

No: **612** /HABECO-VP.HĐQT

Hanoi, **29** July 2025

## 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 First six months of 2025 of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

3. **This information was published on the Corporation's website on **29/7** /2025 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 the First  
six months of 2025*

ORGANIZATION REPRESENTATIVE  
PARTY AUTHORIZED TO DISCLOSE  
INFORMATION  
DEPUTY GENERAL DIRECTOR



*Bùi Trường Thành*

No: **604** /BC-HABECO

Hanoi, **24** July 2025

**REPORT ON CORPORATE GOVERNANCE**  
**(First 6 months of 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"> <li>- 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.</li> <li>- Approval of the election result of Ms. Thieu Hong Nhung as a Supervisor of HABECO for the 2025–2030 term.</li> <li>- Approval of the 2023 profit distribution plan of HABECO.</li> </ul>
2	02/NQ- ĐHĐCĐ- HABECO	24/4/2025	<ul style="list-style-type: none"> <li>- Approval of the Report of Board of Management on the assessment of business operations in 2024 and the business plan for 2025.</li> <li>- Approval of the Board of Directors' report on corporate governance and operational results in 2024, and orientation for 2025.</li> <li>- Approval of the Supervisory Board's report at the 2025 Annual General Meeting of Shareholders.</li> <li>- Approval of the audited separate financial statements and consolidated financial statements for 2024.</li> <li>- 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.</li> <li>- Approval of the 2025 business targets.</li> <li>- Approval of the 2025 profit distribution plan.</li> <li>- Approval of the finalization of salaries and remuneration for 2024; and the planned salaries and remuneration for 2025 for members of the Board of Directors and the Board of Supervisor.</li> <li>- 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</li> </ul>

No.	Resolution No.	Date	Content
			interest entities in the securities sector in 2025, to audit the 2025 financial statements.

## II. Board of directors (Semi-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	04/04	100%	
2	Mr. Ngo Que Lam	04/04	100%	
3	Mr. Vu Xuan Dung	04/04	100%	
4	Mr. Tran Thuan An	04/04	100%	
5	Mr. Bui Huu Quang	04/04	100%	
6	Ms. Quan Le Ha	04/04	100%	
7	Mr. Tran Danh Dang	04/04	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 (Semi-annual Report):**

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

No	Resolution No.	Date	Content	Approval Rate
			<p>the Regulation on the Management and Use of Digital Signatures.</p> <ul style="list-style-type: none"> <li>- Policy to carry out the reappointment process of the Director of Hanoi - Thai Binh Beer Joint Stock Company.</li> <li>- Opinion of the capital representative at San Miguel Yamamura Hai Phong Glass Company Limited.</li> </ul>	
5	05/NQ-HĐQT-HABECO	13/3/2025	<ul style="list-style-type: none"> <li>- Policy to carry out the reappointment process of Deputy General Director of the Corporation – Mr. Trần Thuận An.</li> </ul>	100%
6	06/NQ-HĐQT-HABECO	24/3/2025	<ul style="list-style-type: none"> <li>- Regarding the appointment of an independent auditor to review the financial statements for the first quarter of 2025.</li> <li>- Restructuring capital representation personnel of HABECO at several other enterprises.</li> <li>- Agenda of the 2025 Annual General Meeting of Shareholders of Hanoi - Quang Ninh Beer Alcohol and Beverage Joint Stock Company.</li> <li>- Agenda for the 2025 Members' Council Meeting of San Miguel Yamamura Hai Phong Glass Company Limited.</li> <li>- Approval of the reappointment of Deputy General Director - Mr. Trần Thuận An.</li> </ul>	100%
7	07/NQ-HĐQT-HABECO	02/4/2025	<ul style="list-style-type: none"> <li>- Investment Project to construct a Product Display Center in Van Co Ward, Viet Tri City, Phu Tho Province.</li> <li>- Study and implementation of plans for land utilization by the Corporation.</li> </ul>	100%

No	Resolution No.	Date	Content	Approval Rate
			<ul style="list-style-type: none"> <li>- 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.</li> <li>- Nomination of personnel to the Board of Industrial University of Vinh for the second term (2025–2030).</li> <li>- Amendments and adjustments to the functions, duties, and authority of the Finance and Accounting Department of the Corporation.</li> <li>- Implementation of the reappointment process for the Deputy Director of Hanoi - Hai Duong Beer Joint Stock Company.</li> <li>- 2025 Social Security Fund expenditure plan of the Corporation.</li> <li>- Instructions from HABECO’s capital representative at Industrial University of Vinh.</li> <li>- Consensus on the agenda and meeting documents to be submitted to the 2025 Annual General Meeting of Shareholders of the Corporation.</li> <li>- Instructions to the Team for Developing the Restructuring Plan for Member’s Companies.</li> <li>- Instructions from the Corporation’s capital representative at Hanoi - Nam Dinh Beer Joint Stock Company, Hanoi Liquor and Beverage Joint Stock Company, and Hanoi - Kim Bai Beer Joint Stock Company.</li> </ul>	
8	08/NQ-HĐQT-HABECO	16/4/2025	<ul style="list-style-type: none"> <li>- Approval of the consumption norms for raw materials and chemicals used in production.</li> </ul>	100%

No	Resolution No.	Date	Content	Approval Rate
			<ul style="list-style-type: none"> <li>- 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.</li> </ul>	
9	09/NQ-HĐQT-HABECO	17/4/2025	<ul style="list-style-type: none"> <li>- Consensus on the 2025 business targets to be submitted to the 2025 Annual General Meeting of Shareholders.</li> <li>- Report requesting guidance from the Ministry of Industry and Trade on the 2026 - 2030 Business Plan.</li> </ul>	100%
10	10/NQ-HĐQT-HABECO	15/5/2025	<ul style="list-style-type: none"> <li>- Policy on implementing the tenure process for the position of Deputy Director of Hanoi - Thai Binh Beer Joint Stock Company.</li> <li>- 2024 salary fund implementation of the Parent Company.</li> </ul>	100%

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

No	Resolution No.	Date	Content	Approval Rate
			- 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	- Executive Board personnel at Ha Noi-Nghe An Beer Joint Stock Company.	
12	12/NQ-HĐQT-HABECO	13/6/2025	<ul style="list-style-type: none"> <li>- Promulgation of the "Internal Audit Regulation of Hanoi Beer - Alcohol - Beverage Joint Stock Corporation".</li> <li>- 2024 remuneration fund implementation for the Chairman and Supervisors of HABECO Commerce One Member Company Limited.</li> <li>- Results of the selection of the independent audit firm.</li> <li>- Directives from the Corporation's capital representative at Hanoi - Nghe An Beer Joint Stock Company.</li> <li>- 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.</li> <li>- 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.</li> </ul>	100%
13	13/NQ-HĐQT-HABECO	26/6/2025	Personnel affairs at Hanoi - Nam Dinh Beer Joint Stock Company.	100%

### III. Board of Supervisors (Semi-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	02/02	100%	100%	
2	Ms. Thieu Hong Nhung	02/02	100%	100%	
3	Mr. Tran Duc Giang	02/02	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

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
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; Bachelor of English	08/01/2020

#### 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 (Semi-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 (Semi-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.

#### **IX. Other significant issues: None.**

*Recipients:*

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



*Trần Đình Thanh*



**APPENDIX 1: INTERNAL PERSON AND AFFILIATED PERSON OF INTERNAL PERSON**

*(Attached to Document No. 604/BC-HABECO dated 24, July 2025 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
1	2	3	4	5	6	7	8	9	10	11	12
<b>A</b>	<b>INTERNAL PERSON AND AFFILIATED PERSON OF INTERNAL PERSON</b>										
<b>1</b>	<b>Tran Dinh Thanh</b>		<b>Chairman of the Board of Directors</b>					<b>28/6/2018</b>			
1.01	Tran Tinh							28/6/2018			Father
1.02	Tran Thi Nghia							28/6/2018			Mother
1.03	Phan Phuc Dong							28/6/2018			Father-in-law
1.04	Do Thi Thuy Long							28/6/2018			Mother-in-law
1.05	Phan Tu Anh							28/6/2018			Wife
1.06	Tran Minh Trang							28/6/2018			Biological child
1.07	Tran Thanh Giang							28/6/2018			Biological child
1.08	Tran Dinh Xuan							28/6/2018			Sibling
1.09	Tran Thi Minh Thu							28/6/2018			Sibling
1.10	Tran Viet Kim							28/6/2018			Brother-in-law
1.11	Nguyen Thi Thu Hien							28/6/2018			Sister-in-law
1.12	Ministry of Industry and Trade		Representation of state capital	189/2007/NĐ-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem District, Hanoi	07/10/2019			Related Organizations
1.13	Habeco Commerce One 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, Ba Dinh District, Hanoi	28/6/2018			Related Organizations
1.14	Hanoi-Quang Ninh 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, Ha Long City, Quang Ninh	28/6/2018			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, Trung Trac Commune, Van Lam District, Hung Yen Province, Vietnam	28/6/2018			Related Organizations
<b>2</b>	<b>Ngô Que Lam</b>		<b>Member of the Board of Directors General Director</b>					<b>28/6/2018</b>			
2.01	Ngô Văn Que							28/6/2018			Father
2.02	Nguyễn Thị Mỹ Lê							28/6/2018			Mother
2.03	Hà Văn Tuyền										Father-in-law
2.04	Đào Thị Diễm							28/6/2018			Mother-in-law
2.05	Hà Thị Hương Mai							28/6/2018			Wife
2.06	Ngô Thế Phong							28/6/2018			Biological child

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
2.07	Ngo Gia Phuc							28/6/2018			Biological child
2.08	Ngo Que Lan							28/6/2018			Sibling
2.09	Trinh Lan Phuong							28/6/2018			Sister-in-law
2.10	Ministry of Industry and Trade		Representation of state capital	189/2007/ND-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem District, Hanoi	07/10/2019			Related Organizations
<b>3</b>	<b>Vu Xuan Dung</b>		<b>Member of the Board of Directors Deputy General Director</b>					<b>16/07/2009</b>			
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/ND-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem District, Hanoi	07/10/2019			Related Organizations
<b>4</b>	<b>Tran Thuan An</b>		<b>Member of the Board of Directors Deputy General Director</b>					<b>06/09/2019</b>			
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	Pham Hung							06/09/2019			Brother-in-law
4.13	Bui Thanh Tung							06/09/2019			Brother-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
4.14	Ministry of Industry and Trade		Representation of state capital	189/2007/ND-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem District, Hanoi	07/10/2019			Related Organizations
5	<b>Bui Huu Quang</b>		<b>Member of the Board of Directors</b>					<b>22/01/2020</b>			
5.01	Bui Hữu 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
5.06	Bùi Hà Linh							22/01/2020			Biological child
5.07	Bùi Vũ Lâm							22/01/2020			Biological child
5.08	Bùi Hữu Nhân							22/01/2020			Brother
5.09	Nguyễn Thị Yên							22/01/2020			Sister-in-law
5.10	Bùi Thị Keng							22/01/2020			Sibling
5.11	Đoàn Văn Bình							22/01/2020			Brother-in-law
5.12	Bùi Hữu Nhuận							22/01/2020			Brother
5.13	Trần Thị Ninh							22/01/2020			Sister-in-law
5.14	Bùi Thị Nhuận							22/01/2020			Sibling
5.15	Nguyễn Tiến Liên							22/01/2020			Brother-in-law
5.16	Bùi Hữu Tâm							22/01/2020			Brother
5.17	Lê Thị Ngọc							22/01/2020			Sister-in-law
5.18	Bùi Thị Nguyệt							22/01/2020			Sibling
5.19	Bùi Thị Hồng							22/01/2020			Sibling
5.20	Nguyễn Văn Lộc							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	<b>Quan Le Ha</b>		<b>Independent Member of the Board of Directors</b>					<b>22/01/2020</b>			
6.01	Quan Van Thinh										Father
6.02	Nguyen Thi Le							22/01/2020			Mother
6.03	Le Huu							22/01/2020			Father-in-law
6.04	Nguyen Thi Mai Phuong										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

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7	<b>Tran Danh Dang</b>		<b>Independent Member of the Board of Directors</b>					<b>28/6/2023</b>			
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
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										Sibling
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										Brother-in-law
7.19	Bui Thi Anh										Sister-in-law
8	<b>Bui Truong Thang</b>		<b>Deputy General Director</b>					<b>01/02/2018</b>			
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, Ngoc Trao, Thanh Hoa City, Thanh Hoa Province	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, Nghị Long, Nghi Loc, 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	TK13, Bac Ly Ward, Dong Hoi, Quang Binh	01/02/2018			Related Organizations

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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 Quang, Gio Linh, Quang Tri	01/02/2018			Related Organizations
<b>9</b>	<b>Pham Trung Kien</b>		<b>Deputy General Director</b>					<b>29/7/2019</b>			
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							29/7/2019			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
9.08	Pham Khac Trung										Brother
9.09	Pham Hong Quang							29/7/2019			Brother
9.10	Pham Phu Cuong							29/7/2019			Brother
9.11	Nguyen Thi The							29/7/2019			Sister-in-law
9.12	Le Thi Hien							29/7/2019			Sister-in-law
9.13	Pham Thi Huong							29/7/2019			Sister-in-law
9.14	Nguyen Duc Tam							29/7/2019			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, Kim Bai Town, Thanh Oai, Hanoi City	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, Tan Binh, Ho Chi Minh City, Thai Binh, Thai Binh Province	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, Pham Dinh Ho, Hai Ba Trung, Ho Chi Minh City, Hanoi	29/7/2019			Related Organizations
9.18	Hanoi-Hung Yen Beer Trading Joint Stock Company 89		Member of the Board of Directors	0900270055	14/05/2007	Hung Yen Department of Planning and Investment	Street 206, Trung Trac, Van Lam, Hung Yen	26/02/2021			Related Organizations
<b>10</b>	<b>Chu Thi Thu Trang</b>		<b>Head of the Supervisory Board</b>					<b>28/6/2018</b>			
10.01	Chu Van Hanh										Father
10.02	Le Thu Ha							28/6/2018			Mother
10.03	Tran Quang Huu							28/6/2018			Father-in-law
10.04	Le Thi Loan							28/6/2018			Mother-in-law
10.05	Tran Quang Hieu							28/6/2018			Husband
10.06	Tran Bao Linh							28/6/2018			Biological child
10.07	Tran Bao Khanh							28/6/2018			Biological child
10.08	Chu Thu Van							28/6/2018			Sibling

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10.09	Nguyen Le Hoang							28/6/2018			Brother-in-law
11	<b>Tran Minh Tuan</b>		<b>Chief of the Office of the Board of Directors; In charge of HABECO administration and HABECO Secretary</b>					<b>25/4/2019</b>			
11.01	Tran Huu Dang							25/4/2019			Father
11.02	Pham Thi Chien							25/4/2019			Mother
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, Ha Long, Nam Dinh City, Nam Dinh Province	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, Ba Dinh District, Hanoi	26/4/2022			Related Organizations
12	<b>Thieu Hong Nhung</b>		<b>Member of the Supervisory Board</b>					<b>22/01/2020</b>			
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	<b>Tran Duc Giang</b>		<b>Member of the Supervisory Board</b>					<b>28/6/2023</b>			

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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
13.10	Hanoi Liquor and Beverage Joint Stock Company			0100102245	12/06/2006	Hanoi Department of Planning and Investment	94 Lo Duc, Pham Dinh Ho, Hai Ba Trung, Ho Chi Minh City, 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, Ngoc Trao, Thanh Hoa City, Thanh Hoa Province	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	TK13, Bac Ly Ward, Dong Hoi, Quang Binh	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 Quang, Gio Linh, 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, Ba Dinh District, 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, Thinh Liet, Hoang Mai, Ho Chi Minh City, Hanoi	28/6/2023			Related Organizations
<b>14</b>	<b>Pham Thu Thuy</b>		<b>Chief Accountant</b>					<b>01/08/2020</b>			
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										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

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<b>C</b>	<b>SUBSIDIARIES, ASSOCIATES, OTHER RELATED PERSONS</b>										
1	Habeco Commerce One Member Company Limited			0104068531	21/07/2009	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	21/07/2009			Subsidiaries
1.1	Tran Dinh Thanh										Chairman of the Company
1.2	Nguyen Thi Le Thuy										Director
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, Ba Dinh District, 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
3	Hanoi-Hong Ha Beer Joint Stock Company			2600170014	19/08/2005	Phu Tho Department of Planning and Investment	Zone 1, Van Phu Ward, Viet Tri, Phu Tho	19/08/2005			Subsidiaries
3.1	Phan Minh Son										Chairman of the BoD
3.2	Le Van Tinh										Member of BoD Director
3.3	Nguyen Minh The										Member of BoD
3.4	Dinh Van Thuan										Member of BoD
4.5	Nguyen Tu Anh										Member of BoD
4	Habeco-Hai Phong Joint Stock Company			0200761964	24/9/2007	Hai Phong Department of Planning and Investment	Truong Son Town, An Lao, Hai Phong	24/9/2007			Subsidiaries
4.1	Pham Anh Tuan										Chairman of the BoD
4.2	Nguyen Hoang Giang										Member of BoD Director
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, Lach Tray Ward, Ngo Quyen District, Hai Phong City	20/09/2004			Subsidiaries
5.1	Pham Anh Tuan										Chairman of the BoD
5.2	Duong Thi Viet Nga										Member of BoD
5.3	Tran Van Trung										Member of BoD, Director
5.4	Dinh Duy Hòa										Member of BoD Deputy Director

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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	No. 38, Ngo Quyen, Bottle Machine, Ngo Quyen, Hai Phong	16/05/2005			Subsidiaries
6.1	Nguyen Quang Thanh										Chairman of the BoD
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 Park, Bai Chay, Ha Long City, Quang Ninh	12/02/2005			Subsidiaries
7.1	Tran Dinh Thanh										Chairman of the BoD
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	19/9/2003	Hai Duong Department of Planning and Investment	Quan Thanh Street, Binh Han, Hai Duong City, Hai Duong Province	19/9/2003			Subsidiaries
8.1	Nguyen Quang Thanh										Chairman of the BoD
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
9	Hanoi-Nam Dinh Beer Joint Stock Company			0600161270	12/06/1999	Nam Dinh Department of Planning and Investment	No. 5 Thai Binh Street, Ha Long, Nam Dinh City, Nam Dinh Province	12/06/1999			Subsidiaries
9.1	Nguyen Thi Kieu Chi										Chairman of the BoD
9.2	Dang Quang Thang								No longer holds the position of Director as of July 1, 2025		Member of BoD Director
9.3	Nguyen Manh Tung							01/07/2025			Director
9.4	Vu The Tuong										Member of BoD
9.5	Dang Thi Thuy										Member of BoD
9.6	Tran Minh Tuan										Member of BoD

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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 Park, Tan Binh, Ho Chi Minh City. Thai Binh, Thai Binh Province	29/07/2005			Subsidiaries
10.1	Pham Trung Kien										Chairman of the BoD
10.2	Hoang Chi Thanh										Member of BoD, Director
10.3	Nguyen Huu Cuong										Member of BoD, Deputy Director
10.4	Pham Xuan Hanh										Member of BoD
10.5	Vu Xuan Vinh										Member of BoD
11	Hanoi-Thanh Hoa Beer Joint Stock Company			2800791192	24/03/2004	Thanh Hoa Department of Planning and Investment	Lot 152 Quang Trung, Ngoc Trao, Thanh Hoa City, Thanh Hoa Province	24/03/2004			Subsidiaries
11.1	Bui Truong Thang										Chairman of the BoD
11.2	Luong Xuan Dung										Member of BoD
11.3	Nguyen Kien Cuong										Member of BoD Director
11.4	Do Truong Giang										Member of BoD
11.5	Le Anh Tuan										Member of BoD
12	Hanoi-Nghe An Beer Joint Stock Company			2900884330	04/09/2008	Nghe An Department of Planning and Investment	Zone B-Nam Cam Industrial Park, Nghi Long, Nghi Loc, Nghe An	04/09/2008			Subsidiaries
12.1	Bui Truong Thang										Chairman of the BoD
12.2	Nguyen The Tram										Member of BoD
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 GD

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12.4	Phạm Quang Toàn							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 GD
12.5	Trinh Quang Huy										Member of BoD, Director
12.6	Nguyen The Hoi										Member of BoD
13	Hanoi-Quang Binh Beer Joint Stock Company			3100301045	19/11/2003	Quang Binh Department of Planning and Investment	TK13, Bac Ly, Dong Hoi, Quang Binh	19/11/2003			Subsidiaries
13.1	Bui Truong Thang										Chairman of the BoD
13.2	Nguyen Thi Nam Huong										Member of BoD Director
13.3	Nguyen Minh The										Member of BoD
13.4	Tran Quang										Member of BoD
14	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 Quang, Gio Linh, Quang Tri	31/5/2007			Subsidiaries
14.1	Bui Truong Thang										Chairman of the BoD
14.2	Nguyen Bich Thuy										Member of BoD
14.3	Dinh Le Anh										Member of BoD, Director
15	Hanoi Liquor and Beverage Joint Stock Company			0100102245	12/06/2006	Hanoi Department of Planning and Investment	94 Lo Duc, Pham Dinh Ho, Hai Ba Trung, Ho Chi Minh City, Hanoi	12/06/2006			Subsidiaries
15.1	Pham Trung Kien										Chairman of the BoD
15.2	Phan Minh Son										Member of BoD
15.3	Tran Hau Cuong										Member of BoD Director
15.4	Nguyen Anh Thi										Member of BoD
15.5	Murugavel Shanmugam (Vel)										Member of BoD

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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, Trung Trac Commune, Van Lam District, Hung Yen Province, Vietnam	12/11/2006			Subsidiaries
16.1	Tran Dinh Thanh										Chairman of the BoD
16.2	Nguyen Thi Kieu Chi										Member of BoD
16.3	Nguyen Thu Ha										Member of BoD Director
17	Habeco Packaging Joint Stock Company			0102356862	31/08/2007	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham, Ngoc Ha, Ba Dinh, Hanoi	31/08/2007			Affiliated Company
18	Ha Noi-Hung Yen Trading Beer Joint Stock Company 89			0900270055	14/05/2007	Hung Yen Department of Planning and Investment	Street 206, Trung Trac, Van Lam, 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, Thanh Cong Ward, Ba Dinh District, Hanoi City	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, Kim Bai Town, Thanh Oai, 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, Chai Machine, Ngo Quyen, 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 Street, Thinh Liet, Hoang Mai, Hanoi	30/11/2007			Affiliated Company
23	Harec Investment and Trade Joint Stock Company			0102116074	13/12/2006	Hanoi Department of Plan	No. 4 Lang Ha Street, Ba Dinh District, Hanoi	13/12/2006			Affiliated Company
24	Vinaceglass Joint Stock Company			0301446937	25/12/2006	Ho Chi Minh City Department of Planning and Investment	No. 96 Street 15, Quarter 5, An Phu Ward, Thu Duc City, Ho Chi Minh City	25/12/2006			Other investments
25	Industrial University of Vinh			0383535232	13/6/2013	Prime Minister	Số 26 đường Nguyễn Thái Học, phường Đội Cung, TP Vinh, Nghệ 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, Minh Khai Ward, HBT District, Hanoi City	18/8/2007			Other investments
C	<b>SHAREHOLDERS WHO OWM MORE THAN 10% OF THE SHARES HAVE VOTING RIGHTS</b>										
1	Ministry of Industry and Trade			189/2007/ND-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem District, 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**

(Attached as Document No. 604/BC-HABECO dated 24, July 2025 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	Sharehold- ing ratio at the end of the period	Notes
1	2	3	4	5	6	7	8	9	10	11
<b>A</b>	<b>INTERNAL PERSON AND AFFILIATED PERSON OF INTERNAL PERSON</b>									
<b>1</b>	<b>Tran Dinh Thanh</b>		<b>Chairman of the Board of Directors</b>					<b>6.900</b>	<b>0,00003</b>	
1.01	Tran Tinh									Father
1.02	Tran Thi Nghia									Mother
1.03	Phan Phuc 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 District, Hanoi	85.282.400	36.7914%	Related Organizations
1.13	Habeco Commerce One 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, Ba Dinh District, Hanoi			Related Organizations
1.14	Hanoi-Quang Ninh 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, Ha Long City, 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, Trung Trac Commune, Van Lam District, Hung Yen Province, Vietnam			Related Organizations
<b>2</b>	<b>Ngo Que Lam</b>		<b>Member of the Board of Directors General Director</b>					<b>1.100</b>	<b>0,000005</b>	
2.01	Ngo Van Que									Father
2.02	Nguyen Thi My Le									Mother
2.03	Ha Van Tuyen									Father-in-law
2.04	Dao Thi Diem									Mother-in-law
2.05	Ha Thi Huong Mai									Wife
2.06	Ngo The Phong									Biological child





5.02	Vũ Thị Yên									Mother
5.03	Hà Văn Ân									Father-in-law
5.04	Đàm Thị Mai Liên									Mother-in-law
5.05	Hà Thị Thu Hằng									Wife
5.06	Bùi Hà Linh									Biological child
5.07	Bùi Vũ Lâm									Biological child
5.08	Bùi Hữu Nhân									Brother
5.09	Nguyễn Thị Yên									Sister-in-law
5.10	Bùi Thị Keng									Sibling
5.11	Đoàn Văn Bình									Brother-in-law
5.12	Bùi Hữu Nhuận									Brother
5.13	Trần Thị Ninh									Sister-in-law
5.14	Bùi Thị Nhuận									Sibling
5.15	Nguyễn Tiến Liên									Brother-in-law
5.16	Bùi Hữu Tâm									Brother
5.17	Lê Thị Ngọc									Sister-in-law
5.18	Bùi Thị Nguyệt									Sibling
5.19	Bùi Thị Hồng									Sibling
5.20	Nguyễn Văn Lộc									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	40.198.200	17.34	Related Organizations
<b>6</b>	<b>Quan Le Ha</b>		<b>Independent Member of the Board of Directors</b>							
6.01	Quan Van Thinh									Father
6.02	Nguyen Thi Le									Mother
6.03	Le Huu									Father-in-law
6.04	Nguyen Thi Mai Phuong									Mother-in-law
6.05	Nguyen Thi Hien									Mother-in-law (Stepmother)
6.06	Le Song Tung									Husband
6.07	Le Hoai Linh									Biological child
6.08	Le Tung Giang									Biological child
6.09	Quan Le Son									Sibling
6.10	Trinh Phuong Nhi									Sister-in-law
<b>7</b>	<b>Tran Danh Dang</b>		<b>Independent Member of the Board of Directors</b>							
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
7.07	Tran Phuong Mai									Biological child

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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
<b>8</b>	<b>Bui Truong Thang</b>		<b>Deputy General Director</b>						
8.01	Bui Duc Khoi								Father
8.02	Do Thi Trinh								Mother
8.03	Le Minh Tuong								Father-in-law
8.04	Le Thi Nhi								Mother-in-law
8.05	Le Thi Minh Hien								Wife
8.06	Bui Linh Giang								Biological child
8.07	Bui Minh Anh								Biological child
8.08	Bui Thanh Huyen								Sibling
8.09	Tran Ngoc Tam								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, Ngoc Trao, Thanh Hoa City, Thanh Hoa Province		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, Nghi Long, Nghi Loc, Nghe An		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	TK13, Bac Ly Ward, Dong Hoi, Quang Binh		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 Quang, Gio Linh, Quang Tri		Related Organizations
<b>9</b>	<b>Pham Trung Kien</b>		<b>Deputy General Director</b>						
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	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, Kim Bai Town, Thanh Oai, Hanoi City			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, Tan Binh, Ho Chi Minh City, Thai Binh, Thai Binh Province			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, Pham Dinh Ho, Hai Ba Trung, Ho Chi Minh City, Hanoi			Related Organizations
9.18	Hanoi-Hung Yen Beer Trading Joint Stock Company 89	Member of the Board of Directors	0900270055	14/05/2007	Hung Yen Department of Planning and Investment	Street 206, Trung Trac, Van Lam, Hung Yen			Related Organizations
<b>10</b>	<b>Chu Thi Thu Trang</b>	<b>Head of the Supervisory Board</b>							
10.01	Chu Van Hanh								Father
10.02	Le Thu Ha								Mother
10.03	Tran Quang Huu								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
<b>11</b>	<b>Tran Minh Tuan</b>	<b>Chief of the Office of the Board of Directors; In charge of HABECO administration and HABECO Secretary</b>							
11.01	Tran Huu Dang								Father
11.02	Pham Thi Chien								Mother
11.03	Pham Ngoc Tai								Father-in-law
11.04	Vu Thi Kim Lien								Mother-in-law
11.05	Pham Thi Lien Ngoc								Wife

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11.06	Tran Huu Ngoc Quang									Biological child
11.07	Tran Huu Quang Huy									Biological child
11.08	Tran Minh Thanh									Sibling
11.09	Tran Thi Mai Huong									Sibling
11.10	Nguyen Cong Minh									Brother-in-law
11.11	Do Thi Thuy Chung									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, Ha Long, Nam Dinh City, Nam Dinh Province			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, Ba Dinh District, Hanoi			Related Organizations
<b>12</b>	<b>Thieu Hong Nhung</b>		<b>Member of the Supervisory Board</b>							
12.01	Le Thi Da									Mother
12.02	Thieu Quang Dieu									Father
12.03	Nguyen Phan Nam									Father-in-law
12.04	Do Thi Hoi									Mother-in-law
12.05	Nguyen Do Viet									Husband
12.06	Nguyen Bao Phuong									Biological child
12.07	Nguyen Thao Linh									Biological child
12.08	Thieu Minh Nguyet									Sibling
12.09	Nguyen Hoa Ly									Brother-in-law
12.10	Carlsberg Breweries A/S									Related Organizations
<b>13</b>	<b>Tran Duc Giang</b>		<b>Member of the Supervisory Board</b>							
13.01	Tran Quoc Bao									Father
13.02	Nguyen Hien Luong									Mother
13.03	Pham Duc Thuan									Father-in-law
13.04	Tong Thi Thu									Mother-in-law
13.05	Pham Thu Ha									Wife
13.06	Tran Ha An									Biological child
13.07	Tran Pham An Thuy									Biological child
13.08	Tran Pham Hai Binh									Offspring
13.09	Tran Thu Giang									Sibling
13.10	Hanoi Liquor and Beverage Joint Stock Company			0100102245	12/06/2006	Hanoi Department of Planning and Investment	94 Lo Duc, Pham Dinh Ho, Hai Ba Trung, Ho Chi Minh City. Hanoi			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, Ngoc Trao, Thanh Hoa City, Thanh Hoa Province			Related Organizations
13.12	Hanoi – Quang Binh Beer Joint Stock Company			3100301045	19/11/2003	Quang Binh Department of Planning and Investment	TK13, Bac Ly Ward, Dong Hoi, Quang Binh			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 Quang, Gio Linh, Quang Tri			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, Ba Dinh District, Hanoi			Related Organizations
13.15	HABECO Transportation Joint Stock Company			0102551768	30/11/2007	Hanoi Department of Planning and Investment	No. 1199, Giai Phong Street, Thinh Liet, Hoang Mai, Ho Chi Minh City, Hanoi			Related Organizations
<b>14</b>	<b>Pham Thu Thuy</b>		<b>Chief Accountant</b>					<b>50</b>	<b>0,0000002</b>	
14.01	Pham Cong Tham									Father
14.02	Nguyen Thi Xiem									Mother
14.03	Nguyen Nang Mien									Father-in-law
14.04	Nguyen Thi Tu									Mother-in-law
14.05	Nguyen Nang Hai Nam									Husband
14.06	Nguyen Nang Trung Hieu									Biological child
14.07	Nguyen Nang Anh Tung									Biological child
14.08	Nguyen Nang Bao Nguyen									Biological child
14.09	Pham Ha Anh									Brother
14.10	Pham Cong Thao									Brother
14.11	Pham Thuy Ninh									Sister-in-law
14.12	Dang Thi Oanh Oanh									Sister-in-law





**APPENDIX 3**  
**TRANSACTIONS BETWEEN HABECO AND THE AFFILIATED PERSONS OR**  
**BETWEEN HABECO AND MAJOR SHAREHOLDERS, INTERNAL PERSONS, AND AFFILIATED PERSON OF INTERNAL PERSONS**  
*(Attached to Document No. 604/BC-HABECO dated 24 July, 2025 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 the Chairman of the Board of Directors of the Company)	0102104745 issued by Hung Yen Department of Planning and Investment on 11/12/2006	Street 206, Noi A Van Lam Industrial Park, Hung Yen	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 04 - 2025/HABECO – ID signed on 31/12/2024. Total expected contract value: VND 763.426.232.388	
					31/12/2024		Trademark license agreement No. 10 – HD / HABECO – HABECO ID signed on 31/12/2024. Total contract value: 3.720.920.500 VND	
2	Hanoi-Thanh Hoa Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	2800791192 issued by Thanh Hoa Department of Planning and Investment on 24/3/2004	152 Quang Trung Street, Ngoc Tra Ward, Thanh Hoa City, Thanh Hoa Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 01 - 2025/HABECO - HTH signed on 31/12/2024. Total expected contract value: 233.716.371.397 VND	
					31/12/2024		Trademark license agreement No. 08 – HD / HABECO – HTH signed on 31/12/2024. Total contract value: VND 438.766.584	
3	Hanoi-Quang Binh Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3100301045 issued by the Department of Planning and Investment of Quang Binh on 19/11/2003	Sub-zone 13, Bac Ly Ward, Dong Hoi City, Quang Binh Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 02 - 2025/HABECO - BQB signed on 31/12/2024. Total expected contract value: 103.291.912.358 VND	
4	Hanoi-Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3200264157 issued by the Department of Planning and Investment of Quang Tri province on 31/5/2007	RD6 Road – Quan Ngang Industrial Park – Gio Quang – Gio Linh – Quang Tri	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 07 - 2025/HABECO - BQT signed on 31/12/2024. Total expected contract value: VND 439.204.855.318	
					31/12/2024		Trademark license agreement No. 05 – HD / HABECO – QUANG TRI signed on 31/12/2024. Total contract value: 42.900.000 VND	



5	Hanoi-Nghe An Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	2900884330 issued by the Department of Planning and Investment of Nghe An province on 9/4/2008	Zone B, Nam Cam Industrial Park, Southeast Economic Zone, Nghi Loc District, Nghe An	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 06 - 2025/HABECO - BNA signed on 31/12/2024. Total expected contract value: VND 603.687.601.436
					31/12/2024		Trademark license agreement No. 07 – HD / HABECO – NA signed on 31/12/2024 . Total contract value: 572.203.203 VND
6	Ha Noi-Hung Yen Trading Beer Joint Stock Company 89	Affiliated company (Mr. Pham Trung Kien is a member of the Board of Directors)	0900270055 issued by the Department of Planning and Investment of Hung Yen province on 14/5/2007	Road 206, Trung Trac Commune, Van Lam District, Hung Yen Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 08 - 2025/HABECO - TRADING 89 signed on 31/12/2024. Total contract value: 112.648.459.000 VND
					31/12/2024		Trademark license agreement No. 03 – HD / HABECO – TRADING 89 signed on 31/12/2024. Total expected contract value: VND 5.380.560.000
7	Hanoi-Thai Binh Beer Joint Stock Company	Affiliated company (Mr. Pham Trung Kien is a member of the Board of Directors)	1000317707 issued by the Department of Planning and Investment of Thai Binh province on 29/7/2005	Lot CN 1, TBS Industrial Park – Song Tra, Tan Binh Commune, Thai Binh City, Thai Binh Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 03 - 2025 / HABECO - BTB signed on 31/12/2024. Total expected contract value: VND 141.505.072.145
8	Habeco - Hai Phong Joint Stock Company	Subsidiaries	0200761964 by the Department of Planning and Investment of Hai Phong issued on 24/9/2007	Truong Son Town, An Lao District, Hai Phong City	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 05 - 2025/HABECO – HBC HP signed on 31/12/2024. Total expected contract value: VND 664.216.737.484
9	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0102111943 by the Department of Planning and Investment of Ho Chi Minh City issued on 8/12/2006	No. 183, Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Goods purchase and sale contract No. 01/HABECO – HHT TRADING/HDMB-2024 signed on 31/12/2024. Total Estimated Contract Value: VND 1.397.728.750.000
10	Habeco Commerce One Member Company Limited	Subsidiary (Mr. Tran Dinh Thanh is the Chairman of the Board of Directors of the Company)	0104068531 by the Hanoi Department of Planning and Investment issued on 21/7/2009	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Q.Ba Dinh, Hanoi City	18/12/2024	Resolution No. 03/NQ-DHDCD-HABECO of the General Meeting of Shareholders dated 31/12/2021	Goods purchase and sale contract No. 01/HABECO-MTV HABECO/HDMB-2025 signed on 18/12/2024. Total expected contract value: VND 4.635.729.715.544
11	Hanoi - Hai Duong Beer Joint Stock Company	Subsidiaries	0800283766 issued by the Department of Planning and Investment of Hai Duong province on 19/9/2003	Quan Thanh Street, Binh Han Ward, Hai Duong City, Hai Duong Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Trademark license agreement No. 09 – HD/HABECO – HABECO HD signed on 31/12/2024. Total expected contract value: 1.304.424.000 VND
12	Hanoi - Hai Phong Beer Joint Stock Company	Subsidiaries	0200153370 issued by the Department of Planning and Investment of Hai Phong City on 20/09/2004	No. 16 Lach Tray, Ngo Quyen District, Hai Phong City	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2025	Trademark license agreement No. 02 – HD / HABECO – BHP signed on 31/12/2024. Total expected contract value: 230.707.176 VND
13	Hanoi - Hong Ha Beer Joint Stock Company	Subsidiaries	2600170014 issued by Phu Tho Department of Planning and Investment on 19/08/2005	Zone 1, Van Phu Ward, Viet Tri City, Phu Tho Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2026	Trademark license agreement No. 06 – HD / HABECO – HABECO – HH signed on 31/12/2024. Total expected contract value: VND 8.657.708.400

14	Hanoi - Kim Bai Beer Joint Stock Company	Affiliated company (Mr. Pham Trung Kien is the Chairman of the Board of Directors of the Company)	0500293795 issued by the Department of Planning and Investment of Hanoi City on 2/12/2004	No. 40, Kim Bai Town, Thanh Oai District, Hanoi City	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2027	Trademark license agreement No. 04 – HD / HABECO – HKBECO signed on 31/12/2024. Total expected contract value: VND 5.431.536.000
15	Hanoi - Nam Dinh Beer Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0600161270 issued by the Department of Planning and Investment of Nam Dinh province on 6/12/1999	No. 5 Thai Binh Street, Nam Dinh City, Nam Dinh Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Trademark license agreement No. 01 – HD / HABECO – HANABECO signed on 31/12/2024. Total expected contract value: 1.089.396.000 VND
16	HABECO Transportation Joint Stock Company	Affiliated company	0102551768 issued by the Department of Planning and Investment of Hanoi on 30/11/2007	No. 1199 Giai Phong Street, Thinh Liet, Hoang Mai, Hanoi	12/06/2024	Resolution No. 15/NQ-HĐQT-HABECO of the Board of Directors dated 11/12/2023	Freight contract No. 02/HABECO-VT HABECO/HDVCHH-2024 signed on 12/06/2024. Total expected contract value: 1.127.048.565 VND.
					15/07/2024		Freight contract No. 03/HABECO-VT HABECO/HDVCHH-2024 signed on 15/07/2024. Total expected contract value: 38.293.187 VND.
					06/09/2024		Freight contract No. 04/HABECO-VT HABECO/HDVCHH-2024 signed on 06/09/2024. Total expected contract value: 477.900.246 VND.
					31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Freight contract No. 01/HABECO-VT HABECO/HDVCHH-2025 dated 31/12/2024. Total expected contract value: VND 7.522.398.472
						Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Freight contracte No. 02/HABECO-VT HABECO/HDVCHH-2025 dated 31/12/2024. Total expected contract value: VND 22.344.427.579
17	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0102111943 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 8/12/2006	No. 183, Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Contract for lease of office, warehouse and premises at 183 Hoang Hoa Tham, Hanoi No. 05/HD/2025/HABECO-MTV signed on 31/12/2024. Total contract value is expected to be VND 3.441.501.360
					18/12/2024	Resolution No. 15/HDQT-HABECO of the Board of Directors dated 03/12/2024	Asset purchase and sale contract No. 1218/2024/HDMB/HABECO-HNB dated 18/12/2024. Total contract value 8.521.797.868 VND



18	Habeco Commerce One Member Company Limited	Subsidiary (Mr. Tran Dinh Thanh is the Chairman of the Board of Directors of the Company)	0104068531 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 21/7/2009	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Q.Ba Dinh, Hanoi City	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Office lease contract No. 01/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 2.599.966.776	
							Warehouse and office lease contract No. 02/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value VND 6.546.253.824	
							Warehouse and office lease contract No. 03/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 4.456.023.000	
							Warehouse and office lease contract No. 03/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 3.042.495.387	
19	Hanoi - Nam Dinh Beer Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0600161270 issued by the Department of Planning and Investment of Nam Dinh province on 6/12/1999	No. 5 Thai Binh Street, Nam Dinh City, Nam Dinh Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Appendix to the Contract for Cooperation in Exploitation and Use of Warehouse Works in Nam Dinh signed on 31/12/2024. The total expected contract value is 1.626.768.000 VND	
20	HABECO Transportation Joint Stock Company	Affiliated Company	0102551768 issued by the Department of Planning and Investment of Hanoi on 30/11/2007	No. 1199 Giai Phong Street, Thinh Liet, Hoang Mai, Hanoi	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2025	Appendix to the space lease service contract in Van Lam, Hung Yen signed on 31/12/2024. Total expected contract value of VND 1.235.520.000	
21	Hanoi-Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3200264157 issued by the Department of Planning and Investment of Quang Tri province on 31/5/2007	RD6 Road – Quan Ngang Industrial Park – Gio Quang – Gio Linh – Quang Tri	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2026	Appendix to the space lease service contract in Van Lam, Hung Yen signed on 31/12/2024. Total expected contract value of VND 1.235.520.000	
22	Hanoi - Hong Ha Beer Joint Stock Company	Subsidiaries	2600170014 issued by Phu Tho Department of Planning and Investment on 19/08/2005	Zone 1, Van Phu Ward, Viet Tri City, Phu Tho Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2027	Appendix to the space lease service contract in Van Lam, Hung Yen signed on 31/12/2024. Total expected contract value of VND 1.235.520.000	
23	San Miguel Yamamura HaiPhong Glass Company Limited	Affiliated Company	0200125285	No. 17A Ngo Quyen Street, May Chai Ward, Ngo Quyen District, Hai Phong City	03/01/2024	Resolution No. 15/NQ-HĐQT-HABECO of the Board of Directors dated 11/12/2023	Contract for purchase and sale of bottles, value: 1.656.148.680VND	
					02/01/2024	Resolution No. 15/NQ-HĐQT-HABECO of the Board of Directors dated 11/12/2025	Contract for sale of Paper Box, value: VND 65.572.890.880	
					25/03/2024	Resolution No. 15/NQ-HĐQT-HABECO of the Board of Directors dated 11/12/2023	Contract for sale and purchase of Bottled beer labels of all kinds, value: VND 9.827.901.770	

24	Habeco Packaging Joint Stock Company	Affiliated Company	0102356862	183 Hoang Hoa Tham, Ngoc Ha, Ba Dinh, Hanoi	25/03/2024	Resolution No. 15/NQ-HDQT-HABECO of the Board of Directors dated 11/12/2024	Purchase and sale contract of Photography of bottled beer of all kinds, value: VND 3.401.590.000	
					03/04/2024	Resolution No. 15/NQ-HDQT-HABECO of the Board of Directors dated 11/12/2025	Contract for sale and purchase of plastic beer cases, value: VND 194.400.000	
					29/07/2024	Resolution No. 15/NQ-HDQT-HABECO of the Board of Directors dated 11/12/2026	Contract for purchase and sale of keg straps, value: VND 127.755.000	
25	Beer - Alcohol - Beverage Packaging Joint Stock Company	Subsidiaries	0200159453	No. 38 Ngo Quyen Street, May Chai Ward, Ngo Quyen District, Hai Phong City, Vietnam	19/01/2024	Resolution No. 15/NQ-HDQT-HABECO of the Board of Directors dated 11/12/2028	Contract for purchase and sale of bottle caps of all kinds and values: VND 11.828.584.500	





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. 604/BC-HABECO dated 24 July, 2025 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 the Chairman of the Board of Directors of the Company)	0102104745 issued by Hung Yen Department of Planning and Investment on 11/12/2006	Street 206, Noi A Van Lam Industrial Park, Hung Yen	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No.: 04 - 2025/HABECO – ID signed on 31/12/2024. Total expected contract value: VND 763.426.232.388	
					31/12/2024		Trademark license agreement No. 10 – HD / HABECO – HABECO ID signed on 31/12/2024. Total contract value: VND 3.720.920.500	
2	Hanoi-Thanh Hoa Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	2800791192 issued by Thanh Hoa Department of Planning and Investment on 24/3/2004	152 Quang Trung Street, Ngoc Tra Ward, Thanh Hoa City, Thanh Hoa Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2025	Purchase and sale contract No. 01 - 2025/HABECO - HTH signed on 31/12/2024. Total expected contract value: VND 233.716.371.397 VND	
					31/12/2024		Trademark license agreement No. 08 – HD / HABECO – HTH signed on 31/12/2024. Total contract value: VND 438.766.584	
3	Hanoi-Quang Binh Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3100301045 issued by the Department of Planning and Investment of Quang Binh on 19/11/2003	Sub-zone 13, Bac Ly Ward, Dong Hoi City, Quang Binh Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2026	Purchase and sale contract No. 02 - 2025/HABECO - QB signed on 31/12/2024. Total expected contract value: VND 103.291.912.358	
4	Hanoi-Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3200264157 issued by the Department of Planning and Investment of Quang Tri province on 31/5/2007	RD6 Road – Quan Ngang Industrial Park – Gio Quang – Gio Linh – Quang Tri	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2027	Purchase and sale contract No. 07 - 2025/HABECO - BQT signed on 31/12/2024. Total expected contract value: VND 439.204.855.318	
					31/12/2024		Trademark license agreement No. 05 – HD / HABECO – QUANG TRI signed on 31/12/2024. Total contract value: 42,900,000 VND	



5	Hanoi-Nghe An Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	2900884330 issued by the Department of Planning and Investment of Nghe An province on 9/4/2008	Zone B, Nam Cam Industrial Park, Southeast Economic Zone, Nghi Loc District, Nghe An	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2028	Purchase and sale contract No. 06 - 2025/HABECO - BNA signed on 31/12/2024. Total expected contract value: VND 603.687.601.436	
					31/12/2024		Trademark license agreement No. 07 – HD / HABECO – NA signed on 31/12/2024 . Total contract value: VND 572.203.203	
6	Ha Noi-Hung Yen Trading Beer Joint Stock Company 89	Affiliated company (Mr. Pham Trung Kien is a member of the Board of Directors)	0900270055 issued by the Department of Planning and Investment of Hung Yen province on 14/5/2007	Road 206, Trung Trac Commune, Van Lam District, Hung Yen Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2029	Purchase and sale contract No. 08 - 2025/HABECO - TRADING 89 signed on 31/12/2024. Total contract value: 112,648,459,000 VND	
					31/12/2024		Trademark license agreement No. 03 – HD / HABECO – TRADING 89 signed on 31/12/2024. Total expected contract value: VND 5,380,560,000	
7	Hanoi-Thai Binh Beer Joint Stock Company	Subsidiary (Mr. Pham Trung Kien is a member of the Board of Directors)	1000317707 issued by the Department of Planning and Investment of Thai Binh province on 29/7/2005	Lot CN 1, TBS Industrial Park – Song Tra, Tan Binh Commune, Thai Binh City, Thai Binh Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2029	Purchase and sale contract No. 03 - 2025 / HABECO - BTB signed on 31/12/2024. Total expected contract value: VND 141.505.072.145 VND	
8	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0102111943 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 8/12/2006	No. 183, Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2029	Goods purchase and sale contract No. 01/HABECO – HHT TRADING/HDMB-2024 signed on 31/12/2024. Total Estimated Contract Value VND 1.397.728.750.000	
9	Habeco Commerce One Member Company Limited	Subsidiary (Mr. Tran Dinh Thanh is the Chairman of the Board of Directors of the Company)	0104068531 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 21/7/2009	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Q.Ba Dinh, Hanoi	18/12/2024	Resolution No. 03/NQ-DHDCCD-HABECO of the General Meeting of Shareholders dated 31/12/2021	Goods purchase and sale contract No. 01/HABECO-MTV HABECO/HDMB-2025 signed on 18/12/2024. Total expected contract value: VND 4,635,729,715,544	
10	Hanoi - Kim Bai Beer Joint Stock Company	Affiliated company (Mr. Pham Trung Kien is the Chairman of the Board of Directors of the Company)	0500293795 issued by the Department of Planning and Investment of Hanoi City on 2/12/2004	No. 40, Kim Bai Town, Thanh Oai District, Hanoi City	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2027	Trademark license agreement No. 04 – HD / HABECO – HKBECO signed on 31/12/2024. Total expected contract value: VND 5.431.536.000	
11	Hanoi - Nam Dinh Beer Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0600161270 issued by the Department of Planning and Investment of Nam Dinh province on 6/12/1999	No. 5 Thai Binh Street, Nam Dinh City, Nam Dinh Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Trademark license agreement No. 01 – HD / HABECO – HANABECO signed on 31/12/2024. Total expected contract value: VND 1.089.396.000 VND	
12	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0102111943 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 8/12/2006	No. 183, Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Contract for lease of office, warehouse and premises at 183 Hoang Hoa Tham, Hanoi No. 05/HD/2025/HABECO-MTV signed on 31/12/2024. Total contract value is expected to be VND 3,441,501,360	

13	Habeco Commerce One Member Company Limited	Subsidiary (Mr. Tran Dinh Thanh is the Chairman of the Board of Directors of the Company)	0104068531 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 21/7/2009	No. 183, Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	18/12/2024	Resolution No. 15/HDQT-HABECO of the Board of Directors dated 03/12/2024	Asset purchase and sale contract No. 1218/2024/HDMB/HABECO-HNB dated 18/12/2024. Total contract value VND 8.521.797.868
					31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Office lease contract No. 01/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 2,599,966,776
							Warehouse and office lease contract No. 02/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value 6,546,253,824 VND
							Warehouse and office lease contract No. 03/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 4,456,023,000
						Warehouse and office lease contract No. 03/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 3,042,495,387	
14	Hanoi - Nam Dinh Beer Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors	0600161270 issued by the Department of Planning and Investment of Nam Dinh province on 6/12/1999	No. 5 Thai Binh Street, Nam Dinh City, Nam Dinh Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Appendix to the Contract for Cooperation in Exploitation and Use of Warehouse Works in Nam Dinh signed on 31/12/2024. The total expected contract value is VND 1.626.768.000
15	Hanoi-Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3200264157 issued by the Department of Planning and Investment of Quang Tri province on 31/5/2007	RD6 Road – Quan Ngang Industrial Park – Gio Quang – Gio Linh – Quang Tri	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2025	The contract for exploitation of works to promote and introduce products was signed on December 31, 2024. Total contract value is expected to be VND 240.000.000



