

*Hanoi, April 24, 2026*

No: 209/TB - HALICO

**NOTICE OF CHANGE IN PERSONNEL**

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

Pursuant to Resolution No. 16/NQ-HALICO-BOD dated April 23, 2026 of the Board of Management regarding the reappointment of personnel,

Pursuant to Resolution No. 17/NQ-HALICO-BOD dated April 23, 2026 regarding the election of the Chairman of the Board of Management and the appointment of the Company Secretary and Corporate Governance Officer,

Pursuant to the Minutes dated April 23, 2026 of the Board of Control regarding the election of the Head of the Board of Control,

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

1. Mr. Pham Trung Kien is appointed as Chairman of the Board of Management for the 2026–2031 term, effective from April 23, 2026.
2. Mrs. Pham Thi Lan Anh is appointed as Head of the Board of Control for the 2026–2031 term, effective from April 23, 2026.
3. Mr. Tong Nguyen Long is reappointed as Deputy Director, effective from April 27, 2026.
4. Mrs. Hoang Thi Thu Ha is appointed as Company Secretary cum Corporate Governance Officer, effective from April 23, 2026.

This information was published on the Company's website on April 24, 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 23, 2026*

No: 16/NQ-HALICO-HĐQT

**RESOLUTION OF THE BOARD OF MANAGEMENT' MEETING  
HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY**

**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 Minutes of the Board of Management' Meeting No. 15/BB-HALICO-BOD dated April 23, 2026.

**HEREBY RESOLVES:**

**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 Resolution 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 relevant departments/units, and Mr. Tong Nguyen Long shall be responsible for the implementation of this Resolution.

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

***Recipients:***

- As stated in Article 3;
- Board of Control;
- Filed at Archives, Company Secretariat.



**Pham Trung Kien**

*Hanoi, April 23, 2026*

No: 17/NQ-HALICO-HĐQT

**RESOLUTION OF THE BOARD OF MANAGEMENT' MEETING  
HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY**

**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 Minutes of the Board of Management' Meeting No. 15/BB-HALICO-BOD dated April 23, 2026.

**HEREBY RESOLVES:**

**Article 1.** To approve the election of Mr. Pham Trung Kien, Member of the Board of Management and Head of HABECO Capital Management Division at HALICO, to hold the position of Chairman of the Board of Management of Hanoi Liquor and Beverage Joint Stock Company with effect from April 23, 2026.

**Article 2.** To approve the appointment of Mrs. Hoang Thi Thu Ha, Company Secretary, to hold the position of Corporate Governance Officer with effect from April 23, 2026.

**Article 3.** This Resolution shall take effect from the date of signing.

**Article 4.** Members of the Board of Directors, the Board of Management, the Chief Accountant, and Heads of affiliated units shall be responsible for the implementation of this Resolution.

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

***Recipients:***

- As stated in Article 4;
- Board of Control;
- Filed at Archives, Company Secretariat.



**Pham Trung Kien**

HANOI BEER - LIQUOR AND BEVERAGE  
JOINT STOCK CORPORATION  
HANOI LIQUOR AND BEVERAGE  
JOINT STOCK COMPANY



SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom - Happiness

*Hanoi, April 23, 2026*

## **BOARD OF CONTROL MINUTES**

**1<sup>st</sup> TIME 2026 – 2031 TERM,**

**3<sup>rd</sup> TIME 2026**

**Time:** 11.15 a.m, April 23, 2026

**Place:** Meeting room of Hanoi Liquor Factory in Yen Phong, Bac Ninh.

**Attending members:** Members of BOC 2026 – 2031 term:

Mrs. Pham Thi Lan Anh

Mr. Ha Trieu Cuong

Mr. Tran Duc Giang

**Content of the meeting:** Election the Head of Board of Control 2026 - 2031 term.

Pursuant to the Resolution of 2026 Annual General Meeting of Shareholders of HALICO.

Pursuant to the duties, activities of BOC 2026 - 2031 term and professional tasks of BOC members, Board of Control agreed to elect Mrs. Pham Thi Lan Anh as the Head of BOC 2026 - 2031 term.

The meeting closed at 11.30 a.m of the same day.

All BOC members 100% agreed with the content of the minutes.

### **Members attended the meeting**

**Ha Trieu Cuong**

**Tran Duc Giang**

**Pham Thi Lan Anh**