

Ho Chi Minh City, February 25th, 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.07/NQ/HDQT/2025 dated February 25th, 2025 of Hoa Sen Group, we hereby announce the change of personnel of Hoa Sen Group as follows:

Article 1: For Mr. CAO QUANG SANG

1. Resignation from the position of Deputy General Director of Hoa Sen Plastics Join Stock Company.
2. Appointment of the position of Acting Deputy General Director of the Hoa Sen Group, effective from date February 24th, 2025.
3. Personal information about Mr. CAO QUANG SANG:
 - Full name: CAO QUANG SANG
 - Date of birth: 25/07/1986
 - ID no.: 075086000074 Date of issuance: 18/08/2022 Date of expiration: 25/07/2026
 - Place of issuance: Police Department for Administrative Management of Social Order
 - Permanent address: 84/2/19 Street 13 Linh Xuan, Thu Duc city, Ho Chi Minh City, Vietnam.

Article 2: For Mr. BUI THANH TAM

1. Resignation from the position of the Person in charge of Corporate Governance, Company Secretary, Member of the Governance & Appointment, Remuneration Committee under the BOD cum Deputy Head of the Restructuring Board, effective from date February 24th, 2025.
2. Personal information about Mr. BUI THANH TAM
 - Full name: BUI THANH TAM
 - Date of birth: 04/04/1957
 - ID no.: 052057004499 Date of issuance: 11/8/2022
 - Place of issuance: Police Department for Administrative Management of Social Order
 - Permanent address: Tan Hiep hamlet, Bau Chinh commune, Chau Duc district, Ba Ria – Vung Tau province, Vietnam.



Article 3: For Mr. NGUYEN VAN DUNG

1. Resignation from the position of the Head of the BOD Office cum Head of the BOD Assistant Board.
2. Appointment of the position of the Person in charge of Corporate Governance cum Company Secretary, effective from date February 24th, 2025.
3. Personal information about Mr. NGUYEN VAN DUNG
 - Full name: NGUYEN VAN DUNG
 - Date of birth: 16/04/1979
 - ID no.: 038079005081 Date of issuance: 22/12/2021
 - Date of expiration: 16/04/2039
 - Place of issuance: Police Department for Administrative Management of Social Order
 - Permanent address: Bach Hung hamlet, Nga Bach commune, Nga Son district, Thanh Hoa province, Vietnam

This information was published on the company's website February 25th, 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 07/NQ/HDQT/2025



Organization representative
Person authorized to disclose information

GENERAL DIRECTOR
VU VAN THANH



RESOLUTION

Regarding changes management personels

BOARD OF DIRECTORS OF HOA SEN GROUP

- Pursuant to the current Law on Enterprises and Law on Securities;
- Pursuant to the Charter of organization & operation of Hoa Sen Group and Regulation on the operation of the Board of Directors (“BOD”);
- Based on the meeting minutes dated February 24th, 2025 of the BOD.

RESOLVES:

Article 1. Appoint Mr. CAO QUANG SANG as the Acting Deputy General Director

- Personal information about Mr. CAO QUANG SANG
 - + Date of birth: 25/07/1986
 - + ID no.: 075086000074 Date of issuance: 18/08/2022
 - Date of expiration: 25/07/2026
 - Place of issuance: Police Department for Administrative Management of Social Order
 - + Permanent address: 84/2/19 Street 13 Linh Xuan, Thu Duc city, Ho Chi Minh City, Vietnam.
- The effective date: From the effective date of this Resolution.
- From the effective date, Mr. CAO QUANG SANG will be considered the insider of the Company in accordance with laws.
- The Executive Board is responsible for assigning tasks to Mr. CAO QUANG SANG according to provisions of the Company Charter, Regulation on governance and other regulations in compliance with legal requirements, which will be submitted to the Chairman, Vice Chairman for review and approval.



Article 2. Change personels in management positions as below:

1. Approve the resignation of Mr. BUI THANH TAM from the position of the Person in charge of Corporate Governance, Company Secretary, Member of the Governance & Appointment, Remuneration Committee under the BOD cum Deputy Head of the Restructuring Board.

- Personal information about Mr. BUI THANH TAM
 - + Date of birth: 04/04/1957
 - + ID no.: 052057004499 Date of issuance: 11/8/2022
 - Place of issuance: Police Department for Administrative Management of Social Order
 - + Permanent address: Tan Hiep hamlet, Bau Chinh commune, Chau Duc district, Ba Ria – Vung Tau province, Vietnam.
- Reason for resignation: Re-assignment to other duties as directed by the BOD.
- The effective date: From the effective date of this Resolution.
- From the effective date, Mr. BUI THANH TAM will cease to be the insider of the Company in accordance with laws.
- Mr. BUI THANH TAM is responsible for handing his duties and tasks related to this resignation over to other person as directed by the BOD.

1. Appoint Mr. NGUYEN VAN DUNG as the Person in charge of Corporate Governance cum Company Secretary.

- Personal information about Mr. NGUYEN VAN DUNG
 - + Date of birth: 16/04/1979
 - + ID no.: 038079005081 Date of issuance: 22/12/2021
 - Date of expiration: 16/04/2039
 - Place of issuance: Police Department for Administrative Management of Social Order
 - + Permanent address: Bach Hung hamlet, Nga Bach commune, Nga Son district, Thanh Hoa province, Vietnam
 - + Current position: Head of the BOD Office cum Head of the BOD Assistant Board.



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- The effective date: From the effective date of this Resolution.
- From the effective date, Mr. NGUYEN VAN DUNG will be considered the insider of the Company in accordance with laws.
- Mr. NGUYEN VAN DUNG will perform his function, duty and power as stipulated by current laws and the Company Charter, Regulation on Corporate Governance as approved by the General Meeting of Shareholders and will comply with the decentralization, delegation of authority and power of attorney for each specific position; he will be also entitled to salary, income, benefit according to the internal regulation of the Group.

Article 3. Implementation

The BOD assigns the Standing – Executive Vice Chairman of the BOD to execute this Resolution.

This Resolution is effective from the date of signing./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Recipients:

- Relevant agencies (for public disclosure);
- BOD (for supervision);
- Executive Board (for implementation);
- Governance & Appointment, Remuneration Committee (for implementation);
- Archived.



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