

HOA SEN GROUP

No.22/CBTT/2026

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Ho Chi Minh City, October 14th, 2026

ANNOUNCEMENT OF CHANGES IN THE PERSONNELS

To: - *State Securities Commission of Vietnam*
- *Vietnam Stock Exchange*
- *Hochiminh Stock Exchange*

According to the Board of Directors Resolution No.46/NQ/HDQT/2026 dated October 14th, 2026 of Hoa Sen Group, we hereby announce the personnel appointment of Hoa Sen Group as follows:

- Mr. **CAO QUANG SANG**
- Position before appointment: Acting Deputy General Director
- Position after appointment: Deputy General Director.
- Effective date: October 14th, 2026

This information was published on the company's website October 14th, 2026, 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 No.46/NQ/HDQT/2026

Organization representative
Person authorized to disclose information



GENERAL DIRECTOR
VU VAN THANH

No: 46/NQ/HDQT/2026

Ho Chi Minh City, ...October 14th..., 2026

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 ...October 14th..., 2026 of the BOD.

RESOLVES:

Article 1. Officially appoint Mr. Cao Quang Sang to the position of Deputy General Director of Hoa Sen Group, effective from ...October 14th..., 2026. Details are as follows:

1. Personal Information

Full name: **CAO QUANG SANG**

Date of birth: 25/07/1986

ID No.: 075086000074

Date of issue: 25/05/2026

Place of issue: Ministry of Public Security

Permanent residence address: 84/2/19, 13th Street, 20th Quarter, Linh Xuan Ward, Ho Chi Minh City

2. Reason: Completion of probationary period.

Article 2. 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 OF THE BOD

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