



THE SOCIALIST REPUBLIC OF VIETNAM

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No: 12/2025/NQ-HDQT

HCMC, December 10, 2025

RESOLUTION

Re: Change of Personnel of the Board of Management of the Company

BOARD OF DIRECTORS HAI MINH CORPORATION

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019;
- Pursuant to the Charter on Organization and Operation of Hai Minh Corporation;
- Pursuant to the Board Meeting Minutes dated 10/12/2025.

RESOLVES

Article 1. To approve the dismissal of **Mr. Kwok Michael Wa Tong** from the position of General Director and legal representative of Hai Minh Corporation, effective from **31/12/2025**.

Article 2. To approve the dismissal of **Mr. Tran Doan Vien** from the position of Deputy General Director in charge of the Company's operations in Hai Phong, effective from **31/12/2025**.

Article 3. To approve the appointment of **Mr. Tran Doan Vien**, born in 1970, as General Director and legal representative of Hai Minh Corporation, effective from **01/01/2026**. Term of appointment: **01** year.

Full name: Tran Doan Vien

Gender: Male

Nationality: Vietnamese

Ethnicity: Kinh

Date of birth: 28/08/1970

Citizen Identification Card No. 033070010275, issued on 31/08/2021 by the Department of Administrative Management of Social Order

Permanent address: No. 508 Nguyen Van Linh, An Bien Ward, Hai Phong

Current residence: No. 508 Nguyen Van Linh, An Bien Ward, Hai Phong

Article 4. Members of the Board of Directors, the Board of Management, relevant departments and individuals shall, pursuant to this Resolution, be responsible for its implementation.

ON BEHALF OF BOARD OF DIRECTORS

Chairman

Recipients:

- As stated in Article 4;
- Board of Supervisors;
- Saved: Board of Directors.



Tran Quang Tien