

No.: 165./TPHN

Ha Noi, day 21 month 04 year 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Pursuant to Resolution No. 16/2026/NQ-HĐQT dated April 20, 2026, of the Board of Directors of Hanoi Food Joint Stock Company, we respectfully announce the following personnel changes at Hanoi Food Joint Stock Company ("the Company"):

1. In case of appointment:

Mr. Chu Viet Cuong

- Former position in the organization: Deputy Director of the Company
- Newly appointed position: Company Director
- Term: Effective from April 20, 2026
- Effective date: April 20, 2026

2. In case of dismissal:

Mr. Nguyen Thai Dung

- Position held before dismissal: Company Director
- Dismissed/Resigned position: Company Director
- Remaining position: None / After his dismissal, Mr. Nguyen Thai Dung is no longer an insider of the Company.
- Reason (if any): According to the Board of Directors' Decision
- Effective date: Effective from April 20, 2026

This information was published on the company's website on April 21, 2026 as in the link <https://vinhphucwater.com.vn/category/co-dong/cong-bo-thong-tin/>

Attached documents:

- Resolution No. 16/2026/NQ-HĐQT dated April 20, 2026;

HANOI FOODSTUFF
JOINT STOCK COMPANY

Legal representative
Chairwoman of the Board of Directors



DUONG THI LAM

Hanoi, 20 April 2026

No.: 16/2026/NQ-HDQT

RESOLUTION

(Re: Change of Director of Hanoi Foodstuff Joint Stock Company)

**THE BOARD OF DIRECTORS
OF HANOI FOODSTUFF JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter on Organization and Operation of Hanoi Foodstuff Joint Stock Company (the “Company”);
- Pursuant to the Minutes of Meeting of the Board of Directors of the Company No. 15/2026/BBH-HDQT dated 20 April 2026;

RESOLVES

Article 1. The Board of Directors (the “BOD”) of the Company hereby approves the following resolutions:

1. Resolution 1: The BOD approves the dismissal of Mr. Nguyen Thai Dung, holder of Citizen Identity Card No. _____ issued by the Police Department for Administrative Management of Social Order on 29 December 2022, from the position of Director of the Company with effect from 20 April 2026.

2. Resolution 2: The BOD approves the appointment of Mr. Chu Viet Cuong, holder of Citizen Identity Card No. _____ issued by the Police Department for Administrative Management of Social Order on 01 July 2022, as Director of the Company with effect from 20 April 2026.

3. Resolution 3: The BOD authorizes the Chairman of the BOD with full authority to consider, approve and decide on matters relating to the foregoing matters, including but not limited to decisions on work assignment, probation period, salary, bonus and other benefits and entitlements (if any) of the Director of the Company, ensuring compliance with the Company’s regulations and applicable laws.

Article 2. This Resolution shall take effect from the date of signing.

The Board of Directors, the Director, the affiliated departments/units of the Company and the relevant individuals shall be responsible for implementing this Resolution.

Recipients:

- As stated in Article 2 (for implementation);
- Board of Supervisors (for reporting);
- Archived.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



DUONG THI LAM

DECISION

Re: Dismissal of Mr. Nguyen Thai Dung

**THE CHAIRMAN OF THE BOARD OF DIRECTORS
OF HANOI FOODSTUFF JOINT STOCK COMPANY**

- Pursuant to the Charter on Organization and Operation of Hanoi Foodstuff Joint Stock Company (the "Company");
- Pursuant to Resolution No. 16/2026/NQ-HĐQT dated 20 April 2026 of the Board of Directors of the Company;
- Based on the actual situation of the Company;

DECIDES:

Article 1: Mr. Nguyen Thai Dung (Citizen Identity Card No. _____, issued on 29 December 2022 by the Police Department for Administrative Management of Social Order) shall cease to hold the position of Director of Hanoi Foodstuff Joint Stock Company as from 20 April 2026.

Article 2: Mr. Nguyen Thai Dung shall bear full responsibility before the Chairman of the Board of Directors, the Board of Directors of the Company and before the law for the tasks assigned to and/or completed by him during his tenure as Director of Hanoi Foodstuff Joint Stock Company.

Mr. Nguyen Thai Dung shall be responsible for handing over all work, files and relevant documents to the Company by 20 May 2026.

Article 3: This Decision shall take effect from the date of signing. Mr. Nguyen Thai Dung and the relevant Departments/Divisions shall be responsible for implementing this Decision.

Recipients:

- As stated in Article 3 (for implementation);
- Board of Directors, Board of Supervisors (for reporting);
- Archived at the HR & Administration Department.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**


DUONG THI LAM

DECISION

Re: Personnel Arrangement in respect of Mr. Chu Viet Cuong

**THE CHAIRMAN OF THE BOARD OF DIRECTORS
OF HANOI FOODSTUFF JOINT STOCK COMPANY**

- Pursuant to the Charter on Organization and Operation of Hanoi Foodstuff Joint Stock Company (the "Company");
- Pursuant to Resolution No. 16/2026/NQ-HĐQT dated 20 April 2026 of the Board of Directors of the Company;
- Based on the actual situation of the Company; and considering the capability and professional qualifications of Mr. Chu Viet Cuong;

DECIDES:

Article 1: Mr. Chu Viet Cuong (Citizen Identity Card No. _____, issued on 01 July 2022 by the Police Department for Administrative Management of Social Order) shall cease to hold the position of Deputy Director of Hanoi Foodstuff Joint Stock Company as from 20 April 2026.

Article 2: Mr. Chu Viet Cuong (Citizen Identity Card No. _____, issued on 01 July 2022 by the Police Department for Administrative Management of Social Order) is hereby appointed to hold the position of Director of Hanoi Foodstuff Joint Stock Company as from 20 April 2026.

Article 3: Mr. Chu Viet Cuong shall be obliged to perform the duties assigned to him and shall be responsible to the Chairman of the Board of Directors, the Board of Directors of the Company and before the law for the performance of the duties and powers assigned to him in accordance with the Charter on Organization and Operation, the internal regulations of the Company and relevant provisions of law.

Mr. Chu Viet Cuong shall report directly to the Chairman of the Board of Directors or the Board of Directors upon request.

Article 4: This Decision shall take effect from the date of signing. Mr. Chu Viet Cuong and the relevant Departments/Divisions shall be responsible for the implementation of this Decision.

CHAIRMAN OF THE BOARD OF DIRECTORS

Recipients:

- As stated in Article 4 (for implementation);
- Board of Directors, Board of Supervisors (for reporting);
- Archived at the HR & Administration Department.



DƯƠNG THỊ LAM