

No.: 57/2026/CV-CBTT/HSL

Hanoi, September 18 2026

NOTICE OF PERSONNEL CHANGE

To:

- *State Securities Commission;*
- *Vietnam Exchange*
- *Ho Chi Minh City Stock Exchange*

Pursuant to Resolution No. 06/2026/NQ-DHĐCĐ/HSL of the 2nd Extraordinary General Meeting of Shareholders in 2026, dated 18/09/2026, of Hong Ha Food Investment Development Joint Stock Company, we hereby respectfully announce the change in personnel of Hong Ha Food Investment Development Joint Stock Company as follows:

Appointments:

1. Associate Professor, PhD Phan Phuong Loan

- Position before appointment: None
- Position appointed to: Chairman of the Board of Directors, 2026-2031 term
- Term of appointment: 2026-2031 term
- Effective date: 18/09/2026

2. PhD Le Duong Anh Duy

- Position before appointment: None
- Position appointed to: Member of the Board of Directors, 2026-2031 term
- Term of appointment: 2026-2031 term
- Effective date: 18/09/2026

3. Master Nguyen Thai Hoa

- Position before appointment: None
- Position appointed to: Independent Member of the Board of Directors, 2026-2031 term, Member of the Audit Committee, 2026-2031 term
- Term of appointment: 2026-2031 term



- Effective date: 18/09/2026

4. Master Le Nhat Quang

- Position before appointment: None

- Position appointed to: Independent Member of the Board of Directors, 2026-2031 term,
Chairman of the Audit Committee, 2026-2031 term

- Term of appointment: 2026-2031 term

- Effective date: 18/09/2026

5. PhD Nguyen Huu Thanh

- Position before appointment: None

- Position appointed to: Member of the Board of Directors, 2026-2031 term

- Term of appointment: 2026-2031 term

- Effective date: 18/09/2026

Dismissals:

1. Mr. Pham Van Luan

- Position before dismissal: Member of the Board of Directors, 2026-2031 term

- Position no longer held: Member of the Board of Directors, 2026-2031 term

- Position currently held: None

- Reason for dismissal: Dismissal pursuant to the General Meeting of Shareholders' Resolution

- Effective date: 18/09/2026

2. Mr. Do Hoang Anh

- Position before dismissal: Member of the Board of Directors, 2026-2031 term

- Position no longer held: Member of the Board of Directors, 2026-2031 term

- Position currently held: None

- Reason for dismissal: Dismissal pursuant to the General Meeting of Shareholders' Resolution

- Effective date: 18/09/2026

3. Ms. Tran Thi Thu Hai

- Position before dismissal: Independent Member of the Board of Directors, 2026-2031 term;
Member of the Audit Committee

- Position no longer held: Independent Member of the Board of Directors, 2026-2031 term;
Member of the Audit Committee, 2026-2031 term

- Position currently held: None



- Reason for dismissal: Dismissal pursuant to the General Meeting of Shareholders' Resolution
- Effective date: 18/09/2026

4. Mr. Tran Dang Khoa

- Position before dismissal: Member of the Board of Directors, 2026-2031 term.
- Position no longer held: Member of the Board of Directors, 2026-2031 term.
- Position currently held: None
- Reason for dismissal: Dismissal pursuant to the General Meeting of Shareholders' Resolution
- Effective date: 18/09/2026.

5. Mr. Nguyen Khanh Tung

- Position before dismissal: Independent Member of the Board of Directors, 2026-2031 term;
Chair of the Audit Committee
- Position no longer held: Independent Member of the Board of Directors, 2026-2031 term;
Chairman of the Audit Committee, 2026-2031 term
- Position currently held: None
- Reason for dismissal: Dismissal pursuant to the General Meeting of Shareholders' Resolution
- Effective date: 18/09/2026

This information was disclosed on the company's website on 18/09/2026, at the following link:
<http://honghagroup.com.vn/>

Attached documents:

GMS Resolution No. 06/2026/NQ-ĐHĐCĐ/HSL

BOD Resolution No. 16/2026/NQ-HĐQT/HSL

**CÔNG TY CỔ
PHẦN ĐẦU TƯ
PHÁT TRIỂN
THỰC PHẨM
HỒNG HÀ**

Digitally signed by CÔNG TY CỔ
PHẦN ĐẦU TƯ PHÁT TRIỂN THỰC
PHẨM HỒNG HÀ
DN: C=VN, S=Hà Nội, O=CÔNG TY
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LEGAL REPRESENTATIVE

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**HONG HA FOOD INVESTMENT
DEVELOPMENT JOINT STOCK
COMPANY**

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No.: 06/2026/NQ-ĐHĐCĐ/HSL

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

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Hanoi, September 18, 2026

RESOLUTION

**EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026
HONG HA FOOD INVESTMENT DEVELOPMENT JOINT STOCK COMPANY**

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- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025;
 - Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
 - Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities; Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;
 - Pursuant to the Charter of Hong Ha Food Investment Development Joint Stock Company;
 - Pursuant to the Meeting Minutes No. 05/2026/BBH-ĐHĐCĐ/HSL of Hong Ha Food Investment Development Joint Stock Company dated September 18, 2026.

RESOLVED

Article 1: Approval of the Board of Directors' Proposal on changing the Company's name

Company name before the change:

- Company name in Vietnamese: CÔNG TY CỔ PHẦN ĐẦU TƯ PHÁT TRIỂN THỰC PHẨM HỒNG HÀ
- Company name in foreign language: HONG HA FOOD INVESTMENT DEVELOPMENT JOINT STOCK COMPANY
- Abbreviated company name: HONGHA FID., JSC

Company name after the change:

- Company name in Vietnamese: CÔNG TY CỔ PHẦN CÔNG NGHỆ SINH HỌC HELIOS
- Company name in foreign language: HELIOS BIOTECHNOLOGY JOINT STOCK COMPANY
- Abbreviated company name: HELIOS BIOTECH

The General Meeting of Shareholders authorizes the Chairman of the Board of Directors and/or the Legal Representative to perform tasks related to the Company's name change as follows:

- Issue a Decision on changing the Company's name to proceed with the registration of the name change at the competent State Agency in accordance with current laws.
- Amend and issue the Company's Charter reflecting the changed Company name.

Article 2: Approval of the Board of Directors' Proposal on supplementing the Company's business lines

1. Supplementing business lines:

No.	Industry name	Industry code
1.	Scientific research and technological development in the field of natural sciences	7211
2.	Scientific research and technological development in the field of engineering and technology	7212
3.	Scientific research and technological development in the field of agricultural sciences	7214
4.	Distilling, refining, and blending of spirits	1101
5.	Beer production	1103
6.	Production of non-alcoholic beverages, mineral water	1105

2. Authorize the Chairman of the Board of Directors and the Executive Board to change business lines in accordance with this Proposal, with details as follows:

- + Assign the Chairman and/or the Legal Representative of the Company to carry out necessary procedures to complete the change of business lines, including but not limited to: Updating the change of business lines, updating the amendments and supplements in Clause 1, Article 4 of the Company's Charter; performing procedures for registration of changes to the Company's enterprise registration contents at the competent authority.
- + Assign the Legal Representative to finalize and sign for issuance the Company's Charter reflecting the amendments and supplements approved by the General Meeting of Shareholders in accordance with current laws as per the content of this Proposal.
- + The Board of Directors has full authority to decide on all matters related to the reduction of the aforementioned business lines if such business lines are conditional under the law, decide on contents related to changes arising from this Proposal, and implement procedures and tasks in accordance with the law and the Company's Charter.

Article 3: Approval of the Board of Directors' Proposal on the investment policy for the key project – Helios Biodiesel Plant Project

Details in Proposal No. 17/2026/HĐQT-TTr/HSL dated September 7, 2026, attached to this Resolution.

Article 4: Approval of the Board of Directors' Proposal on the adjustment of the 2026 business plan

Details in Proposal No. 18/2026/HĐQT-TTr/HSL dated September 7, 2026, attached to this Resolution

Article 5: Approval of the Board of Directors' Proposal on the dismissal and election of additional members of the Board of Directors for the 2026-2031 term

1. Approval of the dismissal of Mr. Nguyen Khanh Tung, Mr. Do Hoang Anh, Mr. Tran Dang Khoa, Ms. Tran Thi Thu Hai, and Mr. Pham Van Luan from their positions as members of the Board of Directors of Hong Ha Food Investment Development Joint Stock Company, effective from the date the General Meeting of Shareholders approves this Resolution;



2. Approval of the election of additional members to the Board of Directors of Hong Ha Food Investment Development Joint Stock Company for the remainder of the 2026-2031 term, as follows:

- a) Number of additional Board members to be elected: 5 (five) members, including at least 2 (two) independent members;
- b) Standards and conditions for candidates for the Board of Directors: Standards and conditions for being a member of the Board of Directors are prescribed in the 2020 Law on Enterprises, Decree No. 155/2020/ND-CP, Decree No. 245/2025/ND-CP amending and supplementing Decree No. 155/2020/ND-CP, and the Internal Regulations on Corporate Governance.

Approval of the results of the election of members of the Board of Directors for the 2026-2031 term as follows:

List of candidates elected as members of the Board of Directors for the 2026-2031 term:

No.	Full name	Title	Number of votes	Election rate
1.	Dr. Le Duong Anh Duy	Member of the BOD	26.697.301	100%
2.	MSc. Nguyen Thai Hoa	Independent Member of the BOD	26.697.301	100%
3.	Assoc. Prof. Dr. Phan Phuong Loan	Member of the BOD	26.697.301	100%
4.	MSc. Le Nhat Quang	Independent Member of the BOD	26.697.301	100%
5.	Dr. Nguyen Huu Thanh	Member of the BOD	26.697.301	100%

Thus, the list of members of the Board of Directors for the 2026-2031 term is as follows:

No.	Full name	Title
1.	Mr. Pham Giang Hoang Vu	Member of BOD
2.	Mr. Le Cao Minh	Member of the BOD
3.	Dr. Le Duong Anh Duy	Member of the BOD
4.	MSc. Nguyen Thai Hoa	Independent Member of the BOD
5.	Assoc. Prof. Dr. Phan Phuong Loan	Member of the BOD
6.	MSc. Le Nhat Quang	Independent Member of the BOD
7.	Dr. Nguyen Huu Thanh	Member of the BOD

Article 6: Approval of the Board of Directors' Proposal on changing the address of the Company's head office

1. Change the address of the Company's head office as follows:

- Current address: Floor 17, Building D, Government Office - La Thanh Guest House, No. 226, Van Phuc, Ngoc Ha Ward, Hanoi, Vietnam;
- New address: 92 Bat Nan, Binh Trung Ward, Ho Chi Minh City, Vietnam;
- Time of change: in 2026, the specific time to be decided by the Board of Directors

2. The General Meeting of Shareholders authorizes the Board of Directors and/or the General Director to decide on necessary tasks to change the Company's head office address, including but not limited to the following tasks:

- Carry out necessary procedures to ensure compliance with legal requirements regarding the Company's operating headquarters;

- Carry out procedures to change the Enterprise Registration Certificate in accordance with regulations;
- Amend clauses related to head office information in the Company's Charter after completing legal procedures in accordance with regulations;
- Perform other related tasks to complete the change of head office address;
- The Board of Directors is permitted to delegate/authorize the General Director, the Legal Representative – to implement the contents authorized in Section 1 of this Article.

Article 7: Approval of the Board of Directors' Proposal on the plan to issue bonus shares under the employee stock ownership plan (ESOP)

Details in Proposal No. 22/2026/HĐQT-TTr/HSL dated September 10, 2026, attached to this Resolution

Article 8: Approval of the Board of Directors' Proposal on the private placement of shares to professional securities investors (5,000,000 shares)

Details in Proposal No. 23/2026/HĐQT-TTr/HSL dated September 10, 2026, attached to this Resolution

Article 9: Approval of the Board of Directors' Proposal on the private placement of shares to professional securities investors (127,000,000 shares)

Details in Proposal No. 24/2026/HĐQT-TTr/HSL dated September 14, 2026, attached to this Resolution

Article 10: Approval of the Board of Directors' proposal regarding amendments to the Company's Charter

No.	Current Charter Content	Amended Charter Content	Explanation
1	Article 3: 1. The Company shall have one (01) legal representative. Accordingly, the General Director is the legal representative of the Company	Article 3: 1. The Company shall have one (01) legal representative. Accordingly, the Chairman of the Board of Directors is the legal representative of the Company	To align with the Company's current situation.

The General Meeting of Shareholders authorizes the Chairman of the Board of Directors and/or the Legal Representative to amend and issue the Company's Charter in accordance with the contents approved in this Proposal and other matters approved by the 2nd Extraordinary General Meeting of Shareholders in 2026. Other provisions in the previously issued Charter remain unchanged.

Article 11: Approval of the Board of Directors' proposal regarding the approval of the investment policy for the Jatropa raw material development project

Details in Proposal No. 26/2026/HĐQT-TTr/HSL dated September 17, 2026, attached to this Resolution

Article 12: Implementation provisions

- The Resolution of the 2026 Extraordinary General Meeting of Shareholders of Hong Ha Food Investment Development Joint Stock Company was prepared, announced, and unanimously approved before all shareholders attending the Meeting at ... hours 00 minutes on 18/09/2026.

- The Resolution takes effect from the date of issuance. Members of the Board of Directors, the General Director, and departments and units under Hong Ha Food Investment Development Joint Stock Company are responsible for implementing this Resolution in accordance with the Law and the Company's Charter.

Recipient:

- Shareholders;
- Members of the Board of Directors,
General Director
- State Securities Commission; Stock
Exchange;
- Archived: Company Secretary

ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE MEETING



Phạm Giang Hoang Vu



**HONG HA FOOD INVESTMENT
DEVELOPMENT JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 16/2026/NQ-HĐQT/HSL

Hanoi, September 18, 2026

BOARD OF DIRECTORS RESOLUTION
HONG HA FOOD INVESTMENT DEVELOPMENT
JOINT STOCK COMPANY

(Re: elect the Chairman of the Board of Directors, the Chairman of the Audit Committee, and members of the Audit Committee)

- Pursuant to the Law on Enterprises 2020 and its guiding implementation documents;
- Pursuant to the Law amending and supplementing a number of articles of the 2025 Law on Enterprises and documents guiding its implementation
- Pursuant to the Charter of Organization and Operation of Hong Ha Food Investment Development Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors Meeting No. 1809/2026/BB-HĐQT/HSL of Hong Ha Food Investment Development Joint Stock Company dated 18/09/2026.

RESOLVES

Article 1: Approve the appointment of Associate Professor, PhD Phan Phuong Loan - member of the Board of Directors, as Chairman of the Board of Directors of Hong Ha Food Investment Development Joint Stock Company for the 2026–2031 term, replacing Mr. Pham Giang Hoang Vu, is hereby approved, effective from the date of signing this Resolution..

Article 2: Approve The Audit Committee personnel changes are approved as follows:

- Dismissal of Mr. Nguyen Khanh Tung from the position of Chairman of the Audit Committee, and Ms. Tran Thi Thu Hai from the position of Member of the Audit Committee, and appointment of Audit Committee personnel as follows

No.	Full name	Current position	Appointed position
1	Master Le Nhat Quang	Independent Member of the Board of Directors - Non-executive	Chairman of the Audit Committee

2	Master Nguyen Thai Hoa	Independent Member of the Board of Directors - Non-executive	Member of the Audit Committee
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- Term of the Audit Committee: in accordance with the term of the Board of Directors

Article 3: Implementation Provisions

Members of the Board of Directors, the Board of Management, relevant departments of Hong Ha Food Investment Development Joint Stock Company, and the individuals named above shall be responsible for implementing this Resolution. This Resolution shall come into force from the date of signing.

Recipients:

- As per Article 3;
- Archive (Office Administration).

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS**



Phan Phuong Loan

