

**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 (Investor Relations – Announcements).

Attached documents:

- Resolution of the Board of Directors.

**AUTHORIZED PERSON FOR
INFORMATION DISCLOSURE**



Phan Trong Long