

**Appendix I**  
**CHANGE IN PERSONNEL**

(Issued with the Decision No. 21/QĐ-SGDVN dated 21/12/2021 of the CEO of Vietnam Exchange on the Information Disclosure Regulation of Vietnam Exchange)



**HAI MINH CORPORATION**  
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**THE SOCIALIST REPUBLIC OF VIETNAM**  
*Independence – Freedom – Happiness*

No.: 01/2026/CV-HMH

Ho Chi Minh City, January 5, 2026

**CHANGE IN PERSONNEL**  
**(Applied to cases of appointment and/or dismissal/resignation)**

**To: Hanoi Stock Exchange (HNX)**

Based on Board Resolution No. 12/2025/NQ-HĐQT dated 10/12/2025 of the Board of Directors, we hereby respectfully announce the personnel changes of Hai Minh Corporation as follows:

**IN CASE OF APPOINTMENT:**

**Mr. Tran Doan Vien**

- Former position in the organization: Deputy General Director
- Newly appointed position: General Director.
- Term: 01 year.
- Effective date: **01/01/2026**.

**IN CASE OF DISMISSAL/RESIGNATION:**

**1. Mr. Kwok Michael Wa Tong**

- Dismissed position: General Director
- Reason (If any): Submitted a resignation letter and was approved by the Board of Directors.
- Effective date: **31/12/2025**.

**2. Mr. Tran Doan Vien**

- Dismissed position: Deputy General Director
- Reason (If any): Dismissed to accept the Position of General Director.
- Effective date: **31/12/2025**.

This information was published on the website of Hai Minh Corporation on date 05/01/2026 at the link: [www.haiminh.com.vn](http://www.haiminh.com.vn) (Investor Relations – Announcements).

**Attached documents:**

- Resolution of the Board of Directors.

**AUTHORIZED PERSON FOR  
INFORMATION DISCLOSURE**



**Phan Trong Long**