

Press Release

For immediate use

**HOIANA RESORT & GOLF WELCOMES
NEW CHIEF EXECUTIVE OFFICER**

[Vietnam – February 8th, 2025] – Hoiana Resort & Golf, Vietnam's premier luxury integrated resort, welcomes Alan Teo as its New Chief Executive Officer effective from February 3rd, 2025.

Hoi An South Development Ltd. (HASD), the owner, developer and operator of Hoiana Resort & Golf, welcomes Alan Teo as its New Chief Executive Officer effective from February 3rd, 2025.

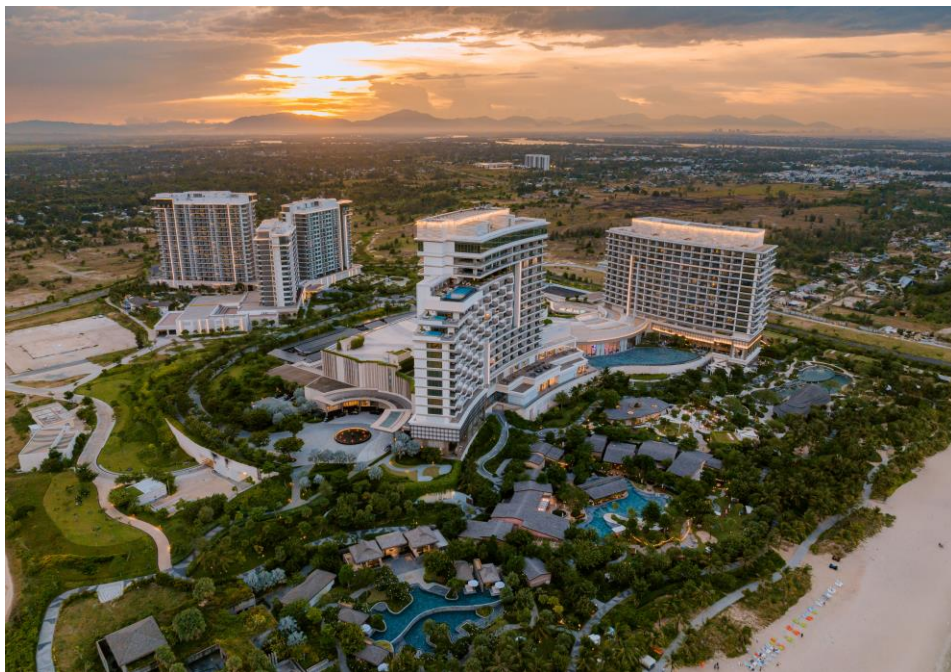
Alan Teo brings extensive experience in the Gaming and Hospitality Industry, having held senior leadership roles at world-class integrated resorts in Singapore and the Philippines. Known for his proven expertise in managing multi-business-unit operations, Alan has consistently driven strong financial performance and operational excellence. He holds a degree from National University of Singapore and a Master of Business Administration from IE Business School.



Alan Teo - New CEO of Hoiana Resort & Golf

A respected leader in the industry, Alan is recognized for his strategic vision, commitment to customer satisfaction, and dedication to fostering collaboration and inclusion. His leadership aligns with HASD's core values and strengthens the company position as a market leader in Vietnam's hospitality sector.

Alan's appointment comes at a crucial juncture as HASD continues to solidify its position as an industry leader within the hospitality industry in Vietnam, welcoming over 225,000 visitors in 2024 and creating more than 7,000 direct and indirect jobs. Meanwhile, the company contributed more than VND 790 billion to the state budget, making it the largest tax-paying FDI enterprise in Quang Nam Province.



***Hoiana Resort & Golf - World's Leading Fully Integrated Resort 2024
by World Travel Awards***

Looking ahead, 2025 marks a significant milestone in Hoiana's development strategy. This year, HASD will accelerate Phase 2 of the project with an estimated new investment of USD 1 billion across nearly 209 hectares, reaffirming our long-term commitment to the region's sustainable growth. The expansion aims to create an additional 2,500 direct jobs and 5,000 indirect jobs over the next two years, further contributing to the region's economic and social development. To date, HASD has disbursed USD 1.4 billion of its total registered investment of USD 4 billion.

"I am truly honored to join the exceptional team at Hoi An South Development Ltd. as the CEO," said Alan. "HASD has established itself as a pioneering force in the Gaming &



Hospitality industry, and I look forward to building upon its legacy of excellence. Together, we will embrace innovation, continue delivering cutting-edge solutions to our clients, and explore new opportunities for growth."

Please join us in extending a warm welcome to Alan Teo as he leads HASD into an exciting new chapter of growth, innovation and success.

End./.

About Hoiana Resort & Golf:

Hoiana Resort & Golf, Vietnam's pre-eminent luxurious integrated resort, is located on the 4-kilometer pristine coastline near two UNESCO World Heritage Sites - Hoi An Ancient Town and My Son Sanctuary. The stunning beachfront complex offers more than 1200 keys with four luxury hotels - the Hoiana Hotel & Suites, New World Hoiana Hotel, New World Hoiana Beach Resort, and the upcoming Rosewood Hoi An, close to Hoiana Residences - "A home away from home" with spaciously appointed apartments.

The resort boasts a magnificent 18-hole golf course designed by Robert Trent Jones Jr., the Hoiana Shores Golf Club - the sole golf course in Vietnam and the lone representative from Asia to be named one of the Top 100 Golf Courses in the world 2023 by Today's Golfer Magazine, besides many prestigious international awards.

As an ambitious development project worth USD 4 billion, Hoiana Resort & Golf will raise new standards for high-class tourism in Vietnam while bringing opportunities and economic prosperity to Quang Nam Province.

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