

No.: 67/2026/CV-CBTT/HSL

Hanoi, October 27, 2026

NOTICE OF PERSONNEL CHANGE

To:

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

Pursuant to Board of Directors Resolution No. 19/2026/NQ-HĐQT/HSL and Board of Directors Resolution No. 20/2026/NQ-HĐQT/HSL dated 26/10/2026, of Helios Biotechnology Joint Stock Company, we are pleased to announce the following personnel changes at Helios Biotechnology Joint Stock Company:

Appointment:

1. Mr. Pham Van Luan

- Position before appointment: None
- Position appointed to: General Director
- Term of appointment: Effective from 27/10/2026
- Effective date: 27/10/2026

2. Mr. Pham Van Hiep

- Position before appointment: None
- Position appointed to: Chief Accountant
- Term of appointment: Effective from 27/10/2026
- Effective date: 27/10/2026

Dismissal:

1. Mr. Tuong Phi Lai

- Position before dismissal: General Director.
- No longer holding the position of: General Director
- Position retained: None
- Reason for dismissal: At personal request
- Effective date: 27/10/2026

Mr. Phan Giang Chau

- Position before dismissal: Chief Accountant.
- No longer holding the position of: Chief Accountant
- Position retained: None
- Reason for dismissal: At personal request

- Effective date: 27/10/2026

This information was published on the company's website on 27/10/2026 at the link
<http://hsl.vn/>

Attached document:

Resolution of the BOD No. 19/2026/NQ-HĐQT/HSL

Resolution of the BOD No. 20/2026/NQ-HĐQT/HSL

**CÔNG TY CỔ
PHẦN CÔNG
NGHỆ SINH
HỌC HELIOS**

Digitally signed by CÔNG TY CỔ PHẦN
CÔNG NGHỆ SINH HỌC HELIOS
DN: C=VN, S=Hà Nội, O=CÔNG TY
CỔ PHẦN CÔNG NGHỆ SINH HỌC
HELIOS, CN=CÔNG TY CỔ PHẦN
CÔNG NGHỆ SINH HỌC HELIOS,
OID.0.9.2342.19200300.100.1.1=MST:
5500512492
Reason: I am the author of this
document
Location: your signing location here
Date: 2026.10.27 11:30:59+07'00'
Foxit PDF Reader Version: 11.2.1

LEGAL REPRESENTATIVE



Phạm Văn Luận

TỔNG GIÁM ĐỐC
Phạm Văn Luận

No.: 19/2026/NQ-HĐQT/HSL

Hanoi, October 27, 2026

BOARD OF DIRECTORS RESOLUTION
HELIOS BIOTECHNOLOGY JOINT STOCK COMPANY

(Re: dismissal and appointment of the Company's General Director)

- 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 Helios Biotechnology Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors Meeting No. 2710/2026/BB-HĐQT/HSL of Helios Biotechnology Joint Stock Company dated 27/10/2026.

RESOLVES

Article 1: Approved the dismissal of Mr. Tuong Phi Lai from the positions of General Director, Legal Representative, and Authorized Person for Information Disclosure, and appointed Mr. Pham Van Luan to the positions of General Director, Legal Representative, and Authorized Person for Information Disclosure of the Company, effective from the date of issuance of this Resolution. Details regarding Mr. Pham Van Luan are as follows:

- Full name: PHAM VAN LUAN

Gender:

- Date of birth:

Ethnicity:

Nationality:

- Citizen ID Card No.:

Date of issue:

Place of issue:

- Permanent address:

- Contact address:

- Title: General Director.

- The General Director's salary, bonuses, and allowances shall comply with the Company's current regulations. Assigned the General Director of the Company to be responsible for carrying out the procedures for registering changes to the business registration information.

Article 2: Implementation Provisions

Members of the Board of Directors, the Board of Management, relevant departments of Helios Biotechnology 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 2;*
- *Archive (Office Administration).*

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



No.: 20/2026/NQ-HĐQT/HSL

Hanoi, October 27, 2026

BOARD OF DIRECTORS RESOLUTION
HELIOS BIOTECHNOLOGY JOINT STOCK COMPANY

(Re: dismissal and appointment of the Company's Chief Accountant)

- 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 Helios Biotechnology Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors Meeting No. 2710/2026/BB-HĐQT/HSL of Helios Biotechnology Joint Stock Company dated 27/10/2026.

RESOLVES

Article 1: Approved the dismissal of Mr. Phan Giang Chau from the position of Chief Accountant and the appointment of Mr. Pham Van Hiep as the Company's Chief Accountant, effective from the date of issuance of this Resolution. Details of Mr. Pham Van Hiep are as follows:

- Full name: PHAM VAN HIEP Gender:
- Date of birth: Ethnicity: Nationality:
- Citizen ID Card No.: Date of issue:
- Place of issue:
- Permanent address:
- Contact address:
- Position: Chief Accountant.
- Salary, bonuses, and allowances of the Chief Accountant shall comply with the Company's current regulations

Article 2: Implementation Provisions

Members of the Board of Directors, the Board of Management, relevant departments of Helios Biotechnology 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 2;*
- *Archive (Office Administration).*

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

