

No.: **102**/TB-BHD
Ref: *Change in personnel*

*HaiPhong, April **20**, 2026*

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on the Minutes of the Supervisory Board Meeting No. 03/2026/BB-BKS dated April 20, 2026 of Hanoi – Hai Duong Beer Joint Stock Company, we would like to announce the change in personnel of Hanoi – Hai Duong Beer Joint Stock Company as follows:

1. In case of appointment (*):

- Ms: Bui Thi Thanh Binh
- Former position in the organization: Head of the Supervisory Board, Hanoi – Hai Duong Beer Joint Stock Company (term 2021–2026)
- Newly appointed position: Head of the Supervisory Board, Hanoi – Hai Duong Beer Joint Stock Company (term 2026–2031)
- Term: From April 20, 2026
- Effective date: April 20, 2026.

2. In case of dismissal:

- Ms: Bui Thi Thanh Binh
- Dismissal/Resigned position: Head of the Supervisory Board
- Reason: At the end of the 2021–2026 term of the Supervisory Board
- Effective date: April 20, 2026.

This information was published on the company's website on 20/04/2026 as in the link www.habecohd.com.vn

(*) Attached documents:

- Minutes No. 03/2026/BB-BKS;
- Information Disclosure Form of the Appointed Person;
- List of Internal Shareholders and Related Persons.

ORGANIZATION REPRESENTATIVE DIRECTOR



Tran Huy Loan