

No. 339/HABECO -VP.HĐQT

Hanoi, April 22<sup>nd</sup> , 2026

## PERIODIC INFORMATION DISCLOSURE

To:

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

1. **Name of organization** Hanoi Beer Alcohol and Beverage Joint Stock Corporation (“HABECO”)
- **Stock symbol/Member code:** BHN
- **Address:** No 183 Hoang Hoa Tham Str, Ngoc Ha Ward, Ha Noi City.
- **Telephone:** 024 38453843 Fax: 024 37223784
- **Email:** Habeco@habeco.com.vn

2. **Contents of disclosure:**

Meeting minutes, Resolution of the Annual General Meeting of Shareholders dated April 22, 2026 of Hanoi Beer Alcohol and Beverage Joint Stock Corporation; and the Meeting materials attached to the above-mentioned Minutes and Resolution of the Annual General Meeting of Shareholders.

3. **This information is published on the Corporation's website on April 22, 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.

*Attached documents:*

- Minutes and Resolution of the 2026 Annual General Meeting of Shareholders;
- The meeting materials attached to the above-mentioned Minutes and Resolution of the 2026 Annual General Meeting of Shareholders.

ORGANIZATION REPRESENTATIVE  
LEGAL REPRESENTATIVE  
GENERAL DIRECTOR



**Ngo Que Lam**

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

*Hanoi, April 22, 2026*

**MEETING MINUTES**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**A. GENERAL INFORMATION**

1. **Name of organization:** HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION (“HABECO”)
2. **Business registration no:** 0101376672
3. **Head office:** No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ha Noi City.
4. **Time:** From 09:00 AM to 10:45 AM on April 22, 2026
5. **Venue:** Ha Noi - Me Linh Brewery Hall, Yen Nhan Hamlet, Me Linh Commune, Hanoi.
6. **Agenda and contents of the General Meeting:**
  - To consider and approve the Meeting agenda, the Regulations on the organization and Meeting documents of the 2026 Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.
  - To consider and approve the Board of Management’s Report on evaluation of business and production activities in 2025 and plan for 2026.
  - To consider and approve the Board of Directors’ Report on corporate governance and operational performance in 2025 and orientations for 2026.
  - To consider and approve the Board of Supervisors’ Report at the 2026 Annual General Meeting of Shareholders.
  - To consider and approve the Proposal regarding the 2024 profit distribution plan.
  - To consider and approve the 2025 financial statements and profit distribution plan.
  - To consider and approve the proposal regarding the 2026 business plan.
  - To consider and approve the proposal regarding the 2026 profit distribution plan.
  - To consider and approve the proposal regarding the 2025 salary and remuneration settlement; and the 2026 planned salary and remuneration for Members of the Board of Directors and the Board of Supervisors.
  - To consider and approve the proposal regarding the selection of the auditing

firm for the 2026 financial statements.

- To consider and approve the proposal regarding the dismissal and replacement election of a Supervisor for the 2025 - 2030 term.

- To consider and approve the Election Regulations and conduct the election of a Supervisor for the term 2025 - 2030.

- To consider the full text of the Draft Minutes and Resolution of the 2026 Annual General Meeting of Shareholders.

## **7. Participants of the General Meeting:**

### **7.1. Guests:**

Representatives of the Departments and Divisions of the Ministry of Industry and Trade.

### **7.2 Members of the Board of Directors (“BOD”):**

- Mr. Tran Dinh Thanh - Chairman of the BOD
- Mr. Ngo Que Lam - Member of the BOD
- Mr. Vu Xuan Dung - Member of the BOD
- Mr. Tran Thuan An - Member of the BOD
- Mr. Bui Huu Quang - Member of the BOD
- Mr. Tran Danh Dang - Independent member of the BOD
- Ms. Quan Le Ha - Independent member of the BOD

### **7.3. Member of the Board of Supervisors (“BOS”):**

- Ms. Chu Thi Thu Trang - Head of the BOS.
- Mr. Tran Duc Giang - Supervisor.

### **7.4. Member of the Board of Management (“BOM”):**

- Mr. Ngo Que Lam - General Director
- Mr. Vu Xuan Dung - Deputy General Director
- Mr. Pham Trung Kien - Deputy General Director
- Mr. Tran Thuan An - Deputy General Director

### **7.5. The shareholders of HABECO**

## **B. PROCEEDINGS OF THE GENERAL MEETING**

### **I. Opening of the General Meeting:**

The General Meeting listened to Mr. Tran Minh Tuan - Chief of the Board of Directors’ Office - On behalf of the Organization Committee delivering the opening speech of the General Meeting.

**II. Report of the shareholder eligibility verification:**

The General Meeting listened to Ms. Chu Thi Thu Trang - Head of the Shareholder Eligibility Verification Committee reporting on the results of the shareholder eligibility verification. The results are as follows:

- The total number of HABECO shares is 231,800,000 shares, corresponding to 231,800,000 voting ballots (1 share/1 voting ballot).
- The total number of shareholders attending the General Meeting as of 9 AM on April 22, 2026 is 13 shareholders, representing 230.189.854 shares, corresponding to 230.189.854 voting ballots, accounting for 99,3054% of the total HABECO shares with voting right.

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly dated June 17, 2020 and the fifth amended Charter of Organization and Operation of Hanoi Beer Alcohol And Beverage Joint Stock Corporation, dated April 28, 2021, the General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation on April 22, 2026 met the necessary conditions to proceed.

**III. Approval of the Presidium, the Secretariat and the Vote Counting Committee**

The Chairman of the General Meeting - Mr. Tran Dinh Thanh - proposed and asked for the General Meeting's approval of the list of the Presidium, the Secretariat and the Vote Counting Committee as follows:

**1. Presidium**

- Mr. Tran Dinh Thanh: Chairman of the General Meeting
- Mr. Ngo Que Lam: Member
- Ms. Pham Thu Thuy: Member

**2. Secretariat:**

- Ms. Nguyen Thi Minh Phuong: Member
- Ms. Nguyen Thi Lan Anh: Member

**3. Vote Counting Committee:**

- Mr. Nguyen Nhu Khue: Head of the Vote Counting Committee
- Mr. Ngo Anh Tuan: Member
- Ms. Nguyen Minh Duc: Member

**Shareholders' opinion:** None.

**Voting method:** Raise Voting card

**Voting result:**

Total number of votes: 230.189.854 votes. Of which:

<b>Vote classification</b>	<b>Number of voting ballots</b>	<b>Corresponding ratio to the total number of voting shares of the attending and voting shareholders</b>
Valid	230.189.854	100%
Invalid	0	0%
Agree	230.189.854	100%
Disagree	0	0%
Absention	0	0%

**Conclusion:** The General Meeting unanimously approved the list of the Presidium, the Secretariat and the Counting Committee.

**IV. Approval of the Meeting agenda and the Regulations on the organization and the Meeting documents of the 2026 Annual General Meeting of Shareholders :**

Mr. Tran Dinh Thanh - Chairman - on behalf of the Presidium - present the Meeting agenda, the Regulations on the organization and the Meeting materials of the 2026 Annual General Meeting of Shareholders. Mr. Tran Dinh Thanh stated that all the Meeting agenda, the Regulations on the organization and the Meeting documents of the 2026 Annual General Meeting of Shareholders had been disclosed and published on HABECO's website on March 27, 2026. The Meeting documents were subsequently updated, amended, and republished on HABECO's website on April 21, 2026. Mr. Thanh proposed that the shareholders approve the Meeting agenda, the Regulations on the organization and the Meeting documents of the 2026 Annual General Meeting of Shareholders as updated above.

**Shareholders' opinion:** None.

**Voting method:** Raise Voting card

**Voting result:**

Total number of votes: 230.189.854 votes. Of which:

<b>Vote classification</b>	<b>Number of voting ballots</b>	<b>Corresponding ratio to the total number of voting shares of the attending and voting shareholders</b>
Valid	230.189.854	100%

<b>Vote classification</b>	<b>Number of voting ballots</b>	<b>Corresponding ratio to the total number of voting shares of the attending and voting shareholders</b>
Invalid	0	0%
Agree	230.189.854	100%
Disagree	0	0%
Absention	0	0%

**Conclusion:** The General Meeting unanimously approved the Meeting agenda, the Regulations on the organization and the Meeting materials of the 2026 Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

## **V. Reports and proposal presented at the General Meeting**

### **1. Reports presented at the General Meeting:**

- Mr. Ngo Que Lam - General Director - Representative of the Board of Management presented the Board of Management's report on evaluation of business and production activities in 2025 and plan for 2026 (Attached document).

- Mr. Tran Dinh Thanh - Chairman of the BOD presented the Board of Directors' report on corporate governance and operational performance in 2025 and orientations for 2026 (Attached document).

- Ms. Chu Thi Thu Trang – Head of the Board of Supervisor presented the Board of Supervisors' report at the 2026 Annual General Meeting of Shareholders (Attached document).

### **2. Proposals presented at the General Meeting:**

Ms. Pham Thu Thuy presented:

- The proposal to approve the 2024 profit distribution plan.
- The proposal to approve the 2025 financial statements and profit distribution plan.
- The proposal to approve the 2026 business plan.
- The proposal to approve the 2026 profit distribution plan.
- The proposal to approve the 2025 salary and remuneration settlement; and the 2026 planned salary and remuneration for Members of the Board of Directors and the Board of Supervisors.
- The proposal to approve the selection of the auditing firm for the 2026 financial statements.
- The proposal to approve the dismissal and replacement election of a Supervisor for the 2025 - 2030 term.

## **VI. Report on the results of shareholder eligibility verification before electing and voting:**

The General Meeting listened to Ms. Chu Thi Thu Trang - Head of the Shareholder Eligibility Verification Committee, reporting on the results of shareholder eligibility verification before electing and voting. The results are as follows:

The number of shareholders attending the Meeting as of 10:08 AM on April 22, 2026, held 230,189,855 shares, representing 100% of the Corporation's total voting shares.

## **VII. Voting results and electing results**

### **1. Voting results**

The General Meeting voted by raising voting cards to approve the reports and proposals presented to the General Meeting. The approved contents and detailed voting results are as follows:

**1.1. Content 1.** Approval of the Board of Management's report on evaluation of business and production activities in 2025 and plan for 2026 (Attached document).

#### **Voting result:**

Total number of votes: 230.189.855 votes. Of which:

<b>Vote classification</b>	<b>Number of voting ballots</b>	<b>Corresponding ratio to the total number of voting shares of the attending and voting shareholders</b>
Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

**1.2. Content 2.** Approval of the Board of Directors' report on corporate governance and operational performance in 2025 and orientations for 2026 (Attached document).

#### **Voting result:**

Total number of votes: 230.189.855 votes. Of which:

<b>Vote classification</b>	<b>Number of voting ballots</b>	<b>Corresponding ratio to the total number of voting shares of the attending and voting shareholders</b>
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Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

**1.3. Content 3.** Approval of the Board of Supervisors' report at the 2026 Annual General Meeting of Shareholders (Attached document).

**Voting result:**

Total number of votes: 230.189.855 votes. Of which:

Vote classification	Number of voting ballots	Corresponding ratio to the total number of voting shares of the attending and voting shareholders
Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

**1.4. Content 4.** Approval of the 2024 profit distribution plan.

No.	Indicators	Amount (VND)
I	<b>Profit after tax 2024</b>	368,800,516,618
II	<b>Undistributed profit from the previous year</b>	10,769,050,005
III	<b>Distribution of profit after tax in 2024 = (I) + (II)</b>	379,569,566,623
IV	<b>Fund appropriation &amp; dividend payment = (1) + (2)</b>	373,512,863,896
1	Appropriation to the Parent Company's funds	67,536,863,896
1.1	<i>Reward and welfare fund of the Parent Company</i>	66,240,863,896
1.2	<i>Reward fund of the Board of Directors and Board of Supervisors</i>	1,296,000,000
2	Dividend payment 2024	305,976,000,000
-	<i>Payment ratio (%)</i>	13,2
V	<b>Remaining undistributed profit = (III) - (IV)</b>	6,056,702,727

**Voting result:**

Total number of votes: 230.189.855 votes. Of which:

<b>Vote classification</b>	<b>Number of voting ballots</b>	<b>Corresponding ratio to the total number of voting shares of the attending and voting shareholders</b>
Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

**1.5. Content 5.** Approval of the 2025 audited separate financial statements and the 2025 audited consolidated financial statements.

**Voting result:**

Total number of votes: 230.189.855 votes. Of which:

<b>Vote classification</b>	<b>Number of voting ballots</b>	<b>Corresponding ratio to the total number of voting shares of the attending and voting shareholders</b>
Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

**1.6. Content 6.** Approval of the 2025 profit distribution plan.

<b>No.</b>	<b>Indicators</b>	<b>Amount (VND)</b>
I	Profit after tax 2025	400,256,911,984
II	Undistributed profit from the previous year	6,056,702,727
III	Distribution of profit after tax in 2025 = (I) + (II)	406,313,614,711
IV	<b>Fund appropriation &amp; dividend payment = (1) + (2)</b>	398,958,679,037
1	Appropriation to the Parent Company's funds	46,622,679,037
1.1	<i>Reward and welfare fund of the Parent Company</i>	45,157,599,842
1.2	<i>Reward fund of the Board of Directors and Board of Supervisors</i>	1,465,079,195

No.	Indicators	Amount (VND)
2	Dividend payment 2025	352,336,000,000
-	<i>Payment ratio (%)</i>	15.2
V	Remaining undistributed profit = (III) – (IV)	7,354,935,674

**Voting result:**

Total number of votes: 230.189.855 votes. Of which:

Vote classification	Number of voting ballots	Corresponding ratio to the total number of voting shares of the attending and voting shareholders
Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

**1.7. Content 7.** Approval of the 2026 business plan as follows:

No.	Indicators	Unit	2026 Plan
1	Revenue from sales and provision of services (inclusive of special consumption tax)	Billion VND	7,799.6
2	Total profit after tax	Billion VND	234.4
3	Dividend payment	%/year	8.5

**Voting result:**

Total number of votes: 230.189.855 votes. Of which:

Vote classification	Number of voting ballots	Corresponding ratio to the total number of voting shares of the attending and voting shareholders
Valid	230.189.855	100%
Invalid	0	0%
Agree	189.610.255	82,3712%
Disagree	0	0%
Absention	40.579.600	17,6288%

**1.8. Content 8.** Approval of the 2026 profit distribution plan as follows:

No.	Indicators	Amount (VND)
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I	Planned profit after tax for 2026	234,400,175,721
II	Undistributed profit from the previous year	7,354,935,674
III	Distribution of profit after tax in 2026 = (I) + (II)	241,755,111,395
IV	Fund appropriation & dividend payment = (1) + (2)	240,618,066,875
1	Appropriation to the Parent Company's funds	43,588,066,875
1.1	<i>Reward and welfare fund of the Parent Company</i>	42,593,266,875
1.2	<i>Reward fund of the Board of Directors and Board of Supervisors</i>	994,800,000
2	Dividend payment 2026 plan	197,030,000,000
-	Payment ratio (%)	8.5
V	Remaining undistributed profit = (III) – (IV)	1,137,044,520

**Voting result:**

Total number of votes: 230.189.855 votes. Of which:

Vote classification	Number of voting ballots	Corresponding ratio to the total number of voting shares of the attending and voting shareholders
Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

**1.9. Contents 9.** Approval of the 2025 salary and remuneration settlement; and the 2026 planned salary and remuneration for Members of the Board of Directors and the Board of Supervisors.

a) The 2025 salary and remuneration settlement for the Board of Directors and the Board of Supervisors:

No.	Description	Amount (VND)
1	Planned salary and remuneration according to the 2025 AGM Resolution	4,883,597,316
2	Implementation	5,860,316,779

	<i>Salary of dedicated members of the Board of Directors and Board of Supervisors</i>	3,556,316,779
	<i>Remuneration of concurrent members of the Board of Directors and Board of Supervisors</i>	2,304,600,000
3	Conclusion: Variance between implementation and the plan approved by the AGM	976,719,463

b) The 2026 planned salary, remuneration, and bonuses for the Board of Directors and the Board of Supervisors:

No	Planned salary and remuneration	Amount (VND)
1	Salary of dedicated members of the Board of Directors and Board of Supervisors	2,328,000,000
2	Remuneration of concurrent members of the Board of Directors and Board of Supervisors	1,651,200,000
	Total	3,979,200,000

Implemented salary, remuneration, and bonuses: Will be settled following the principles stipulated in Decree No. 248/2025/ND-CP dated September 15, 2025, issued by the Government on the management of labor, salaries, remuneration, and bonuses for direct representatives of the owner, representatives of state capital portions, and supervisors in state-owned enterprises, considering the exclusion of objective factors affecting productivity and realized profits in 2026.

**Voting result:**

Total number of votes: 230.189.855 votes. Of which:

Vote classification	Number of voting ballots	Corresponding ratio to the total number of voting shares of the attending and voting shareholders
Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

**1.10. Contents 10.** Authorize the Board of Directors to select a reputable auditing firm from the list of auditing firms approved by the State Securities Commission for auditing public interest entities in the securities sector in 2026, to audit the Financial Statements for the year 2026.

**Voting result:**

Total number of votes: 230.189.855 votes. Of which:

<b>Vote classification</b>	<b>Number of voting ballots</b>	<b>Corresponding ratio to the total number of voting shares of the attending and voting shareholders</b>
Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

**1.11. Contents 11.** Approval of the dismissal and replacement election of the Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation for the 2025 - 2030 term.

- Dismiss Ms. Thieu Hong Nhung from the position of Supervisor for the 2025 - 2030 term.

- Quantity: 01 Supervisor. After the election, the total number of HABECO's Supervisors remains unchanged (03 Supervisors).

- Nominated candidate for Supervisor for the 2025 - 2030 term: Mr. Nguyen Hanh Bao Phuc (The candidate's resume is attached to this Proposal).

Total number of votes: 230.189.855 votes. Of which:

<b>Vote classification</b>	<b>Number of voting ballots</b>	<b>Corresponding ratio to the total number of voting shares of the attending and voting shareholders</b>
Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

- **Conclusion:** Dismiss Ms. Thieu Hong Nhung from the position of Supervisor for the 2025 - 2030 term.

## **2. Approval of the Regulations on the election and conduct of the election**

Mr. Nguyen Nhu Khue, on behalf of the Vote Counting Committee, presented the Regulations on the election and provided instructions on the voting procedures.

**Shareholders' opinion:** None.

**Voting method of the Regulations on the election:** Raise Voting card

### Voting result of the approval of the Regulations on the election:

Total number of votes: 230.189.855 votes. Of which:

Vote classification	Number of voting ballots	Corresponding ratio to the total number of voting shares of the attending and voting shareholders
Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

**Conclusion:** The General Meeting unanimously approved the Regulations on the election.

### 3. Electing results:

No	Name	Number of ballots	Ratio	Result
<b>Supervisor for the 2025 - 2030 term</b>				
1	Mr. Nguyen Hanh Bao Phuc	230.189.855	100%	Elected

## VIII. Approval of the Draft Meeting minutes and Resolution of the General Meeting

The General Meeting unanimously approved the Draft Meeting minutes and Resolution of the 2026 Annual General Meeting of Shareholders by raising voting cards, with the voting results as follows:

Total number of votes: 230.189.855 votes. Of which:

Vote classification	Number of voting ballots	Corresponding ratio to the total number of voting shares of the attending and voting shareholders
Valid	230.189.855	100%
Invalid	0	0%
Agree	230.189.855	100%
Disagree	0	0%
Absention	0	0%

## IX. Discussion at the General Meeting

Regarding the discussion session, under the direction of the Chairman, shareholders were invited to raise questions and share their opinions. However, there were no comments or questions from the shareholders.

**C. CLOSURE OF THE GENERAL MEETING**

Mr. Tran Dinh Thanh – Chairman delivered the closing remarks.

The 2026 Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation ended at 10:45 AM on the same day. The Meeting minutes was made into 01 original copy and kept at the headquarters of Hanoi Beer Alcohol and Beverage Joint Stock Corporation./.

**CHAIRMAN OF THE GENERAL MEETING**



**TRAN DINH THANH**

**Secretariat of the General Meeting**

Signed by:



**Ms. Nguyen Thi Minh Phuong**  
Position: Meeting Secretary

Signed by:



**Ms. Nguyen Thi Lan Anh**  
Position: Meeting Secretary

**APPENDIX****LIST OF REGISTERED SHAREHOLDERS**

(Attached to Meeting minutes of General Meeting of Shareholders on April 22, 2026)

No	Shareholder code	Shareholder	Attending by proxy (if any)	Number of shares
1	BHN.000022	CHU THU THAO		1
2	BHN.000100	KIEU TUAN VU		2
3	BHN.000101	KIEU VAN AN		1
4	BHN.000297	NGO QUE LAM		1,100
5	BHN.000307	NGUYEN CONG THANH	x	3,300
6	BHN.000320	NGUYEN HONG LINH	x	6,000
7	BHN.000362	NGUYEN SAC THAM		1
8	BHN.000531	PHAM THU THUY		50
9	BHN.000541	PHAM THI THUY HANG	x	400
10	BHN.000585	TRAN DINH THANH		6,900
11	BHN.000785	DO PHUONG THAO		100
12	BHN.000801	MINISTRY OF INDUSTRY AND TRADE	x	189,592,400
13	BHN.000888	CARLSBERG BREWERIES A/S	x	40,198,200
14	BHN.000889	CARLSBERG VIET NAM TRADING LIMITED COMPANY	x	381,400
<b>TOTAL</b>				<b>230,189,855</b>

**RESOLUTION**

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;*

*Pursuant to the Charter of the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation, as amended for the fifth time at Annual General meeting of shareholders on April 28, 2021;*

*Pursuant to the Meeting Minutes on April 22, 2026 of Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.*

**RESOLVED:**

**Article 1.** Approval of Board of Management's report on evaluation of business and production activities in 2025 and plan for 2026 (Attachment).

**Article 2.** Approval of Board of Directors' Report on corporate governance and operational performance in 2025 and orientations for 2026 (Attachment).

**Article 3.** Approval of Board of Supervisors' Report at the 2026 Annual General Meeting of Shareholders (Attachment).

**Article 4.** Approval of the 2024 profit distribution plan.

No.	Indicators	Amount (VND)
I	Profit after tax 2024	368,800,516,618
II	Undistributed profit from the previous year	10,769,050,005
III	Distribution of profit after tax in 2024 = (I) + (II)	379,569,566,623



No.	Indicators	Amount (VND)
<b>IV</b>	<b>Fund appropriation &amp; dividend payment = (1) + (2)</b>	<b>373,512,863,896</b>
1	Appropriation to the Parent Company's funds	67,536,863,896
1.1	<i>Reward and welfare fund of the Parent Company</i>	66,240,863,896
1.2	<i>Reward fund of the Board of Directors and Board of Supervisors</i>	1,296,000,000
2	Dividend payment 2024	305,976,000,000
-	<i>Payment ratio (%)</i>	13.2
<b>V</b>	<b>Remaining undistributed profit = (III) – (IV)</b>	<b>6,056,702,727</b>

**Article 5.** Approval of the 2025 audited separate financial statements and the 2025 audited consolidated financial statements

**Article 6.** Approval of the 2025 profit distribution plan.

No.	Indicators	Amount (VND)
<b>I</b>	<b>Profit after tax 2025</b>	400,256,911,984
<b>II</b>	<b>Undistributed profit from the previous year</b>	6,056,702,727
<b>III</b>	<b>Distribution of profit after tax in 2025 = (I) + (II)</b>	406,313,614,711
<b>IV</b>	<b>Fund appropriation &amp; dividend payment = (1) + (2)</b>	398,958,679,037
1	Appropriation to the Parent Company's funds	46,622,679,037
1.1	<i>Reward and welfare fund of the Parent Company</i>	45,157,599,842
1.2	<i>Reward fund of the Board of Directors and Board of Supervisors</i>	1,465,079,195
2	Dividend payment 2025	352,336,000,000
-	<i>Payment ratio (%)</i>	15.2
<b>V</b>	<b>Remaining undistributed profit = (III) – (IV)</b>	<b>7,354,935,674</b>

**Article 7.** Approval of the 2026 business plan.

No.	Indicators	Unit	2026 Plan
1	Revenue from sales and provision of services (inclusive of special consumption tax)	Billion VND	7,799.6
2	Total profit after tax	Billion VND	234.4
3	Dividend payment	%/year	8.5

**Article 8.** Approval of the 2026 profit distribution plan

No.	Indicators	Amount (VND)
I	<b>Planned profit after tax for 2026</b>	234,400,175,721
II	<b>Undistributed profit from the previous year</b>	7,354,935,674
III	<b>Distribution of profit after tax in 2026 = (I) + (II)</b>	241,755,111,395
IV	<b>Fund appropriation &amp; dividend payment = (1) + (2)</b>	240,618,066,875
1	Appropriation to the Parent Company's funds	43,588,066,875
1.1	<i>Reward and welfare fund of the Parent Company</i>	42,593,266,875
1.2	<i>Reward fund of the Board of Directors and Board of Supervisors</i>	994,800,000
2	Dividend payment 2026 plan	197,030,000,000
-	Payment ratio (%)	8.5
V	<b>Remaining undistributed profit = (III) – (IV)</b>	1,137,044,520

**Article 9.** Approval of the 2025 salary and remuneration settlement; and the 2026 planned salary and remuneration for Members of the Board of Directors and the Board of Supervisors:

**1. The 2025 salary and remuneration settlement for the Board of Directors and the Board of Supervisors:**

No.	Description	Amount (VND)
1	<b>Planned salary and remuneration according to the 2025 AGM Resolution</b>	<b>4,883,597,316</b>
2	<b>Implementation</b>	<b>5,860,316,779</b>
	<i>Salary of dedicated members of the Board of Directors and Board of Supervisors</i>	<i>3,556,316,779</i>

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	<i>Remuneration of concurrent members of the Board of Directors and Board of Supervisors</i>	2,304,600,000
3	<b>Conclusion: Variance between implementation and the plan approved by the AGM</b>	<b>976,719,463</b>

**2. The 2026 planned salary, remuneration, and bonuses for the Board of Directors and the Board of Supervisors:**

a) Planned salary and remuneration

- Salary of dedicated members of the Board of Directors and Board of Supervisor: 2,328,000,000 VND.

- Remuneration of concurrent members of the Board of Directors and Board of Supervisors: 1,651,200,000 VND.

**Total: 3,979,200,000 VND**

b) Implemented salary, remuneration, and bonuses: Will be settled following the principles stipulated in Decree No. 248/2025/ND-CP dated September 15th, 2025, issued by the Government on the management of labor, salaries, remuneration, and bonuses for direct representatives of the owner, representatives of state capital portions, and supervisors in state-owned enterprises, considering the exclusion of objective factors affecting productivity and realized profits in 2026.

**Article 10.** Authorize the Board of Directors to select a reputable auditing firm from the list of auditing firms approved by the State Securities Commission for auditing public interest entities in the securities sector in 2026, to audit the Financial Statements for the year 2026.

**Article 11.** Approve the results of the dismissal and replacement election of the Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation for the 2025 - 2030 term.

- Dismiss Ms. Thieu Hong Nhung from the position of Supervisor for the 2025 - 2030 term.

- Mr. Nguyen Hanh Bao Phuc has been elected as a Supervisor for the 2025 - 2030 term of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

**Article 12.** Terms and conditions

- The entire resolution has been unanimously approved by the General Meeting of Shareholders and takes effect from the date of signing.

- The members of the Board of Directors, the Board of Supervisors, the General Director, the Deputy General Directors, and all shareholders of the Corporation are responsible for implementing this resolution./.

**Recipients:**

- Article 12;
- SSC;
- HOSE;
- Ministry of Industry and Trade;
- Archive: AD, HABECO Secretary.

**O/B. GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN**



**Tran Dinh Thanh**





**MEETING AGENDA**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**HANOI BEER CO., LTD. COHOL AND BEVERAGE JOINT STOCK CORPORATION**  
**Ha Noi, April 22<sup>nd</sup>, 2026**

Time	Content
08:30 - 09:00	<b>Reception and shareholder verification:</b>
	- Welcoming delegates and shareholders - Verifying shareholder eligibility and distributing meeting documents
09:00 - 09:15	<b>Opening ceremony:</b>
	- Statement of purpose and introduction of participants
	- Report on shareholder verification results
	- Introduction and approval of the Presidium, Secretariat, and Vote Counting Committee
09:15 - 10:15	- Approval of the Meeting Agenda and Regulations
	<b>Agenda:</b>
	- Board of Management's report on evaluation of business and production activities in 2025 and plan for 2026
	- Board of Directors' report on corporate governance and operational performance in 2025 and orientations for 2026
	- Board of Supervisors' report
	- Proposal for approval of the 2024 profit distribution plan
	- Proposal for approval of the 2025 financial statements and profit distribution plan
	- Proposal for approval of the 2026 business plan
	- Proposal for approval of the 2026 profit distribution plan
	- Proposal for approval of the 2025 salary and remuneration settlement; and the 2026 planned salaries/remuneration for Members of the Board of Directors and the Board of Supervisors
	- Proposal for selection of the auditing firm for the 2026 financial statements
- Proposal for dismissal and replacement election of a Supervisor for the 2025 - 2030 term	
- Approval of the Election Regulations	
10:15 - 10:45	- Discussion
10:45 - 11:00	- Voting and election
	- Break
	- Announcement of voting results by the Vote Counting Committee
11:00 - 11:30	<b>Meeting Conclusion:</b>
	- Statements by delegates
	- Approval of the Meeting Minutes and Resolutions
	- Introduction of the Supervisor for the 2025 - 2030 term
	- Closing remarks

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ha Noi, ... *April 24<sup>th</sup>* ... 2026

**REGULATIONS ON THE ORGANIZATION  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11<sup>th</sup>, 2022, and Law No. 76/2025/QH15 dated June 17<sup>th</sup>, 2025;*

*Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26<sup>th</sup>, 2019, and its guiding documents;*

*Pursuant to the Charter of the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation, as amended for the fifth time on April 28<sup>th</sup>, 2021;*

The 2026 Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation shall be organized and conducted with the following Regulations:

**Article 1. Purpose**

To ensure the proper order, code of conduct, and voting procedures at the 2026 Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation, in compliance with regulations and for the successful meeting execution.

The Resolutions of the General Meeting of Shareholders shall reflect the unified will of the shareholders, safeguard their rights and interests, and comply with the law.

**Article 2. Subjects and scope of applicability**

Subjects: All shareholders and authorized representatives attending the Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation must comply with and adhere to the provisions of this Regulation, the Hanoi Beer Alcohol and Beverage Joint Stock Corporation's Charter, and applicable legal regulations.

Scope of applicability: This Regulation applies to organizing the 2026 Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.



**Article 3. Conditions for conducting the General Meeting of Shareholders**

*(According to Article 38 of the Charter on the Organization and Operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation)*

1. The General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent at least 51% of the total voting shares.

2. The convener shall cancel the meeting in case the required number of attendees is not met within thirty (30) minutes from the scheduled opening time. In such a case, the General Meeting of Shareholders must be reconvened within thirty (30) days from the date of the initially planned meeting. The reconvened General Meeting of Shareholders shall be conducted when the attending shareholders and authorized representatives represent at least 33% of the total voting shares.

3. In case the second meeting cannot proceed due to insufficient attendees within thirty (30) minutes from the scheduled opening time, the convener shall cancel the meeting. The third meeting shall be convened within twenty (20) days from the expected date for the second meeting. In this case, the meeting shall be conducted regardless of the number of attending shareholders or authorized representatives, be considered valid, and have the authority to vote and decide on all matters originally proposed for approval at the first General Meeting of Shareholders.

**Article 4. Delegates attending the General Meeting of Shareholders**

1. Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation and their authorized representatives with voting rights (as per the shareholder list recorded on the final registration date of March 25<sup>th</sup>, 2026, provided by the Vietnam Securities Depository and Clearing Corporation) are entitled to attend the General Meeting of Shareholders.

2. Shareholders or authorized representatives, hereinafter referred to as "Delegates", must present at the meeting venue on time and complete the registration procedures with the Organizing Committee before entering the meeting room.

3. During the General Meeting, Delegates must follow the instructions of the Presidium, maintain courteous and respectful conduct, and ensure orderly proceedings.

4. Delegates must maintain confidentiality, properly use and protect meeting documents, and not copy, record, or share information with external parties without the Presidium's approval.

5. Smoking is strictly prohibited in the meeting room.

6. Delegates must not engage in private conversations or use mobile phones during the meeting. All mobile phones must be turned off or set to silent mode.

**Article 5. The Presidium**

1. The Chairman of the Board of Directors shall serve as the Chairman of the Presidium and the Chairman of the 2026 Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

2. Responsibilities of the Presidium:

a. Directing and managing the proceedings of the General Meeting based on the agenda proposed by the Board of Directors and approved by the Shareholders at the General Meeting.

b. Guiding the Delegates to discuss the contents included in the agenda;

c. Presenting drafts and conclusions on key issues for the Shareholders to vote;

d. Responding to inquiries raised by the Shareholders;

e. Addressing arising issues throughout the General Meeting;

f. Working principles of the Presidium: The Presidium shall operate based on the principles of collective leadership and democratic centralism and decisions made by the majority.

**Article 6. The Secretariat of the General Meeting**

1. The General Meeting's Secretariat shall consist of two (02) members nominated by the Chairman (through the Organizing Committee). The Secretariat is responsible for the Presidium and the General Meeting of Shareholders for fulfilling its duties and works under the Presidium's direction.

2. Responsibilities of the Secretariat:

a. Assisting the Presidium in verifying the eligibility of Delegates attending the meeting (when necessary);

b. Supporting the Presidium in announcing drafts of documents, conclusions, and Resolutions of the meeting and delivering notifications from the Presidium to the Delegates upon request.

c. Receiving and reviewing Discussion slips and feedback from Delegates, then forwarding them to the Presidium for decisions.

d. Accurately and truthfully recording the entire proceedings of the meeting, including approved matters and outstanding issues, in the Meeting Minutes.

e. Drafting the Resolution on matters approved at the General Meeting.



**Article 7. The Shareholder Eligibility Verification Committee**

1. The Shareholder Eligibility Verification Committee shall consist of three (03) members, including one (01) Head and two (02) members. The committee is responsible to the Presidium and the General Shareholders' Meeting for its duties.

2. Responsibilities of the Shareholder Eligibility Verification Committee:

The committee is responsible for verifying shareholders' eligibility and attendance status at the meeting.

The Head of the Committee shall report the attendance status to the General Meeting of Shareholders. Suppose the meeting has the required minimum attendance of 51% of the total voting shares. In that case, the General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation shall be deemed valid and may proceed.

**Article 8. The Vote Counting Committee**

1. The General Meeting's Vote Counting Committee consists of three (03) members, including one (01) Head and two (02) members, who are nominated by the Chairman. The Committee is subject to approval by the General Meeting of Shareholders through voting.

2. Responsibilities of the Vote Counting Committee:

a. Preparing the vote counting report and bear full responsibility to the Presidium and the General Meeting of Shareholders to execute its duties.

b. Accurately determine the voting results at the General Meeting.

c. Promptly announcing the voting results to the Shareholders;

d. Consider and report to the Shareholders any violations of the voting regulations, elections, or complaints regarding the vote counting results.

**Article 9. Discussion at the General Meeting**

1. Principles for Discussion:

a. Discussion shall be conducted within the scheduled time frame and the scope of matters presented in the agenda of the General Meeting of Shareholders.

b. Delegates wishing to express their opinions must register their content on a Discussion slip and submit it to the Presidium.

c. The Secretariat shall arrange the Delegates' Discussion slips in the order of registration and forward them to the Presidium;

d. Delegates who need to make speeches or debates shall raise their hands and may speak if the Presidium agrees upon them. Each delegate should speak for no more than 03 minutes. The content should be concise and avoid duplication.

2. Responses to Delegates' inquiries:

a. Based on the submitted Discussion slips, the Presidium shall address the questions and concerns raised by the Delegates.

b. If necessary, for any issues that cannot be immediately addressed during the meeting, the Corporation will provide written responses to the Delegates after the General Meeting.

**Article 10. Voting on the contents of the General Meeting**

1. Principles:

a. All the issues in the agenda and content of the General Meeting must be openly discussed and voted upon publicly by the General Meeting of Shareholders using Voting Cards.

b. Voting Cards are printed, stamped with the Company's seal, and directly distributed to Delegates at the meeting (together with the General Meeting of Shareholders' documents). Each Delegate is issued a Voting Card, which specifies the delegate's code, full name, number of shares owned and the authorized voting rights of that Delegate.

2. Voting Method for contents at the 2026 Annual General Meeting of Shareholders:

Voting shall be conducted by raising the Voting Card, which will be used to approve matters such as the Meeting Agenda, Organizational Regulations, the composition of the Presidium, the Vote Counting Committee, the Secretariat, and the Shareholder Eligibility Verification Committee; reports, Proposals, Meeting Minutes, Resolutions, and other matters arising during the meeting as requested by the Chairman (if any);

3. Voting Procedures:

a. Delegates shall vote "Approve", "Disapprove", or "Abstain" on a matter presented for voting at the General Meeting by raising their Voting Card high.

b. When voting by raising the Voting Card, the front side of the card must be held high and directed toward the Presidium. If a Delegate does not raise the Voting Card in all three rounds of voting ("Approve", "Disapprove", or "Abstain") on a matter, it will be considered as an approval of that matter.

c. If a Delegate raises the Voting Card in all three rounds of voting ("Approve", "Disapprove", or "Abstain") on a matter, such voting will be deemed invalid. In this form of voting, members of the Vote Counting Committee/Shareholder Eligibility

Verification Committee will mark the Delegate's code and the corresponding number of votes for each shareholder as "Approve", "Disapprove," "Abstain," or "Invalid."

#### 4. Voting Rules:

Matters requiring voting at the General Meeting shall only be approved if they receive affirmative votes from at least 51% of the votes cast by Delegates attending the meeting and voting. For some issues specified in Clauses 3 and 5, Article 40 of the Company's Charter, approval requires affirmative votes from at least 65% of the total votes cast by all shareholders attending the meeting and voting.

#### **Article 11. Meeting Minutes and Resolutions of the General Meeting of Shareholders**

The meeting minutes and resolutions of the General Meeting of Shareholders must be read and approved before the meeting concludes.

#### **Article 12. Implementation of the Regulations**

Delegates attending the General Meeting must strictly comply with the Regulations of the General Meeting of Shareholders. Delegates who violate these Regulations will be subject to review and disciplinary actions by the Presidium, depending on the severity of the violation, by the Charter of Hanoi Beer Alcohol and Beverage Joint Stock Corporation and the Law on Enterprise.

These Regulations consist of 12 Articles and take effect immediately after being approved by the General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

**O/B THE BOARD OF DIRECTORS  
CHAIRMAN**



**TRAN DINH THANH**

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM  
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Ha Noi, ... April 21<sup>st</sup> ....., 2026

## **BOARD OF MANAGEMENT'S REPORT ON EVALUATION OF BUSINESS AND PRODUCTION ACTIVITIES IN 2025 AND PLAN FOR 2026**

**To: The General Meeting of Shareholders of HABECO**

### **I. Business and production performance in 2025**

#### **1. General context**

In 2025, the global economy was significantly affected by factors such as: The imposition of tariffs by the United States leading to retaliatory measures from many countries worldwide, which increased trade barriers; Global geopolitical instabilities and conflicts... These factors resulted in rising logistics costs and volatile commodity prices.

Domestically, unfavorable weather conditions with numerous storms causing the highest number and scale of damages in recent years; increasingly fierce competition among enterprises in the industry; severe fluctuations in foreign exchange rates (since the beginning of the year, the EUR has increased by 16.3%, and the USD has increased by 3.2%) directly affected HABECO's raw material costs, especially the price of cans in 2025, which is estimated to increase by about 7.7% year-on-year; and the State's policies on restricting the consumption of beer and alcohol continued to be strongly implemented.

Competition remained fierce in the beer industry. The strict enforcement of regulations on blood alcohol content for drivers continued to foster a positive habit among consumers yet simultaneously reduced the industry's consumption volume. To capture market share, many brands actively executed numerous communication initiatives and promotional programs offering high-value prizes targeting consumers, creating a highly competitive market.

#### **2. Results of business and production activities in 2025**

##### *2.1. Key business and production indicators:*

- Revenue from sales and provision of services (inclusive of Special Consumption Tax): 7,683 billion VND, representing a 4.3% increase year-on-year and a 3% increase compared to the annual plan;

- Total profit after tax: 400.3 billion VND, an increase of 8.5% year-on-year and 74.9% higher compared to the annual plan.



### *2.2. Financial ratios in 2025:*

- The current ratio and quick ratio remained at a safe and stable level (>1);
- Return on charter capital after tax was 17.3%;
- Return on equity (ROE) was 9.2%;
- Return on total assets (ROA) was 6.5%.
- The debt-to-equity ratio remained low at 0.41.

These ratios indicate that HABECO's results were on par with the industry average which ensured effective business and production performance, financial safety, and a high self-financing capacity while safeguarding and growing its capital.

## **3. Solutions implemented in 2025**

### *3.1. Market activities:*

In 2025, HABECO implemented various strategic initiatives to enhance sales activities, specifically:

- **Brand positioning and product development strategy:** conducted research and improved product quality, launched new product lines with different volumes to meet consumer demands and enhance competitive advantages. Upgraded packaging, labeling, and brand identity to align with consumer preferences, mainly targeting the younger demographic. Notably, the new product - Hanoi Draft Beer 1L Keg, which was researched, produced, and launched in early 2025, has been receiving positive feedback from customers.

- **Branding and development strategy:** reinforced its position and differentiation from industry competitors by portraying a "National Brand" representing Vietnamese identity and culture. Enhanced brand communication quality through premium, emotionally resonant materials and imagery, expanded advertising reach across traditional and modern channels, and developed consumer brand engagement activities via direct promotional campaigns to foster multi-dimensional connections with consumers.

- **Trade promotion strategy:** designed consumer promotion programs adapted to market fluctuations to strengthen brand competitiveness, increase consumer engagement, and support HABECO's distribution and sales activities, thereby protecting and expanding market share. Implemented new promotional methods to enhance convenience for customers and consumers.

- **Distribution and market development strategy:** adopted a focused and specific approach aligned with market characteristics, competitive landscape, and HABECO's resources in the Northern, Central, and Southern regions. Gradually developed strategic volumes in each region nationwide. Strengthened control over the distribution system and sales points and diversified distribution models through e-commerce and modern sales channels.

- Strengthened coordination among member units ensured synchronized implementation of market strategies to maximize investment efficiency. Deployed solutions include opening new distributors and retail points, launching consumer-oriented sales promotion programs, and expanding corporate sales channels, especially during the Lunar New Year.

- Regarding export activities: in 2025, total beer export volume increased by 7% year-on-year, while export revenue rose by 10% compared to the same period. These results reaffirm the position of Hanoi Beer products amid a challenging global economic environment, particularly within the beverage market. At present, Hanoi Beer products are exported to nearly 15 countries, with the strongest growth recorded in the Russian market. This represents a positive signal for the expansion of Hanoi Beer's market share in the international market.

### *3.2. Financial activities:*

Throughout 2025, HABECO closely monitored the business and production situation, balanced cash flows to ensure sufficient capital for business operations at all times, and optimized financial profits; well-controlled the execution of the operational cost plan to ensure the fulfillment of the planned profit targets approved by the General Meeting of Shareholders.

- Besides solutions for balancing production and technical support to ensure productivity and product quality, HABECO continues implementing financial support solutions for Companies within the corporate system facing difficulties to ensure the continuous business activities and improve production and business results of the units' production. Thus, the Corporation contributes to enhancing the production and business efficiency of the entire group.

- Closely controlled and promptly forecasted the implementation of production and business plans to serve operations and ensure the completion of profit targets assigned by the General Meeting of Shareholders.

### *3.3. Human resource activities:*

- Conducted a review of the management staff planning and the process of appointing and re-appointing personnel throughout the HABECO complex for the 2025 - 2030 period.

- Labor was balanced and flexibly allocated across departments to ensure alignment with production and business requirements while optimizing employee capacity.

- The Corporation consistently upheld the implementation of regimes and policies, ensuring that employees receive salaries and bonuses in accordance with their job positions, performance levels, and the Corporation's business results. Additionally, the Corporation ensures that salary and bonus payments are made effectively, reasonably, and competitively in alignment with market standards.

- Organized multiple training courses to enhance work efficiency and improve employee competency.

#### *3.4. Technical, quality management, and ISO activities:*

- Implemented technical solutions to diversify the use of raw materials in the production process, applied solutions to optimize the use of chemicals and energy, thereby contributing to environmental protection and enhancing production efficiency

- In 2025, product quality across the entire system was consistently maintained and further improved, while energy consumption was optimized more efficiently compared to 2024.

- Organized advanced sensory training courses and brand/product awareness classes for sales staff of trading companies and member units.

- Implemented the application of information technology in sensory evaluation activities, including the development of online software based on the digitalization of consumer preference tests, as well as the assessment of the capabilities of HABECO's sensory panel and those of its member units.

- Established, maintained, supervised, and evaluated the integrated ISO system between the Corporation and member units according to ISO 9001:2015, ISO 22000:2018, and ISO 14001:2015 standards.

#### *3.5. Scientific research and technology activities:*

- Stored and preserved HABECO's yeast strains with absolute safety.

- Analyze and assess beverage market trends to improve product quality and support new product development.

#### *3.6. Investment activities:*

Conducted research and prepared plans for the relocation of production facilities, and developed a plan to establish the Hanoi Beer Museum tourist destination at 183 Hoang Hoa Tham, in accordance with the requirements of Decision No. 3952/QĐ-UBND and the policies and orientations of the Hanoi People's Committee.

#### *3.7. Other managements:*

- Innovation and improvement initiatives are continuously encouraged. During the year, nearly 200 initiatives of varying scales were proposed and implemented. These initiatives delivered economic benefits and aligned with HABECO's strategic orientation in digital transformation, enhanced system governance, product quality improvement, and production optimization, generating total value gains of nearly 35 billion VND.

Social responsibility activities: maintaining long-term support for 12 Vietnamese Heroic Mothers, providing care for orphans, contributing to central and local social funds, and carrying out various other charitable activities

HABECO's total social charity amount in 2025 is 4.8 billion VND.

In 2025, HABECO won significant awards, demonstrating its prestige, quality, and brand value, including:

- Vietnam Golden Star Award;
- National Brand Award;

## **II. Production and business plan for 2026:**

### **1. General context**

Entering 2026, the global economic landscape remains challenging and unpredictable. From the early months of the year, global supply chains have experienced significant disruptions due to developments in the Middle East. In addition, fluctuations in exchange rates, interest rates, oil prices, and logistics costs have been volatile, exerting considerable pressure on business and production activities.

The year 2026 marks the beginning of the 2026-2030 period and serves as a foundational year for enterprises in the beer industry to adjust their production and business operations in response to the approved roadmap for increases in excise tax (*from 2027 onwards, the excise tax rate is set to increase by 5% annually during the 2027-2031 period*). Meanwhile, the domestic market in 2026 is expected to show limited improvement in purchasing power, with household incomes yet to recover significantly. HABECO continues to face intense competition from large corporations with strong financial capacity, human resources, and sales expertise. Consumer demand is also influenced by a preference for imported beer products.

Therefore, in order to enhance competitiveness, strengthen brand presence, maintain market share, and increase sales volume, HABECO will continue to vigorously implement a range of sales initiatives in 2026.

### **2. Key production and business targets:**

In 2026, HABECO sets the following strategic objectives:

- Continue to reinforce HABECO's leading position in the Northern market, especially in the mainstream beer segment; Develop and expand the market in the Central and Southern regions.
- Improve the competitiveness of products and services. Continue to enhance brand value by improving the quality of brand communication, and increasing the frequency and coverage of advertising on traditional and modern channels.

Based on these objectives, HABECO anticipates the following key production and business targets for 2026:

- ***Revenue from sales and provision of services (inclusive of Special Consumption Tax): 7,799.6 billion VND;***

- **Total profit after tax: 234.4 billion VND;**
- **Dividend payout rate: 8.5%.**

### **3. Key solutions:**

#### *3.1. Market activities:*

- **Brand positioning strategy:** Continue to focus investment on segments, service quality, distribution systems, and communication activities to consolidate the position, helping to increase differentiated consumer experiences and a modern, premium brand image, aiming to elevate the brand in the medium and long term.

- **Branding and communication strategy:**

Forcusing on investing and exploiting the competitive advantages of key product groups by consolidating brand image, improving product quality, enhancing consumer experience, and consistently communicating Vietnamese identity and brand to create distinct values, helping consumers feel proud of national culture and identity when choosing products.

Brand communication efforts are centered on enhancing brand value and diversifying communication channels to effectively engage target audiences across different provinces and local markets.

Enhance direct communication with target customers, implement promotional programs, and strengthen customer appreciation initiatives.

- **Distribution strategy:**

Distribution strategy by region and product: Planning key products according to the characteristics of each region to optimize distribution resources suitable for the characteristics of each market region.

Channel distribution strategy: Focus on the development of the OFF channel (indirect consumption channel), ON channel (direct consumption channel), MT channel (modern channel), and e-commerce channel. Effectively organize customer care and support activities, attract customers to learn about and use HABECO's new distribution channel.

Distribution system planning strategy: Completing the distribution system, selecting potential distributors with large distribution systems, and replacing weak and poor distributors.

- Strengthen the export of Hanoi Beer to existing markets, especially increasing export volume to the US and European markets, as well as exploiting new export markets. HABECO sets a plan for export volume in 2026 to grow by 10% year-on-year.

#### *3.2. Materials activities:*

- Continuously update information and factors directly affecting raw material prices to promptly evaluate fluctuations in international demand and

supply. Analyze and evaluate macroeconomic factors and national policies expected to affect the supply of raw materials domestically and internationally to improve efficiency in goods procurement.

- Develop appropriate raw material procurement plans and solutions for each period of 2026 for HABECO.

### *3.3. Financial activities:*

- Strengthen the management of assets, capital, cash flow, and cost plan implementation to closely monitor and analyze fluctuations in factors affecting production and business results and make timely forecasts to be proactive in operations.

- Continue to review and identify cost plans necessary for production and business, reduce costs that are not urgent to focus on market work, develop product consumption, and ensure effective business operations.

- 2026 is forecasted to be a year with high volatility in exchange rates and interest rates. Therefore, HABECO will intensify its close monitoring of exchange rate fluctuations to purchase imported raw materials and spare parts at the lowest possible cost, save on production costs, and enhance product competitiveness. Additionally, the Corporation will continue to effectively leverage interest rates for term deposits.

### *3.4. Human resource activities:*

- Continue to refine the organizational structure for production management, streamline departmental functions and responsibilities in line with management and operational requirements.

- Enhance workforce training and development, ensuring flexible labor allocation, relocation, and recruitment planning to align with the Corporation's production and business strategy.

- Implement training programs to strengthen and improve managerial competencies in response to an increasingly competitive market and the challenges posed by a rapidly changing natural environment.

### *3.5. Technical, quality management, and ISO activities:*

- Continue applying science and technology in professional and production activities to enhance workers' work ethic, improve labor and production line efficiency, and optimize cost savings across production stages.

- Continue implementing sensory training programs, while strengthening supervision over inventory storage, stock rotation, and product preservation.

### *3.6. Scientific research and technology activities:*

- Continue to improve the quality of products.

- Conduct quarterly periodic analysis and evaluation of certain beverage



products on the market, and synthesize beverage market trends to improve packaging and products.

- Analyze and evaluate high-tech indicators to serve technical and quality management.

*3.7. Investment activities :*

- Develop a proposal for establishing the Hanoi Beer Museum as a tourist destination and report to the Ministry of Industry and Trade, the Hanoi People's Committee, and relevant departments for consideration and approval. Conduct research on a plan to relocate the production facility at 183 Hoang Hoa Tham.

- Continue studying and implementing projects to upgrade equipment, enhance production efficiency, optimize energy use, and minimize environmental impact, such as rooftop solar power systems, membrane beer filtration systems, and energy-efficient refrigeration system upgrades...

- Improve and enhance the effectiveness of the enterprise resource planning (ERP) system.

The above is the Board of Management's report on the 2025 business and production plan and the proposed 2026 business and production plan.

We respectfully submit this report to the General Meeting of Shareholders for review and feedback to enhance the effectiveness of the Board of Management's operations.

We wish the General Meeting great success!

Sincerely!

**Recipients:**

- GMS;
- BoD,
- BoS;
- Archive:AD, KH.



**GENERAL DIRECTOR**

**Ngo Que Lam**

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ha Noi, *April 21<sup>st</sup>*....., 2026

**BOARD OF DIRECTORS' REPORT  
ON CORPORATE GOVERNANCE AND OPERATIONAL  
PERFORMANCE IN 2025 AND ORIENTATIONS FOR 2026**

To: The General Meeting of Shareholders of HABECO

The Board of Directors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation ("HABECO") respectfully reports to the General Meeting of Shareholders ("AGM") on the corporate governance and operational performance of the Board of Directors in 2025 and the orientations for 2026 as follows:

**I. Report on corporate governance and operational performance in 2025**

**1. General context:**

In 2025, the global economic situation continued to be complex, with many potential uncertainties. The imposition of tariffs by the United States on certain trading partners triggered retaliatory measures from many countries, increasing protectionist trends and global trade barriers. Concurrently, geopolitical instabilities and conflicts in various regions continued to affect supply chains and international trade activities, leading to rising logistics costs and volatile commodity prices on the global market.

Domestically, the business and production activities of enterprises suffered adverse impacts from unfavorable weather conditions, with frequent storms causing the highest level of damage in recent years. In addition, severe fluctuations in foreign exchange rates, with the EUR increasing by 16.3% and the USD increasing by 3.2%, directly affected the material and input costs of enterprises. Notably, the price of cans in 2025 increased by approximately 7.7% year-on-year, driving up production costs.

For the beer industry, the level of market competition remained consistently high. The strict and rigorous enforcement of blood alcohol content checks for drivers contributed to fostering responsible consumption habits in society, but simultaneously impacted and reduced the consumption volume of the entire industry. Given this context, businesses in the industry intensified communication activities and launched numerous high-value promotional programs to attract consumers, making market competition increasingly fierce.

## **2. Production and business results in 2025:**

### *2.1. Key business and production indicators:*

- Revenue from sales and provision of services (inclusive of Special Consumption Tax): 7,683 billion VND, representing a 4.3% increase year-on-year and a 3% increase compared to the annual plan;
- Total profit after tax: 400.3 billion VND, an increase of 8.5% higher year-on-year and 74.9% higher compared to the annual plan.

### *2.2. Financial ratios in 2025:*

- The current ratio and quick ratio remained at a safe and stable level ( $>1$ );
- Return on charter capital after tax was 17.3%;
- Return on equity (ROE) was 9.2%;
- Return on total assets (ROA) was 6.5%.
- The debt-to-equity ratio remained low at 0.41.

These ratios indicate that HABECO's results were on par with the industry average which ensured effective business and production performance, financial safety, and a high self-financing capacity while safeguarding and growing its capital.

## **3. Main activities of the Board of Directors ("BOD") in 2025:**

In 2025, to direct and oversee the production and business activities across the entire HABECO system, the Board of Directors regularly monitored, inspected, and supervised the Board of Management, ensuring strict adherence to the Resolutions of the General Meeting of Shareholders while implementing them with a proactive and prudent approach.

To execute and fulfill the resolutions approved by the 2025 Annual General Meeting of Shareholders, the Board of Directors issued 25 resolutions, including

07 approved through direct meetings and 18 approved via written consultation with members of the BOD. The implementation progress of these resolutions is closely monitored, and results are reported at each Board of Directors meeting.

In 2025, the resolutions passed by the Board of Directors primarily addressed the following key issues:

*3.1. Regarding production and business activities:*

- Developed the production and business plan targets, meeting agenda, and meeting documents for submission to the General Meeting of Shareholders for consideration and approval.
- Approved raw material and chemical norms for production activities.
- Approved the signing of contracts and transactions between HABECO and related parties falling under the authority of the BOD.

*3.2. Regarding organization, labor, and compensation:*

- Reappointed personnel whose terms had expired to the positions of Deputy General Director and Chief Accountant of HABECO.
- Agreed to introduce and nominate personnel for the election of Independent Member of the Board of Directors and Supervisor of HABECO for the 2025 - 2030 term.
- Approved the final salary settlement for 2024 and the labor plan and salary targets for 2025.
- Assessed the performance and fulfillment of responsibilities of the State Capital Representative at HABECO in 2024.
- Evaluated the performance and responsibilities of HABECO's Deputy General Directors and Chief Accountant in 2024.
- Reviewed the performance of the Capital Representative and Supervisors of HABECO at member companies in 2024.
- Strengthened the personnel representing HABECO's capital and nominated candidates for the Board of Directors and Board of Supervisors at member companies.

*3.3. Regarding promulgation of internal regulations and rules:*

Amended, supplemented, and promulgated: Regulations on the management and use of digital signatures; Internal audit regulations; Cash flow management regulations; Regulations on the payment of salaries, remuneration, and bonuses; Income payment regulations; Regulations on the fixed salary scale system, target income, and Bonus Fund of the Board of Management.

*3.4. Regarding operations of member companies:*

HABECO currently has 26 member companies categorized as follows: 16 companies with an ownership stake exceeding 50% of charter capital, 06 companies with an ownership stake between 20% and 50% of charter capital, and 04 companies with an ownership stake less than 20% of charter capital.

- In 2025, the Board of Directors exercised oversight of member companies' operations by appointing capital representatives to their Boards of Directors and Management. These representatives have fully complied with HABECO's information-sharing, reporting, and consulting requirements regarding voting matters at the Board and General Meetings of Shareholders. Additionally, the Board of Directors has approved and directed the implementation of financial supervision and internal audits at member companies.

- Furthermore, the Board of Directors has endorsed policies for the appointment and reappointment of key management positions, including Directors, Deputy Directors, and Chief Accountant,... to enhance the effectiveness of governance and operational management at member companies.

*3.5. Regarding investments activities:*

- Approved the final settlement of completed projects.

- Approved the policy and plan for the construction of the Hanoi Beer Museum tourist destination.

**4. Results of the Board of Directors supervision and support for the Board of Management:**

- The Board of Directors closely monitored all aspects of HABECO's operations, thereby providing timely guidance and support to the Board of Management in managing production and business activities.

- The Board of Management regularly and comprehensively provided information and reports to the Board of Directors, ensuring timely direction and

supervision.

- The Board of Management implemented the Resolutions of the General Meeting of Shareholders and the Board of Directors in a synchronized, consistent, and effective manner. They promptly reported on the implementation progress and made necessary adjustments in accordance with the actual situation and the requirements of the Board of Directors.

#### **5. Supervision results of General Director:**

- The General Director has correctly fulfilled his duties and exercised his powers as stipulated in the Law on Enterprise and HABECO's Charter of organization and operation.

- The General Director has overseen the implementation of resolutions from the General Meeting of Shareholders and the Board of Directors while managing all production, business, and investment activities.

- The General Director regularly reported to and sought direction from the Board of Directors, ensuring leadership and management in all aspects of the parent company's operations in compliance with legal regulations, State policies, and HABECO's Charter.

#### **6. Supervision results of other managers:**

Departments, divisions, and units properly performed their assigned tasks, powers, and responsibilities. Managers worked responsibly and set an example in leadership and management.

#### **7. Report on the activities of each member of the Board of Directors:**

##### *7.1. Chairman of the Board of Directors - Mr. Tran Dinh Thanh:*

- Diligently fulfilled the duties and powers of the Chairman of the Board of Directors by the provisions of law, HABECO's Charter, and internal regulations.

- Made efforts in executive direction and management, coordinating with the Board of Management to implement synchronized solutions to enhance HABECO's production and business efficiency and corporate value.

- Guided the HABECO's Capital Representative in working with the Boards of Directors of member companies to develop and implement cost-reduction strategies, improved operational efficiency, and leveraged competitive advantages to drive the consumption of HABECO's products.

*7.2. Member of the Board of Directors and General Director - Mr. Ngo Que Lam:*

- Diligently fulfilled the duties and powers of a member of the Board of Directors and General Director following the provisions of law, HABECO's Charter, and internal regulations.

- Organized the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors and managed the production and business activities of HABECO.

- Regularly reported and sought direction from the Board of Directors, ensuring leadership and direction in all areas of the parent company's operations by the law, State policies and regulations, and HABECO's Charter.

- Together with the Board of Directors and the Board of Management of the Corporation, always resolutely directed the implementation of HABECO's production and business plans.

*7.3. Member of the Board of Directors - Mr. Vu Xuan Dung:*

- Diligently fulfilled the duties and powers of a member of the Board of Directors following the provisions of law, HABECO's Charter and internal regulations.

- Mr. Vu Xuan Dung and other members of the Board of Directors have contributed to developing solutions, directing operations, and stabilizing HABECO's production and business activities. Additionally, he has made significant contributions to corporate governance, technical management, quality control, and production, as well as the development of norms and technical standards which helps to enhance HABECO's overall operational efficiency.

*7.4. Member of the Board of Directors - Mr. Tran Thuan An:*

- Diligently fulfilled the duties and powers of a member of the Board of Directors following the provisions of law, HABECO's Charter, and internal regulations.

- Mr. Tran Thuan An and other members of the Board of Directors have made significant contributions to corporate governance, strategic planning, and the development and execution of marketing plans to build, protect, expand, and effectively leverage the HABECO brand.

*7.5. Member of the Board of Directors - Mr. Bui Huu Quang:*

- Diligently fulfilled the duties and responsibilities of a Board member, effectively serving as the key liaison in maintaining relations and reporting on HABECO's operations to the strategic shareholder, Carlsberg Breweries A/S.

- With other Board members, Mr. Bui Huu Quang has contributed to developing and proposing corporate management structures, enhancing governance efficiency, and improving HABECO's overall business and operational performance.

*7.6. Independent member of the Board of Directors - Ms. Quan Le Ha:*

Diligently fulfilled the duties and responsibilities of an independent Board member in accordance with the provisions of law, HABECO's Charter and its internal regulations and policies. Ms. Quan Le Ha significantly contributed to HABECO's corporate governance.

*7.7. Independent member of the Board of Directors - Mr. Tran Danh Dang:*

Diligently fulfilled the duties and responsibilities of an independent Board member in accordance with the provisions of law, HABECO's Charter and its internal regulations and policies. Together with other Board members, Mr. Tran Danh Dang significantly contributed to HABECO's corporate governance.

**8. Report on salaries and remuneration paid to the members of the Board of Directors in 2025:**

No.	Full name	Term of office in 2024	Title	Amount (VND)
1	Mr. Tran Dinh Thanh	From 01/01/2025 to 31/12/2025	Chairman of the Board	1,391,640,000
2	Mr. Ngo Que Lam	From 01/01/2025 to 31/12/2025	Board Member	192,000,000
3	Mr. Bui Huu Quang	From 01/01/2025 to 31/12/2025	Board Member	192,000,000
4	Mr. Vu Xuan Dung	From 01/01/2025 to 31/12/2025	Board Member	192,000,000

No.	Full name	Term of office in 2024	Title	Amount (VND)
5	Mr. Tran Thuan An	From 01/01/2025 to 31/12/2025	Board Member	192,000,000
6	Ms. Quan Le Ha	From 01/01/2025 to 31/12/2025	Independent Member of the Board of Directors	192,000,000
7	Mr. Tran Danh Dang	From 01/01/2025 to 31/12/2025	Independent Member of the Board of Directors	192,000,000
<b>ADD</b>				<b>2,543,640,000</b>

**9. Report on the divestment progress at Hanoi Liquor and Beverage Joint Stock Company and the development of the corporate restructuring plan:**

*9.1. Regarding the implementation of divestment at Hanoi Liquor and Beverage Joint Stock Company ("Halico"):*

Since 2017, HABECO has carried out the necessary work to divest its entire equity stake in Halico and desires to offer shares in Halico to other investors. However, the divestment methods are currently facing obstacles that prevent their implementation:

- Public auction method: Not yet eligible for implementation in accordance with the provisions of the Law on Securities due to Halico's loss-making business results and accumulated losses.
- Trading method on the system of the Hanoi Stock Exchange: Unfeasible because Halico's stock value (according to the valuation results) falls outside the market trading band, and Halico's stock liquidity is extremely low with almost no transactions (as the two major shareholders, HABECO and DIAGEO, already hold 99.86% of the charter capital).

Based on the State's guiding documents on divestment effective from 2026, HABECO will continue to research and develop a divestment plan for Halico. At the same time, HABECO continues to exercise the rights and responsibilities of a shareholder to provide opinions and vote on Halico's production and business

activities, supporting the enterprise in communication and sales to improve production and business efficiency and gradually reduce losses.

*9.2. Regarding the development of the corporate restructuring plan:*

HABECO has developed the "Restructuring Scheme for HABECO and its member companies for the 2021 - 2025 period" to submit to competent authorities for approval. In the restructuring scheme, HABECO formulated a plan for restructuring and divesting capital from companies operating outside its core business lines and underperforming companies, aiming to concentrate resources to enhance HABECO's operational efficiency and competitiveness. Up to now, the implementation period of this plan has expired. HABECO is currently continuing to develop the "Restructuring plan for HABECO and its member companies for the 2026 - 2030 period" for submission and approval.

**10. Report on transactions between HABECO, subsidiaries, and controlled companies (holding over 50% of charter capital) with members of the Board of Directors and their affiliated members; transactions between HABECO and companies in which members of the Board of Directors are founder or business managers in three (03) latest year before the time of the transaction:**

HABECO has compiled transactions in the 2025 Corporate Governance Report (Document No. 72/BC-HABECO dated January 29<sup>th</sup>, 2026), which has been submitted to the State Securities Commission and the Ho Chi Minh City Stock Exchange. Additionally, the company has fully disclosed the required information in compliance with legal regulations.

**11. Assessment results by independent members of the Board of Directors on the activities of the Board of Directors in 2025:**

In 2025, the Board of Directors of HABECO operated actively and effectively, adhering to the regulations of the Law on Enterprises, the Law on Securities, and other relevant legal documents. The BOD members fully participated in the BOD meetings and provided written opinions on issues under the authority of the BOD. They performed their duties and responsibilities proactively, demonstrating strong leadership for the benefit of shareholders and the sustainable development of HABECO. The BOD, in collaboration with the Board of Management, made significant efforts to implement various measures to

improve product quality and promote the distribution of HABECO's products nationwide, achieved notable growth in the Southern market and exports to international markets.

## **II. Operational orientation of the Board of Directors for 2026**

Recognizing the opportunities and challenges ahead, the Board of Directors of HABECO has agreed on several key business targets to be submitted for approval by the General Meeting of Shareholders, as follows:

- Revenue from sales and provision of services (inclusive of Special Consumption Tax): 7,799.6 billion VND;
- Total profit after tax: 234.4 billion VND

To implement the 2026 production and business plan, the Board of Directors has outlined flexible, effective, and decisive measures to fulfill its tasks, specifically as follows:

### **1. Governance:**

- Perform the functions, duties, and powers of the BOD as stipulated in the Charter and internal regulations of HABECO; enhance governance capabilities; and monitor and supervise the execution of tasks by BOD members.

- Continue to improve governance quality by adopting advanced management practices, leveraging HABECO's strengths, and gaining the trust of shareholders and investors.

- Direct the optimal utilization of the SAP ERP HABECO management system to support governance. Enhance the management system's efficiency between the Corporation and its subsidiaries.

- Focus on training and fostering to enhance the capacity of the management staff, meeting the requirements of governance and executive operations in the context of an increasingly fierce competitive market and a highly volatile business environment.

- Complete the development of the Restructuring plan for the Corporation and its member companies for the 2026 - 2030 period to submit to competent authorities for approval. This includes the orientation to divest from investments outside the core business lines and underperforming member companies, aiming to concentrate resources, improve operational efficiency, and enhance

HABECO's competitiveness.

- Organize the review, amendment, and supplementation of the Charter, Financial regulations, and internal regulations of HABECO to submit to competent authorities for approval and promulgation in 2026, ensuring compliance with the provisions of Law No. 68/2025/QH15 dated June 14<sup>th</sup>, 2025, on the management and investment of state capital in enterprises and its guiding documents.

## **2. Production, business, finance, and investment:**

The Board of Directors organizes the implementation and supervises the execution of the goals and tasks approved by the General Meeting of Shareholders, striving to fulfill and exceed the 2026 production and business plan targets. The BOD closely monitors HABECO's production and business operations, providing timely guidance and support to the Board of Management in management and executive operations.

- Direct the management of assets and corporate finance to ensure efficiency, meet capital needs for production and business, optimize profits, and fulfill obligations to the State and shareholders.

- Direct the Board of Management to strengthen the analysis and forecasting of the production and business situation to enhance proactiveness in executive operations; continue to review and reduce costs, and concentrate resources on market activities and product consumption development, thereby improving business operational efficiency.

- Monitor development trends in the beverage industry and new packaging trends to promptly research and improve products; enhance the quality of existing products, seek solutions to reduce costs, and research and develop new products aligned with market consumption trends.

- Encourage and promote technical improvement initiatives, and rationalize production processes as well as market and distribution activities to enhance production and business efficiency.

- Strengthen the inspection, supervision, and evaluation of the operational efficiency of member companies; promptly provide support solutions for units facing difficulties, and enhance capital investment efficiency at member companies; simultaneously, leverage the advantages of each unit in brand

communication and the consumption of Hanoi Beer products.

- Direct the research and implementation of the digitalization of business processes and data systems; gradually integrate processes and databases into a unified governance system to serve management reporting, planning, and forecasting; simultaneously, research and implement projects to enhance production efficiency, promote clean production, and save energy at the factories.

The above is the report on corporate governance and operational performance in 2025, orientations for 2026 of HABECO's Board of Directors. We respectfully submit this to the General Meeting of Shareholders for review and feedback to ensure the BOD's activities become increasingly effective and contribute to HABECO's stable and sustainable development.

Best regards!

**Recipient:**

- GMS
- BoD
- BoS;
- Archive: AD, Offices of BoD.

**O/B. THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Tran Dinh Thanh**

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ha Noi, ... April 21<sup>st</sup> ....., 2026

**BOARD OF SUPERVISORS' REPORT  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: The General Meeting of Shareholders of HABECO

*Pursuant to the Law on Enterprises No. 59/2020/QH14, issued by National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020;*

*Pursuant to the Charter of the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation, as amended for the fifth time on April 28<sup>th</sup>, 2021;*

*Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;*

The Board of Supervisors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation (hereinafter referred to as "HABECO") hereby reports to the Annual General Meeting of Shareholders ("AGM") on the results of inspection and supervision of HABECO's operations in 2025 as follows:

**I. Activities of the Board of Supervisors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation in 2025:**

**1. Organizational structure of the Board of Supervisors:**

- Ms. Chu Thi Thu Trang: Head of the Board of Supervisors
- Mr. Tran Duc Giang: Member of the Board of Supervisors
- Ms. Thieu Hong Nhung: Member of the Board of Supervisors

**2. Key Activities:**

- Conducted appraisal of the Separate Financial Statements and Consolidated Financial Statements;
- Summarized the activities of the Board of Supervisors for the fiscal year 2025;
- Approved the draft report of the Board of Supervisors to be presented at the General Meeting of Shareholders;
- Discussed and reached consensus on key feedback topics for major meetings;



2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Conducted supervision and inspection to ensure the reasonableness, legality, accuracy, and prudence in the management and operation of HABECO's business activities;

- Monitored compliance with the enterprise's obligations under the law, including tax obligations to the government, social and health insurance for employees, and other obligations;

- Conducted the appraisal of the Separate financial statements, Consolidated financial statements, and the 2024 Profit Distribution Plan following the Decision No. 1885/QĐ-BCT dated May 17<sup>th</sup>, 2016, issued by the Ministry of Industry and Trade;

- Participated in periodic and extraordinary meetings of the Board of Directors and other essential meetings of the Board of Management.

**II. Results of 2025 financial statement assessment:**

The Board of Supervisors concurred with the figures presented in the 2025 Separate financial statements of the Parent company and the 2025 Consolidated financial statements, as prepared by the General Director and reviewed by the independent auditing firm – NVA Auditing Company Limited. The summarized financial data are as follows:

*Unit: VND*

<b>Indicator</b>	<b>Separate Financial Statements</b>	<b>Consolidated Financial Statements</b>
<b>BALANCE SHEET</b>		
<b>A. CURRENT ASSETS</b>	<b>4,356,390,335,587</b>	<b>5,943,328,780,153</b>
I. Cash and cash equivalents	470,947,019,173	801,818,312,936
II. Short-term financial investment	3,393,078,900,000	4,056,040,179,419
III. Short-term accounts receivable	193,991,728,699	358,223,680,935
IV. Inventories	254,049,130,112	665,428,499,999
V. Other current assets	44,323,557,603	61,818,106,864
<b>B. LONG-TERM ASSETS</b>	<b>1,754,625,224,288</b>	<b>1,607,426,536,660</b>
I. Long-term accounts receivable	0	236,800,000
II. Fixed assets	392,084,834,530	1,022,535,004,322
III. Investment property	0	2,852,047,026
IV. Long-term assets in progress	1,364,086,757	8,978,202,467
V. Long-term financial investment	1,268,011,473,446	281,070,593,778
VI. Other long-term assets	93,164,829,555	291,753,889,067

Indicator	Separate Financial Statements	Consolidated Financial Statements
<b>TOTAL ASSETS</b>	<b>6,111,015,559,875</b>	<b>7,550,755,316,813</b>
<b>C. LIABILITIES</b>	<b>1,774,813,708,631</b>	<b>2,152,636,508,881</b>
I. Current liabilities	1,632,601,371,725	1,953,279,777,983
II. Long-term liabilities	142,212,336,906	199,356,730,898
<b>D. OWNER'S EQUITY</b>	<b>4,336,201,851,244</b>	<b>5,398,118,807,932</b>
I. Owner's equity	4,336,201,851,244	5,397,728,807,932
II. Other sources and funds	0	390,000,000
<b>TOTAL RESOURCES</b>	<b>6,111,015,559,875</b>	<b>7,550,755,316,813</b>
<b>INCOME STATEMENT</b>		
1. Revenue from sales and provision of services	5,950,581,296,340	8,665,267,313,908
2. Deductible items	40,028,932,920	125,249,117,734
3. Net revenue from sales and provision of services	5,910,552,363,420	8,540,018,196,174
4. Cost of goods sold	4,377,358,971,229	6,117,858,582,947
5. Gross profit from sales and provision of services	1,533,193,392,191	2,422,159,613,227
6. Revenue from financial activities	222,024,306,457	218,830,190,888
7. Financial expenses	3,237,026,176	6,071,042,819
8. Profit or loss in an associate or joint venture	-	16,717,358,039
9. Selling expenses	972,269,256,090	1,467,419,363,688
10. Administration expenses	304,921,830,601	602,083,076,210
11. Net profit from operating activities	474,789,585,781	582,133,679,437
12. Other income	19,768,576,727	37,908,660,451
13. Other expenses	5,885,924,293	9,585,187,048
14. Other profit	13,882,652,434	28,323,473,403
15. Total profit before tax	488,672,238,215	610,457,152,840
16. Current corporate income tax expense	87,059,310,404	114,538,511,411
17. Deferred corporate income tax expenses	1,356,015,827	4,420,327,757
18. Profit after tax	400,256,911,984	491,498,313,672

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**III. Results of implementation of target plan and financial indicators for 2025:****1. Business results and financial indicators of the Parent company (according to the 2025 Separate financial statements of the Parent company):**

- Revenue from sales and provision of services reached 5,950.58 billion VND, equivalent to 103.81% compared to itself in 2024;
- Total profit before tax: 488.67 billion VND, equivalent to 105.33% compared to itself in 2024;
- The current ratio and quick ratio remained at a safe and stable level (>1);
- Return on charter capital after tax was 17.27%;
- Return on equity (ROE) was 9.31%
- Return on assets (ROA) was 6.76%;
- The debt-to-equity ratio remained low at 0.41.

These ratios indicate that HABECO's results were on par with the industry average. They ensured effective business and production performance, financial safety, and a high self-financing capacity while safeguarding and growing its capital.

**2. Business results according to consolidated financial statements:**

- Revenue from sales and provision of services reached 8,652.30 billion VND, equivalent to 104.38% compared to itself in 2024.
- Total profit before tax reached 610.46 billion VND, equivalent to 120.44% compared to itself in 2024.
- Profit after tax reached 491.50 billion VND, equivalent to 125.66% compared to itself in 2024.

In 2025, among HABECO's subsidiaries, 15 out of 16 subsidiaries reported profitable business results, while 01 subsidiary incurred losses.

**IV. Results of supervision to Board of Directors and Board of Management:**

The Board of Directors of HABECO ("BOD") organized regular meetings to discuss, analyze, and reach consensus among its members. In addition to regular meetings, the BOD conducted written consultations with BOD members to provide timely guidance on arising issues. During 2025, the BOD issued 07 resolutions through direct meetings, and 18 resolutions through written consultation.

Significant issues under the authority of the BOD and Board of Management were executed following their respective functions, duties, and powers as stipulated by the Law on Enterprises, HABECO's Charter, and other relevant legal regulations,

strictly implementing resolutions issued by the General Meeting of Shareholders and the BOD of HABECO.

In 2025, HABECO continued to consolidate its organizational apparatus, gradually adjusted, arranged, and appointed several managerial and leadership positions at the Parent Company and certain subsidiaries.

**V. Report on evaluation of coordination activities between the Board of Supervisors, Board of Directors, Board of Management, and Shareholders:**

The Board of Supervisors operates based on the provisions of the Law on Enterprises, HABECO's Charter, the Operating regulations of the Board of Supervisors, as well as internal management regulations within HABECO's internal governance system to carry out its supervisory duties.

The Board of Supervisors was facilitated by HABECO's Board of Directors and Board of Management to perform its duties effectively, fully participating in regular and extraordinary meetings of the Board of Directors, as well as certain meetings of the Board of Management

The Board of Supervisors maintained close relationships with shareholders, monitored compliance with HABECO's information disclosure obligations in accordance with legal regulations, thus ensuring shareholders' interests.

**VI. Opinions of the Board of Supervisors:**

The Board of Supervisors acknowledged the completeness and clarity of the data presented in the 2025 financial statements, which has been reviewed by the independent auditing firm - NVA Auditing Company Limited.

The 2025 financial statements of HABECO have been reviewed and published in accordance with current regulations.

**Proposed recommendations:**

In 2026, HABECO will continue to face numerous challenges due to the complex global economic and political situation, rising global inflation, and increasing prices of input materials. Considering these difficulties, the Board of Supervisors proposes the following recommendations:

- The Corporation continues to develop, research, and improve products, as well as upgrade packaging and labeling, thereby enhancing the competitiveness of HABECO products in the market.
- The Corporation needs to develop a Proposal outlining solutions and response plans to address the issue of increasing special consumption tax on the alcohol and beer industry over different periods.
- Continue to develop the Restructuring plan for the Corporation and its member companies for the 2026 - 2030 period to submit to competent authorities for approval.

In which, the orientation is to divest capital from non-core investments and underperforming member companies, to focus resources, and enhance the operational efficiency and competitiveness of HABECO.

- The Corporation shall review, amend, and supplement the Charter, Financial regulations, and internal regulations of HABECO to submit to competent authorities for approval and issuance in 2026, ensuring compliance with the provisions of Law No. 68/2025/QH15 dated June 14<sup>th</sup>, 2025, on the management and investment of state capital at enterprises and its guiding documents.

- For subsidiary companies, the Board of Supervisors recommends that the Corporation, through its capital representatives and controllers, strengthen the inspection and supervision of production and business plans, cost plans, and material consumption standards to enhance operational efficiency; and the full implementation of and compliance with financial management regulations and rules to improve production and business efficiency and ensure financial safety for liabilities.

## **VII. Self-assessment report on the performance of the Board of Supervisors and its members:**

### **1. Performance evaluation of the Board of Supervisors:**

Based on the rights and responsibilities stipulated in the Corporation's Charter and operational regulations, the Board of Supervisors self-evaluated its performance as follows:

- The Board of Supervisors has effectively fulfilled its role in supervising the Board of Directors and the Board of Management in managing and operating the Corporation.

- Successfully completed the review of the Corporation's business report, separate and consolidated financial statements for the first six months.

- In the process of performing the tasks, the Board of Supervisors has actively proposed and recommended amendments to regulations and policies to the BOD, ensuring timely updates to align with new requirements, strengthen governance, and improve the internal control system to meet the Corporation's management and business development needs.

- The Board of Supervisors has organized periodic meetings in accordance with the provisions of the Law on Enterprise and the Charter of Organization and operation of the Corporation. To promptly solve the arising jobs, in addition to direct meetings, the Board of Supervisors regularly exchanged and gathered information from Supervisors via email.

- The Board of Supervisors has operated in accordance with the prescribed rights and tasks. The decisions of the Board of Supervisors have been promulgated in accordance with the order and procedures under the the Law on Enterprise, the Corporation Charter and the Regulation on organization and operation of the Board of Supervisors.

## **2. Performance evaluation of the Supervisors:**

The Supervisors have fulfilled the assigned tasks based on the Corporation's Charter, the organization's regulations, the Board of Supervisors' operation, and the Supervisors' tasks.

The Supervisors fully participated in the operating programs and meetings of the Board of Supervisors with a sense of responsibility, actively contributing to construction opinions.

The Board of Supervisors assessed the performance of the operator for each supervisor as follows:

### *2.1. Head of the Board of Supervisors – Ms. Chu Thi Thu Trang:*

- Performed well in organizing the direction and administration of the Board of Supervisors, including convening and chairing its meetings.

- Organized the implementation of the inspection and supervision of the Board of Directors and the Board of Management in execution of the laws of the State, the Charter, regulations, and regulations of the Corporation.

- Considered and supervised the implementation of the Resolution of the Annual General Meeting of Shareholders, dividing dividends, and setting up funds.

- Participated in meetings of the Board of Directors and meetings of the Board of Management as prescribed.

- Coordinated with Supervisors to evaluate the business report, separate and consolidated financial statements in the first 6-month of the Corporation. Participate in the review and approval of member companies' financial statements.

- Assumed the prime responsibility for drafting and reporting to the Corporation's Annual General Meeting of Shareholders on the operating results and the Board of Supervisors' plan.

### *2.2. Supervisor - Mr. Tran Duc Giang:*

Performed tasks well as assigned by the Board of Supervisors, including:

- Coordinated to consider and control the rationality and legality in promulgating and implementing the resolutions and decisions of the Board of Directors and the General Director.

- Reviewed the documents and resolutions promulgated by the Board of Directors and comply with the Corporation's Charter organization and operation.

- Coordinated with supervisors to evaluate the business report, separate and consolidated financial statements in the first 6-month of the Corporation. Participate in the review and approval of member companies' financial statements.

- Participated in meetings of the Board of Directors as prescribed.

- Performed other tasks as assigned by the head of the Board of Supervisors.

### 2.3. Supervisor - Ms. Thieu Hong Nhung:

Performed tasks well as assigned by the Board of Supervisors, including:

- Coordinsted with Supervisors to evaluate the business report, separate and consolidated financial statements in the first 6-month of the Corporation
- Participated in meetings of the Board of Directors as prescribed.
- Performed other tasks as assigned by the head of the Board of Supervisors.

### VIII. Operational plan of the Board of Supervisors in 2026:

The Board of Supervisors shall perform the functions and tasks stipulated in the Corporation's Charter of organization and operation, specifically:

- Supervise and inspect the reasonableness, legality, honesty, and prudence of the Corporation's business activities' management and operation.
- Supervise the Board of Directors and the Board of Management in the management and operation of the Corporation and in implementing the Resolutions of the General Meeting of Shareholders.
- Appraise the financial statements of the Corporation.
- The Board of Supervisors shall hire independent consultants or coordinate and mobilize the Corporation's internal audit personnel (when necessary) to perform the Board of Supervisors tasks in accordance with the provisions of the Law on Enterprise or on a topic when it arises.
- Organize training to improve the professional control skills of the Corporation's Board of Supervisors.

All Supervisors have unanimously approved this report and respectfully submitted it to the 2026 Annual General Meeting of Shareholders.

The Board of Supervisors would like to sincerely thank the Board of Directors, the Board of Management, functional departments, member units, and shareholders for their cooperation and for creating favorable conditions for the Board of Supervisors to perform its assigned tasks.

We wish the Delegates and Shareholders attending the meeting good health./.

#### Recipients:

- GMS;
- BoD;
- Archive: AD, BoS.

**O/B. BOARD OF SUPERVISORS  
HEAD OF BOARD OF SUPERVISORS**



*Sang*  
**Chu Thi Thu Trang**

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ha Noi, ... April 21<sup>st</sup> ....., 2026

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**

**Re: Approval of the 2024 profit distribution plan**

To: 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020;
- Pursuant to Decree No. 140/2020/NĐ-CP dated November 30<sup>th</sup>, 2020;
- Pursuant to Circular No. 16/2023/TT-BTC amending Circular No. 36/2011/TT-BTC on guidelines for state capital investment in enterprises, dated March 17<sup>th</sup>, 2023;
- Pursuant to the Charter of organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;
- Pursuant to Document No. 10005/BCT-KHTC dated December 18<sup>th</sup>, 2025, and Document No. 10238/BCT-KHTC dated December 26<sup>th</sup>, 2025, of the Ministry of Industry and Trade regarding the 2024 profit distribution plan,

The Board of Directors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation respectfully submits to the General Meeting of Shareholders for approval the 2024 profit distribution plan of HABECO, as follows:

**Approval of profit distribution plan for 2024:**

Unit: VND

No.	Indicators	Amount	Note
I	Profit after tax 2024	368,800,516,618	Profit after tax in 2024 based on HABECO's 2024 separate financial statements
II	Undistributed profit from the previous year	10,769,050,005	
III	Distribution of profit after tax in 2024 = (I) + (II)	379,569,566,623	
IV	Fund appropriation & dividend payment = (1) + (2)	373,512,863,896	

No.	Indicators	Amount	Note
<b>1</b>	<b>Appropriation to the Parent Company's funds</b>	<b>67,536,863,896</b>	
1.1	Reward and welfare fund of the Parent Company	66,240,863,896	Implemented in accordance with Decree No. 53/2016/ND-CP dated June 13 <sup>th</sup> , 2016, and Circular No. 28/2016/TT-BLDTBXH dated September 1 <sup>st</sup> , 2016.
1.2	Reward fund of the Board of Directors and Board of Supervisors	1,296,000,000	
<b>2</b>	<b>Dividend payment 2024</b>	<b>305,976,000,000</b>	
-	Payment ratio (%)	13.2%	
<b>V</b>	<b>Remaining undistributed profit = (III) – (IV)</b>	<b>6,056,702,727</b>	Due to the decimal fraction in the dividend payout ratio leading to remaining undistributed profit, this retained profit will be accumulated by HABECO to be carried forward for dividend payment in the following year.

Respectfully ask for the consideration and approval of General Meeting of Shareholders.

Best regards!

**Recipients:**

- Above;
- BoD;
- BoS;
- Archive: AD, TV.



**Tran Dinh Thanh**

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ha Noi, ... April 21<sup>st</sup> ..., 2026

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**  
**Re: Approval of the 2025 financial statements and profit distribution plan**

To: 2026 Annual General Meeting of Shareholders

*Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020;*

*Pursuant to Decree No. 140/2020/NĐ-CP dated November 30<sup>th</sup>, 2020;*

*Pursuant to Circular No. 16/2023/TT-BTC amending Circular No. 36/2011/TT-BTC on guidelines for state capital investment in enterprises, dated March 17<sup>th</sup>, 2023;*

*Pursuant to the Charter of organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;*

*Pursuant to the 2025 Separate financial statements and the 2025 Consolidated financial statements of Hanoi Beer Alcohol and Beverage Joint Stock Corporation ("HABECO"), which have been audited by NVA Auditing Company Limited,*

The Board of Directors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation respectfully submits to the General Meeting of Shareholders for approval of the 2025 financial statements and profit distribution plan of HABECO as follows:

**1. Approval of 2025 financial statements:**

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 separate financial statements and 2025 consolidated financial statements of HABECO, which include the following key financial indicators:

Unit: VND

No.	INDICATORS	SEPARATE FINANCIAL STATEMENTS (VND)	CONSOLIDATED FINANCIAL STATEMENTS (VND)
I	Total assets	6,111,015,559,875	7,550,755,316,813



No.	INDICATORS	SEPARATE FINANCIAL STATEMENTS (VND)	CONSOLIDATED FINANCIAL STATEMENTS (VND)
<b>1</b>	<b>Current assets</b>	<b>4,356,390,335,587</b>	<b>5,943,328,780,153</b>
<b>2</b>	<b>Long-term assets</b>	<b>1,754,625,224,288</b>	<b>1,607,426,536,660</b>
<b>II</b>	<b>Resources</b>	<b>6,111,015,559,875</b>	<b>7,550,755,316,813</b>
<b>1</b>	<b>Liabilities</b>	<b>1,774,813,708,631</b>	<b>2,152,636,508,881</b>
<b>2</b>	<b>Owner's equity</b>	<b>4,336,201,851,244</b>	<b>5,398,118,807,932</b>
2.1	Owner's contribution capital	2,318,000,000,000	2,318,000,000,000
2.3	Business promotion fund	1,083,800,291,522	1,532,691,904,862
2.4	Other funds	10,737,027,465	10,737,027,465
2.5	Retained profit after tax	923,664,532,257	859,335,903,652
2.6	Non-controlling interests	0	676,963,971,953
2.7	Funding sources	0	390,000,000
2.8	Fund to form fixed assets	0	0
<b>3</b>	<b>Net revenue from sales and provision of services</b>	<b>5,910,552,363,420</b>	<b>8,540,018,196,174</b>
<b>4</b>	<b>Net profit from operating activities</b>	<b>474,789,585,781</b>	<b>582,133,679,437</b>
<b>5</b>	<b>Total profit before tax</b>	<b>488,672,238,215</b>	<b>610,457,152,840</b>
<b>6</b>	<b>Profit after tax</b>	<b>400,256,911,984</b>	<b>491,498,313,672</b>
6.1	Profit after tax of the parent company		467,204,926,411
6.2	Profit after tax of non-controlling shareholders		24,293,387,261

*(The above figures are extracted from the HABECO's audited 2025 Separate and Consolidated financial statements).*

## 2. Approval of profit distribution plan for 2025:

Unit: VND

No.	Indicators	Amount	Note
I	Profit after tax 2025	400,256,911,984	Profit after tax in 2025 based on HABECO's 2025 separate financial statements
II	Undistributed profit from the previous year	6,056,702,727	
III	Distribution of profit after tax in 2025 = (I) + (II)	406,313,614,711	
IV	Fund appropriation & dividend payment = (1) + (2)	398,958,679,037	
1	Appropriation to the Parent Company's funds	46,622,679,037	
1.1	Reward and welfare fund of the Parent Company	45,157,599,842	Pursuant to the provisions of Law No. 68/2025/QH15 and Decree No. 248/2025/ND-CP dated September 15th, 2025, issued by the Government.
1.2	Reward fund of the Board of Directors and Board of Supervisors	1,465,079,195	
2	Dividend payment 2025	352,336,000,000	
-	Payment ratio (%)	15.2%	
V	Remaining undistributed profit = (III) – (IV)	7,354,935,674	Due to the decimal fraction in the dividend payout ratio leading to remaining undistributed profit, this retained profit will be accumulated by HABECO to be carried forward for dividend payment in the following year.

Respectfully ask for the consideration and approval of the General Meeting of Shareholders.

Best regards!

**Recipients:**

- Above;
- BoD;
- BoS;
- Archive: AD, TV.

**O/B THE BOARD OF DIRECTORS  
CHAIRMAN**



**TRAN DINH THANH**

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom - Happiness

Ha Noi, ... April 21<sup>st</sup> 2026

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**  
**Re: Approval of the 2026 business plan**

To: 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020;

- Pursuant to the Charter of organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;

The Board of Directors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation respectfully submits to the General Meeting of Shareholders for approval the 2026 following business plan:

Indicators	Unit	2026 Plan
1. Revenue from sales and provision of services (inclusive of Special Consumption Tax)	Billion VND	7,799.6
2. Total profit after tax	Billion VND	234.4
3. Divident payment	%/year	8.5

Respectfully ask for the consideration and approval of the General Meeting of Shareholders.

Best regards!

**Recipients:**

- Above;
- BoD;
- BoS;
- Archive: AD, KH.



**Tran Dinh Thanh**

MINISTRY OF INDUSTRY AND TRADE  
 HANOI BEER ALCOHOL AND BEVERAGE  
 JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM  
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Ha Noi, ... *April 21<sup>st</sup>* ... , 2026

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**

**Re: Approval of the 2026 profit distribution plan**

To: 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020;
- Pursuant to Decree No. 140/2020/NĐ-CP dated November 30<sup>th</sup>, 2020;
- Pursuant to Circular No. 16/2023/TT-BTC amending Circular No. 36/2011/TT-BTC on guidelines for state capital investment in enterprises, dated March 17<sup>th</sup>, 2023;
- Pursuant to the Charter of organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;
- Pursuant to Document No. 1076/HABECO-BPĐDVNN dated December 15<sup>th</sup>, 2025, of Hanoi Beer Alcohol and Beverage Joint Stock Corporation regarding the 2026 business plan,

The Board of Directors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation respectfully submits to the General Meeting of Shareholders for approval the 2026 profit distribution plan of HABECO, as follows:

Unit: VND

No.	Indicators	Amount	Note
I	Profit after tax 2026 plan	234,400,175,721	Profit after tax 2026 according to Document No. 1076/HABECO-BPĐDVNN dated December 15th, 2025
II	Undistributed profit from the previous year	7,354,935,674	
III	Distribution of profit after tax in 2026 = (I) + (II)	241,755,111,395	
IV	Fund appropriation & dividend payment = (1) + (2)	240,618,066,875	

No.	Indicators	Amount	Note
1	Appropriation to the Parent Company's funds	43,588,066,875	
1.1	Reward and welfare fund of the Parent Company	42,593,266,875	According to the provisions of Law No. 68/2025/QH15 and Decree No. 248/2025/ND-CP dated September 15 <sup>th</sup> , 2025, of the Government
1.2	Reward fund of the Board of Directors and Board of Supervisors	994,800,000	
2	Dividend payment 2026 plan	197,030,000,000	
-	Payment ratio (%)	8.5%	
V	<b>Remaining undistributed profit = (III) – (IV)</b>	<b>1,137,044,520</b>	Due to the decimal fraction in the dividend payout ratio leading to remaining undistributed profit, this retained profit will be accumulated by HABECO to be carried forward for dividend payment in the following year.

Respectfully ask for the consideration and approval of General Meeting of Shareholders.

Best regards!

**Recipients:**

- Above;
- BoD;
- BoS;
- Archive: AD, TV.

**O/B BOARD OF DIRECTORS  
CHAIRMAN**



*Tran Dinh Thanh*

**Tran Dinh Thanh**

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ha Noi, ...April 21<sup>st</sup>..., 2026

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**  
**Re: Approval of the 2025 salary and remuneration settlement; and the 2026**  
**planned salary and remuneration for Members of the Board of Directors and the**  
**Board of Supervisors**

To: 2026 Annual General Meeting of Shareholders

*Pursuant to Law on Enterprises No. 59/2020/QH14, issued by National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020;*

*Pursuant to the Charter of the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation ("HABECO")*

*Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholder of HABECO;*

*Pursuant to the 2025 audited financial statements of HABECO;*

*Pursuant to the 2026 business and production plan of HABECO,*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 salary and remuneration settlement and the 2026 planned salary and remuneration for Members of the Board of Directors and the Board of Supervisors of HABECO as follows:

**1. The 2025 salary and remuneration settlement for the Board of Directors and the Board of Supervisors:**

No.	Description	Amount (VND)
1	<b>Planned salary and remuneration according to the 2025 AGM Resolution</b>	<b>4,883,597,316</b>
2	<b>Implementation</b>	<b>5,860,316,779</b>
	Salary of dedicated members of the Board of Directors and Board of Supervisors	3,556,316,779
	Remuneration of concurrent members of the Board of Directors and Board of Supervisors	2,304,600,000
3	<b>Conclusion: Variance between implementation and the plan approved by the AGM</b>	<b>976,719,463</b>

## 2. The 2026 planned salary, remuneration, and bonuses for the Board of Directors and the Board of Supervisors:

### a) Planned salary and remuneration

No.	Description	Amount (VND)
1	Salary of dedicated members of the Board of Directors and Board of Supervisors	2,328,000,000
2	Remuneration of concurrent members of the Board of Directors and Board of Supervisors	1,651,200,000
	<b>Total</b>	<b>3,979,200,000</b>

b) Implemented salary, remuneration, and bonuses: Will be settled following the principles stipulated in Decree No. 248/2025/ND-CP dated September 15<sup>th</sup>, 2025, issued by the Government on the management of labor, salaries, remuneration, and bonuses for direct representatives of the owner, representatives of state capital portions, and supervisors in state-owned enterprises, considering the exclusion of objective factors affecting productivity and realized profits in 2026.

Respectfully ask for the consideration and approval of the General Meeting of Shareholders.

Best regards!

**Recipients:**

- Above;
- BoD;
- BoS;
- Archive: AD, TCNS.

**O/B BOARD OF DIRECTORS  
CHAIRMAN**



**TRAN DINH THANH**

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM  
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Ha Noi, ... April 21<sup>st</sup> ....., 2026

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**  
**Re: Selection of the auditing firm for the 2026 financial statements**

To: 2026 Annual General Meeting of Shareholders

*Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020;*

*Pursuant to Decree No. 155/2020/ND-CP dated December 31<sup>st</sup>, 2020, issued by the Government providing guidelines on corporate governance applicable to public companies;*

*Pursuant to the Charter of organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;*

The Board of Supervisors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors to select a reputable auditing firm from the list of auditing firms approved by the State Securities Commission for auditing public interest entities in the securities sector in 2026, to audit the Financial Statements for the year 2026.

Respectfully ask for the consideration and approval of the General Meeting of Shareholders.

Best regards!

O/B THE BOARD OF SUPERVISORS  
HEAD OF BOARD OF SUPERVISORS



Chu Thi Thu Trang

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

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Ha Noi, ... *April 21<sup>st</sup>* ..., 2026

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**

**Re: Dismissal and replacement election of a Supervisor for the 2025 - 2030 term**

To: 2026 Annual General Meeting of Shareholders

*Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020;*

*Pursuant to the Charter of organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;*

*Pursuant to Resolution No. 05/NQ-HDQT-HABECO dated March 26<sup>th</sup>, 2026 of the Board of Directors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation ("HABECO") regarding the introduction of a candidate for Supervisor of HABECO for the 2025 - 2030 term;*

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following contents:

1. Dismissal of Supervisor for the 2025 - 2030 term for Ms. Thieu Hong Nhung due to her resignation letter.
2. Election of Supervisor for the 2025 - 2030 term:
  - Quantity: 01 Supervisor. After the election, the total number of HABECO's Supervisors remains unchanged (03 Supervisors).
  - Nominated candidate for Supervisor for the 2025 - 2030 term: Mr. Nguyen Hanh Bao Phuc (*The candidate's resume is attached to this Proposal*).

Best regards!

*Recipients:*

- Above;
- BoD;
- BoS;
- Archive: AD, TV.




**Tran Dinh Thanh**

**SUMMARY RESUME**  
**CANDIDATE FOR SUPERVISOR OF HANOI BEER ALCOHOL AND BEVERAGE**  
**JOINT STOCK CORPORATION FOR THE 2025 - 2030 TERM**

(Attached to the Proposal dated *April 21<sup>st</sup>*, 2026 of Hanoi Beer Alcohol and Beverage Joint Stock Corporation)



Full name	Personal Information	Educational level	Political theory	Work Experience
 <b>Mr. Nguyen Hanh Bao Phuc</b>	<ul style="list-style-type: none"> <li>- Date of birth: 27/08/1983</li> <li>- Gender: Male</li> <li>- Citizen ID No.: 079083006667</li> <li>- Date of issue: 25/01/2022</li> <li>- Place of issue: Police Department for Administrative Management of Social Order</li> <li>- Place of origin: An Phu Commune, Quang Ngai Province</li> <li>- Permanent address: 47/27 Tran Hung Dao, An Dong Ward, Ho Chi Minh City</li> <li>- Current address: Apartment A12A08, Thao Dien Pearl, An Khanh Ward, Ho Chi Minh City</li> </ul>	Bachelor of Economics, Master of Business Administration	Primary	<ul style="list-style-type: none"> <li>- August 2005 - July 2007: Audit Assistant, Price WaterhouseCoopers Vietnam Co., Ltd (PwC).</li> <li>- September 2007 - July 2011: Investment Specialist, State Capital Investment Corporation (SCIC) – HCMC Branch.</li> <li>- July 2011 - April 2013: Head of Portfolio Management Team 1, SCIC – HCMC Branch</li> <li>- April 2013 - May 2015: Manager of Project Development Department, SCIC – HCMC Branch</li> <li>- April 2009 - October 2014: Concurrently served as a Member, and later Head of the Board of Supervisors (BOS) at Rang Dong Plastic Joint Stock Company.</li> <li>- April 2011 - May 2015: Concurrently SCIC Capital Representative - Member of the Board of Directors (BOD) at Can Tho Tourist Joint Stock Company; BOD Member and later Vice Chairman of the Board of Directors of Saigon Transport Agency Joint Stock Company (SAVICO).</li> <li>- February 2014 - May 2015: Concurrently SCIC Capital Representative, later BOD Member at General II Import and Export Joint Stock Company (GENIMEX 2).</li> <li>- May 2015 - March 2018: Head of Division - Representative Office of the Ministry of Finance (MOF) in Ho Chi Minh City.</li> <li>- March 2018 - June 2024: Deputy Chief Representative, MOF – HCMC Representative Office.</li> <li>- February 2025 - Present: Senior External Affairs Manager - Carlsberg Vietnam Co., Ltd.</li> </ul>

MINISTRY OF INDUSTRY AND TRADE  
HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ha Noi, ... April 21<sup>st</sup> ....., 2026

**REGULATIONS ON THE ELECTION  
OF A MEMBER OF THE BOARD OF SUPERVISORS  
OF HANOI BEER – ALCOHOL – BEVERAGE JOINT STOCK  
CORPORATION (HABECO) FOR THE 2025–2030**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11<sup>th</sup>, 2022, and Law No. 76/2025/QH15 dated June 17<sup>th</sup>, 202;*

*Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26<sup>th</sup>, 2019, and its guiding documents; Law No. 56/2024/QH15 dated November 29<sup>th</sup>, 2024, amending and supplementing certain articles of the Law on Securities;*

*Pursuant to the Charter of the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;*

The 2026 Annual General Meeting of Shareholders of Hanoi Beer – Alcohol – Beverage Joint Stock Corporation (HABECO) shall conduct the election of a member of the Board of Supervisors for the 2025–2030 term in accordance with these Regulations:

**Article 1. Eligible voters:**

- Shareholders owning voting shares; and
- Authorized representatives of shareholders owning voting shares of the Corporation (if any).

**Article 2. Number of replacement members of the Board of Supervisors to be elected for the 2025–2030 term:** 01 (one) supervisor.

**Article 3. Qualifications of a member of the Board of Supervisors:**

- Not fall under the cases specified in Clause 2, Article 17 of the Law on Enterprises;
- Be in good health, possess good moral character, honesty, integrity,



knowledge, and a strong sense of legal compliance; and be trained in one of the following fields: economics, finance, accounting, auditing, law, business administration, or other fields relevant to the Company's business operations;

- Not be a close relative of any member of the Board of Directors, the General Director, or other managers;

- Not be a manager of HABECO; not necessarily be a shareholder or employee of HABECO; and not work in the accounting or finance department of HABECO;

- Not be a member or employee of the auditing firm that has audited HABECO's financial statements within the preceding three (03) consecutive years;

- Not be a close relative of a manager of HABECO, a representative of the Company's capital, or a representative of the State capital at HABECO.

#### **Article 4. Nomination of candidates for the Board of Supervisors:**

Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate Board of Supervisors candidates . A shareholder or a group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to less than 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

In case the number of candidates for the Board of Supervisors through nomination and self-nomination is still insufficient as required, the incumbent Board of Supervisors may nominate additional candidates or organize further nominations in accordance with a mechanism prescribed by the Company. Such nomination mechanism or the manner in which the incumbent Board of Supervisors nominates Supervisors candidates must be clearly announced and approved by the General Meeting of Shareholders prior to conducting the nomination.

#### **Article 5. Dossiers for nomination and self-nomination of candidates to the Board of Supervisors**

Shareholders or groups of shareholders meeting the eligibility criteria and conditions may prepare and submit dossiers for nomination or self-nomination of candidates to the Board of Supervisors in accordance with these Regulations.

5.1. Dossiers for nomination and self-nomination include:

- The original written nomination of the shareholder/group of shareholders nominating a candidate to the Board of Supervisors;

- The original curriculum vitae (CV) of the candidate, self-declared, including full details of full name, date of birth, educational background, professional qualifications, working experience, companies in which the candidate currently holds positions as a member of the Board of Supervisors or other managerial positions (if any), and other interests related to HABECO (if any); together with a commitment to the truthfulness, accuracy and reasonableness of the provided information and a commitment to perform duties honestly if elected;

- Certified copy of Citizen Identification Card/Passport;

- Certified copies of degrees, diplomas and professional certificates (if any);

- Documents evidencing the shareholding ratio of the shareholder/group of shareholders meeting the nomination eligibility requirements as prescribed in these Regulations.

5.2. Dossiers for nomination/self-nomination must be submitted to the Organizing Committee of the General Meeting before 5:00 PM on April 10<sup>th</sup>, 2026 at the following address: Hanoi Beer – Alcohol – Beverage Joint Stock Corporation (HABECO), No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi.

5.3. For nominations/self-nominations made at the General Meeting, the shareholder/group of shareholders must submit the relevant dossiers immediately to the Chairperson for consideration.

5.4. Only dossiers that satisfy the nomination/self-nomination requirements and candidates who meet the eligibility criteria for members of the Board of Supervisors shall be included in the list of candidates announced at the General Meeting.

#### **Article 6. Vote Counting Committee**

6.1. The Vote Counting Committee shall be proposed by the Chairperson (through the Organizing Committee) and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee must not be included in the list of nominated or self-nominated candidates for the Board of Supervisors.

6.2. Responsibilities:

- The Vote Counting Committee shall prepare the vote counting minutes and be responsible before the Presidium and the General Meeting of Shareholders for the performance of its duties;

- Accurately determine the voting results at the General Meeting;

- Promptly report the vote counting results to the Secretariat;

- Conduct vote counting in accordance with the Regulations on nomination, self-nomination and election at the General Meeting;
- Review and report to the General Meeting any violations of voting/election procedures or complaints regarding vote counting results.

**Article 7. Ballots, voting principles and vote counting**

7.1. Ballots

- After the General Meeting of Shareholders approves the list of candidates for election to the Board of Supervisors, the Organizing Committee shall print the full names of candidates on the ballots, unless the General Meeting of Shareholders agrees that shareholders shall fill in the names of candidates on ballots provided by the Organizing Committee;

- Ballots shall be uniformly printed and shall indicate the total number of voting rights corresponding to each attendance code;

- Shareholders or their authorized representatives shall be simultaneously provided with ballots for the election of the Supervisor in accordance with their attendance code;

- In case of writing errors, shareholders may request the Meeting Organizing Committee to replace them with other ballots;

- Invalid ballots include the following cases:

✓ Ballots not issued by HABECO and not bearing HABECO's official seal;

✓ Ballots that are erased, altered, supplemented, or containing names that are incorrect or not included in the list of candidates approved by the General Meeting of Shareholders prior to voting;

✓ Ballots in which the total votes cast for candidates exceed the total voting rights of the shareholder.

7.2. Voting and vote counting principles:

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders.

- Voting shall commence after the distribution of ballots is completed and shall end when the last shareholder casts their ballot into the ballot box.

- Vote counting must be conducted immediately after the close of voting.

- The vote counting results shall be documented in writing and announced by the Head of the Vote Counting Committee before the General Meeting.

- All ballots after counting shall be retained at the head office of HABECO.

## Article 8. Voting method and election principles

### 8.1. Voting method

The election of members of the Board of Supervisors shall be conducted using the cumulative voting method, whereby each shareholder shall have a total number of votes equal to the number of shares owned multiplied by the number of members to be elected to the Board of Supervisors, and may allocate all or part of such votes to one or more candidates (in accordance with the guidelines set out in the Appendix attached to these Regulations).

### 8.2. Election principles

Elected members of the Board of Supervisors shall be determined based on the number of votes received, in descending order, starting from the candidate with the highest number of votes until the required number of members as prescribed in the Charter of HABECO is filled.

In case two or more candidates receive an equal number of votes for the last available position, a re-election shall be conducted among such candidates, or selection shall be made in accordance with the criteria specified in the election regulations or the Charter of HABECO.

## Article 9. Preparation and announcement of the Vote Counting Minutes:

After counting the votes, the Vote Counting Committee must prepare the Vote Counting Minutes. The full text of the Vote Counting Minutes must be announced before the General Meeting.

**Article 10. Any complaints regarding the voting and vote counting shall be resolved by the Chairperson of the meeting and recorded in the Minutes of the General Meeting of Shareholders.**

These Regulations consist of 10 Articles and are read publicly before the General Meeting of Shareholders for voting and approval.


**0/B BOARD OF DIRECTORS**  
**CHAIRMAN**

  
**TRAN DINH THANH**

37662  
 CÔNG T  
 PHẦN  
 NƯỚC GIẢI  
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## APPENDIX

### GUIDELINES FOR THE ELECTION OF MEMBERS OF THE BOARD OF SUPERVISORS BY THE CUMULATIVE VOTING METHOD

*(Attached to the Regulations on the Election of Members of the Board of Supervisors of Hanoi Beer – Alcohol – Beverage Joint Stock Corporation (HABECO))*

#### 1. Filling in the ballot:

Each shareholder shall have a total number of votes equal to the total number of voting shares held (including owned and authorized shares) multiplied by the number of members of the Board of Supervisors to be elected.

A shareholder may allocate such total votes to all candidates or concentrate all votes on one or several candidates; however, the total number of votes allocated to all candidates must not exceed the total number of votes the shareholder is entitled to cast.

#### Example:

**The General Meeting of Shareholders resolves to elect 01 member of the Board of Supervisors from a total of 02 candidates. Shareholder Nguyen Van A holds (including owned and authorized shares) 10,000 voting shares. Accordingly, the total number of votes available to shareholder Nguyen Van A is calculated as follows:**

$$10,000 \text{ shares} \times 1 = 10,000 \text{ votes}$$

Shareholder Nguyen Van A may allocate votes under the cumulative voting method as follows:

**Scenario 1:** Shareholder Nguyen Van A evenly divides his votes between the 02 candidates (meaning each candidate receives 5,000 votes).

No.	Candidate's Full Name	Number of votes (for each candidate)
1	Candidate 1	5,000
2	Candidate 2	5,000

**Scenario 2:** Shareholder Nguyen Van A casts all of his votes for 01 candidate.

No.	Candidate's Full Name	Number of votes (for each candidate)
1	Candidate 1	10,000
2	Candidate 2	

**Scenario 3:** Shareholder Nguyen Van A casts his votes for 02 candidates (but unevenly).

No.	Candidate's Full Name	Number of votes (for each candidate)
1	Candidate 1	7,000
2	Candidate 2	3,000

## 2. Invalid ballots

- Ballots not issued by HABECO and not bearing HABECO's official seal;
- Ballots that are erased, altered, supplemented, or containing names that are incorrect or not included in the list of candidates approved by the General Meeting of Shareholders prior to voting;
- Ballots in which the total votes cast for candidates exceed the total voting rights of the shareholder.

No.	Candidate's Full Name	Number of votes (for each candidate)
1	Nguyen Van 1	<del>10,000</del>
2	Nguyen Van 2	<del>5,000</del>

**RESOLUTION**

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION  
(Draft)**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11<sup>th</sup>, 2022, and Law No. 76/2025/QH15 dated June 17<sup>th</sup>, 2025;*

*Pursuant to the Charter of the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation, as amended for the fifth time at Annual General meeting of shareholders on April 28<sup>th</sup>, 2021;*

*Pursuant to the Meeting Minutes on April 22<sup>nd</sup>, 2026 of Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.*

**RESOLVED:**

**Article 1.** Approval of Board of Management's report on evaluation of business and production activities in 2025 and plan for 2026 (Attachment).

**Article 2.** Approval of Board of Directors' report on corporate governance and operational performance in 2025 and orientations for 2026 (Attachment).

**Article 3.** Approval of Board of Supervisors' report at the 2026 Annual General Meeting of Shareholders (Attachment).

**Article 4.** Approval of the 2024 profit distribution plan.

No.	Indicators	Amount (VND)
I	Profit after tax 2024	368,800,516,618
II	Undistributed profit from the previous year	10,769,050,005



No.	Indicators	Amount (VND)
<b>III</b>	<b>Distribution of profit after tax in 2024 = (I) + (II)</b>	<b>379,569,566,623</b>
<b>IV</b>	<b>Fund appropriation &amp; dividend payment = (1) + (2)</b>	<b>373,512,863,896</b>
1	Appropriation to the Parent Company's funds	67,536,863,896
1.1	<i>Reward and welfare fund of the Parent Company</i>	66,240,863,896
1.2	<i>Reward fund of the Board of Directors and Board of Supervisors</i>	1,296,000,000
2	Dividend payment 2024	305,976,000,000
-	<i>Payment ratio (%)</i>	13.2
<b>V</b>	<b>Remaining undistributed profit = (III) – (IV)</b>	<b>6,056,702,727</b>

**Article 5.** Approval of the 2025 audited separate financial statements and the 2025 audited consolidated financial statements

**Article 6.** Approval of the 2025 profit distribution plan.

No.	Indicators	Amount (VND)
<b>I</b>	<b>Profit after tax 2025</b>	<b>400,256,911,984</b>
<b>II</b>	<b>Undistributed profit from the previous year</b>	<b>6,056,702,727</b>
<b>III</b>	<b>Distribution of profit after tax in 2025 = (I) + (II)</b>	<b>406,313,614,711</b>
<b>IV</b>	<b>Fund appropriation &amp; dividend payment = (1) + (2)</b>	<b>398,958,679,037</b>
1	Appropriation to the Parent Company's funds	46,622,679,037
1.1	<i>Reward and welfare fund of the Parent Company</i>	45,157,599,842
1.2	<i>Reward fund of the Board of Directors and Board of Supervisors</i>	1,465,079,195
2	Dividend payment 2025	352,336,000,000
-	<i>Payment ratio (%)</i>	15.2
<b>V</b>	<b>Remaining undistributed profit = (III) – (IV)</b>	<b>7,354,935,674</b>

**Article 7.** Approval of the 2026 business plan.

No.	Indicators	Unit	2026 Plan
1	Revenue from sales and provision of services (inclusive of special consumption tax)	Billion VND	7,799.6
2	Total profit after tax	Billion VND	234.4
3	Dividend payment	%/year	8.5

**Article 8.** Approval of the 2026 profit distribution plan

No.	Indicators	Amount (VND)
I	<b>Planned profit after tax for 2026</b>	234,400,175,721
II	<b>Undistributed profit from the previous year</b>	7,354,935,674
III	<b>Distribution of profit after tax in 2026 = (I) + (II)</b>	241,755,111,395
IV	<b>Fund appropriation &amp; dividend payment = (1) + (2)</b>	240,618,066,875
1	Appropriation to the Parent Company's funds	43,588,066,875
1.1	<i>Reward and welfare fund of the Parent Company</i>	42,593,266,875
1.2	<i>Reward fund of the Board of Directors and Board of Supervisors</i>	994,800,000
2	Dividend payment 2026 plan	197,030,000,000
-	Payment ratio (%)	8.5
V	<b>Remaining undistributed profit = (III) – (IV)</b>	1,137,044,520



**Article 9.** Approval of the 2025 salary and remuneration settlement; and the 2026 planned salary and remuneration for Members of the Board of Directors and the Board of Supervisors:

**1. The 2025 salary and remuneration settlement for the Board of Directors and the Board of Supervisors:**

No.	Description	Amount (VND)
1	<b>Planned salary and remuneration according to the 2025 AGM Resolution</b>	4,883,597,316
2	<b>Implementation</b>	5,860,316,779
	<i>Salary of dedicated members of the Board of Directors and Board of Supervisors</i>	3,556,316,779

	<i>Remuneration of concurrent members of the Board of Directors and Board of Supervisors</i>	2,304,600,000
3	<b>Conclusion: Variance between implementation and the plan approved by the AGM</b>	<b>976,719,463</b>

**2. The 2026 planned salary, remuneration, and bonuses for the Board of Directors and the Board of Supervisors:**

a) Planned salary and remuneration

- Salary of dedicated members of the Board of Directors and Board of Supervisor: 2,328,000,000 VND.

- Remuneration of concurrent members of the Board of Directors and Board of Supervisors: 1,651,200,000 VND.

**Total: 3,979,200,000 VND**

b) Implemented salary, remuneration, and bonuses: Will be settled following the principles stipulated in Decree No. 248/2025/ND-CP dated September 15th, 2025, issued by the Government on the management of labor, salaries, remuneration, and bonuses for direct representatives of the owner, representatives of state capital portions, and supervisors in state-owned enterprises, considering the exclusion of objective factors affecting productivity and realized profits in 2026.

**Article 10.** Authorize the Board of Directors to select a reputable auditing firm from the list of auditing firms approved by the State Securities Commission for auditing public interest entities in the securities sector in 2026, to audit the Financial Statements for the year 2026.

**Article 11.** Approve the results of the dismissal and replacement election of the Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation for the 2025 - 2030 term.

- Dismiss Ms. Thieu Hong Nhung from the position of Supervisor for the 2025 - 2030 term.

- Mr./Ms. .... has been elected as a Supervisor for the 2025 - 2030 term of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

**Article 12.** Terms and conditions

- The entire resolution has been unanimously approved by the General Meeting of Shareholders and takes effect from the date of signing.

- The members of the Board of Directors, the Board of Supervisors, the General Director, the Deputy General Directors, and all shareholders of the Corporation are responsible for implementing this resolution./.

***Recipients:***

- Article 12;
- SSC;
- HOSE;
- Ministry of Industry and Trade;
- Archive: AD, HABECO Secretary.

**O/B. GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN**

**Tran Dinh Thanh**

