

No: **81** /HABECO-VP.HĐQT

Hanoi, **30** January 2026

PERIODIC INFORMATION DISCLOSURE

Respectfully to:

- The State Securities Commission;
- Ho Chi Minh City Stock Exchange.

1. **Name of organization:** HANOI BEER ALCOHOL BEVERAGE
JOINT STOCK CORPORATION
("HABECO")
- **Stock symbol/Member code:** BHN
 - **Address:** No. 183 Hoang Hoa Tham Street, Ngoc Ha
Ward, Ha Noi
 - **Telephone:** 024.38453843 **Fax:** 024.37223784
 - **Email:** habeco@habeco.com.vn

2. **Contents of the disclosure:**

Report on Corporate Governance for the 2025 of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

3. **This information was published on the Corporation's website on 30 /01 /2026 at the following link: <http://www.habeco.com.vn>.**

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law for the contents of the disclosure.

Attached document:

*Report on Corporate
Governance for 2025.*

ORGANIZATION REPRESENTATIVE
PARTY AUTHORIZED TO DISCLOSE
INFORMATION
DEPUTY GENERAL DIRECTOR



Bùi Trường Giang

No: 72 /BC-HABECO

Hanoi, 29 January 2026

REPORT ON CORPORATE GOVERNANCE
(2025)

Respectfully to:

- The State Securities Commission;
- Ho Chi Minh City Stock Exchange.

- Name of company : HANOI BEER ALCOHOL AND BEVERAGE
JOINT STOCK CORPORATION (“HABECO”)
- Address of head office : No 183 Hoang Hoa Tham Street, Ngoc Ha Ward,
Ha Noi.
- Telephone : 024.38453843 Fax: 024.37223784
- Email : habeco@habeco.com.vn
- Charter capital : 2.318.000.000.000 dong (*By words: Two
thousand three hundred and eighteen billion
dong*)
- Stock symbol : BHN
- Governance model : General Meeting of Shareholders, Board of
Directors, Board of Supervisors and General
Director
- The implementation of : Implemented
internal audit

I. Activities of the General Meeting of Shareholders:

Information on meetings, Resolutions and decisions of the General Meeting of Shareholders (including the Resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution No.	Date	Content
01	01/NQ-ĐHĐCĐ-HABECO	22/01/2025	<ul style="list-style-type: none"> - Approval of the election result of Ms. Quan Le Ha as an Independent Member of the Board of Directors of HABECO for the 2025–2030 term. - Approval of the election result of Ms. Thieu Hong Nhung as a Supervisor of HABECO for the 2025–2030 term. - Approval of the 2023 profit distribution plan of HABECO.
2	02/NQ-ĐHĐCĐ-HABECO	24/4/2025	<ul style="list-style-type: none"> - Approval of the Report of Board of Management on the assessment of business operations in 2024 and the business plan for 2025. - Approval of the Board of Directors' report on corporate governance and operational results in 2024, and orientation for 2025. - Approval of the Supervisory Board's report at the 2025 Annual General Meeting of Shareholders. - Approval of the audited separate financial statements and consolidated financial statements for 2024. - Approval of seeking shareholders' opinions on the 2024 profit distribution plan after receiving feedback from the Ministry of Industry and Trade and the Ministry of Finance. - Approval of the 2025 business targets. - Approval of the 2025 profit distribution plan. - Approval of the finalization of salaries and remuneration for 2024; and the planned salaries and remuneration for 2025 for

No.	Resolution No.	Date	Content
			<p>members of the Board of Directors and the Board of Supervisor.</p> <p>- Authorization for the Board of Directors to select a reputable auditing firm from the list of audit firms approved by the State Securities Commission to audit public interest entities in the securities sector in 2025, to audit the 2025 financial statements.</p>

II. Board of directors (Annual Report)

1. Information about the members of the Board of Directors

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Tran Dinh Thanh	Chairman	28/6/2018	
2	Mr. Ngo Que Lam	Member	28/6/2018	
3	Mr. Vu Xuan Dung	Member	06/9/2019	
4	Mr. Tran Thuan An	Member	06/9/2019	
5	Mr. Bui Huu Quang	Member	22/01/2020	
6	Ms. Quan Le Ha	Independent member	22/01/2020	
7	Mr. Tran Danh Dang	Independent member	28/6/2023	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Tran Dinh Thanh	07/07	100%	
2	Mr. Ngo Que Lam	07/07	100%	
3	Mr. Vu Xuan Dung	07/07	100%	
4	Mr. Tran Thuan An	07/07	100%	
5	Mr. Bui Huu Quang	06/07	86%	Valid reason
6	Ms. Quan Le Ha	07/07	100%	
7	Mr. Tran Danh Dang	07/07	100%	

3. Supervising the Board of Management by the Board of Directors

- In its governance role, the Board of Directors issues Resolutions for the Executive Board to implement. At the same time, the Board of Directors inspects and supervises the implementation of those Resolutions.

- The Executive Board regularly reports to and seeks guidance from the Board of Directors to ensure leadership and management of all activities of the Corporation follow applicable laws, as well as the Corporation's regulations and policies.

4. Activities of the Board of Directors' subcommittees (If any):

The Office of the Board of Directors has the function of advising and assisting the Board of Directors in performing the powers and duties of the Board of Directors in accordance with the provisions of the Charter and applicable laws.

5. Resolutions of the Board of Directors (Annual Report):

No	Resolution No.	Date	Content	Approval Rate
1	01/NQ-HDQT-HABECO	07/01/2025	Reappointment of Ms. Pham Thu Thuy as Chief Accountant of the Corporation.	100%
2	02/NQ-HDQT-HABECO	09/01/2025	<ul style="list-style-type: none">- Consensus on nominating candidates for election as Independent Member of the Board of Directors and Supervisor of HABECO for the 2025–2030 term.- Approval of the content of the written consultation sent to shareholders.	100%
3	03/NQ-HDQT-HABECO	06/02/2025	<ul style="list-style-type: none">- Policy to carry out the reappointment process of the Deputy Director of Hanoi Beer Trading Joint Stock Company.- Planning list of executives for HABECO Commerce One Member Company Limited for the 2024–2028 period.	100%
4	04/NQ-HDQT-HABECO	04/3/2025	<ul style="list-style-type: none">- Consensus on the timeline for organizing the 2025 Annual General Meeting of Shareholders of HABECO.	100%

No	Resolution No.	Date	Content	Approval Rate
			<ul style="list-style-type: none"> - Approval of the financial supervision plan for member companies in 2025. - Approval of internal audit results for 2024 and the 2025 work plan. - Approval of amendments, supplements, and promulgation of the Regulation on the Management and Use of Digital Signatures. - Policy to carry out the reappointment process of the Director of Hanoi - Thai Binh Beer Joint Stock Company. - Opinion of the capital representative at San Miguel Yamamura Hai Phong Glass Company Limited. 	
5	05/NQ-HĐQT-HABECO	13/3/2025	<ul style="list-style-type: none"> - Policy to carry out the reappointment process of Deputy General Director of the Corporation – Mr. Trần Thuận An. 	100%
6	06/NQ-HĐQT-HABECO	24/3/2025	<ul style="list-style-type: none"> - Regarding the appointment of an independent auditor to review the financial statements for the first quarter of 2025. - Restructuring capital representation personnel of HABECO at several other enterprises. - Agenda of the 2025 Annual General Meeting of Shareholders of Hanoi - Quang Ninh Beer Alcohol and Beverage Joint Stock Company. - Agenda for the 2025 Members' Council Meeting of San Miguel Yamamura Hai Phong Glass Company Limited. - Approval of the reappointment of Deputy General Director - Mr. Trần Thuận An. 	100%

No	Resolution No.	Date	Content	Approval Rate
7	07/NQ-HĐQT-HABECO	02/4/2025	<ul style="list-style-type: none"> - Investment Project to construct a Product Display Center in Van Co Ward, Viet Tri City, Phu Tho Province. - Study and implementation of plans for land utilization by the Corporation. - Nomination of personnel to participate in the Board of Directors and the Supervisory Board of Hanoi - Nam Dinh Beer Joint Stock Company for the 2025–2030 term. - Nomination of personnel to the Board of Industrial University of Vinh for the second term (2025–2030). - Amendments and adjustments to the functions, duties, and authority of the Finance and Accounting Department of the Corporation. - Implementation of the reappointment process for the Deputy Director of Hanoi - Hai Duong Beer Joint Stock Company. - 2025 Social Security Fund expenditure plan of the Corporation. - Instructions from HABECO’s capital representative at Industrial University of Vinh. - Consensus on the agenda and meeting documents to be submitted to the 2025 Annual General Meeting of Shareholders of the Corporation. - Instructions to the Team for Developing the Restructuring Plan for Member’s Companies. - Instructions from the Corporation’s capital representative at Hanoi - Nam Dinh Beer Joint Stock Company, 	100%

No	Resolution No.	Date	Content	Approval Rate
			Hanoi Liquor and Beverage Joint Stock Company, and Hanoi - Kim Bai Beer Joint Stock Company.	
8	08/NQ-HĐQT-HABECO	16/4/2025	<ul style="list-style-type: none"> - Approval of the consumption norms for raw materials and chemicals used in production. - Directives from the Corporation's capital representative at the following companies: HABECO Transportation Joint Stock Company; Harec Investment and Trade Joint Stock Company; Hanoi Beer Trading Joint Stock Company; HABECO Packaging Joint Stock Company; Ha Noi - Hung Yen Trading Beer Joint Stock Company 89; Hanoi -Thai Binh Beer Joint Stock Company; Hanoi-Hong Ha Beer Joint Stock Company; Hanoi-Hai Duong Beer Joint Stock Company; Beer-Alcohol- Beverage Packaging Joint Stock Company; Hanoi-Thanh Hoa Beer Joint Stock Company; Hanoi - Quang Binh Beer Joint Stock Company; Hanoi Beer Alcohol Beverages Investment Development Joint Stock Company; HABECO - Hai Phong Joint Stock Company; and Hanoi - Hai Phong Beer Joint Stock Company. 	100%
9	09/NQ-HĐQT-HABECO	17/4/2025	<ul style="list-style-type: none"> - Consensus on the 2025 business targets to be submitted to the 2025 Annual General Meeting of Shareholders. - Report requesting guidance from the Ministry of Industry and Trade on the 2026 - 2030 Business Plan. 	100%
10	10/NQ-HĐQT-HABECO	15/5/2025	<ul style="list-style-type: none"> - Policy on implementing the tenure process for the position of Deputy 	100%

No	Resolution No.	Date	Content	Approval Rate
			<p>Director of Hanoi - Thai Binh Beer Joint Stock Company.</p> <ul style="list-style-type: none"> - 2024 salary fund implementation of the Parent Company. - Finalization of 2024 salaries for the General Director, Deputy General Directors and Chief Accountant. - Bonus payments for the Executive Board, Supervisory Board, and Chief Accountant for the year 2023. - Approval of the 2025 salary targets of the Parent Company. - Labor utilization plan and recruitment plan for 2025 of the Corporation. - Report requesting opinions from the Ministry of Industry and Trade on the Draft Regulation on the Implementation of Grassroots Democracy in the Workplace. - Report requesting opinions from the Ministry of Industry and Trade on the Draft Regulation on Receiving and Handling Complaints and Denunciations. - Consensus on the 2023 dividend payment plan of the Corporation. - Approval of the report content and proposed financial supervision results for 2024 for the Corporation's subsidiaries. - Proposal from the Corporation's capital representative at Hanoi - Quang Tri Beer Joint Stock Company. - Organization of the selection process for an independent audit firm. - Evaluation of the 2024 performance in fulfilling duties and 	

No	Resolution No.	Date	Content	Approval Rate
			<p>responsibilities of the State capital representative at HABECO.</p> <ul style="list-style-type: none"> - Evaluation of the 2024 performance in fulfilling duties and responsibilities of the Deputy General Directors and the Chief Accountant. 	
11	11/NQ-HĐQT-HABECO	27/5/2025	<ul style="list-style-type: none"> - Executive Board personnel at Ha Noi-Nghe An Beer Joint Stock Company. 	100%
12	12/NQ-HĐQT-HABECO	13/6/2025	<ul style="list-style-type: none"> - Promulgation of the "Internal Audit Regulation of Hanoi Beer - Alcohol - Beverage Joint Stock Corporation". - 2024 remuneration fund implementation for the Chairman and Supervisors of HABECO Commerce One Member Company Limited. - Results of the selection of the independent audit firm. - Directives from the Corporation's capital representative at Hanoi - Nghe An Beer Joint Stock Company. - Final settlement of completed projects, including the investment project for the purified water production system, the investment project for replacing labels of Hanoi Premium Beer and Truc Bach Beer. - Post-tax profit distribution plan for 2024, business plan for 2025, and post-tax profit distribution plan for 2025 of HABECO Commerce One Member Company Limited. 	100%
13	13/NQ-HĐQT-HABECO	26/6/2025	Personnel affairs at Hanoi - Nam Dinh Beer Joint Stock Company.	100%

No	Resolution No.	Date	Content	Approval Rate
14	14/NQ- HĐQT- HABECO	9/7/2025	<ul style="list-style-type: none"> - Finalization and consolidation of the organizational structure of Habeco Commerce One Member Company Limited. - Results of the performance evaluation of HABECO's Capital Representatives and Supervisors. 	100%
15	15/NQ- HĐQT- HABECO	24/7/2025	<ul style="list-style-type: none"> - Policy on personnel matters at Hanoi-Kim Bai Beer Joint Stock Company. - Policy on personnel matters at Hanoi - Hai Duong Beer Joint Stock Company. - Policy on personnel matters at Hanoi - Hong Ha Beer Joint Stock Company. - Issuance of regulations and internal rules of the Corporation. - Directive opinions to the Corporation's Capital Representatives at Lilama Real Estate Joint Stock Company and HABECO Investment and Development Joint Stock Company. - Policy on the exploitation and utilization of office buildings and warehouses. - Policy on the development of a plan for the Hanoi Beer Museum. 	100%
16	16/NQ- HĐQT- HABECO	14/8/2025	Approval of the appropriation and allocation of the Reward and Welfare Fund for 2023.	100%
17	17/NQ- HĐQT- HABECO	21/8/2025	<ul style="list-style-type: none"> - Policy on personnel matters at Hanoi - Nam Dinh Beer Joint Stock Company. 	100%

No	Resolution No.	Date	Content	Approval Rate
18	18/NQ-HĐQT-HABECO	28/8/2025	<ul style="list-style-type: none"> - Draft of the Cash Flow Management Regulations. - Agreement on the conversion and adjustment of fixed salaries and target income. - Development of the Corporation's restructuring plan for the 2026-2030 period. - Technical support activities for beer production. - Approval of the technical support service contract entered into between the Corporation and its member companies. - Approval of the contract entered into between the Corporation and Hanoi - Nam Dinh Beer Joint Stock Company. - Approval of the contract entered into between the Corporation and Hanoi - Kim Bai Beer Joint Stock Company. - Repair and renovation works at Hanoi Beer - Me Linh Brewery. - Policy on the provision of saturated steam for production purposes. - Approval of the final settlement of the completed project. 	100%
19	19/NQ-HĐQT-HABECO	29/9/2025	<ul style="list-style-type: none"> - Results of financial supervision for the first six months of 2025. - Contents of amendments to the Income Payment Regulations of Hanoi-Quang Ninh Beer Alcohol and Beverage Joint Stock Company. 	100%
20	20/NQ-HĐQT-HABECO	28/10/2025	<ul style="list-style-type: none"> - Contents of amendments to the Personnel Management Regulations of Hanoi - Hai Phong Beer Joint Stock Company. 	100%

No	Resolution No.	Date	Content	Approval Rate
			<ul style="list-style-type: none"> - Personnel matters at HABECO Investment and Development Joint Stock Company. - Personnel matters at Hanoi - Hong Ha Beer Joint Stock Company. 	
21	21/NQ-HĐQT-HABECO	17/11/2025	<ul style="list-style-type: none"> - Approval of the signing of the contract between the Corporation and Ha Noi-Hung Yen Trading Beer Joint Stock Company 89. - Plan for procurement of IT equipment for operational purposes. - Amendment and supplementation of the Cash Flow Management Regulations. 	100%
22	22/NQ-HĐQT-HABECO	02/12/2025	<ul style="list-style-type: none"> - Personnel matters at HABECO - Hai Phong Joint Stock Company. - Personnel matters at Hanoi - Quang Binh Beer Joint Stock Company. - Personnel planning at Hanoi - Nam Dinh Beer Joint Stock Company. - IT equipment for work purposes. 	100%
23	23/NQ-HĐQT-HABECO	15/12/2025	<ul style="list-style-type: none"> - Report to the Ministry of Industry and Trade on the business and production plan for 2026. 	100%
24	24/NQ-HĐQT-HABECO	16/12/2025	<ul style="list-style-type: none"> - Procurement of IT equipment, office equipment, and furniture serving production and business activities. - Engagement of a quality inspection service provider and a site cleaning service provider. 	100%
25	25/NQ-HĐQT-HABECO	25/12/2025	<ul style="list-style-type: none"> - Approval of the signing of contracts and transactions for 2026 between the Corporation and related parties. - Results of internal audits conducted under the 2025 Audit Plan. 	100%

No	Resolution No.	Date	Content	Approval Rate
			<ul style="list-style-type: none"> - Personnel matters at Hanoi Liquor and Beverage Joint Stock Company. - Personnel matters at Hanoi Beer Trading Joint Stock Company. - Personnel matters at Hanoi Beer – Hai Duong Joint Stock Company. - Personnel matters at Hanoi Beer – Nam Dinh Joint Stock Company. - Deferred payment policy for goods purchases for 2026. - Report of the General Director on the implementation of the Board of Directors' Resolutions. - Policy on engaging a consulting unit to develop fire prevention and firefighting solutions. 	

III. Board of Supervisors (Annual Report)

1. Information about members of the Board of Supervisors

No.	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors	The date ceasing to be the member of the Board of Supervisors	Qualification
1	Ms. Chu Thi Thu Trang	Head	28/6/2018		Bachelor of Accounting; Bachelor of Business Administration in Trade
2	Ms. Thieu Hong Nhung	Member	22/01/2020		Bachelor of Economics
3	Mr. Tran Duc Giang	Member	28/6/2023		Bachelor of Business Administration

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Ms. Chu Thi Thu Trang	03/03	100%	100%	
2	Ms. Thieu Hong Nhung	02/03	67%	100%	Valid reason
3	Mr. Tran Duc Giang	03/03	100%	100%	

3. Supervising Board of Directors, Board of Management (General Director, Deputy General Director) and shareholders by Board of Supervisors

- The Board of Supervisors designates personnel to attend all General Shareholders' Meetings, meetings of the Board of Directors, weekly coordination meetings, and other meetings of the Executive Board (if invited by the Executive Board).

- The reports presented by the Executive Board to the Board of Directors are sent to the Supervisors at the same time and through the same method as those sent to the Board members.

4. The coordination among the Board of Supervisors, the Board of Directors, the Board of Management (General Director, Deputy General Director) and other managers:

The Board of Supervisors, the Board of Directors, the Board of Management and other managers regularly exchange information and collaborate with the highest level of responsibility, honesty, and proactivity. They work together to resolve any issues or difficulties, creating favorable conditions for the members by the provisions set out in the Articles of Charter of Organization and Operation, regulations, the common action plan and in the best interests of HABECO.

5. Other activities of the Board of Supervisors (if any):

The Board of Supervisors evaluates the completeness, legality, and accuracy of HABECO's business performance reports, annual and semi-annual financial statements, and the report on the Board of Directors' management activities. It also examines the company's accounting records, financial documents, and other materials, as well as the company's management and operations when deemed necessary, and engages in different activities in compliance with applicable laws, the Articles of Charter of Organization and Operation, and HABECO's internal regulations.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
1	Mr. Ngo Que Lam <i>General Director</i>	07/09/1972	Master of Business Administration; Mechanical Engineering; Bachelor of Laws	28/06/2018
2	Mr. Vu Xuan Dung <i>Deputy General Director</i>	02/02/1973	Master of Biology; Bachelor of Accounting	16/07/2009
3	Mr. Bui Truong Thang <i>Deputy General Director</i>	27/03/1967	Bachelor of Materials Economics	01/02/2018
4	Mr. Pham Trung Kien <i>Deputy General Director</i>	05/04/1970	Master of Business Administration; Food Technology Engineer; Bachelor of Industrial Business Administration and Basic Construction.	29/07/2019
5	Mr. Tran Thuan An <i>Deputy General Director</i>	10/10/1975	Bachelor of Industrial and Construction Business Administration	20/04/2020

V. Chief accountant

Full name	Date of birth	Qualification	Date of appointment
Ms. Pham Thu Thuy	01/10/1982	Bachelor of Accounting;	08/01/2020

		Bachelor of English	
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VI. Training courses on corporate governance

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, General Director, other managers and Secretaries in accordance with regulations on corporate governance: None.

VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the HABECO: Details are in Appendix 1 attached to this Report.

2. Transaction between HABECO and its affiliated persons or between HABECO and major shareholders, internal persons, and affiliated person of internal person: Details are in Appendix 3 attached to this Report.

3. Transaction between internal persons of the HABECO, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None.

4. Transactions between HABECO and other objects:

4.1. Transactions between the HABECO and the company that its members of Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): Details are in Appendix 4 attached to this Report.

4.2. Transactions between the HABECO and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, Director (General Director): None.

4.3. Other transactions of the HABECO (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, General Director and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons (Annual report)

1. The list of internal persons and their affiliated persons: Details are in Appendix 2 attached to this Report.

2. Transactions of internal persons and affiliated persons with shares of the HABECO: None.a

IX. Other significant issues: None.

Recipients:

- As mentioned above;
- BOD;
- Board of Supervisors;
- Archive: AD, Offices of BoD.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



[Handwritten signature]

Trần Đình Thanh



APPENDIX 1: INTERNAL PERSON AND AFFILIATED PERSON OF INTERNAL PERSON
 Document No. 728/BC-HABECO dated 28 January 2026 of the Corporation

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No./Business Registration Certificate No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationships related to the Company/ Internal person
A INTERNAL PERSON AND AFFILIATED PERSON OF INTERNAL PERSON											
1	INTERNAL PERSON AND AFFILIATED PERSON OF INTERNAL PERSON										
1	1 Tran Dinh Thanh		Chairman of the Board of Directors					28/6/2018			Father
1.01	Tran Tinh							28/6/2018			Mother
1.02	Tran Thi Nghia							28/6/2018			Father-in-law
1.03	Phan Phuoc Dong							28/6/2018			Mother-in-law
1.04	Do Thi Thuy Long							28/6/2018			Wife
1.05	Phan Tu Anh							28/6/2018			Biological child
1.06	Tran Minh Trang							28/6/2018			Biological child
1.07	Tran Thanh Giang							28/6/2018			Sibling
1.08	Tran Dinh Xuan							28/6/2018			Sibling
1.09	Tran Thi Minh Thu							28/6/2018			Brother-in-law
1.10	Tran Viet Kim							28/6/2018			Sister-in-law
1.11	Nguyen Thi Thu Hien							28/6/2018			Related Organizations
1.12	Ministry of Industry and Trade		Representation of state capital		27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem, Hanoi	07/10/2019			Related Organizations
1.13	Habecco Commerce Member Company Limited		Chairman of the Company		21/07/2009	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi	28/6/2018			Related Organizations
1.14	Hanoi-Quang Ninh Beer Alcohol and Beverage Joint Stock Company		Chairman of the Board of Directors		12/02/2005	Quang Ninh Department of Planning and Investment	Lot 20, Cai Lan Industrial Park, Bai Chay Ward, Quang Ninh	28/6/2018			Related Organizations
1.15	Hanoi Beer Alcohol Beverage Investment Development Joint Stock Company		Chairman of the Board of Directors		12/11/2006	Hung Yen Department of Planning and Investment	Street 206, Pho Noi A Industrial Area, Nhu Quynh Ward, Hung Yen.	28/6/2018			Related Organizations
2	Ngo Que Lam		Member of the Board of Directors General Director					28/6/2018			Father
2.01	Ngo Van Que							28/6/2018			Mother
2.02	Nguyen Thi My Le							28/6/2018			Father-in-law
2.03	Ha Van Tyen							28/6/2018			Mother-in-law
2.04	Dao Thi Diem							28/6/2018			Wife
2.05	Ha Thi Huong Mai							28/6/2018			Biological child
2.06	Ngo The Phong							28/6/2018			Biological child
2.07	Ngo Gia Phuc							28/6/2018			Sibling
2.08	Ngo Que Lan							28/6/2018			Sibling
2.09	Trinh Lan Phuong							28/6/2018			Sister-in-law

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No./Business Registration Certificate No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationships related to the Company/ Internal person
2.10	Ministry of Industry and Trade		Representation of state capital	189/2007/NĐ-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem, Hanoi	07/10/2019			Related Organizations
3	Vu Xuan Dung		Member of the Board of Directors Deputy General Director					16/07/2009			
3.01	Vu Dang Toan							16/07/2009			Father
3.02	Nguyen Thi Tuyet										Mother
3.03	Nguyen Nhu Hien										Father-in-law
3.04	Lam Thi Hong										Mother-in-law
3.05	Nguyen Hong Hanh							16/07/2009			Wife
3.06	Vu Hanh Linh							16/07/2009			Biological child
3.07	Vu Thi Tam							16/07/2009			Sibling
3.08	Vu Xuan Hung							16/07/2009			Brother
3.09	Nguyen Thi Thai Ha							16/07/2009			Sister-in-law
3.10	Khuat Van Thuy							16/07/2009			Brother-in-law
3.11	Ministry of Industry and Trade		Representation of state capital	189/2007/NĐ-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem, Hanoi	07/10/2019			Related Organizations
4	Tran Thuan An		Member of the Board of Directors Deputy General Director					06/09/2019			
4.01	Tran Doan Nguyen							06/09/2019			Father
4.02	Nguyen Thi Thuan							06/09/2019			Mother
4.03	Do Duc Thach							06/09/2019			Father-in-law
4.04	Nguyen Thi Dung							06/09/2019			Mother-in-law
4.05	Do Anh Thu							06/09/2019			Wife
4.06	Tran Quang Huy							06/09/2019			Biological child
4.07	Tran Nam Phong							06/09/2019			Biological child
4.08	Tran Nguyen Nhung							06/09/2019			Sibling
4.09	Tran Thi Xuyen							06/09/2019			Sibling
4.10	Tran Thanh Uyen							06/09/2019			Sibling
4.11	Pham Ngoc Nam							06/09/2019			Brother-in-law
4.12	Bui Thanh Tung							06/09/2019			Brother-in-law
4.13	Ministry of Industry and Trade		Representation of state capital	189/2007/NĐ-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem, Hanoi	07/10/2019			Related Organizations
5	Bui Huu Quang		Member of the Board of Directors					22/01/2020			
5.01	Bui Hieu Khang										Father
5.02	Vũ Thị Yên										Mother
5.03	Hà Văn Ân										Father-in-law
5.04	Đàm Thị Mai Liên							22/01/2020			Mother-in-law
5.05	Hà Thị Thu Hằng							22/01/2020			Wife

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No./Business Registration Certificate No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationships related to the Company/ Internal person
5.06	Bui Ha Linh							22/01/2020			Biological child
5.07	Bui Vu Lam							22/01/2020			Biological child
5.08	Bui Hieu Nhan							22/01/2020			Biological child
5.09	Nguyen Thi Yen							22/01/2020			Brother
5.10	Bui Thi Keng							22/01/2020			Sister-in-law
5.11	Doan Van Binh							22/01/2020			Sibling
5.12	Bui Hieu Nhan							22/01/2020			Brother-in-law
5.13	Tran Thi Ninh							22/01/2020			Brother
5.14	Bui Thi Nhuan							22/01/2020			Sister-in-law
5.15	Nguyen Tien Lien							22/01/2020			Sibling
5.16	Bui Hieu Tam							22/01/2020			Brother-in-law
5.17	Le Thi Ngoc							22/01/2020			Brother
5.18	Bui Thi Nguyet							22/01/2020			Sister-in-law
5.19	Bui Thi Hong							22/01/2020			Sibling
5.20	Nguyen Van Loc							22/01/2020			Brother-in-law
5.21	Carlsberg Breweries A/S		Carlsberg's Capital Representative at HABECO, Carlsberg's Chief Strategy Officer	25508343	29/6/2000	Copenhagen, Denmark	100, Ny Carlsberg Vej, 1760 Copenhagen V, Denmark	22/01/2020			Related Organizations
6	Quan Le Ha		Independent Member of the Board of Directors					22/01/2020			
6.01	Quan Van Trinh							22/01/2020			Father
6.02	Nguyen Thi Le							22/01/2020			Mother
6.03	Le Hieu							22/01/2020			Father-in-law
6.04	Nguyen Thi Mai Phuong							22/01/2020			Mother-in-law
6.05	Nguyen Thi Hien							22/01/2020			Mother-in-law (Stepmother)
6.06	Le Song Tung							22/01/2020			Husband
6.07	Le Hoai Linh							22/01/2020			Biological child
6.08	Le Tung Giang							22/01/2020			Biological child
6.09	Quan Le Son							22/01/2020			Sibling
6.10	Trinh Phuong Nhi							22/01/2020			Sister-in-law
7	Tran Danh Dang		Independent Member of the Board of Directors					28/6/2023			
7.01	Tran Ba Sinh										Father
7.02	Bui Thi Lieu										Mother
7.03	Le Van Chuc										Father-in-law
7.04	Nguyen Thi Cam										Mother-in-law
7.05	Le Thi Hoan										Wife
7.06	Tran Phuong Thao										Biological child



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7.07	Tran Phuong Mai										Biological child
7.08	Tran Thi Nhat										Sibling
7.09	Tran Danh Bao										Sibling
7.10	Tran Thi Ly										Sibling
7.11	Tran Thanh Tung										Sibling
7.12	Tran Thi Sinh										Sibling
7.13	Tran Thi Lan										Sibling
7.14	Do Dinh Dua										Brother-in-law
7.15	Lam Van Hanh										Brother-in-law
7.16	Vuong Quoc Chien										Brother-in-law
7.17	Tran Van Dai										Brother-in-law
7.18	Tran Thi Thu Thuy										Sister-in-law
7.19	Bui Thi Anh										Sister-in-law
8	Bui Trung Thang		Deputy General Director					01/02/2018			
8.01	Bui Duc Khoi										Father
8.02	Do Thi Trinh							01/02/2018			Mother
8.03	Le Minh Tuong										Father-in-law
8.04	Le Thi Nhi										Mother-in-law
8.05	Le Thi Minh Hien							01/02/2018			Wife
8.06	Bui Linh Giang							01/02/2018			Biological child
8.07	Bui Minh Anh							01/02/2018			Biological child
8.08	Bui Thanh Huyen							01/02/2018			Sibling
8.09	Tran Ngoc Tam							01/02/2018			Brother-in-law
8.10	Hanoi-Thanh Hoa Beer Joint Stock Company		Chairman of the BoD	2800791192	24/03/2004	Thanh Hoa Department of Planning and Investment	Lot 152 Quang Trung, Hac Thanh Ward, Thanh Hoa	01/02/2018			Related Organizations
8.11	Hanoi-Nghe An Beer Joint Stock Company		Chairman of the BoD	2900884330	04/09/2008	Nghe An Department of Planning and Investment	Zone B-Nam Cam Industrial Park, Trung Loc Ward, Nghe An	01/02/2018			Related Organizations
8.12	Hanoi-Quang Binh Beer Joint Stock Company		Chairman of the BoD	3100301045	19/11/2003	Quang Binh Department of Planning and Investment	Civil Group 13, Dong Thuan Ward, Quang Tri	01/02/2018			Related Organizations
8.13	Hanoi-Quang Tri Beer Joint Stock Company		Chairman of the BoD	3200264157	31/5/2007	Quang Tri Department of Planning and Investment	RD6 Road - Quan Ngang Industrial Park, Gio Linh Ward, Quang Tri	01/02/2018			Related Organizations
9	Pham Trung Kien		Deputy General Director					29/7/2019			
9.01	Pham Khac Cu										Father
9.02	Bui Thi Ty										Mother
9.03	Nguyen Van Chien										Father-in-law
9.04	Chu Thi Hoang Yen										Mother-in-law
9.05	Nguyen Thi Mai Hanh							29/7/2019			Wife
9.06	Pham Mai Khanh							29/7/2019			Offspring
9.07	Pham Duy Tung							29/7/2019			Offspring

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9.08	Pham Khac Trung										Brother
9.09	Pham Hong Quang										Brother
9.10	Pham Phu Cuong										Brother
9.11	Nguyen Thi The										Sister-in-law
9.12	Le Thi Hien										Sister-in-law
9.13	Pham Thi Huong										Sister-in-law
9.14	Nguyen Duc Tam										Son-in-law
9.15	Hanoi-Kim Bai Beer Joint Stock Company		Chairman of the Board of Directors	0500293795	02/12/2004	Hanoi Department of Planning and Investment	No. 40, Civil Group 1, Kim Bai Street, Thanh Oai Ward, Hanoi.	29/7/2019			Related Organizations
9.16	Hanoi-Thai Binh Beer Joint Stock Company		Member of the Board of Directors	1000317707	29/07/2005	Thai Binh Department of Planning and Investment	Lot CN1, TBS-Song Tra Industrial Park, Thai Binh, Hung Yen.	29/7/2019			Related Organizations
9.17	Hanoi Liquor and Beverage Joint Stock Company		Chairman of the Board of Directors	0100102245	06/12/2006	Hanoi Department of Planning and Investment	94 Lo Duc, Hai Ba Trung Ward, Hanoi	29/7/2019			Related Organizations
9.18	Hanoi-Hung Yen 89 Beer Joint Stock Company		Member of the Board of Directors	0900270055	14/05/2007	Hung Yen Department of Planning and Investment	Road 206 - Opposite Pho Noi A Industrial Zone, Nhu Quynh Ward, Hung Yen	26/02/2021			Related Organizations
10	Chu Thi Thu Trang		Head of the Supervisory Board					28/6/2018			
10.01	Chu Van Hanh										Father
10.02	Le Thu Ha										Mother
10.03	Tran Quang Hieu										Father-in-law
10.04	Le Thi Loan										Mother-in-law
10.05	Tran Quang Hieu										Husband
10.06	Tran Bao Linh										Biological child
10.07	Tran Bao Khanh										Biological child
10.08	Chu Thu Van										Sibling
10.09	Nguyen Le Hoang										Brother-in-law
11	Tran Minh Tuan		Chief of the Office of the Board of Directors; In charge of HABECO administration and HABECO Secretary					25/4/2019			
11.01	Tran Huu Dang							25/4/2019			Father
11.02	Pham Thi Chien							25/4/2019			Mother

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11.03	Pham Ngoc Tai										Father-in-law
11.04	Vu Thi Kim Lien							25/4/2019			Mother-in-law
11.05	Pham Thi Lien Ngoc							25/4/2019			Wife
11.06	Tran Huu Ngoc Quang							25/4/2019			Biological child
11.07	Tran Huu Quang Huy							25/4/2019			Biological child
11.08	Tran Minh Thanh							25/4/2019			Sibling
11.09	Tran Thi Mai Huong							25/4/2019			Sibling
11.10	Nguyen Cong Minh							25/4/2019			Brother-in-law
11.11	Do Thi Thuy Chung							25/4/2019			Sister-in-law
11.12	Hanoi - Nam Dinh Beer Joint Stock Company		Member of the Board of Directors	0600161270	12/06/1999	Nam Dinh Department of Planning and Investment	No. 5 Thai Binh Street, Nam Dinh Ward, Ninh Binh	06/03/2020			Related Organizations
11.13	Hanoi Beer Trading Joint Stock Company		Member of the Board of Directors	0102111943	12/08/2006	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi	26/4/2022			Related Organizations
12	Thieu Hong Nhung		Member of the Supervisory Board					22/01/2020			
12.01	Le Thi Da							22/01/2020			Mother
12.02	Thieu Quang Dieu							22/01/2020			Father
12.03	Nguyen Phan Nam							22/01/2020			Father-in-law
12.04	Do Thi Hoi							22/01/2020			Mother-in-law
12.05	Nguyen Do Viet							22/01/2020			Husband
12.06	Nguyen Bao Phuong							22/01/2020			Biological child
12.07	Nguyen Thao Linh							22/01/2020			Biological child
12.08	Thieu Minh Nguyet							22/01/2020			Sibling
12.09	Nguyen Hoa Ly							22/01/2020			Brother-in-law
12.10	Carlsberg Breweries A/S			25508343	29/6/2000	Copenhagen, Denmark	100,Ny Carlsberg Vej, 1760 Copenhagen V, Denmark	22/01/2020			Related Organizations
13	Tran Duc Giang		Member of the Supervisory Board					28/6/2023			
13.01	Tran Quoc Bao							28/6/2023			Father
13.02	Nguyen Hien Luong							28/6/2023			Mother
13.03	Pham Duc Thuan							28/6/2023			Father-in-law
13.04	Tong Thi Thu							28/6/2023			Mother-in-law
13.05	Pham Thu Ha							28/6/2023			Wife
13.06	Tran Ha An							28/6/2023			Biological child
13.07	Tran Pham An Thuy							28/6/2023			Biological child
13.08	Tran Pham Hai Binh							28/6/2023			Offspring
13.09	Tran Thu Giang							28/6/2023			Sibling

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13.10	Hanoi Liquor and Beverages Joint Stock Company			0100102245	12/06/2006	Hanoi Department of Planning and Investment	94 Lo Duc, Hai Ba Trung Ward, Hanoi	28/6/2023			Related Organizations
13.11	Hanoi – Thanh Hoa Beer Joint Stock Company			2800791192	24/03/2004	Thanh Hoa Department of Planning and Investment	Lot 152 Quang Trung, Hac Thanh Ward, Thanh Hoa	28/6/2023			Related Organizations
13.12	Hanoi – Quang Binh Beer Joint Stock Company			3100301045	19/11/2003	Quang Binh Department of Planning and Investment	Civil Group 13, Dong Thuan Ward, Quang Tri	28/6/2023	21/4/2025	Term ended	Related Organizations
13.13	Hanoi – Quang Tri Beer Joint Stock Company			3200264157	31/5/2007	Quang Tri Department of Planning and Investment	RD6 Road - Quan Ngang Industrial Park, Gio Linh Ward, Quang Tri	28/6/2023	16/5/2025	Term ended	Related Organizations
13.14	HAREC Investment and Trade Joint Stock Company			0102116074	13/12/2006	Hanoi Department of Planning and Investment	No. 4 Lang Ha Street, Giang Vo Ward, Hanoi	28/6/2023			Related Organizations
13.15	HABECO Transportation Joint Stock Company			0102551768	30/11/2007	Hanoi Department of Planning and Investment	No. 1199, Giai Phong Street, Hoang Mai Ward, Ha Noi	28/6/2023			Related Organizations
14	Pham Thu Thuy		Chief Accountant					01/08/2020			
14.01	Pham Cong Tham							01/08/2020			Father
14.02	Nguyen Thi Xiem							01/08/2020			Mother
14.03	Nguyen Nang Mien							01/08/2020			Father-in-law
14.04	Nguyen Thi Tu							01/08/2020			Mother-in-law
14.05	Nguyen Nang Hai Nam							01/08/2020			Husband
14.06	Nguyen Nang Trung Hieu							01/08/2020			Biological child
14.07	Nguyen Nang Anh Tung							01/08/2020			Biological child
14.08	Nguyen Nang Bao Nguyen							01/08/2020			Biological child
14.09	Pham Ha Anh							01/08/2020			Brother
14.10	Pham Cong Thao							01/08/2020			Brother
14.11	Pham Thuy Ninh							01/08/2020			Sister-in-law
14.12	Dang Thi Oanh Oanh							01/08/2020			Sister-in-law
C	SUBSIDIARIES, ASSOCIATES, OTHER RELATED PERSONS										
1	Habebo Commerce One Member Company Limited			0104068531	21/07/2009	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi	21/07/2009			Subsidiaries
1.1	Tran Dinh Thanh										Chairman of the Company
1.2	Nguyen Thi Le Thuy										Director
1.3	Nguyen Thu Hien										Deputy Director
1.4	Chu Quang Hung										Deputy Director
1.5	Vu Dinh Duc										Deputy Director

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2	Hanoi Beer Trading Joint Stock Company			0102111943	12/08/2006	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi	12/08/2006			Subsidiaries
2.1	Nguyen Manh Hung										Chairman of the BoD
2.2	Tran Minh Tuan										Member of BoD
2.3	Nguyen Van Minh										Member of BoD Director
2.4	Nguyen Hai Quan										Deputy Director
2.5	Mai Thi Phuong Lien										Deputy Director
2.6	Bui Bao Ngoc										Deputy Director
3	Hanoi-Hong Ha Beer Joint Stock Company			2600170014	19/08/2005	Phu Tho Department of Planning and Investment	Zone 1B, Van Phu Ward, Phu Tho	19/08/2005			Subsidiaries
3.1	Phan Minh Son										Chairman of the BoD
3.2	Dinh Van Thuan										Member of BoD
3.3	Nguyen Tu Anh										Member of BoD
3.4	Nguyen Minh The										Member of BoD
3.5	Le Van Tinh										Member of BoD Director
3.6	Duong Van Hoan										Deputy Director
3.7	Truong Trung Giang										Deputy Director
4	Habeco-Hai Phong Joint Stock Company			0200761964	24/09/2007	Hai Phong Department of Planning and Investment	Xuan Ang Hamlet, An Lao Commune, Hai Phong	24/09/2007			Subsidiary
4.1	Pham Anh Tuan										Chairman of the Board
4.2	Nguyen Hoang Giang										Member of BoD Director

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4.3	Quach Thi Thu Huyen										Member of BoD
4.4	Tran Van Trung										Member of BoD
5	Hanoi-Hai Phong Beer Joint Stock Company			0200153370	20/09/2004	Hai Phong Department of Planning and Investment	No. 16 Lach Tray, Le Chan Ward, Hai Phong	20/09/2004			Subsidiary
5.1	Pham Anh Tuan										Chairman of the Board
5.2	Duong Thi Viet Nga										Member of BoD
5.3	Tran Van Trung										Member of BoD Director
5.4	Dinh Duy Hoa										Member of BoD Deputy Director
5.5	Le Duc Tien										Member of BoD Deputy Director
6	Beer Alcohol Beverage Packaging Joint Stock Company			0200159453	16/05/2005	Hai Phong Department of Planning and Investment	So 38 duong Ngo Quyen, P. Ngo Quyen, TP. Hai Phong	16/05/2005			Subsidiary
6.1	Nguyen Quang Thanh										Chairman of the Board
6.2	Nguyen Duc Khoi										Member of BoD
6.3	Doan Thi Thu Huyen										Member of BoD Director
7	Hanoi-Quang Ninh Beer Alcohol and Beverage Joint Stock Company			5700569263	12/02/2005	Quang Ninh Department of Planning and Investment	Lot. 20 Cai Lan Industrial Zone, Bai Chay Ward, Quang Ninh	12/02/2005			Subsidiary
7.1	Tran Dinh Thanh										Chairman of the Board
7.2	Ha Thi Bang										Member of BoD
7.3	Phan Duc Hai										Member of BoD Director
8	Hanoi-Hai Duong Beer Joint Stock Company			0800283766	19/09/2003	Hai Duong Department of Planning and Investment	Quan Thanh Street, Thanh Dong Ward, Hai Phong	19/09/2003			Subsidiary

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8.1	Nguyen Quang Thanh										Chairman of the Board
8.2	Tran Huy Loan										Member of BoD Director
8.3	Nguyen Thi Minh Nguyet										Member of BoD
8.4	Tran Van Ha										Member of BoD Deputy Director
8.5	Vu Van Khoan										Deputy Director
9	Hanoi-Nam Dinh Beer Joint Stock Company			0600161270	12/06/1999	Nam Dinh Department of Planning and Investment	No. 5 Thai Binh Road, Nam Dinh Ward, Ninh Binh	06/12/1999			Subsidiary
9.1	Nguyen Thi Kieu Chi										Chairman of the Board
9.2	Tran Minh Tuan										Member of BoD
9.3	Nguyen Manh Tung							01/07/2025			Member of BoD Director
9.4	Le Xuan Anh										Member of BoD
9.5	Tran Dai Nghia										Member of BoD Deputy Director
9.6	Dang Quang Thang								No longer holds the position of Director as of July 1, 2025		Member of BoD Director
9.7	Vu The Tuong										Member of BoD Deputy Director
9.8	Dang Thi Thuy										Member of BoD
9.9	Le Thu Trang							22/08/2025	01/01/2026	Relieved from the position of Deputy Director	Deputy Director

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10	Hanoi-Thai Binh Beer Joint Stock Company			1000317707	29/07/2005	Thai Binh Department of Planning and Investment	Lot. CN1, TBS - Song Tra Industrial Zone, Thai Binh Ward, Hung Yen	29/07/2005			Subsidiary
10.1	Pham Trung Kien										Chairman of the Board
10.2	Hoang Chi Thanh										Member of BoD Director
10.3	Nguyen Huu Cuong										Member of BoD Deputy Director
10.4	Vu Xuan Vinh										Member of the BoD
10.5	Pham Xuan Hanh										Member of the BoD
11	Hanoi-Thanh Hoa Beer Joint Stock Company			2800791192	24/03/2004	Thanh Hoa Department of Planning and Investment	No. 152 Quang Trung, Hac Thanh Ward, Thanh Hoa	24/03/2004			Subsidiary
11.1	Bui Trong Thang										Chairman of the Board
11.2	Luong Xuan Dung										Member of the BoD
11.3	Nguyen Kien Cuong										Member of BoD Director
11.4	Do Trong Giang										Member of the BoD
11.5	Le Anh Tuan										Deputy Director
11.6	Phung Van Quynh										Deputy Director
12	Hanoi-Nghe An Beer Joint Stock Company			2900884330	04/09/2008	Nghe An Department of Planning and Investment	B Area-Nam Cam Industrial Area, Trung Loc Commune, Nghe An	04/09/2008			Subsidiary
12.1	Bui Trong Thang										Chairman of the Board
12.2	Nguyen The Tram										Vice Chairman of the Board

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12.3	Nguyen Manh Tung							No longer Deputy Director as of June 1, 2025; No longer Member of the Board of Directors as of June 25, 2025	Dismissed	Member of BoD Deputy Director	
12.4	Pham Quang Toan							Appointed as Deputy Director as of June 1, 2025; appointed as Member of the Board of Directors as of June 25, 2025		Member of BoD Deputy Director	
12.5	Trinh Quang Huy									Member of BoD Director	
12.6	Nguyen The Hoi									Member of the BoD	
13	Hanoi-Quang Binh Beer Joint Stock Company			3100301045	19/11/2003	Quang Binh Department of Planning and Investment	Civil Group 13, Dong Thuan Ward, Quang Tri	19/11/2003		Subsidiary	
13.1	Bui Truong Thang									Chairman of the Board	
13.2	Nguyen Thi Nam Huong									Member of the BoD Director	
13.3	Nguyen Minh The									Member of the BoD	
13.4	Tran Quang									Member of the BoD	
14	Hanoi-Quang Tri Beer Joint Stock Company			3200264157	31/05/2007	Quang Tri Department of Planning and Investment	RD6 Road-Quan Ngang Industrial Zone, Gio Linh Commune, Quang Tri	31/05/2007		Subsidiary	
14.1	Bui Truong Thang									Chairman of the Board	

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14.2	Nguyen Bich Thuy										Member of the BOD
14.3	Dinh Le Anh										Member of the BOD Director
15	Hanoi Liquor and Beverage Joint Stock Company			0100102245	12/06/2006	Ha Noi Department of Planning and Investment	94 Lo Duc, Hai Ba Trung Ward, TP Ha Noi	12/06/2006			Subsidiary
15.1	Pham Trung Kien										Chairman of the Board
15.2	Phan Minh Son										Member of the BOD
15.3	Tran Hau Cuong										Member of the BOD Director
15.4	Nguyen Anh Thi										Member of the BOD
15.5	Murugavel Shanmugam (Vel)							21/4/2023	31/12/2025	Miễn nhiệm theo Nghị quyết DHBCD	Member of the BOD
15.6	Anoop Saxena							31/12/2025			Member of the BOD
15.7	Philip Garden							31/12/2025			Member of the BOD
15.8	Tong Nguyen Long							27/04/2021			Deputy Director
16	Hanoi Beer Alcohol Beverage Investment Development Joint Stock Company			0102104745	12/11/2006	Hung Yen Department of Planning and Investment	Street 206, Pho Noi A Industrial Area, Nhu Quynh Commune, Hung Yen	12/11/2006			Subsidiaries
16.1	Tran Dinh Thanh										Chairman of the BOD
16.2	Nguyen Thi Kieu Chi										Member of BOD

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No./Business Registration Certificate No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationships related to the Company/ Internal person
16.3	Nguyen Thu Ha										Member of BoD Director
16.4	Ngo Van Viet										Deputy Director
15.5	Tran Dang Tuan										Deputy Director
17	Habeco Packaging Joint Stock Company			0102356862	31/08/2007	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham, Ngoc Ha Ward, Hanoi	31/08/2007			Affiliated Company
18	Ha Noi-Hung Yen 89 Beer Joint Stock Company			0900270055	14/05/2007	Hung Yen Department of Planning and Investment	Road 206 - Opposite Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen	14/05/2007			Other investments
19	HABECO Investment and Development Joint Stock Company			0500574108	12/12/2007	Ha Noi Department of Planning and Investment	Room 1, 13th Floor, Harec Office Building, No. 4A Lang Ha, Giang Vo Ward, Hanoi	12/12/2007			Affiliated Company
20	Hanoi-Kim Bai Beer Joint Stock Company			0500293795	12/02/2004	Hanoi Department of Planning and Investment	No. 40, Civil Group 1, Kim Bai Street, Thanh Oai Commune, Hanoi	12/02/2004			Affiliated Company
21	San Miguel Yamamura HaiPhong Glass Company Limited			0200125285	04/11/2008	Hai Phong Department of Planning and Investment	No. 17A, Ngo Quyen Road, Ngo Quyen Ward, Hai Phong	04/11/2008			Affiliated Company
22	Habeco Transportation Joint Stock Company			0102551768	30/11/2007	Hanoi Department of Planning and Investment	No. 1199, Giai Phong Road, Hoang Mai Ward, Hanoi	30/11/2007			Affiliated Company
23	Harec Investment and Trade Joint Stock Company			0102116074	13/12/2006	Hanoi Department of Planning and Investment	No. 4 Lang Ha Street, Giang Vo Ward, Hanoi	13/12/2006			Affiliated Company
24	Vinacellass Joint Stock Company			0301446937	25/12/2006	Ho Chi Minh City Department of Planning and Investment	No. 96 Road 15, Quarter 5, An Khanh Ward, Ho Chi Minh City	25/12/2006			Other investments
25	Industrial University of Vinh			0383535232	13/6/2013	Prime Minister	No. 26, Nguyen Thai Hoc Road, Thanh Vinh Ward, Nghe An	13/6/2013			Other investments
26	Lilama Real Estate Joint Stock Company			0102345525	18/8/2007	Hanoi Department of Planning and Investment	2nd Floor, No. 124 Minh Khai Street, Tuong Mai Ward, Hanoi	18/8/2007			Other investments
C	SHAREHOLDERS WHO OWM MORE THAN 10% OF THE SHARES HAVE VOTING RIGHTS										
1	Ministry of Industry and Trade			189/2007/NĐ-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem, Hanoi	16/06/2008			Shareholder
2	Carlsberg Breweries A/S			25508343	29/6/2000	Copenhagen, Denmark	100 Ny Carlsberg Vej, 1760 Copenhagen V, Denmark	19/5/2008			Shareholder



APPENDIX 2: LIST OF AFFILIATED PERSONS
 Document No. 78/BC-HABECO dated 29 January 2026 of the Corporation)

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No./Business Registration Certificate No.	Date of issue	Place of issue	Address	Number of shares held at the end of the period	Shareholdin g ratio at the end of the period	Notes
A INTERNAL PERSON AND AFFILIATED PERSON OF INTERNAL PERSON										
1	TRAN DINH THANH		Chairman of the Board of Directors					6,900	0,00003	Father
1.01	Tran Tinh									Father
1.02	Tran Thi Nghia									Mother
1.03	Phan Phuoc Dong									Father-in-law
1.04	Do Thi Thuy Long									Mother-in-law
1.05	Phan Tu Anh									Wife
1.06	Tran Minh Trang									Biological child
1.07	Tran Thanh Giang									Biological child
1.08	Tran Dinh Xuan									Sibling
1.09	Tran Thi Minh Thu									Sibling
1.10	Tran Viet Kim									Brother-in-law
1.11	Nguyen Thi Thu Hien									Sister-in-law
1.12	Ministry of Industry and Trade		Representation of state capital	189/2007/ND-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem, Hanoi	85,282,400	36,7914%	Related Organizations
1.13	Habeco Commerce Member Company Limited		Chairman of the Company	0104068531	21/07/2009	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi			Related Organizations
1.14	Hanoi-Quang Beer Alcohol and Beverage Joint Stock Company		Chairman of the Board of Directors	5700569263	12/02/2005	Quang Ninh Department of Planning and Investment	Lot 20, Cai Lan Industrial Park, Bai Chay Ward, Quang Ninh			Related Organizations
1.15	Hanoi Beer Alcohol Beverage Investment Development Joint Stock Company		Chairman of the Board of Directors	0102104745	12/11/2006	Hung Yen Department of Planning and Investment	Street 206, Pho Noi A Industrial Area, Nhu Quynh Ward, Hung Yen.			Related Organizations
2	Ngo Que Lam		Member of the Board of Directors					1,100	0,000005	
2.01	Ngo Van Que		General Director							Father
2.02	Nguyen Thi My Le									Mother
2.03	Ha Van Tuyen									Father-in-law
2.04	Dao Thi Diem									Mother-in-law

8.13	Hanoi-Quang Tri Beer Joint Stock Company	Chairman of the BOD	3200264157	31/5/2007	Quang Tri Department of Planning and Investment	RD6 Road - Quan Ngang Industrial Park, Gio Linh Ward, Quang Tri	Related Organizations
9	Pham Trung Kien	Deputy General Director					
9.01	Pham Khac Cu						Father
9.02	Bui Thi Ty						Mother
9.03	Nguyen Van Chien						Father-in-law
9.04	Chu Thi Hoang Yen						Mother-in-law
9.05	Nguyen Thi Mai Hanh						Wife
9.06	Pham Mai Khanh						Offspring
9.07	Pham Duy Tung						Offspring
9.08	Pham Khac Trung						Brother
9.09	Pham Hong Quang						Brother
9.10	Phan Phu Cuong						Brother
9.11	Nguyen Thi The						Sister-in-law
9.12	Le Thi Hien						Sister-in-law
9.13	Phan Thi Huong						Sister-in-law
9.14	Nguyen Duc Tam						Son-in-law
9.15	Hanoi-Kim Bai Beer Joint Stock Company	Chairman of the Board of Directors	0500293795	02/12/2004	Hanoi Department of Planning and Investment	No. 40, Civil Group 1, Kim Bai Street, Thanh Oai Ward, Hanoi.	Related Organizations
9.16	Hanoi-Thai Binh Beer Joint Stock Company	Member of the Board of Directors	1000317707	29/07/2005	Thai Binh Department of Planning and Investment	Lot CNI, TBS-Song Tra Industrial Zone, Thai Binh, Hung Yen.	Related Organizations
9.17	Hanoi Liquor and Beverage Joint Stock Company	Chairman of the Board of Directors	0100102245	06/12/2006	Hanoi Department of Planning and Investment	94 Lo Duc, Hai Ba Trung Ward, Hanoi	Related Organizations
9.18	Hanoi-Hung Yen 89 Beer Joint Stock Company	Member of the Board of Directors	0900270055	14/05/2007	Hung Yen Department of Planning and Investment	Street 206, Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen	Related Organizations
10	Chu Thi Thu Trang	Head of the Supervisory Board					
10.01	Chu Van Hanh						Father
10.02	Le Thu Ha						Mother
10.03	Tran Quang Hieu						Father-in-law
10.04	Le Thi Loan						Mother-in-law
10.05	Tran Quang Hieu						Husband
10.06	Tran Bao Linh						Biological child
10.07	Tran Bao Khanh						Biological child
10.08	Chu Thu Van						Sibling
10.09	Nguyen Le Hoang						Brother-in-law

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, we explore the various methods used to collect and analyze data. This includes both qualitative and quantitative approaches. The goal is to identify trends and patterns that can inform decision-making.

The third section focuses on the challenges of data management. As the volume of data grows, it becomes increasingly difficult to store, retrieve, and analyze. Implementing robust data management systems is crucial for long-term success.

Finally, we discuss the future of data analysis. With the advancement of artificial intelligence and machine learning, the possibilities for data-driven insights are expanding rapidly. Organizations must stay up-to-date with these technologies to remain competitive.

APPENDIX 3
TRANSACTIONS BETWEEN HABECO AND THE AFFILIATED PERSONS OR
AND MAJOR SHAREHOLDERS, INTERNAL PERSONS, AND AFFILIATED PERSON OF INTERNAL PERSONS
(Attached to Document No. 2/BC-HABECO dated 28 January, 2026 of the Corporation)



No.	Company Name	Relationship	Business Registration Certificate No. *, Date of issue, Place of issue	Head Office Address	Trading Day	No. Resolutions/Decisions approved by the General Meeting of Shareholders/Board of Directors (if any, clearly stating the date of issue)	Content quantity, total value of transactions	Notes
1	Hanoi Beer Alcohol Beverage Investment Development Joint Stock Company	Subsidiary (Mr. Tran Dinh Thanh is Chairman of the Board of Directors)	No. 0102104745 issued by Hung Yen Department of Planning and Investment on 11/12/2006	Road 206, Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen	30/12/2025	Resolution No. 25a/TNQHDT-HABECO dated 25/12/2025	Sales Contract No. 04-2026/HABECO-ID signed on 30/12/2025. Estimated value: VND 788,247,749,322 License Agreement No. 10-HD/HABECO-HABECO ID signed on 30/12/2025. Value: VND 3,518,286,581	
2	Hanoi-Thanh Hoa Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the Board of Directors)	No. 2800791192 issued by Thanh Hoa Department of Planning and Investment on 24/03/2004	No. 152, Quang Trung Street, Hac Thanh Ward, Thanh Hoa	30/12/2025	Resolution No. 25a/TNQHDT-HABECO dated 25/12/2025	Sales Contract No. 01-2026/HABECO-HTH signed on 30/12/2025. Estimated value: VND 262,469,536,102 License Agreement No. 08-HD/HABECO-HTH signed on 30/12/2025. Value: VND 469,620,916	
3	Hanoi - Quang Binh Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the Board of Directors)	No. 3100301045 issued by Quang Binh Department of Planning and Investment on 19/11/2003	Civil Group 13, Dong Thuan Ward, Quang Tri	30/12/2025	Resolution No. 25a/TNQHDT-HABECO dated 25/12/2025	Sales Contract No. 02-2026/HABECO-BQB signed on 30/12/2025. Estimated value: VND 103,846,105,695	
4	Hanoi - Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the Board of Directors)	No. 3200264157 issued by Quang Tri Department of Planning and Investment on 31/05/2007	RD6 Road, Quan Ngang Industrial Zone, Gio Linh Commune, Quang Tri	30/12/2025	Resolution No. 25a/TNQHDT-HABECO dated 25/12/2025	Sales Contract No. 07-2026/HABECO-BQT signed on 30/12/2025. Estimated value: VND 387,350,258,139 License Agreement No. 05-HD/HABECO-QUANG TRI signed on 30/12/2025. Value: VND 12,636,000	
5	Hanoi - Nghe An Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the Board of Directors)	No. 2900884330 issued by Nghe An Department of Planning and Investment on 09/04/2008	Zone B, Nam Cam Industrial Zone, Trung Loc Commune, Nghe An Province	30/12/2025 30/12/2025	Resolution No. 25a/TNQHDT-HABECO dated 25/12/2025	Sales Contract No. 06-2026/HABECO-BNA signed on 30/12/2025. Estimated value: VND 537,781,868,238 License Agreement No. 07-HD/HABECO-NA signed on 30/12/2025. Value: VND 537,781,868,238	

6	Hanoi – Hung Yen 89 Beer Joint Stock Company	Associate (Mr. Pham Trung Kien is a Member of the Board of Directors)	No. 0900270055 issued by Hung Yen Department of Planning and Investment on 14/05/2007	Road 206 – Opposite Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Sales Contract No. 08-2026/HABECO-TRADING 89 signed on 30/12/2025. Total contract value: VND 74,470,345,664 License Agreement No. 03-HD/HABECO-TRADING 89 signed on 30/12/2025. Estimated total contract value: VND 5,289,506,182
7	Hanoi – Thai Binh Beer Joint Stock Company	Subsidiary (Mr. Pham Trung Kien is a Member of the Board of Directors)	No. 1000317707 issued by Thai Binh Department of Planning and Investment on 29/07/2005	Lot CNI, TBS – Song Tra Industrial Zone, Thai Binh Ward, Hung Yen	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Sales Contract No. 03-2026/HABECO-BTB signed on 30/12/2025. Estimated total contract value: VND 155,873,768,417 License Agreement No. 11-HD/HABECO-HTB signed on 30/12/2025. Estimated total contract value: VND 83,980,800
8	Habeco – Hai Phong Joint Stock Company	Subsidiary	No. 0200761964 issued by Hai Phong Department of Planning and Investment on 24/09/2007	Xuan Ang Hamlet, An Lao Commune, Hai Phong City	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Sales Contract No. 05-2026/HABECO-HBC HP signed on 30/12/2025. Estimated total contract value: VND 664,780,012,149
9	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	No. 0102111943 issued by Hanoi Department of Planning and Investment on 08/12/2006	No. 183 Hoang Hoa Thiam Street, Ngoc Ha Ward, Hanoi	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Goods Sales Contract No. 01/HABECO-HHT TRADING/HDMB-2026 signed on 30/12/2025. Estimated total contract value: VND 1,457,076,500,000
10	Habeco Commerce One Member Company Limited	Subsidiary (Mr. Tran Dinh Thanh is Chairman of the Board of Directors)	No. 0104068531 issued by Hanoi Department of Planning and Investment on 21/07/2009	No. 183 Hoang Hoa Thiam Street, Ngoc Ha Ward, Hanoi	19/12/2025	Resolution No. 03/NQ-ĐHĐCĐ-HABECO of General shareholders' Meeting dated 31/12/2021	Goods Sales Contract No. 01/HABECO-MTV HABECO/HDMB-2026 signed on 19/12/2025. Estimated total contract value: VND 4,729,586,163,796
11	Hanoi – Hai Duong Beer Joint Stock Company	Subsidiary	No. 0800283766 issued by Hai Duong Department of Planning and Investment on 19/09/2003	Quan Thanh Street, Thanh Dong Ward, Hai Phong	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	License Agreement No. 09-HD/HABECO-HABECO HD signed on 30/12/2025. Estimated total contract value: VND 1,299,602,880
12	Hanoi – Hai Phong Beer Joint Stock Company	Subsidiary	No. 0200153370 issued by Hai Phong Department of Planning and Investment on 20/09/2004	No. 16 Lach Tray Street, Le Chan Ward, Hai Phong	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	License Agreement No. 02-HD/HABECO-BHP signed on 30/12/2025. Estimated total contract value: VND 356,303,266
13	Hanoi – Hong Ha Beer Joint Stock Company	Subsidiary	No. 2600170014 issued by Phu Tho Department of Planning and Investment on 19/08/2005	Zone 1B, Van Phu Ward, Phu Tho	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	License Agreement No. 06-HD/HABECO-HABECO-PH signed on 30/12/2025. Estimated total contract value: VND 8,898,218,182
14	Hanoi – Kim Bai Beer Joint Stock Company	Subsidiary (Mr. Pham Trung Kien is Chairman of the Board of Directors)	No. 0500293795 issued by Hanoi Department of Planning and Investment on 02/12/2004	No. 40, Group 1, Kim Bai Street, Thanh Oai Commune, Hanoi	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Goods Sales Contract No. 09-2026/HABECO-BKB signed on 30/12/2025. Estimated total contract value: VND 17,716,609,812 License Agreement No. 04-HD/HABECO-HKBECO signed on 30/12/2025. Estimated total contract value: VND 4,870,886,400

15	Hanoi - Nam Dinh Beer Joint Stock Company	Subsidiary	No. 0600161270 issued by Nam Dinh Department of Planning and Investment on 06/12/1999	No. 5 Thai Binh Street, Nam Dinh Ward, Ninh Binh	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	License Agreement No. 01-HD/HABECO-HANABECO signed on 30/12/2025. Estimated total contract value: VND 985,608,000	
16	HABECO Transport Joint Stock Company	Affiliated Company	No. 0102551768 issued by Hanoi Department of Planning and Investment on 30/11/2007	No. 1199 Gai Phong Street, Hoang Mai Ward, Hanoi	31/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Goods Transportation Service Contract No. 01/HABECO-VT HABECO/HBVCHH-2026 signed on 31/12/2025. Estimated total contract value: VND 25,143,171,845	
					31/12/2025			
17	HABECO Central Region Trading One Member Co., Ltd.	Subsidiary of Hanoi - Thanh Hoa Beer Joint Stock Company	No. 2801023570 issued by Thanh Hoa Department of Planning and Investment on 21/12/2006	No. 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Goods Sales Contract No. 01/HABECO-MTV HABECO MIEN TRUNG/HDMB-2026 signed on 30/12/2025. Estimated total contract value: VND 1,460,572,044,143	
					31/12/2025			
18	Habeco Packaging Joint Stock Company	Affiliated Company	No. 0102356862 issued by Ha Noi Department of Planning and Investment on 31/8/2007	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi	25/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Contract for boxes and various types of keg. Contract value: VND 76,898,377,760	
					26/01/2026			
19	Habeco Commerce One Member Company Limited	Subsidiary (Mr. Tran Dinh Thanh is Chairman of the Company)	No. 0104068531 issued by Hanoi Department of Planning and Investment on 21/07/2009	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi	31/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Warehouse and office space leasing service contract. Estimated total contract value: VND 5,728,310,000	
20	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the BOD)	0102111943 issued by Hanoi Department of Planning and Investment on 08/12/2006	No. 183 Hoang Hoa Tham street, Ngoc Ha Ward, Hanoi	31/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/25	Asset Purchase and Sale Contract. Estimated total contract value: VND 9,000,000,000.	
					29/08/2025			
							Service contract for leasing premises, warehouses and offices. Total estimated value: VND 3,441,501,360	
							Asset leasing contract for warehouse and office facilities. Total estimated value: VND 92,000,000	

21	Hanoi Beer – Nam Dinh Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the BOD)	0600161270 issued by Nam Dinh Department of Planning and Investment on 06/12/1999	No. 5 Thai Binh St., Nam Dinh Ward, Ninh Binh Province	29/08/2025	Resolution No. 18b/TNQ-HDQT-HABECO dated 28/08/25	Asset management and safeguarding contract for warehouse and office facilities. Total estimated value: VND 80,000,000
22	HABECO Transport Joint Stock Company	Affiliated company	0102551768 issued by Hanoi Department of Planning and Investment on 30/11/2007	No. 1199 Giai Phong St., Hoang Mai Ward, Hanoi	31/12/2025	Resolution No. 25a/NQ-HDQT-HABECO dated 25/12/2025	Cooperation contract for exploitation and use of warehouse facilities in Nam Dinh. Total estimated value: VND 1,626,768,000
							Asset leasing contract for warehouse and office facilities. Total estimated value: VND 684,868,800
							Asset management and safeguarding contract for warehouse and office facilities. Total estimated value: VND 240,000,000
23	Hanoi Beer – Quang Tri Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the BOD)	3200264157 issued by Quang Tri Department of Planning and Investment on 31/05/2007	RD6 Road, Gio Linh Commune, Quang Tri	31/12/2025	Resolution No. 25a/NQ-HDQT-HABECO dated 25/12/2025	Service contract for leasing premises. Total estimated value: VND 1,235,520,000
							Contract for management and operation of facilities for product promotion and introduction. Total estimated value: VND 240,000,000
24	Hanoi Beer - Hong Ha Joint Stock Company	Subsidiary	2600170014 issued by Phu Tho Department of Planning and Investment on 19/08/05	Area 1B, Van Phu Ward, Phu Tho Province	07/01/2026	Resolution No. 25a/NQ-HDQT-HABECO dated 25/12/2025	Contract for management and operation of facilities. Total estimated value: VND 390,000,000
							Service contract for leasing premises. Total estimated value: VND 11,960,000
25	Hanoi - Hung Yen 89 Beer Joint Stock Company	Associate company (Mr. Pham Trung Kien is a Member of the BOD)	0900270055 issued by Hung Yen Department of Planning and Investment on 14/05/027	Road 206, opposite Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen	27/11/2025	Resolution No. 21a/TNQ-HDQT-HABECO dated 17/11/2025	Service contract for leasing premises. Total estimated value: VND 11,960,000
							Digital technical service contract No. 04/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 333,349,733
26	Hanoi Beer Alcohol Beverage Investment Development Joint Stock Company	Subsidiary (Mr. Tran Dinh Thanh is Chairman of the BOD)	0102104745 issued by Hung Yen Department of Planning and Investment on 11/12/2006	Road 206, Pho Noi A IP, Nhu Quynh Commune, Hung Yen Province	01/11/2025		Digital technical service contract No. 01/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 39,568,597
							Digital technical service contract No. 07/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 11,548,008
27	Hanoi – Quang Binh Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the BOD)	3100301045 issued by Quang Binh Department of Planning and Investment on 19/11/2003	Civil Group 13, Dong Thuan Ward, Quang Tri	01/11/2025		Digital technical service contract No. 01/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 39,568,597
							Digital technical service contract No. 07/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 11,548,008
28	Hanoi – Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the BOD)	3200264157 issued by Quang Tri Department of Planning and Investment on 31/05/2007	RD6 Road, Quan Ngang IP, Gio Linh Commune, Quang Tri	01/11/2025		Digital technical service contract No. 01/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 39,568,597
							Digital technical service contract No. 07/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 11,548,008

29	Hanoi – Nghe An Beer Joint Stock Company	Subsidiary (Mr. Bui Tuong Thang is Chairman of the BOD)	2900884330 issued by Nghe An Department of Planning and Investment on 09/04/2008	Zone B, Nam Cam Industrial Zone, Trung Loc Commune, Nghe An Province	01/1/2025	Resolution No. 18a/TNQ-HDQT-HABECO dated 28/08/2025	Digital technical service contract No. 05/2025/HABECO-DVKT dated 01/1/1/25. Total estimated value: VND 126,598,729
30	Hanoi – Thai Binh Beer Joint Stock Company	Subsidiary (Mr. Pham Trung Kien is a Member of the BOD)	1000317707 issued by Thai Binh Department of Planning and Investment on 29/07/2005	CN1 Lot, TBS-Song Tra Industrial Zone, Thai Binh Ward, Hung Yen	01/1/2025		Digital technical service contract No. 02/2025/HABECO-DVKT dated 01/1/1/25. Total estimated value: VND 24,741,706
31	Hanoi – Hong Ha Beer Joint Stock Company	Subsidiary	2600170014 issued by Phu Tho Department of Planning and Investment on 19/08/2005	Area 1B, Van Phu Ward, Phu Tho	01/1/2025		Digital technical service contract No. 06/2025/HABECO-DVKT dated 01/1/1/25. Total estimated value: VND 223,109,967
32	Hanoi – Kim Bai Beer Joint Stock Company	Subsidiary (Mr. Pham Trung Kien is Chairman of the BOD)	0500293795 issued by Hanoi Department of Planning and Investment on 02/12/2004	No. 40, Group 1, Kim Bai St., Thanh Oai Commune, Hanoi	01/1/2025	Digital technical service contract No. 08/2025/HABECO-DVKT dated 01/1/1/25. Total estimated value: VND 313,740,752	
33	Hanoi – Nam Dinh Beer Joint Stock Company	Subsidiary	0600161270 issued by Nam Dinh Department of Planning and Investment on 06/12/1999	No. 5 Thai Binh St., Nam Dinh Ward, Ninh Binh	01/1/2025	Digital technical service contract No. 03/2025/HABECO-DVKT dated 01/1/1/25. Total estimated value: VND 70,182,921	



APPENDIX 4

TRANSACTIONS BETWEEN HABECO AND COMPANIES WHERE MEMBERS OF THE BOARD OF DIRECTORS, THE BOARD OF SUPERVISORS, GENERAL DIRECTORS AND OTHER MANAGERS HAVE BEEN FOUNDING MEMBERS OR MEMBERS OF THE BOARD OF DIRECTORS, DIRECTORS (GENERAL MANAGERS) IN THE THREE (03) LATES YEARS (CALCULATED AT THE TIME OF REPORTING)



Attached to Document No. 12/BC-HABECO dated 28 January 2026 of the Corporation)

No.	Company Name	Relationship	Business Registration Certificate No. *, Date of issue, Place of issue	Head Office Address	Trading Day	No. Resolutions/Decisions approved by the General Meeting of Shareholders/Board of Directors (if any, clearly stating the date of issue)	Content, quantity, total value of transactions	Notes
1	Hanoi Beer Alcohol Beverage Investment Development Joint Stock Company	Subsidiary (Mr. Tran Dinh Thanh is Chairman of the Board of Directors)	No. 0102104745 issued by Hung Yen Department of Planning and Investment on 11/12/2006	Read 206, Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Sales Contract No. 04-2026/HABECO-ID signed on 30/12/2025. Estimated value: VND 788,247,749,322 License Agreement No. 10-HD/HABECO-HABECO ID signed on 30/12/2025. Value: VND 3,518,286,581	
2	Hanoi-Thanh Hoa Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the Board of Directors)	No. 2800791192 issued by Thanh Hoa Department of Planning and Investment on 24/03/2004	No. 152, Quang Trung Street, Hac Thanh Ward, Thanh Hoa	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Sales Contract No. 01-2026/HABECO-HTH signed on 30/12/2025. Estimated value: VND 262,469,536,102 License Agreement No. 08-HD/HABECO-HTH signed on 30/12/2025. Value: VND 469,620,916	
3	Hanoi - Quang Binh Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the Board of Directors)	No. 3100301045 issued by Quang Binh Department of Planning and Investment on 19/11/2003	Civil Group 13, Dong Thuan Ward, Quang Tri	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Sales Contract No. 02-2026/HABECO-BQB signed on 30/12/2025. Estimated value: VND 103,846,105,695 Sales Contract No. 07-2026/HABECO-BQT signed on 30/12/2025. Estimated value: VND 387,350,258,139	
4	Hanoi - Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the Board of Directors)	No. 3200264157 issued by Quang Tri Department of Planning and Investment on 31/05/2007	RD6 Road, Quan Ngang Industrial Zone, Gio Linh Commune, Quang Tri	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	License Agreement No. 05-HD/HABECO-QUANG TRI signed on 30/12/2025. Value: VND 12,636,000	



5	Hanoi - Nghe An Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the Board of Directors)	No. 2900884330 issued by Nghe An Department of Planning and Investment on 09/04/2008	Zone B, Nam Cam Industrial Zone, Trung Loc Commune, Nghe An Province	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Sales Contract No. 06-2026/HABECO-BNA signed on 30/12/2025. Estimated value: VND 537,781,868,238 License Agreement No. 07-HĐ/HABECO-NA signed on 30/12/2025. Value: VND 537,781,868,238
6	Hanoi - Hung Yen 89 Beer Joint Stock Company	Associate (Mr. Pham Trung Kien is a Member of the Board of Directors)	No. 0900270055 issued by Hung Yen Department of Planning and Investment on 14/05/2007	Road 206 - Opposite Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Sales Contract No. 08-2026/HABECO-TRADING 89 signed on 30/12/2025. Total contract value: VND 74,470,345,664 License Agreement No. 03-HĐ/HABECO-TRADING 89 signed on 30/12/2025. Estimated total contract value: VND 5,289,506,182
7	Hanoi - Thai Binh Beer Joint Stock Company	Subsidiary (Mr. Pham Trung Kien is a Member of the Board of Directors)	No. 1000317707 issued by Thai Binh Department of Planning and Investment on 29/07/2005	Lot CN1, TBS - Song Tra Industrial Zone, Thai Binh Ward, Hung Yen	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Sales Contract No. 03-2026/HABECO-BTB signed on 30/12/2025. Estimated total contract value: VND 155,873,768,417 License Agreement No. 11-HĐ/HABECO-HTB signed on 30/12/2025. Estimated total contract value: VND 83,980,800
8	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	No. 0102111943 issued by Hanoi Department of Planning and Investment on 08/12/2006	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Goods Sales Contract No. 01/HABECO-HHT TRADING/HĐMB-2026 signed on 30/12/2025. Estimated total contract value: VND 1,457,076,500,000
9	Habeco Commerce One Member Company Limited	Subsidiary (Mr. Tran Dinh Thanh is Chairman of the Board of Directors)	No. 0104068531 issued by Hanoi Department of Planning and Investment on 21/07/2009	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi	19/12/2025	Resolution No. 03/NQ-ĐHĐCĐ-HABECO of General shareholders' Meeting dated 31/12/2021	Goods Sales Contract No. 01/HABECO-MTV HABECO/HĐMB-2026 signed on 19/12/2025. Estimated total contract value: VND 4,729,586,163,796
10	Hanoi - Kim Bai Beer Joint Stock Company	Subsidiary (Mr. Pham Trung Kien is Chairman of the Board of Directors)	No. 0500293795 issued by Hanoi Department of Planning and Investment on 02/12/2004	No. 40, Group 1, Kim Bai Street, Thanh Oai Commune, Hanoi	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	Goods Sales Contract No. 09-2026/HABECO-BKB signed on 30/12/2025. Estimated total contract value: VND 17,716,609,812
11	Hanoi - Nam Dinh Beer Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	No. 0600161270 issued by Nam Dinh Department of Planning and Investment on 06/12/1999	No. 5 Thai Binh Street, Nam Dinh Ward, Ninh Binh	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	License Agreement No. 04-HĐ/HABECO-HKB signed on 30/12/2025. Estimated total contract value: VND 4,870,886,400
12	HABECO Central Region Trading One Member Co., Ltd.	Subsidiary of Hanoi - Thanh Hoa Beer Joint Stock Company	No. 2801023570 issued by Thanh Hoa Department of Planning and Investment on 21/12/2006	No. 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa	30/12/2025	Resolution No. 25a/TNQ-HDQT-HABECO dated 25/12/2025	License Agreement No. 01-HĐ/HABECO-HANABECO signed on 30/12/2025. Estimated total contract value: VND 985,608,000
13	Habeco Commerce One Member Company Limited	Subsidiary (Mr. Tran Dinh Thanh is Chairman of the Company)	No. 0104068531 issued by Hanoi Department of Planning and Investment on 21/07/2009	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi	31/12/2025	Resolution No. 25a/NQ-HĐQT-HABECO dated 25/12/2025	Goods Sales Contract No. 01/HABECO-MTV HABECO MIEN TRUNG/HĐMB-2026 signed on 30/12/2025. Estimated total contract value: VND 1,460,572,044,143 Warehouse and office space leasing service contract. Estimated total contract value: VND 5,728,310,000

14	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the BOD)	0102111943 issued by Hanoi Department of Planning and Investment on 08/12/2006	No. 183 Hoang Hoa Thamm street, Ngoc Ha Ward, Hanoi	31/12/2025	Resolution No. 25a/NQ-HDQT-HABECO dated 25/12/25	Service contract for leasing premises, warehouses and offices. Total estimated value: VND 3,441,501,360	
15	Hanoi Beer - Nam Dinh Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the BOD)	0600161270 issued by Nam Dinh Department of Planning and Investment on 06/12/1999	No. 5 Thai Binh St., Nam Dinh Ward, Ninh Binh Province	29/08/2025	Resolution No. 18b/TNQH-DQT-HABECO dated 28/08/25	Asset management and safeguarding contract for warehouse and office facilities. Total estimated value: VND 80,000,000	
					31/12/2025			
16	Hanoi Beer - Quang Tri Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the BOD)	3200264157 issued by Quang Tri Department of Planning and Investment on 31/05/2007	RD6 Road, Gio Linh Commune, Quang Tri	31/12/2025	Resolution No. 25a/NQ-HDQT-HABECO dated 25/12/2025	Cooperation contract for exploitation and use of warehouse facilities in Nam Dinh. Total estimated value: VND 1,626,768,000	
					31/12/2025			
17	Hanoi - Hung Yen 89 Beer Joint Stock Company	Associate company (Mr. Pham Trung Kien is a Member of the BOD)	0900270055 issued by Hung Yen Department of Planning and Investment on 14/05/027	Road 206, opposite Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen	27/11/2025	Resolution No. 21a/TNQH-DQT-HABECO dated 17/11/2025	Asset management and safeguarding contract for warehouse and office facilities. Total estimated value: VND 240,000,000	
					31/12/2025			
18	Hanoi Beer Alcohol Beverage Investment Development Joint Stock Company	Subsidiary (Mr. Tran Dinh Thanh is Chairman of the BOD)	0102104745 issued by Hung Yen Department of Planning and Investment on 11/12/2006	Road 206, Pho Noi A IP, Nhu Quynh Commune, Hung Yen Province	01/11/2025	Resolution No. 21a/TNQH-DQT-HABECO dated 17/11/2025	Contract for management and operation of facilities for product promotion and introduction. Total estimated value: VND 240,000,000	
					01/11/2025			
19	Hanoi - Quang Binh Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the BOD)	3100301045 issued by Quang Binh Department of Planning and Investment on 19/11/2003	Civil Group 13, Dong Thuan Ward, Quang Tri	01/11/2025	Resolution No. 21a/TNQH-DQT-HABECO dated 17/11/2025	Service contract for leasing premises. Total estimated value: VND 11,960,000	
					01/11/2025			
20	Hanoi - Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the BOD)	3200264157 issued by Quang Tri Department of Planning and Investment on 31/05/2007	RD6 Road, Quan Ngang IP, Gio Linh Commune, Quang Tri	01/11/2025	Resolution No. 21a/TNQH-DQT-HABECO dated 17/11/2025	Digital technical service contract No. 04/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 333,349,733	
					01/11/2025			
					01/11/2025	Resolution No. 21a/TNQH-DQT-HABECO dated 17/11/2025	Digital technical service contract No. 01/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 39,568,597	
					01/11/2025			
					01/11/2025	Resolution No. 21a/TNQH-DQT-HABECO dated 17/11/2025	Digital technical service contract No. 07/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 11,548,008	
					01/11/2025			



21	Hanoi – Nghe An Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is Chairman of the BOD)	2900884330 issued by Nghe An Department of Planning and Investment on 09/04/2008	Zone B, Nam Cam Industrial Zone, Trung Loc Commune, Nghe An Province	01/11/2025	Resolution No. 18a/TTNQ-HDQT-HABECO dated 28/08/2025	Digital technical service contract No. 05/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 126,598,729
22	Hanoi – Thai Binh Beer Joint Stock Company	Subsidiary (Mr. Pham Trung Kien is a Member of the BOD)	1000317707 issued by Thai Binh Department of Planning and Investment on 29/07/2005	CN1 Lot, TBS–Song Tra Industrial Zone, Thai Binh Ward, Hung Yen	01/11/2025		Digital technical service contract No. 02/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 24,741,706
23	Hanoi – Kim Bai Beer Joint Stock Company	Subsidiary (Mr. Pham Trung Kien is Chairman of the BOD)	0500293795 issued by Hanoi Department of Planning and Investment on 02/12/2004	No. 40, Group 1, Kim Bai St., Thanh Oai Commune, Hanoi	01/11/2025		Digital technical service contract No. 08/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 313,740,752
24	Hanoi – Nam Dinh Beer Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the BOD)	0600161270 issued by Nam Dinh Department of Planning and Investment on 06/12/1999	No. 5 Thai Binh St., Nam Dinh Ward, Ninh Binh	01/11/2025		Digital technical service contract No. 03/2025/HABECO-DVKT dated 01/11/25. Total estimated value: VND 70,182,921