID No.: 079088011983

Permanent residence address: 764/84 Pham Van Chieu Street, An Hoi Dong Ward, Ho Chi Minh City

2. Reason: Completion of probationary period.

Article 2. Officially appoint Mr. Nguyen Tran Dai to the position of Deputy General Director of Hoa Sen Group, effective from December 1st, 2025. Specific details are as follows:

1. Personal Information

Full name: **NGUYEN TRAN DAI**

Date of birth: 28/09/1985

ID No.: 079085039438

Permanent residence address: 759 Thong Nhat Street, An Hoi Dong Ward, Ho Chi Minh City

2. Reason: Completion of probationary period.



Article 3. Implementation

The BOD assigns the Chairman of the BOD and the Executive – Standing Vice Chairman of the BOD with the responsibility to organize the implementation of this Resolution and report the results to the BOD in the next meetings.

This Resolution takes effect from the date of signing./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Recipients:

- Relevant agencies (for information disclosure);
- The BOD (for supervision);
- The Board of Management;
- Officer in charge of Corporate Governance;
- Archive: Assistant Office for the BOD.



LE PHUOC VU

