

Hanoi, April 28, 2026

No: 211/TB - HALICO

NOTICE OF CHANGE IN PERSONNEL

To: - State Securities Commission of Vietnam,
- Hanoi Stock Exchange

Pursuant to Decision No. 18/QD-HALICO-BOM dated April 27, 2026 of the Board of Management regarding the reappointment of personnel,

We hereby respectfully announce the change in personnel of Hanoi Liquor and Beverage Joint Stock Company (HALICO) as follows:

Mr. Tong Nguyen Long is reappointed as Deputy Director, effective from April 27, 2026.

This information was published on the Company's website on April 27, 2026 at: <http://www.halico.com.vn>.

I hereby certify that the information disclosed above is true and accurate, and I take full responsibility before the law for the content of the disclosed information.

Recipients:

- As stated above;
- Filed at Archives.



DIRECTOR

Tran Hau Cuong

Hanoi, April 27, 2026

No.: 18/QĐ-HALICO-HĐQT

DECISION
On the Reappointment of Personnel

BOARD OF MANAGEMENT
HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

Pursuant to the Charter on Organization and Operation of Hanoi Liquor and Beverage Joint Stock Company approved by the Annual General Meeting of Shareholders in 2021 on April 29, 2021;

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to Resolution No. 16/NQ-HALICO-BOD dated April 23, 2026 of the Board of Directors of Hanoi Liquor and Beverage Joint Stock Company;

Based on operational requirements and after consideration of qualifications and capabilities of the personnel.

HEREBY DECIDES:

Article 1. To reappoint Mr. Tong Nguyen Long for a definite term to the position of Deputy General Director of Hanoi Liquor and Beverage Joint Stock Company.

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

Article 3. Members of the Board of Directors, the Board of Management, the Chief Accountant, Heads of affiliated units, and Mr. Tong Nguyen Long shall be responsible for the implementation of this Decision./.

Recipients:

- As stated in Article 3;
- HABECO Corporation (for reporting);
- Hanoi Stock Exchange;
- Company Party Committee Executive Board;
- Board of Control;
- Company Trade Union and Youth Union;
- Filed at Archives, Company Secretariat.

**ON BEHALF OF THE BOARD
OF MANAGEMENT
CHAIRMAN**



Pham Trung Kien