

No. *340* /HABECO -VP.HĐQT

Hanoi, April *22*, 2026

CHANGE IN PERSONNEL

To:

- The State Securities Commission of Vietnam;
- The Ho Chi Minh Stock Exchange.

Based on Resolution No. 01/NQ-ĐHĐCĐ-HABECO dated April 22, 2026 of Hanoi Beer Alcohol and Beverage Joint Stock Corporation,

We would like to announce the change in personnel of Hanoi Beer Alcohol and Beverage Joint Stock Corporation as follows:

1. Appointment of the following Supervisor:

- Mr. Nguyen Hanh Bao Phuc
- Former position in the organization: None
- Newly appointed position: Supervisor
- Term: 2025 – 2030
- Effective date: April 22th, 2026

2. Dismissal of the following Supervisor:

- Ms. Thieu Hong Nhung
- Dismissed/Resigned position: Supervisor
- Reason: Resignation as Supervisor
- Effective date: April 22th, 2026

This information was disclosed on the Corporation's official website on April *22*, 2026 at: <http://www.habeco.com.vn>.

Attached documents:

- Resolution No. 01/NQ-ĐHĐCĐ-HABECO of the Annual General Meeting of Shareholders dated April 22, 2026.

ORGANIZATION'S REPRESENTATIVE

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



Ngo Que Lam
Ngo Que Lam