

No.: 01/2026/NQ-ĐHCD

Haiphong, April 20, 2026

**RESOLUTION  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
HANOI - HAI DUONG BEER JOINT STOCK COMPANY**

*Based on The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Based on The Charter on Organization and Operation of Hanoi - Hai Duong  
Beer Joint Stock Company;*

*Based on The Minutes of the 2026 Annual General Meeting of Shareholders  
of Hanoi - Hai Duong Beer Joint Stock Company dated April 20, 2026.*

The 2026 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company was conducted from 09:30 AM to 10:30 AM on April 20, 2026, at the company's headquarters, located at Quan Thanh Street, Binh Han Ward, Hai Duong City, Hai Duong Province.

The meeting was attended by 95 shareholders and duly authorized representatives, representing 2.464.726 shares, accounting for 61,6% of the total voting shares of the company.

The General Meeting reviewed and discussed the presented documents. The shareholders attending the 2026 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company unanimously agreed on the following:

**RESOLUTION:**

**Article 1:** Approval of the 2025 Business Performance Report of Hanoi - Hai Duong Beer Joint Stock Company.

Key business and production indicators achieved in 2025 are as follows:

Items	Unit	Implement- tion 2024	Plan 2025	Implemen- tation 2025	% Implementation as	
					Plan 2025	Same period
1. Revenue	Billion VND	171.9	175.6	162.8	92.7	94.7
2. Profit after Tax	Billion VND	6.3	6.90	6.94	100.6	110.2

**Article 2:** Approval of the Board of Directors' Report on the 2025 performance and the 2026 operational plan.

**Article 3:** Approval of the Supervisory Board's Report on the 2025 performance and the 2026 operational plan.



**Article 4:** Approval of the 2025 financial statements audited by NVA Limited Liability Company

**Article 5:** Approval of the 2025 dividend rate at 12% of charter capital (each share receives 1,200 VND in dividends), to be paid in cash.

**Article 6.** Approval of the 2025 profit distribution plan as follows:

<b>Total profit after corporate income tax</b>	<b>8.318.160.833</b>
- Total undistributed after-tax profit for 2025	6.943.661.883
- Undistributed after-tax profit from 2024	1.374.498.950
Dividend payment for 2025 in cash (12% of charter capital)	4.800.000.000
Allocation to Bonus and welfare funds	3.133.160.833
Bonus for the Executive Management Board	385.000.000

**Article 7.** Approval of the 2026 business and production targets.

Items	Unit	Plan 2026	% of plan compared to actual in 2025
1. Revenue	Million VND	179.603	110,3
2. Profit after Tax	-	7.164	103,2

**Article 8:** Approval of the Dividend Plan and Profit Distribution Plan for the 2026 Financial Year

8.1. Dividend Plan for 2026

- Dividend for the 2026 financial year: a payment rate of 10% per share.

- Payment schedule: to be made after the resolution of the General Meeting of Shareholders.

8.2. Profit Distribution Plan for the 2026 Financial Year

<b>Undistributed after-tax profit for 2026</b>	<b>7.164.000.000</b>
Dividend payment for 2026 in cash (10% of charter capital)	4.000.000.000
Allocation to Bonus and welfare funds	2.814.000.000
Bonus for the Executive Management Board	350.000.000

**Article 9:** Approval of the Remuneration Settlement for 2025 and the Remuneration Plan for the Board of Directors and Supervisory Board for 2026

9.1. Remuneration Settlement for 2025:

- Approved total remuneration: 456 million VND

- Actual remuneration paid: 456 million VND

9.2. Remuneration Plan for 2026

Approved total remuneration: 471,96 million VND

**Article 10.** Approval of the Authorization for the Board of Directors to Select the Auditing Firm for the 2026 Financial Statements.

**Article 11.** Approval of the additional election of a member of the Supervisory Board

Approval of the list of elected members of the Supervisory Board: Ms. Bui Thi Thanh Binh

**Article 12.** Implementation Clause.

This resolution has been approved by the General Meeting of Shareholders and will take effect from April 20, 2026.

The General Meeting of Shareholders authorizes the Board of Directors to direct and organize the implementation of the contents of this resolution in accordance with the law and the Company's Charter.

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

**Recipients:**

- Shareholders,
- Members of the BOD,
- Members of the SB,
- Members of the EB,
- Archived at the Company.



**Nguyen Quang Thanh**



**HA NOI - HAI DUONG BEER JOINT STOCK COMPANY**  
**Address:** Quan Thanh Street, Thanh Dong Ward, Hai Phong City  
**Telephone:** 0220.3852 319   **Fax:** 0220.3859 835  
**Website:** [www.habecohd.com.vn](http://www.habecohd.com.vn)

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

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At 09:30AM on April 20, 2026, the Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company was held at the company's headquarters located at Quan Thanh Street, Thanh Dong Ward, Hai Phong City.

*The Presidium of the General Meeting was composed of the following members:*

1. Mr Nguyen Quang Thanh - Chairman of the Board of Directors: Chairman of the meeting.

2. Mr Tran Huy Loan - Vice Chairman of the Board of Directors, General Director of the Company: Member

3. Ms. Nguyen Thi Minh Nguyet- Member of the Board of Directors: Member

*The Shareholder Eligibility Verification Committee consisted of 03 members:*

1. Mr Tran Van Ha - Member of the Board of Directors, Vice Director: Head of the Committee

2. Mr Vu Van Khoan - Vice Director: Member

3. Ms Bui Thi Thanh Binh - Head of the Supervisory Board: Member

*The meeting unanimously elected the following:*

- *Secretary of the Meeting:* Pham Huy Phuong

- *Vote Counting Committee: Comprising 03 members:*

1. Mr. Nhu Viet Anh - Head of Planning and Investment Department: Head of the Committee

2. Mr. Diem Cong Duc - Head of marketing and sales department: Member

3. Ms. Ha Thi Thuy Duong - Deputy Head of Finance and Accounting Department: Member

**Meeting Attendance:**

At the opening of the meeting, there were 94 shareholders and authorized representatives (collectively referred to as delegates), corresponding to 2.463.666 shares with voting rights, representing 61,6% of the total voting shares of the Company.

The General Meeting unanimously approved the Agenda and Working Regulations that had been communicated by the Board of Directors.

### **PROCEEDINGS OF THE MEETING**

**I.** The meeting heard the Report of the CEO on the 2025 business performance and the 2026 plan, presented by Mr. Tran Huy Loan, the Company's General Director.

**II.** The meeting heard the Report of the Board of Directors on the 2025 performance and the 2026 operational direction, presented by Mr. Nguyen Quang Thanh, Chairman of the Board of Directors.

**III.** The meeting heard the Report of the Supervisory Board on the 2025 activities and the 2026 operational plan, presented by Ms. Bui Thi Thanh Binh, Head of the Supervisory Board.

**IV.** The meeting also heard several proposals for review and voting by the General Meeting of Shareholders:

1. Proposal for approval of the audited financial statements for 2025.
2. Proposal for approval of the dividend rate and profit distribution plan for 2025.
3. Proposal for approval of the business and production targets for 2026.
4. Proposal for approval of the profit distribution plan and dividend rate for 2026.
5. Proposal for approval of the remuneration settlement for 2025 and the remuneration plan for the Board of Directors and Supervisory Board for 2026.
6. Proposal for selecting the auditing firm for the 2026 financial statements.
7. Proposal for termination of the term of office of Ms. Bui Thi Thanh Binh as a member of the Board of Supervisors for the 2021–2026 term; and election of an additional member of the Board of Supervisors for the 2026–2031 term.

### **V. Comments and Opinions at the General Meeting**

**VI. The meeting proceeded with voting on each item presented by the Board of Directors as outlined above.**

At the time of voting, 95 shareholders and authorized representatives represented 2.464.726 shares with voting rights.

Voting Results are as follows:

1. Approval of the CEO's Report on the 2025 business performance and the 2026 plan, with the results as follows:

Total number of votes in favor: 95 votes, representing 2.464.726 shares, accounting for 100% of the voting shares at the meeting.

Therefore, Item 1 was approved with 100% of the total votes from shareholders present and voting.

- 2) Approval of the Board of Directors' Report on the 2025 performance and the 2026 operational plan, with the results as follows:

Total number of votes in favor: 95 votes, representing 2.464.726 shares, accounting for 100% of the voting shares at the meeting.

Therefore, Item 2 was approved with 100% of the total votes from shareholders present and voting.

3) Approval of the Supervisory Board's Report on the 2025 performance and the 2026 operational plan, with the results as follows:

Total number of votes in favor: 95 votes, representing 2.464.726 shares, accounting for 100% of the voting shares at the meeting.

Therefore, Item 3 was approved with 100% of the total votes from shareholders present and voting.

4) Approval of the audited financial statements for 2025, with the results as follows:

Total number of votes in favor: 95 votes, representing 2.464.726 shares, accounting for 100% of the voting shares at the meeting.

Therefore, Item 4 was approved with 100% of the total votes from shareholders present and voting.

5) Approval of the dividend rate and profit distribution plan for 2025, with the results as follows:

Total number of votes in favor: 95 votes, representing 2.464.726 shares, accounting for 100% of the voting shares at the meeting.

Therefore, Item 5 was approved with 100% of the total votes from shareholders present and voting.

6) Approval of the business and production targets for 2026, with the results as follows:

Total number of votes in favor: 95 votes, representing 2.464.726 shares, accounting for 100% of the voting shares at the meeting.

Therefore, Item 6 was approved with 100% of the total votes from shareholders present and voting.

7) Approval of the profit distribution plan and dividend rate for 2026, with the results as follows:

Total number of votes in favor: 95 votes, representing 2.464.726 shares, accounting for 100% of the voting shares at the meeting.

Therefore, Item 7 was approved with 100% of the total votes from shareholders present and voting.

8) Approval of the remuneration settlement for 2025 and the remuneration plan for the Board of Directors and Supervisory Board for 2026, with the results as follows:

Total number of votes in favor: 95 votes, representing 2.464.726 shares, accounting for 100% of the voting shares at the meeting.

Therefore, Item 8 was approved with 100% of the total votes from shareholders present and voting.

9) Approval of the selection of the auditing firm for the 2026 financial statements, with the results as follows:

Total number of votes in favor: 95 votes, representing 2.464.726 shares, accounting for 100% of the voting shares at the meeting.

Therefore, Item 9 was approved with 100% of the total votes from shareholders present and voting.

10) Approval of the termination of the term of office of Ms. Bui Thi Thanh Binh as a member of the Board of Supervisors for the 2021–2026 term; and election of an additional member of the Board of Supervisors for the 2026–2031 term.

Total number of votes in favor: 95 votes, representing 2.464.726 shares, accounting for 100% of the voting shares at the meeting.

Therefore, Item 10 was approved with 100% of the total votes from shareholders present and voting.

#### **VII. Election of an Additional Member of the Board of Supervisors**

- Mr. Nhu Viet Anh, Head of the Vote Counting Committee, presented the Election Regulations.

The General Meeting of Shareholders approved the Election Regulations.

- Mr. Nguyen Quang Thanh, Chairman of the Meeting, presented the proposal on nomination and introduced the candidate(s) for election to the Board of Supervisors. As of the commencement of the Meeting, the Board of Directors had received valid nomination and self-nomination dossiers as follows:

List of candidates for election to the Board of Supervisors: Ms Bui Thi Thanh Binh.

The list of candidates for election to the Board of Supervisors was approved by the General Meeting of Shareholders with 100% of the total voting shares represented at the Meeting.

- The General Meeting of Shareholders then proceeded with the election. The Vote Counting Committee conducted the counting of votes. The Head of the Vote Counting Committee announced the vote-counting results as follows:

Results of the election of the Board of Supervisors of Hanoi – Hai Duong Beer Joint Stock Company for the 2026–2031 term:

No.	Full name	Vote	(%)
1	Bui Thi Thanh Binh	95/95 2.464.726 shares	100

**VIII. The General Meeting unanimously resolved and issued a Resolution on the items that were approved during the meeting.**

**IX. The minutes were completed and approved at the General Meeting.**

The 2026 Annual General Meeting of Hanoi - Hai Duong Beer Joint Stock Company was concluded at 10 hours and 30 minutes on the same day.

*The Reports, Proposals, Vote Counting Minutes, and Board of Directors Election Vote Counting Minutes, which were approved during the meeting, are integral parts of this meeting minutes.*

**SECRETARY OF THE MEETING**



**Pham Huy Phuong**

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



**Nguyen Quang Thanh**

20210300021

**HAI NOI - HAI DUONG BEER JOINT STOCK COMPANY**

Address: Quan Thanh Street, Thanh Dong Ward, Hai Phong City

Telephone: 0220.3852 319 Fax: 0220.3859 835

Website: [www.habeco hd.com.vn](http://www.habeco hd.com.vn)



**MINUTES OF SHAREHOLDER ELIGIBILITY VERIFICATION  
FOR ATTENDING THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Hanoi - Hai Duong Beer Joint Stock Company;
- Pursuant to the list of shareholders of Hanoi - Hai Duong Beer Joint Stock Company finalized on March 23, 2026, as provided by the Vietnam Securities Depository and Clearing Corporation;
- Pursuant to the authority and responsibilities of the Shareholder Eligibility Verification Committee.

Today, on April 20, 2026, the Shareholder Eligibility Verification Committee of Hanoi - Hai Duong Beer Joint Stock Company, including:

1. Mr. Tran Van Ha – Member of the Board of Directors, Deputy General Director – Head of the Committee;

2. Mr. Vu Van Khoan – Deputy General Director – Member;

3. Ms. Bui Thi Thanh Binh – Head of the Supervisory Board – Member,

conducted the verification of shareholder eligibility for attending the 2025 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company with the following results:

1. The total number of shareholders invited to the Meeting was 388, representing 4,000,000 common shares, equivalent to 100% of the total voting shares of the Company.

2. The total number of shareholders and authorized representatives present at the opening of the Meeting was 94 persons, representing 2.463.666 voting shares, equivalent to 61,6% of the total voting shares of the Company.

According to the Law on Enterprises and the Company's Charter, the General Meeting of Shareholders may be convened when shareholders or their authorized representatives holding more than 50% of the total voting shares are present.

Therefore, as of the time this Minutes is approved, the 2026 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company satisfies the legal conditions to be validly held in accordance with the law.

This Minutes is made in two copies of equal legal validity and shall be kept at the head office of Hanoi - Hai Duong Beer Joint Stock Company.

**SHAREHOLDER ELIGIBILITY VERIFICATION COMMITTEE**

**Bui Thi Thanh Binh**

**Vu Van Khoan**

**Tran Van Ha**



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Telephone: 0220.3852 319 Fax: 0220.3859 835

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**VOTE COUNTING MINUTES  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

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At 10:10 AM on April 20, 2026, the Vote Counting Committee comprising:

1. Mr. Nhu Viet Anh – Head of Planning and Materials Department: Head of the Committee
2. Mr. Diem Cong Duc – Head of Market and Sales Department: Member
3. Ms. Ha Thi Thuy Duong – Deputy Head of Finance and Accounting Department: Member

Conducted the vote counting for resolutions at the 2026 Annual General Meeting of Shareholders of Hanoi – Hai Duong Beer Joint Stock Company as follows:

At the time of voting, there were 95 shareholders and authorized representatives representing 2.464.726 voting shares.

**Voting results are as follows:**

**I. MATTERS SUBMITTED FOR VOTING AT THE GENERAL MEETING**

1) Approval of the Chief Executive Officer's Report on business performance in 2025 and the business plan for 2026, with the following results:

Total votes in favor: 95, representing 2.464.726 shares, accounting for 100% of the total voting shares attending and voting at the meeting.

Accordingly, Item 1 was approved with 100% of the total voting shares of shareholders attending and voting at the meeting.

2) Approval of the Report by the Board of Directors on the performance in 2025 and the operational direction for 2026, with the following result:

Total votes in favor: 95, representing 2.464.726 shares, accounting for 100% of the total voting shares attending and voting at the meeting.

Thus, Item 2 was approved with a 100% approval rate of the total voting shares present and voting at the meeting.

3) Approval of the Report by the Supervisory Board on the performance in 2025 and the operational direction for 2026, with the following result:



Total votes in favor: 95, representing 2.464.726 shares, accounting for 100% of the total voting shares attending and voting at the meeting.

Thus, Item 3 was approved with a 100% approval rate of the total voting shares present and voting at the meeting.

4) Approval of the audited Financial Statements for the year 2025, with the following result:

Total votes in favor: 95, representing 2.464.726 shares, accounting for 100% of the total voting shares attending and voting at the meeting.

Thus, Item 4 was approved with a 100% approval rate of the total voting shares present and voting at the meeting.

5) Approval of the dividend rate and profit distribution plan for the year 2025, with the following result:

Total votes in favor: 95, representing 2.464.726 shares, accounting for 100% of the total voting shares attending and voting at the meeting.

Thus, Item 5 was approved with a 100% approval rate of the total voting shares present and voting at the meeting.

6) Approval of the business and production targets for 2026, with the results as follows:

Total votes in favor: 95, representing 2.464.726 shares, accounting for 100% of the total voting shares attending and voting at the meeting.

Thus, Item 6 was approved with a 100% approval rate of the total voting shares present and voting at the meeting.

7) Approval of the profit distribution plan and dividend rate for 2026, with the results as follows:

Total votes in favor: 95, representing 2.464.726 shares, accounting for 100% of the total voting shares attending and voting at the meeting.

Thus, Item 7 was approved with a 100% approval rate of the total voting shares present and voting at the meeting.

8) Approval of the remuneration settlement for 2025 and the remuneration plan for the Board of Directors and Supervisory Board for 2026, with the results as follows:

Total votes in favor: 95, representing 2.464.726 shares, accounting for 100% of the total voting shares attending and voting at the meeting.

Thus, Item 8 was approved with a 100% approval rate of the total voting shares present and voting at the meeting.



9) Approval of the selection of the auditing firm for the 2025 financial statements, with the results as follows:

Total votes in favor: 95, representing 2.464.726 shares, accounting for 100% of the total voting shares attending and voting at the meeting.

Thus, Item 9 was approved with a 100% approval rate of the total voting shares present and voting at the meeting.

10) Approval of the conclusion of the 2021–2026 term of Supervisory Board member Ms. Bui Thi Thanh Binh and the additional election of a Supervisory Board member for the 2026–2031 term.

Total votes in favor: 95, representing 2.464.726 shares, accounting for 100% of the total voting shares attending and voting at the meeting.

Thus, Item 10 was approved with a 100% approval rate of the total voting shares present and voting at the meeting.

These minutes were made at 10:15 AM on April 20, 2026 and were approved before the 2026 Annual General Meeting of Shareholders of Hanoi – Hai Duong Beer Joint Stock Company.

#### VOTE COUNTING COMMITTEE MEMBERS



**Nhu Viet Anh**



**Diem Cong Duc**



**Ha Thi Thuy Duong**





**HANOI - HAI DUONG BEER JOINT STOCK COMPANY**

**Address:** Quan Thanh Street, Thanh Dong Ward, Hai Phong City

**Telephone:** 0220.3852 319 **Fax:** 0220.3859 835

**Website:** [www.habecohd.com.vn](http://www.habecohd.com.vn)

**MINUTES OF VOTE COUNTING  
ELECTION OF MEMBERS OF THE SUPERVISORY BOARD**

At 10:20 AM on April 20, 2026, the Vote Counting Committee comprising:

1. Mr. Nhu Viet Anh – Head of Planning and Materials Department: Head of the Committee
2. Mr. Diem Cong Duc – Head of Market and Sales Department: Member
3. Ms. Ha Thi Thuy Duong – Deputy Head of Finance and Accounting Department: Member

Conducted the vote counting for the election of members of the Supervisory Board at the 2026 Annual General Meeting of Shareholders of Hanoi – Hai Duong Beer Joint Stock Company as follows:

At the time of voting, there were 95 shareholders and authorized representatives representing 2.464.726 voting shares.

List of candidates for the Supervisory Board: Ms. Bui Thi Thanh Binh

The list of candidates for election to the Supervisory Board was approved by the General Meeting with 100% of the total voting shares attending the meeting.

The General Meeting proceeded with the election. The Vote Counting Committee conducted the vote counting. The Head of the Vote Counting Committee announced the results as follows:

No.	Full name	Number of votes	Percentage (%)
1	Bui Thi Thanh Binh	95/95 2.464.726 shares	100

The elected member of the Supervisory Board of Hanoi – Hai Duong Beer Joint Stock Company for the 2026–2031 term is: Ms. Bui Thi Thanh Binh.

These minutes were made at 10:25 AM on April 20, 2026 and were approved before the 2026 Annual General Meeting of Shareholders of Hanoi – Hai Duong Beer Joint Stock Company.

**VOTE COUNTING COMMITTEE MEMBERS**

**Nhu Viet Anh**

**Ha Thi Thuy Duong**

**Diem Cong Duc**



## AGENDA

Annual General Meeting of Shareholders 2026  
 Hai Duong Beer Joint Stock Company

April 20, 2026

No.	AGENDA
1	<p>Welcoming guests</p> <p>Verifying guests' eligibility to attend the EGM, distributing EGM documents</p>
2	Opening Ceremony & Introduction of Delegates
3	Report on the Verification of Shareholder Eligibility
4	<ul style="list-style-type: none"> <li>- Introduction of the Presidium, Appointment of the Secretariat, and Approval of the Vote Counting Committee;</li> <li>- Approval of the Agenda, Working Regulations, and Voting Rules of the General Meeting, Election regulations</li> </ul>
5	<ul style="list-style-type: none"> <li>- Reports from the Board of Directors, Executive Board, and Supervisory Board on the 2025 performance and the 2026 operational plan;</li> <li>- Proposals for the General Meeting:               <ul style="list-style-type: none"> <li>+ Proposal for approval of the audited 2025 financial statements;</li> <li>+ Proposal for approval of the 2025 dividend rate and profit distribution plan;</li> <li>+ Proposal for approval of the 2026 business and production targets;</li> <li>+ Proposal for approval of the 2026 profit distribution plan and dividend rate;</li> <li>+ Proposal for approval of the 2025 remuneration settlement and the 2026 remuneration plan for the Board of Directors and Supervisory Board;</li> <li>+ Proposal for selecting the auditing firm for 2026.</li> <li>+ Report on the conclusion of the 2021–2026 term of the Supervisory Board member; Proposal for the additional election of a Supervisory Board member for the 2026–2031 term.</li> </ul> </li> </ul>
6	Q&A
7	Guidance and Execution of Voting & Announcement of Voting Results
8	Instructions for and conduct of the election; Announcement of the election results.
9	Approval of the Minutes and Resolutions of the General Meeting
10	Closing



## HANOI - HAI DUONG BEER JOINT STOCK COMPANY

Address: Quan Thanh Street, Thanh Dong Ward, Hai Phong City

Telephone: 0220.3852 319 Fax: 0220.3859 835

Website: [www.habecohd.com.vn](http://www.habecohd.com.vn)

### REPORT

#### On Business Performance in 2025 and Plan for 2026

(Presented at the 2026 Annual General Meeting of Shareholders)

### I. BUSINESS PERFORMANCE IN 2025

#### 1. General Assessment

In 2025, the Company continued to face numerous challenges due to a series of objective factors, including: unfavorable weather conditions with prolonged and continuous rainfall; intense competition from private brands; stricter enforcement by the competent authorities of blood alcohol concentration regulations applicable to road users; and changes in tax administration policies, which had a significant adverse impact on retail outlets, particularly small grocery stores.

In particular, the provincial merger resulted in the relocation of the headquarters of the administrative authorities of the former Hai Duong Province to another locality, leading to the transfer of workplaces of public officials, civil servants and public employees. This development reduced consumer demand and directly affected the Company's beer sales volume.

In response to these challenges, the Executive Management made substantial efforts to implement various measures, including: focusing on the Company's key product, *Hai Duong Draft Beer*, through quality enhancement initiatives; expanding the distribution network to out-of-province markets; diversifying product offerings; and continuing promotional activities to further develop the *Hanoi Draft Beer* brand in the local market.

#### 2. Business Performance Indicators in 2025

Items	Unit	Implement- ation 2024	Plan 2025	Implemen- tation 2025	% Implementation as	
					Plan 2025	Same period
1. Revenue	Billion VND	171.9	175.6	162.8	92.7	94.7
2. Profit after Tax	Billion VND	6.3	6.90	6.94	100.6	110.2

#### 3. Performance Across Key Operational Areas

- Corporate governance: The Company successfully convened the 2025 Annual General Meeting of Shareholders (AGM). At the Meeting, shareholders unanimously approved, with **100% of votes in favor**, the reports on the 2024 operating results and profit distribution, together with the 2025 business targets.

+ The Company consistently complied with all applicable requirements on information disclosure, corporate governance reporting and market supervision regulations, as well as the management requirements of the Corporation.

- Production Management: The Company proactively reviewed market conditions and flexibly adjusted production plans to align with consumption demand; maintained strict control over production technology and product quality; implemented cost-saving measures to improve operational efficiency; and ensured that machinery and equipment were maintained according to schedule and operated safely and efficiently to meet production needs. The production technology processes, equipment operating procedures, and management systems relating to quality, food safety and environmental management in accordance with ISO 22000:2018, ISO 9001:2015 and ISO 14001:2015 continued to be effectively maintained and applied. Product diversification was also promoted to better meet market demand.

- Sales and Market Development: The Company implemented sales promotion programs and customer support initiatives; maintained product quality and promptly addressed issues arising in the market; and focused on promoting the consumption of Hanoi Draft Beer under license.

- Quality Management and New Product Development: The Company continued to strengthen quality management and further tightened quality control across all production stages. Additional equipment was invested in to enhance product quality monitoring and control.

- Labor Organization and Salary Management: The Company completed the final settlement of the 2024 payroll fund; developed the 2025 payroll unit price; prepared labor plans and flexibly allocated the workforce in a cost-effective manner to meet production requirements; and strictly complied with all applicable labor policies, regulations and laws. The Company also attached importance to occupational safety and hygiene, as well as fire and explosion prevention, thereby ensuring absolute operational safety.

- Average workforce during the period: 138 employees

- Average monthly income: VND 13.8 million/person.

- Financial Management: Financial settlement reports were prepared on a timely basis, meeting management and information disclosure requirements in accordance with applicable regulations, while ensuring sufficient funds for the timely payment of salaries and bonuses to employees, as well as adequate working capital for production and business operations and capital construction investment.

**Key Financial Indicators of the Company (as of December 31, 2025):**

Return on Equity (ROE)	: 9.36%
Return on Total Assets (ROA)	: 7.06%
Total Debt to Equity Ratio	: 0.33 lần
Overall Liquidity Ratio	: 4.06 lần
Current Ratio	: 2.96 lần
Quick Ratio	: 1.91 lần

Earnings per Share (EPS) : 1,218 VND

Mass organizations and employee affairs: The Company successfully organized the Trade Union Congress, the Youth Union Congress, the congresses of affiliated Party Cells, and the Employees' Conference. Employee welfare benefits, including allowances, sightseeing and vacation programs, as well as bonuses on the occasions of public holidays and the Lunar New Year, were fully maintained and ensured.

## **II. BUSINESS PRODUCTION PLAN FOR 2026 AND IMPLEMENTATION SOLUTIONS**

In 2026, the economy is forecasted to continue facing many difficulties and challenges, significantly impacting the company's business operations, employment, and employee income.

### **1. Strategic Directions and Tasks**

Given the situation, the management board has set the following objectives:

- Continue to effectively utilize existing resources and maintain flexibility in production to meet the diverse product demands of different customer segments and market regions.

- Focus on expanding sales in out-of-province markets to increase market share and product consumption outside the local area. Strengthen investments in direct sales points within residential areas.

- Implement essential measures to enhance product quality, aligning with current financial conditions and production capacity. Repair and upgrade key equipment to ensure stable and safe production.

- Improve human resource management and corporate governance, emphasizing cost-saving initiatives across all processes to enhance business efficiency.

- Ensure job security and income for employees while safeguarding shareholders' interests and fulfilling tax obligations to the state.

### **2. Key Business Targets for 2026**

<b>Items</b>	<b>Unit</b>	<b>Plan 2026</b>	<b>% of plan compared to actual in 2025</b>
1. Revenue	Million VND	179.603	110,3
2. Profit after Tax	-	7.164	103,2

### **3. Implementation Solutions for the 2026 Business Plan**

#### **\* Planning and Production**

- Continue enhancing statistical analysis, forecasting, and developing specific production plans aligned with consumption trends. Ensure the timely and adequate supply of materials for production while maintaining optimal inventory levels to improve the efficiency of working capital and storage management.

- Proactively manage and direct operations, increasing flexibility in production planning, allocation, and balancing stock levels efficiently.

- Focus on repairing and upgrading equipment, particularly auxiliary equipment, to ensure stable production and product quality.

- Strengthen management, implement cost-saving measures in production, link responsibilities with incentives, and expand performance-based contracts in various production and distribution stages to minimize production costs and enhance product competitiveness.

**\* Market Development**

- Leverage strengths and enhance customer support and care through various suitable approaches. Continue consolidating the distribution system and sales network for Hải Dương-branded beer products. Maintain and expand markets in other provinces with competitive advantages.

- Assess market consumption trends to develop strategies for product growth and sales. Design and implement the 2026 marketing plan tailored to each market region and product category.

**\* Investment and Infrastructure Development:** Repair and upgrade production facilities and equipment to ensure productivity and product quality.

**\* Labor Management:**

- Optimize labor allocation according to seasonal demand while maintaining high-quality service to satisfy customers.

- Focus on training programs to improve managerial competencies and enhance work efficiency and cost-effectiveness.

- Ensure compliance with labor policies and protect the legitimate rights of employees. Strengthen workplace safety management to prevent potential risks, work-related accidents, and fire hazards. Maintain security, safety, and a clean working environment within the company.

**\* Financial Management:**

- Balance and prepare financial resources for business operations and capital investments, ensuring sufficient funding for all activities in each period.

- Improve sales management, enhance cash flow control, and comply with financial reporting and disclosure regulations.

**\* Product Quality and Research & Development**

- Strengthen quality management, further tightening control over all production stages. Invest in additional equipment to enhance product quality control. Review and optimize production processes, hygiene, and equipment operations to meet quality standards.

- Improve sensory evaluation and coordination among Technical, Market, and Production teams for after-sales quality management. Promptly identify and address defective products in the market.



**\* Union work:**

- Encourage innovation and promote employee engagement through internal competitions and initiatives.

- Strengthen corporate social responsibility initiatives, including charitable activities and support for policy beneficiary families. Enhance employees' mental well-being, foster a positive corporate culture, and create a dynamic, healthy work environment.

With a spirit of unity, dynamism, and creativity, along with the support of the General Meeting of Shareholders, the Board of Directors, the Executive Board, and the collective efforts of all employees, the Company is committed to overcoming challenges and successfully achieving the 2026 business targets.

Best regards!



**DIRECTOR**

**Tran Huy Loan**

021030002



**HANOI - HAI DUONG BEER JOINT STOCK COMPANY**

Address: Quan Thanh Street, Thanh Dong Ward, Hai Phong City

Telephone: 0220.3852 319 Fax: 0220.3859 835

Website: [www.habecohd.com.vn](http://www.habecohd.com.vn)

**REPORT OF THE BOARD OF DIRECTORS**  
**On the Performance in 2025 and the Business Orientation for 2026**  
*(Presented at the 2026 Annual General Meeting of Shareholders)*

Based on the Charter, Corporate Governance Regulations, and the Operating Regulations of the Board of Directors (BOD) of Hanoi - Hai Duong Beer Joint Stock Company (the Company), the BOD hereby reports to the General Meeting of Shareholders on the performance in 2025 and the business plan for 2026 as follows:

**I. PERFORMANCE RESULTS IN 2025**

**1. Operations of the Board of Directors**

In 2025, the Board of Directors consisted of the following members:

- Mr. Nguyen Quang Thanh, Chief of Office, Hanoi Beer - Alcohol - Beverage Joint Stock Corporation: Chairman of the BOD.
- Mr. Tran Huy Loan, General Director of the Company: Vice Chairman of the BOD.
- Ms. Nguyen Thi Minh Nguyet, Deputy Head of Planning Department, Hanoi Beer - Alcohol - Beverage Joint Stock Corporation: Member.
- Mr. Tran Van Ha, Deputy General Director of the Company: Member.

The activities of the BOD adhered to the Operating Regulations of the BOD, Corporate Governance Regulations, the Law on Enterprises, and the Company's Charter. The BOD members fulfilled their assigned roles and responsibilities with a high sense of accountability. The independent and non-executive members regularly supervised the executive management and business operations of the Company, maintaining continuous communication with the Board of Management.

In 2025, the BOD held 10 (ten) meetings, issuing resolutions and decisions regarding quarterly, semi-annual, and annual business tasks, as well as other critical management matters. Specifically:

No.	BOD	Number of BOD Meetings Attended	Meeting Attendance Rate (%)	Reason for Absence
1	Nguyen Quang Thanh	10/10	100	
2	Tran Huy Loan	10/10	100	
3	Nguyen Thi Minh Nguyet	10/10	100	
4	Tran Van Ha	10/10	100	

## \* Resolutions and Decisions in 2025:

No.	Resolution/Decision No.	Date	Content	Approval rate
1	90/NQ-HĐQT	05/03/2025	Resolution on Convening the 2025 Annual General Meeting of Shareholders	100%
2	96/NQ-HĐQT	02/04/2025	Resolution on the reappointment of Mr. Vu Van Khoan as Deputy General Director of the Company.	100%
3	97/QĐ-HĐQT	02/04/2025	Decision on the reappointment of Mr. Vu Van Khoan as Deputy General Director of the Company.	100%
4	99/QĐ-HĐQT	11/04/2025	Decision on the Approval of the 2024 Salary Settlement	
5	102/QĐ-HĐQT	25/04/2025	Decision on the Establishment of the Shareholder Qualification Verification Committee	100%
6	109/QĐ-HĐQT	16/06/2025	Decision on Assigning Salary Targets for 2025	100%
7	117/NQ-HĐQT	28/07/2025	Resolution of the Board of Directors dated July 28, 2025	100%
8	118/NQ-HĐQT	28/07/2025	Resolution on the retirement under the pension regime of Ms. Dang Thi Minh Duyet – Chief Accountant	100%
9	119/QĐ-HĐQT	28/07/2025	Decision on the appointment of Ms. Dang Thi Minh Duyet as Chief Accountant of the Company	100%
10	121/QĐ-HĐQT	30/07/2025	Decision on sending employees on an overseas business trip to attend Drinktec 2025	100%
11	123/QĐ-HĐQT	03/10/2025	Decision on the organization of an overseas business delegation	100%
12	125/NQ-HĐQT	31/12/2025	Resolution on the execution of transactions/contracts with related parties	100%
13	126/NQ-HĐQT	31/12/2025	Resolution of the Board of Directors dated December 31, 2025	100%
14	127/QĐ-HĐQT	31/12/2025	Decision on the continued appointment of Ms. Dang Thi Minh Duyet as Chief Accountant of the Company	100%

- Remuneration of the Board of Directors (Based on the Resolution of the General Meeting of Shareholders in 2025, the remuneration for the BOD members as of December 31, 2025, is as follows:):

No.	BOD Member	Position	Remuneration level (VND)	Duration (Months)	Total Annual Amount (VND)
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1	Nguyen Quang Thanh	Chairman	8.000.000	12	96.000.000
2	Tran Huy Loan	Chairman	7.000.000	12	84.000.000
3	Nguyen Thi Minh Nguyet	Member	6.000.000	12	72.000.000
4	Tran Van Ha	Member	6.000.000	12	72.000.000
	<b>Total</b>				<b>324.000.000</b>

## 2. Supervision and Coordination with the Executive Board

- The Board of Directors (BOD) continuously supervises the activities of the Executive Board. In addition to regular exchanges, information updates, and guidance, the BOD evaluates the operational situation and business performance of the previous quarter at each quarterly meeting, sets out tasks and plans for the upcoming quarter, and promptly issues resolutions and decisions on matters within its authority.

The Executive Board has assigned specific responsibilities and areas of supervision to ensure the effective management and operation of production and business activities. The Executive Board has worked diligently to implement the resolutions, directions, and objectives set by the BOD, successfully achieving the 2025 business targets as established by the General Meeting of Shareholders and the BOD. This has ensured stable employment, income, and livelihood for employees while securing the rights and benefits of shareholders.

- On business operations: The company has focused on stabilizing and improving product quality, enhancing the brand's reputation for quality. Market expansion efforts have been emphasized not only within the province but also in key neighboring provinces, maintaining stable product prices and strengthening customer service.

- On investment activities: In 2025, the company did not undertake any major investment projects but implemented minor repair and maintenance projects to support production and improve working conditions for employees.

- On information disclosure: The BOD and the Executive Board strictly comply with current legal regulations on information disclosure for listed companies. Periodic and extraordinary disclosures have been carried out fully and in accordance with regulations.

- On other operational aspects:

+ The Executive Board has effectively implemented salary policies, bonuses, social insurance, and improvements in working conditions for employees. The company strictly adheres to labor laws, environmental protection regulations, and democratic governance within the enterprise.

+ Compliance with production technology processes, equipment operation protocols, equipment maintenance regulations, ISO 22000:2018 food safety management system, and ISO 14001:2015 environmental management system is ensured.

+ The company actively supports and coordinates with political and social organizations, ensuring harmonious and effective operations. National security, public order, and social stability are maintained.

M.  
V.G  
P.H  
I.A  
H.A  
T.N

+ Employee engagement and productivity-enhancing campaigns have been effectively organized. Social welfare and charitable contributions are carried out with a strategic focus, reinforcing corporate image and culture.

### 3. Implementation Results of the 2025 General Meeting of Shareholders' Resolutions

#### a) Results of the 2025 Business Plan Targets

Items	Unit	Implementation 2024	Plan 2025	Implementation 2025	% Implementation as	
					Plan 2025	Same period
1. Revenue	Billion VND	171.9	175.6	162.8	92.7	94.7
2. Profit after Tax	Billion VND	6.30	6.90	6.94	100.6	110.2

b) Implementation of the 2024 Profit Distribution Plan as per the Resolution of the 2025 General Meeting of Shareholders

Items	Amount (VND)
Total undistributed after-tax profit	8,066,498,950
- After-tax profit for 2024	6,307,588,425
- Undistributed after-tax profit from 2023	1,758,910,525
Dividend payment for 2024 in cash (12% of charter capital)	4,800,000,000
Allocation to Bonus and welfare funds	1,673,000,000
Bonus for the Executive Management Board	219,000,000
Remaining undistributed after-tax profit	1,374,498,950

c) Dividend Payment for 2024:

The dividend payment was executed on August 28, 2025, at a rate of 12% per share.

Total amount paid: VND 4,800,000,000.

d) Final Settlement of the 2024 Remuneration for the Board of Directors (BOD) and the Supervisory Board (SB):

- Total remuneration for 2024: VND 547.2 million, including:

+ Remuneration already paid in 2024: VND 456 million.

+ Remaining remuneration for 2024, settled in 2025: VND 91.2 million.

e) Remuneration Payment for 2025:

- Approved total remuneration: VND 456 million.

- Actual remuneration paid in 2024: VND 456 million (Average: VND 38 million/month).

- Final Settlement:

The profit after tax achieved in 2025 reached VND 6.94 billion, equivalent to the planned target of VND 6.9 billion.

Accordingly, the actual remuneration paid to the Board of Directors and the Board of Supervisors in 2025 was in line with the approved plan, totaling VND 456 million, and was fully settled during the year

f) Selection of the Auditing Firm for 2025:

Authorized by the General Meeting of Shareholders and upon the recommendation of the Board of Supervisors, the Board of Directors authorized the General Director of the Company to determine the selection of the independent auditing firm. NVA Limited Liability Company was selected to conduct the review of the Company's semi-annual financial statements and the audit of its 2025 annual financial statements. This firm is also the auditor of the Corporation's consolidated financial statements).

## II. BUSINESS ORIENTATION FOR 2026

The year 2025 is expected to bring continued challenges and difficulties for the Company's production and business operations. Given this situation, the Board of Directors (BOD) outlines the following business directions for 2025:

1. Each BOD member must proactively develop a detailed plan for their assigned tasks and work together to formulate resolutions that build a long-term vision and development strategy for the Company in the new context.

2. Collaborate with the Parent Corporation to synchronize and enhance the Company's corporate governance system.

3. Strengthen supervision and coordination with the Executive Board to improve human resource management, investment management, and labor productivity. Continue to implement cost-saving measures and waste reduction while controlling the use of raw materials in production according to technical-economic standards.

4. Focus on market development and new product innovation to meet customer demands. Implement strategic measures to adapt to market conditions and strive to exceed business plan targets and the resolutions approved by the General Meeting of Shareholders.

5. Business Plan Targets for 2026:

- Revenue: VND 179.603 million
- Net Profit after Tax: VND 7,164 million
- Employee Income: Ensured to be stable and equivalent to the previous year.
- Dividend Payout: 10%

This report summarizes the Board of Directors' activities in 2025 and outlines the business orientation for 2026 for submission to the General Meeting of Shareholders.

Sincerely!

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Nguyễn Quang Thanh



**HANOI - HAI DUONG BEER JOINT STOCK COMPANY**

**Address:** Phan Thanh Street, Thanh Dong Ward, Hai Phong City

**Telephone:** 0220.3852 319 **Fax:** 0220.3859 835

**Website:** [www.habecohd.com.vn](http://www.habecohd.com.vn)

## **REPORT OF THE SUPERVISORY BOARD**

**On the Results of Operations in 2025 and the Directions for 2026  
(Presented at the 2026 Annual General Meeting of Shareholders)**

*Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to the current Charter of Hanoi - Hai Duong Beer Joint Stock Company (the Company);*

*Pursuant to the Corporate Governance Regulations and the Operational Regulations of the Supervisory Board of the Company;*

*Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of the Company;*

*Pursuant to the contents of the Minutes of the Supervisory Board Meeting regarding the approval of the 2025 audited financial statements by NVA Limited Liability Company;*

The Supervisory Board (SB) hereby reports on the inspection and supervision results of the Company's operations in 2025 as follows:

### **I. Activities of the Supervisory Board in 2025**

The SB participated in the meetings of the Board of Directors (BOD), thereby obtaining information on corporate governance, management, and the implementation of the business plan approved by the Annual General Meeting of Shareholders (AGM).

The SB supervised the compliance of the BOD and the Executive Board with the Company's regulations, policies, and the State's circulars and regulations in managing business operations, including tax obligations, social insurance, health insurance, and other financial responsibilities.

The SB reviewed and approved the 2025 audited financial statements of the Company and assessed the implementation of the 2025 AGM resolutions.

The SB participated in the 2025 AGM and conducted inspections and supervision within its scope of responsibilities to ensure the protection of shareholders' interests.

In 2025, the SB held three meetings to implement related tasks, with details of the meetings and attendance rates as follows:

No.	Supervisory Board Member	Number of meetings attended	Meeting Attendance Rate (%)	voting rate (%)	Reason for Absence
1	Bui Thi Thanh Binh	3/3	100	100	
2	Cao Hai Yen	3/3	100	100	
3	Nguyen Thi Minh Phuong	3/3	100	100	

- Remuneration of the Supervisory Board (Implemented in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders) as of December 31, 2025, as follows:

Stt	Supervisory Board Member	Position	Remuneration (VND/month)	Duration	Total Annual Amount (VND)
1	Bui Thi Thanh Binh	Head	5.000.000	12	60.000.000
2	Cao Hai Yen	Member	3.000.000	12	36.000.000
3	Nguyen Thi Minh Phuong	Member	3.000.000	12	36.000.000

- Other operational costs: None.

## II. OPERATIONAL RESULTS

### 2.1. Appraisal of the 2025 Financial Statements

The 2025 financial statements of the Company have been audited by NVA Limited Liability Company. The audit firm did not express any qualified opinions regarding the 2025 financial statements. The financial statements fairly and accurately reflect, in all material respects, the Company's financial position as of December 31, 2025, as well as its business performance and cash flow situation for the fiscal year ended on the same date, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and relevant legal regulations on financial statement preparation and presentation.

The Supervisory Board (SB) agrees with the audited 2025 financial statements of the Company. Below is a summary of key financial indicators for 2025:

<b>Total Assets</b>	<b>98.367.622.912</b>	<b>vnd</b>
- Current assets	71.586.038.389	vnd
- Long-term Assets	26.781.584.523	vnd
<b>Total Capital Sources</b>	<b>98.367.622.912</b>	<b>vnd</b>
- Liabilities	24.214.929.035	vnd
- Owner's Equity	74.152.693.877	vnd
<b>Business Performance</b>		
- Profit Before Tax:	8.739.577.354	vnd
- Profit After Tax	6.943.661.883	vnd

### 2.2. Regarding the Profit Distribution Plan, Fund Allocation, and Dividend for 2025

The Supervisory Board (BKS) fully agrees with the company's profit distribution plan, fund allocation, and dividend policy for 2025.

According to the resolution of the Annual General Meeting of Shareholders (AGM) 2025, the profit distribution plan is as follows:

(Unit: VND)

<b>Total profit after corporate income tax</b>	<b>8.278.498.950</b>
- Total undistributed after-tax profit for 2025	6.904.000.000
- Undistributed after-tax profit from 2024	1.374.498.950
Dividend payment for 2025 in cash (12% of charter capital)	4.800.000.000
Allocation to Bonus and welfare funds	1.801.200.000
Bonus for the Executive Management Board	270.000.000
Remaining undistributed after-tax profit	1.407.298.950

Results: The total undistributed profit after tax reached 8,318,160,833 VND. The company has proposed the following profit distribution plan:

(Unit: VND)

<b>Total profit after corporate income tax</b>	<b>8.318.160.833</b>
- Total undistributed after-tax profit for 2025	6.943.661.883
- Undistributed after-tax profit from 2024	1.374.498.950
Dividend payment for 2025 in cash (12% of charter capital)	4.800.000.000
Allocation to Bonus and welfare funds	3.133.160.833
Bonus for the Executive Management Board	385.000.000

- The Supervisory Board agrees with the proposed profit distribution plan.
- Agrees with the proposed 2025 dividend rate of 12% per share, equivalent to 4.8 billion VND (100% compared to the plan set at the 2025 Annual General Meeting of Shareholders).

### **2.3. Supervision Results of the Board of Directors and Executive Board**

Through its supervision activities, the Supervisory Board (BKS) evaluates that the management and operations of the Board of Directors (HĐQT) and the Executive Board in 2025 have complied with the Company's Charter and the Resolutions of the General Meeting of Shareholders (AGM).

In 2025, despite numerous challenges facing the Company's production and business operations, the Board of Directors and the Management Board made substantial efforts and adopted timely and appropriate strategic directions. As a result, profit after tax achieved the target approved by the General Meeting of Shareholders, reaching 100.6% of the plan. The Company's profitability-related financial ratios remained at a relatively favorable level compared to peers in the same industry.

### **2.4. Evaluation of the 2025 Business Plan Implementation According to the Annual General Meeting (AGM) Resolution**

- As of December 31, 2025, the charter capital remained unchanged at 40,000,000,000 VND.

- Throughout the year, the company executed the profit distribution plan in accordance with the AGM 2025 resolution.

- Evaluation of 2025 business plan implementation after the AGM:



(Unit: Billion VND)

Items	Implement- ation 2024	Plan 2025	Implemen- tation 2025	% Implementation as	
				Plan 2025	Same period
1. Revenue	171.9	175.6	162.8	92.7	94.7
2. Profit after Tax	6.3	6.90	6.94	100.6	110.2

### III. Recommendations of the Supervisory Board to the Company

Through the 2025 supervisory activities, it has been observed that the Company's business operations have been conducted safely, in compliance with legal regulations, and aligned with the resolutions of the Annual General Meeting of Shareholders (AGM), achieving strong business performance. The Board of Directors (BOD) and the Executive Board have led all employees in the Company to work tirelessly, successfully exceeding the planned targets.

However, given the challenges expected in 2026, the Supervisory Board (SB) recommends that the BOD and Executive Board:

- Proactively develop appropriate business strategies, optimize cost savings both in production and non-production areas, maintain stable product quality, expand the market, and increase sales volume to ensure the fulfillment of business targets.

- Continue to enhance the management structure, review, refine, and supplement internal regulations to align with the Company's operations, and strengthen internal control processes to ensure effective risk management and governance.

- Strictly review and adhere to the proper procedures for seeking approval and reporting, following HABECO's regulations on managing representatives in subsidiary and affiliated companies where HABECO holds equity stakes.

### IV. Supervisory Board's Activity Plan for 2026

The SB will continue to perform its duties in accordance with the Company's Charter and its own operational regulations. In 2026, the SB will enhance its inspection and supervision efforts to identify potential risks in business management and operations, issue timely warnings, and propose necessary corrective actions. Additionally, the SB will Monitor the implementation of the AGM resolutions; Strengthen reporting and recommendations to the BOD and Executive Board regarding business operations.

This report summarizes the Supervisory Board's activities in 2025 and its work plan for 2026, presented to the AGM.

Sincerely!

ON BEHALF OF THE BOARD OF SUPERVISION  
HEAD OF CONTROL BOARD



Bùi Thị Thanh Bình

HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION  
HA NOI – HAI DUONG BEER  
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness

No.: 44/TTr-HĐQT

HaiPhong, April 20, 2026

## PROPOSAL

**Re: Approval of the Audited Financial Statements for 2025**

**To: General meeting of shareholders**

*Based on:*

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Charter of Hanoi - Hai Duong Beer Joint Stock Company;

The Resolution of the 2025 Annual General Meeting of Shareholders authorizing the Board of Directors to select an auditing firm for the 2025 Financial Statements. Following the proposal of the Supervisory Board, the Board of Directors has selected NVA Limited Liability Company. to conduct the audit of the Company's 2025 Financial Statements.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the audited 2025 Financial Statements, which have been disclosed as per regulations and published on the Company's website ([www.habecohd.com.vn](http://www.habecohd.com.vn)), including:

1. The audit report issued by the auditing firm;
2. The Balance Sheet as of December 31, 2025;
3. The Income Statement for the year 2025;
4. The Cash Flow Statement for the year 2025;
5. The Notes to the Financial Statements for the year 2025.

**Key financial indicators from the audited 2025 Financial Statements are as follows:**

No.	Items	Amount (VND)
<b>1</b>	<b>Total Assets</b>	<b>98.367.622.912</b>
<b>2</b>	<b>Owner's Equity</b>	<b>74.152.693.877</b>
2.1	Owner's Contribution capital	40.000.000.000
2.2	Development Investment Fund	25.834.533.044
2.3	Retained Profit After-Tax	6.943.661.883
<b>3</b>	<b>Total Revenue and Other Income</b>	<b>168.839.578.787</b>
3.1	Revenue from Sales of Goods and Services	165.542.608.497
3.2	Financial Revenue	3.163.028.745



3.3	Other Income	133.941.545
<b>4</b>	<b>Total Expenses</b>	<b>160.100.001.433</b>
4.1	Deductions	2.696.563.274
4.2	Cost of Goods Sold	122.438.153.641
4.3	Financial Expenses	0
4.4	Selling Expenses	22.644.122.667
4.5	General Administrative Expenses	12.321.161.851
4.6	Other Expenses	0
<b>5</b>	<b>Profit Before Tax</b>	<b>8.739.577.354</b>
<b>6</b>	<b>Profit After Corporate Income Tax</b>	<b>6.943.661.883</b>
<b>7</b>	<b>Earnings per Share</b>	<b>1.218</b>

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Respectfully!

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Nguyễn Quang Thanh



No.: *AL/TTr-HDQT*

*HaiPhong, April 20, 2026*

**PROPOSAL**

**Re: Approval of the Dividend Rate and Profit Distribution Plan for 2025**

**To: General meeting of shareholders**

*Based on:*

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- The Charter of Ha Noi - Hai Duong Beer Joint Stock Company;*
- The audited financial statements by NVA Limited Liability Company.*

The Board of Directors proposes that the General Meeting of Shareholders consider and approve the dividend rate and the profit distribution plan for 2025 as follows:

**1. Dividend rate and dividend payment for 2025:**

The Board of Directors proposes a cash dividend payment for 2025 at a rate of 12% per share, equivalent to 4,800,000,000 VND.

**2. Profit distribution plan for the fiscal year 2025:**

*Unit: VND*

<b>Total profit after corporate income tax</b>	<b>8,318,160,833</b>
<i>- Total undistributed after-tax profit for 2025</i>	<i>6,943,661,883</i>
<i>- Undistributed after-tax profit from 2024</i>	<i>1,374,498,950</i>
Dividend payment for 2025 in cash (12% of charter capital)	4,800,000,000
Allocation to Bonus and welfare funds	3,133,160,833
Bonus for the Executive Management Board	385,000,000

**We respectfully submit this to the General Meeting of Shareholders for consideration and approval.**

**Respectfully!**

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



**Nguyen Quang Thanh**

HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION  
HA NOI – HAI DUONG BEER  
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness

No.:143 /TTr-HĐQT

HaiPhong, April 20, 2026

**PROPOSAL**

**Re: Approval of the Business Plan Targets for 2026**

**To: General meeting of shareholders**

The Board of Directors respectfully requests the General Meeting of Shareholders to review and approve the key targets of the Business Plan for 2026:

Items	Unit	Plan 2026	% of plan compared to actual in 2025
1. Revenue	Million VND	179,603	110.3
2. Profit after Tax	-	7,164	103.2

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Respectfully!

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Nguyen Quang Thanh

No.: 144/TTr-HĐQT

HaiPhong, April 20, 2026

**PROPOSAL**

**Re: Approval of the Profit Distribution Plan and Dividend Rate for 2026**

**To: General meeting of shareholders**

*Based on the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Based on the current Charter of Ha Noi - Hai Duong Beer Joint Stock  
Company;*

*Based on the Business Plan for 2026.*

The Board of Directors proposes that the General Meeting of Shareholders approve the profit distribution plan and dividend rate for 2026 as follows:

**1. Dividend Plan for 2026:**

- Dividend for the 2026 financial year: Cash payment at a rate of 10% per share.
- Payment plan: To be executed after the resolution of the General Meeting of Shareholders.

**2. Profit Distribution Plan for the 2026 Financial Year:**

*Unit: VND*

<b>Undistributed after-tax profit for 2026</b>	<b>7.164.000.000</b>
Dividend payment for 2026 in cash (10% of charter capital)	4.000.000.000
Allocation to Bonus and welfare funds	2.814.000.000
Bonus for the Executive Management Board	350.000.000

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Respectfully!

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Nguyen Quang Thanh

No.: 145/TTTr-HĐQT

HaiPhong, April 20, 2026

**PROPOSAL**

**Re: Approval of the 2025 Remuneration Settlement;  
Remuneration Plan for the Board of Directors and the Supervisory Board in 2026**

**To: General meeting of shareholders**

*Based on the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Based on the current Charter of Hanoi - Hai Duong Beer Joint Stock  
Company;*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval:

**1. Settlement of the 2025 Remuneration:**

1.1. The total approved remuneration for the Board of Directors and the Supervisory Board is 456,000,000 VND, allocated as follows:

No.	Position	Number of People	Months	Monthly Remuneration (VND)	Annual Remuneration (VND)
1	Chairman of the Board	1	12	8.000.000	96.000.000
2	Vice Chairman of the Board	1	12	7.000.000	84.000.000
3	Board Members	2	12	12.000.000	144.000.000
4	Head of the Supervisory Board	1	12	5.000.000	60.000.000
5	Supervisory Board Members	2	12	6.000.000	72.000.000
	<b>Total</b>	<b>7</b>			<b>456.000.000</b>

**1.2. Final Settlement of Remuneration for 2025:**

Total remuneration paid: VND 456 million, in accordance with the Resolution of the 2025 General Meeting of Shareholders. Average monthly remuneration: VND 38 million.

- Final settlement:

+ The profit after tax achieved in 2025 reached VND 6,94 billion, equivalent to the planned target of VND 6.9 billion.

Accordingly, the actual remuneration paid to the Board of Directors and the Board of Supervisors in 2025 was in line with the approved plan, totaling VND 456 million.

Outstanding payable amount: VND 0 (*fully settled*).

## 2. Remuneration Payment Plan for 2026

- The remuneration fund implemented in 2025 amounted to VND 456 million, equivalent to an average of VND 38 million per month

- Based on the 2026 production and business plan and the management's salary plan, the Company proposes that the planned remuneration for non-executive members of the Board of Directors and the Supervisory Board be increased by 3.5% compared to the 2025 actual level

- The planned average remuneration for 2026 is:  $38 \times 1.035 = \text{VND } 39.33$  million per month.

- The total planned remuneration fund for 2026 is:  $39.33 \times 12 = \text{VND } 471.96$  million.

Allocated as follows:

No.	Position	Number of People	Months	Monthly Remuneration (VND)	Annual Remuneration (VND)
1	Chairman of the Board	1	12	8.280.000	99.360.000
2	Vice Chairman of the Board	1	12	7.245.000	86.940.000
3	Board Members	2	12	6.210.000	149.040.000
4	Head of the Supervisory Board	1	12	5.175.000	62.100.000
5	Supervisory Board Members	2	12	3.105.000	74.520.000
	<b>Total</b>	<b>7</b>		<b>39.330.000</b>	<b>471.960.000</b>

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Respectfully!

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Nguyễn Quang Thanh

No.: 146/TTr-BKS

HaiPhong, April 29, 2026

**PROPOSAL**

**Re: Selection of the Audit Firm for the 2025 Financial Statements**

**To: General meeting of shareholders**

*The Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*

*The current Charter of Hanoi - Hai Duong Beer Joint Stock Company;*

To meet the audit requirements for the consolidated financial statements of the parent company, Hanoi Beer - Alcohol - Beverage Corporation (HABECO), the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval:

Authorizing the Board of Directors to decide on the selection of an independent audit firm to conduct the review of the semi-annual financial statements (first 6 months) and the audit of the annual financial statements for 2026. The selection will be based on the proposal and evaluation of the Supervisory Board to ensure compliance with regulations and the Company's financial reporting requirements.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Respectfully!

**ON BEHALF OF THE SUPERVISORY BOARD**

**PREFECT**



*[Signature]*  
**Bui Thi Thanh Binh**

HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION  
HA NOI – HAI DUONG BEER  
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness

No.: 147/TTr-BKS

HaiPhong, April 20, 2026

## PROPOSAL

**Re: On the termination of the office term of Ms. Bui Thi Thanh Binh as a member of the BS for the 2021–2026 tenure, and the election of an additional member to the BS for the 2026–2031 tenure**

**To: General meeting of shareholders**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;*

*Pursuant to the current Charter on Organization and Operation of Hanoi – Hai Duong Beer Joint Stock Company (the “Company”);*

*Pursuant to the Company’s Internal Regulations on Corporate Governance;*

*Pursuant to the Resolution of the General Meeting of Shareholders No. 01/2021/NQ-ĐHCD dated April 23, 2021 of the Company, according to which the term of office of Ms. Bui Thi Thanh Binh, the incumbent member of the Board of Supervisors, is about to expire.*

In order to ensure compliance with the provisions of the Law on Enterprises and the Company’s Charter, the General Meeting of Shareholders is required to elect an additional member of the Board of Supervisors for the 2026–2031 term. Accordingly, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following matter:

To approve the election of an additional member of the Board of Supervisors of the Company for the 2026–2031 term, effective from April 20, 2026, in compliance with the provisions of the Company’s Charter.

**We respectfully submit this to the General Meeting of Shareholders for consideration and approval.**

**Respectfully!**

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



**Nguyen Quang Thanh**

No.: 148/TTr-BKS

HaiPhong, April 20, 2026

## PROPOSAL

**Re: On the nomination of candidates for election to the Supervisory Board for  
the 2026–2031 term**

**To: General meeting of shareholders**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Pursuant to the current Charter on Organization and Operation of Hanoi –  
Hai Duong Beer Joint Stock Company (the “Company”);*

*Pursuant to Official Letter No. 285/HABECO-HDQT dated April 6, 2026 of  
the Board of Directors of Hanoi Beer – Alcohol – Beverage Joint Stock  
Corporation regarding the directive opinions for the capital representative at  
Hanoi – Hai Duong Beer Joint Stock Company.*

Dear Shareholders of Hanoi – Hai Duong Beer Joint Stock Company,

Based on the results of nominations and self-nominations by shareholders and groups of shareholders in accordance with the Company’s Charter and the Regulations on nomination, candidacy and election of members of the Supervisory Board; based on the qualifications, ethics, reputation, and ability of the candidates to fulfill the duties and responsibilities of a Supervisory Board member if elected; and in compliance with the criteria for Supervisory Board members as stipulated in the Company’s Charter and applicable laws, the Board of Directors respectfully submits to the General Meeting of Shareholders the list of candidates for election to the Supervisory Board for the 2026–2031 term as follows:

Ms. Bui Thi Thanh Binh – Date of birth: November 8, 1983; Professional qualifications: Bachelor of Human Resource Management, Master of Business Administration; Current position: Deputy Head of Organization, Labor and Administration Department, Hanoi – Hai Duong Beer Joint Stock Company.

*(Curriculum Vitae attached).*

**The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the above candidate list so that the General Meeting of Shareholders may proceed with the election.**

**Respectfully!**

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



**Nguyen Quang Thanh**



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**CURRICULUM VITAE**  
*(For Supervisory Board Candidates)*

1. Full name: BUI THI THANH BINH
2. Gender: Female
3. ID Card/Citizen ID/Passport No.: 030183005108; Date of issue: August 7, 2022; Place of issue: Police Department for Administrative Management of Social Order
4. Date of birth: November 8, 1983 Place of birth: Gia Loc Commune, Hai Phong City
5. Nationality: Vietnamese Ethnicity: Kinh
6. Permanent address: 2A5 Chuong Duong, Le Thanh Nghi Ward, Hai Phong City
7. Contact phone number: 0366.068.396
8. Educational level: 12/12
9. Professional qualifications: Bachelor of Human Resource Management; Master of Business Administration
10. Working experience:

From – To	Position / Title / Organization
<b>Government/Professional Work</b>	
Sep 2006 – Jun 2007	Officer, Planning and Materials Department, Hanoi – Hai Duong Beer JSC
Jul 2007 – Mar 2011	Officer, Market and Sales Department, Hanoi – Hai Duong Beer JSC
Apr 2011 – Nov 2016	Officer, Organization, Labor and Administration Department, Hanoi – Hai Duong Beer JSC
Dec 2016 – Present	Deputy Head of Organization, Labor and Administration Department, Hanoi – Hai Duong Beer JSC
<b>Party-related Work</b>	
Mar 2025 – Present	Deputy Secretary of the Party Cell of the Organization, Labor and Administration Department
<b>Corporate Governance Roles</b>	
Aug 2012 – Present	Secretary, Hanoi – Hai Duong Beer JSC
Apr 23, 2021 – Present	Head of the Supervisory Board, Hanoi – Hai Duong Beer JSC
<b>Mass Organizations / Unions</b>	
2012-2014	Deputy Secretary of Ho Chi Minh Communist Youth Union, Hanoi – Hai Duong Beer JSC
2014-2017	Secretary of Ho Chi Minh Communist Youth Union, Hanoi – Hai Duong Beer JSC
2012 – Oct 2025	Trade Union Team Leader, Organization, Labor and Administration Department, Hanoi – Hai Duong Beer JSC

11. Current positions at Hanoi – Hai Duong Beer Joint Stock Company: Head of the Supervisory Board; Deputy Head of Organization, Labor and Administration Department
12. Current positions at other organizations/entities: None

- 13. Number of shares held (as of March 23, 2026) at Hanoi – Hai Duong Beer Joint Stock Company: 0 shares
- 14. Shareholding commitments (if any): None
- 15. Related interests in the Company (if any): None
- 16. Conflicts of interest with the Company (if any): None

I hereby certify that the above statements are true and accurate. I shall take full responsibility before the law for any misrepresentation.

I commit to performing my duties with honesty and due care if elected as a member of the Supervisory Board for the 2026–2031 term of Hanoi – Hai Duong Beer Joint Stock Company.

HaiPhong, date 23 month 3 year 2026

**DECLARANT**



**Bui Thi Thanh Binh**





HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION  
HANOI – HAI DUONG BEER  
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
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*Hai Phong, April 20, 2026*

**REGULATIONS ON WORKING PROCEDURES AND VOTING  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF  
HANOI – HAI DUONG BEER JOINT STOCK COMPANY**

*Based on:*

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Charter of Hanoi - Hai Duong Beer Joint Stock Company;*

In order to ensure the successful organization of the 2026 Annual General Meeting of Shareholders of Hanoi – Hai Duong Beer Joint Stock Company, the Organizing Committee of the General Meeting of Shareholders hereby establishes the Regulations on working procedures and voting at the Meeting as follows:

**1. Objectives:**

- To ensure that the order, procedures, rules of conduct, and voting at the Annual General Meeting of Shareholders of Hanoi – Hai Duong Beer Joint Stock Company are conducted in compliance with applicable regulations and achieve a successful outcome.
- To ensure that the resolutions of the General Meeting of Shareholders reflect the unified will of the Meeting, meet the expectations and legitimate rights and interests of shareholders, and comply with the provisions of law.

**2. Subjects and Scope:**

- Subjects: All shareholders and their representatives (authorized proxies) attending the Annual General Meeting of Shareholders of Hanoi – Hai Duong Beer Joint Stock Company are required to comply with and adhere to the provisions of these Regulations, the Company’s Charter, and applicable laws.

- Scope: These Regulations shall apply to the 2026 Annual General Meeting of Shareholders of Hanoi – Hai Duong Beer Joint Stock Company to be held on April 20, 2026.

**3. Interpretation of Terms and Abbreviations:**

- BOD: Board of Directors;
- SB: Supervisory Board;

- Company: Hanoi – Hai Duong Beer Joint Stock Company;
- GMS: General Meeting of Shareholders;
- Attendees: Shareholders and their representatives (authorized proxies);
- OC: Organizing Committee.

#### **4. Regulations:**

##### **4.1. Conditions for holding the General Meeting of Shareholders:**

- The General Meeting of Shareholders of the Company shall be conducted when the number of attending participants represents more than fifty percent (50%) of the total voting shares of the Company.

- In the event that the Meeting is cancelled and must be reconvened due to the absence of the required quorum within thirty (30) minutes from the scheduled opening time, the reconvening of the Meeting shall comply with the provisions of the Law on Enterprises and the Company's Charter.

##### **4.2. Conditions for shareholders' attendance:**

- Shareholders whose names appear on the Company's shareholder list as of the record date of March 23, 2026 shall have the right to attend or authorize their representatives to attend the Meeting.

- In cases where more than one authorized representative attends in accordance with applicable laws, the number of shares and corresponding voting rights of each representative must be clearly specified.

##### **4.3. Attendees at the Meeting must comply with the following provisions:**

- Arrive on time; dress in a polite and formal manner; comply with security checks (if any), and present identification documents as required by the Organizing Committee.

- Collect meeting documents and materials at the registration desk.

- Shareholders arriving late may register upon arrival and shall have the right to attend and vote immediately thereafter. The Chairperson is not obligated to suspend the Meeting to accommodate late registration; voting results on matters already voted on prior to such shareholder's arrival shall remain unaffected.

- Set mobile phones to silent mode or switch them off; if necessary, step outside the meeting room to take calls.

- Comply with the instructions of the Organizing Committee and the Chairperson presiding over the Meeting.

- In the event that any attendee fails to comply with the inspection requirements or the above-mentioned rules, the Chairperson, after careful consideration, may

refuse entry to or request the removal of such attendee from the Meeting venue to ensure the orderly conduct of the Meeting in accordance with the agenda and plan.

#### **4.5. Chairperson and the Presidium:**

- The Presidium of the General Meeting shall consist of one (01) Chairperson and other members. The Chairman of the Board of Directors shall act as the Chairperson of the Presidium and preside over the General Meeting. The Chairperson shall introduce the members of the Presidium to the Meeting. The Presidium shall manage and conduct the Meeting in accordance with the agenda and program approved by the General Meeting.

Duties of the Presidium:

+ To conduct the activities of the General Meeting of Shareholders in accordance with the agenda proposed by the Board of Directors and approved by the General Meeting;

+ To guide delegates and the Meeting in discussing the matters included in the agenda;

+ To present drafts and conclude necessary matters for the General Meeting to vote on;

+ To respond to issues raised by the General Meeting;

+ To resolve matters arising during the course of the Meeting.

- Working principles of the Presidium: The Presidium shall operate on the principles of collective leadership, democratic centralism, and decision-making by majority.

#### **4.6. Meeting Secretary:**

- The Chairperson shall appoint one or more persons to act as Secretary(ies) of the General Meeting of Shareholders.

- Duties and powers:

+ To fully and accurately record the proceedings of the Meeting;

+ To receive registration slips for speaking from delegates;

+ To prepare the Minutes of the Meeting and draft the Resolution of the General Meeting of Shareholders;

+ To assist the Chairperson in disclosing information related to the Meeting and notifying shareholders in accordance with applicable laws and the Company's Charter.

- The Chairperson and the Secretary(ies) of the General Meeting shall have the right to take necessary measures to ensure that the Meeting is conducted in a

reasonable, orderly manner, in accordance with the approved agenda, and reflects the will of the majority of attendees.

#### **4.7. Shareholder Eligibility Verification Committee:**

- The Shareholder Eligibility Verification Committee shall consist of one (01) Head and other members, established by the Board of Directors and introduced to the General Meeting by the Presidium.

- Duties of the Committee:

+ To verify the eligibility and attendance status of shareholders and their representatives attending the Meeting;

+ The Head of the Committee shall report to the General Meeting on the attendance of shareholders. If the number of attending participants represents more than fifty percent (50%) of the total voting shares, the General Meeting of Shareholders shall be duly convened and conducted.

#### **4.8. Vote Counting Committee:**

- The Vote Counting Committee shall be introduced by the Chairperson (not exceeding three (03) members) for approval by the General Meeting through a show of voting cards. Candidates nominated or standing for election (in the case of an election) shall not be members of the Vote Counting Committee.

- Duties of the Committee:

+ To explain the principles, rules, and procedures for voting;

+ To count and record voting results, prepare the vote counting minutes, and announce the results; submit the minutes to the Chairperson for approval of voting and election results;

+ To promptly notify the Secretary of the Meeting of the voting results;

+ To review and report to the General Meeting any violations of voting procedures or complaints regarding voting results.

#### **4.9. Speaking at the Meeting:**

- Attendees wishing to speak must obtain approval from the Chairperson. Speakers shall present concisely, focusing on key matters relevant to the approved agenda, or submit written comments to the Secretary for consolidation and reporting to the Chairperson.

- The Chairperson shall arrange for speakers in the order of registration, respond to shareholders' questions at the Meeting, or record them for written responses after the Meeting, where appropriate.

#### **4.10. Voting Rules at the General Meeting**

*a) General provisions on voting:*

- All matters included in the agenda and contents of the Meeting must be discussed and voted on publicly by the General Meeting of Shareholders.

- Each share carries one (01) voting right.

- Each attendee shall be provided with one (01) Voting Card and one (01) Ballot (if applicable). The Voting Card and Ballot shall specify the attendee's code, full name, number of shares owned and/or represented with voting rights. These documents shall be printed, affixed with the Company's seal, and distributed directly to attendees at the Meeting.

*b) Voting methods and procedures:*

Each matter submitted to the General Meeting within its authority shall be put to vote with three (03) options for shareholders or their authorized representatives:

- Approval (Agree);

- Disapproval (Disagree);

- No opinion.

Voting shall be conducted using one (01) of the following two (02) methods as directed by the Chairperson:

\* **Voting by show of Voting Cards:** Attendees shall raise their Voting Cards clearly towards the Presidium when voting. If an attendee does not raise the Voting Card in all three (03) rounds (Approval, Disapproval, No opinion) for a matter, such attendee shall be deemed to have voted in favor of that matter.

If an attendee raises the Voting Card in all three (03) rounds or in two (02) out of the three (03) rounds, such attendee shall be deemed to have no opinion on that matter.

\* **Voting by Ballot:** For each matter, shareholders shall select one (01) of the three (03) options ("Approval", "Disapproval", or "No opinion") pre-printed on the Ballot by marking an "X" or "√" in the selected box. Upon completion of voting on all matters, shareholders shall submit their Ballots into the sealed ballot box at the Meeting in accordance with the instructions of the Vote Counting Committee.

*c) Validity of Ballots:*

- A valid Ballot is one issued by the Organizing Committee in the prescribed form, without erasure, alteration, tearing or damage, containing no additional content beyond what is permitted, and duly signed with the attendee's full handwritten name.

- A voting item on a Ballot is valid only when the attendee marks exactly one (01) of the three (03) options. A voting item is invalid if no option is selected or more

than one option is selected. If a Ballot is valid but contains one or more invalid voting items, the remaining valid items shall still be counted.

- Invalid Ballots include:

- + Ballots with additional content written beyond the prescribed format;
- + Ballots not issued by the Organizing Committee, not bearing the Company's seal, or containing erasures, alterations, or unauthorized additions, in which case all voting contents on such Ballot shall be invalid;
- + Ballots not signed or lacking the attendee's full name;
- + Ballots in which all voting items are invalid.

*d) Recording voting results:*

- The Vote Counting Committee shall be responsible for aggregating and recording voting results.

- The Committee shall verify the number of votes for Approval, Disapproval, and No opinion for each matter, and shall be responsible for recording, summarizing, and reporting the voting results at the General Meeting.

*e) Required approval ratios:*

Resolutions on the following matters shall be adopted if approved by shareholders representing at least sixty-five percent (65%) of the total voting rights of all attending shareholders, except as otherwise provided in Clauses 5, 6, and 7, Article 21 of the Company's Charter:

- + Classes of shares and the total number of shares of each class;
- + Changes to business lines and industries;
- + Changes to the Company's organizational and management structure;
- + Investment projects or asset disposals with a value equal to or exceeding thirty-five percent (35%) of the total assets as recorded in the most recent financial statements of the Company;
- + Reorganization or dissolution of the Company.

Other resolutions shall be adopted if approved by shareholders representing more than fifty percent (50%) of the total voting rights of all attending shareholders, except as otherwise provided in Clauses 3, 5, 6, and 7, Article 21 of the Company's Charter.

*f) Notes:*

The submission of Ballots (if any) shall be conducted in accordance with the instructions of the Chairperson.

In case a shareholder or their representative requests a replacement Ballot due to damage, errors, or unintended markings (“spoiled Ballot”), and provided that the Ballot has not yet been deposited into the ballot box and the voting period remains open, such shareholder may directly contact the Vote Counting Committee to exchange the spoiled Ballot for a new one to ensure their rights. The Vote Counting Committee shall collect spoiled Ballots and submit them to the Chairperson.

*4.11. Minutes and Resolution of the General Meeting of Shareholders:*

The Minutes and the Resolution of the General Meeting of Shareholders must be read and approved prior to the closing of the Meeting

**5. Implementation**

- All attendees, representatives, and invited guests participating in the General Meeting shall be responsible for fully complying with the provisions set out in these Regulations, the Company’s existing rules, internal governance regulations, and relevant laws.

- The convener of the General Meeting of Shareholders shall have the right to:

+ Request all attendees to undergo security checks or other necessary security measures;

+ Request competent authorities to maintain order at the Meeting; and expel individuals who fail to comply with the authority of the Chairperson, intentionally disrupt order, obstruct the normal proceedings of the Meeting, or fail to comply with security requirements.

- Any matters not specifically provided for in these Regulations shall be governed by the provisions of the Company’s Charter, the Law on Enterprises 2020, and applicable laws and regulations of the State.

*These Regulations shall take effect immediately upon approval by the General Meeting of Shareholders.*

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Nguyễn Quang Thanh



HANOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION  
HANOI – HAI DUONG BEER  
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
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*Hai Phong, April 20, 2026*

## REGULATIONS ON NOMINATION, SELF-NOMINATION, AND ELECTION OF MEMBERS OF THE SUPERVISORY BOARD

*Based on:*

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Charter of Hanoi - Hai Duong Beer Joint Stock Company.

The Vote Counting Committee hereby announces the Regulations on nomination, self-nomination, and election of members of the Supervisory Board at the 2026 Annual General Meeting of Shareholders of Hanoi – Hai Duong Beer Joint Stock Company as follows:

### **I. Interpretation of Terms and Abbreviations:**

- BOD: Board of Directors;
- SB: Supervisory Board;
- Company: Hanoi – Hai Duong Beer Joint Stock Company;
- GMS: General Meeting of Shareholders;
- Attendees: Shareholders and their representatives (authorized proxies);
- OC: Organizing Committee.

### **II. Chairperson of the Meeting**

The Chairperson of the Meeting shall be responsible for presiding over the election, including the following duties:

- Introducing the list of nominees to the Supervisory Board;
- Resolving any complaints related to the election (if any).

### **III. Principles of Election**

- To be conducted in compliance with applicable laws and the Company's Charter;
- The Vote Counting Committee shall be nominated by the Chairperson and approved by the General Meeting. Members of the Vote Counting Committee must not be included in the list of nominees or candidates for the Supervisory Board.

### **IV. Number, Term, and Criteria for Members of the Supervisory Board**

**1. Number of members to be elected:** 01 member

**2. Term:** 2026 – 2031

**3. Maximum number of candidates:** Unlimited

**4. Criteria for candidates for the Supervisory Board** (in accordance with the Company's Charter, Article 155 of the Law on Enterprises No. 59/2020/QH14, and guiding regulations):

Members of the Supervisory Board must satisfy the following conditions:

- Not falling under the prohibited cases as prescribed in Clause 2, Article 17 of the Law on Enterprises;



- Having qualifications in one of the following fields: economics, finance, accounting, auditing, law, business administration, or other disciplines relevant to the Company's business activities;

- Not being a family member of any member of the Board of Directors, the Director/General Director, or other managers;

- Not being a manager of the Company; not necessarily required to be a shareholder or employee of the Company;

- Not working in the accounting or finance department of the Company;

- Not being a member or employee of the independent auditing firm that has audited the Company's financial statements during the preceding three (03) consecutive years;

- Not being a family member of managers of the Company and Hanoi Beer – Alcohol – Beverage Joint Stock Corporation (HABECO); representatives of contributed capital; or representatives of state capital at HABECO and at the Company.

#### **V. Nomination of Candidates to the Supervisory Board**

Shareholders holding voting shares may aggregate their voting rights to nominate candidates to the Supervisory Board. The nomination rights are as follows:

Shareholders or groups of shareholders holding from 5% to under 10% of total voting shares may nominate one (01) candidate; From 10% to under 30%: up to two (02) candidates; From 30% to under 40%: up to three (03) candidates; From 40% to under 50%: up to four (04) candidates; From 50% to under 60%: up to five (05) candidates.

#### **Application dossier for nomination/self-nomination to the Supervisory Board**

##### **5.1. Nomination dossier:**

Shareholders meeting the criteria and conditions for Supervisory Board membership, or shareholders/groups of shareholders eligible to nominate candidates as specified in Section IV, may submit dossiers for nomination or self-nomination.

The dossier includes:

*(Templates are attached to the meeting materials and available on the Company's website: [www.habecohd.com.vn](http://www.habecohd.com.vn))*

- Application for nomination/self-nomination (as per template);

- Candidate's curriculum vitae (as per template);

- Notarized copies of the following documents: ID Card/Citizen Identification Card/Passport/Permanent Residence Book (if any);

- Copies of educational and professional qualifications (if any);

- Minutes of the meeting of the shareholder group nominating the candidate (if any);

- Other relevant documents (if any).

The nominator/candidate shall be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the information provided in the dossier.

##### **5.2. Submission address and deadline:**

To facilitate the organization of the Meeting, candidates are requested to submit their dossiers before 5:00 PM on April 17, 2026 to the following address:

**Address:** Ms. Bui Thi Thanh Binh, Hanoi – Hai Duong Beer Joint Stock Company, Quan Thanh Street, Thanh Dong Ward, Hai Phong City.

**Email:** [biahnhd@gmail.com](mailto:biahnhd@gmail.com)

**Mobile:** 0366.068.396

In cases where candidates are nominated by shareholder groups directly at the Meeting, the nomination dossier must be submitted to the Meeting Secretary prior to the commencement of the election.

## **VI. List of Candidates**

- Based on the nomination/self-nomination dossiers submitted by shareholders or groups of shareholders, together with supporting documents of the candidates, the Meeting Secretary shall compile a list of eligible candidates for election to the Supervisory Board.

- In the event that the number of candidates nominated or self-nominated is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Supervisory Board. Any additional nominations by the incumbent Supervisory Board must be clearly disclosed prior to the General Meeting of Shareholders voting on the election, in compliance with applicable laws.

- The list of candidates shall be arranged in alphabetical order by name, with full names stated on the ballot.

## **VII. Election Methods:**

The election of Supervisory Board members shall be conducted using one (01) of the following methods as proposed by the Chairperson:

### **7.1. Cumulative voting method:**

- Under the cumulative voting method, each attendee shall cast votes by completing the Ballot.

- Each attendee shall have a total number of votes equal to the number of voting shares owned and/or represented multiplied by the number of Supervisory Board members to be elected.

- Attendees may allocate all their votes to one candidate or distribute them among several candidates, provided that the number of selected candidates does not exceed the number approved by the General Meeting.

- In case additional candidates arise on the day of the Meeting, attendees may request a replacement Ballot from the Vote Counting Committee and must return the old Ballot (prior to submission into the ballot box).

### **7.2. Voting by show of Voting Cards:**

- Where the number of candidates is less than or equal to the number of Supervisory Board members to be elected, the election may be conducted by direct voting (Approval, Disapproval, No opinion) through the show of Voting Cards, as proposed by the Chairperson.

- In such case, the voting shall comply with Section 4.10 of the Regulations on working procedures and voting at the Meeting.

- A candidate shall be elected as a Supervisory Board member if approved by shareholders representing more than fifty percent (50%) of the total voting rights of all attending shareholders.

**VIII. Ballots** (*applicable in case of cumulative voting as specified in Section VII.1 above*)

### **8.1. Contents of the Ballot:**

- The Ballot shall include the attendee code, number of shares owned and/or represented, and bear the Company's seal.

- 
- Terms used in the Ballot are defined as follows:
    - + “Attendee”: a shareholder or an authorized representative of a shareholder;
    - + “Total represented voting rights”: the total voting rights owned and/or authorized by one or more shareholders;
    - + “Total votes for election of Supervisory Board members”: the total represented voting rights multiplied by the number of Supervisory Board members to be elected.
  - Each attendee shall be provided with one (01) Ballot for the election. Upon receipt, attendees must verify the information on the Ballot and immediately notify the Vote Counting Committee of any discrepancies.

### **8.2. Instructions for completing the Ballot:**

- Attendees may vote for a maximum number of candidates equal to the number of Supervisory Board members to be elected as specified in Section IV.1.
- If allocating all votes to one candidate or distributing votes equally among selected candidates, attendees shall tick the box under the column “Equal allocation of votes” for the corresponding candidates.
- If allocating different numbers of votes to multiple candidates, attendees shall clearly state the number of votes (not exceeding the total votes entitled) in the “Number of votes” column for each corresponding candidate.

#### **Note:**

In case both the “Equal allocation of votes” box is ticked and the “Number of votes” column is filled, the number of votes specified in the “Number of votes” column shall prevail.

### **8.3. Validity and invalidity of Ballots:**

- A valid Ballot is one issued in the prescribed form by the Organizing Committee, without erasure or alteration, containing no additional content beyond the prescribed format, and duly signed with the attendee’s full name.
  - The following Ballots shall be deemed invalid:
    - + Ballots containing additional content beyond the prescribed format;
    - + Ballots completed in pencil;
    - + Ballots with candidates’ names crossed out;
    - + Ballots not issued by the Organizing Committee, not bearing the Company’s seal, or containing erasures, alterations, or unauthorized additions;
    - + Ballots indicating a number of selected candidates exceeding the number of members to be elected;
    - + Ballots where the total votes allocated do not equal the total voting rights for the election;

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- + Ballots submitted after the ballot box has been unsealed;
  - + Ballots not signed by the attendee.

### **8.4. Voting and vote counting:**

- In case of errors, attendees may request a replacement Ballot from the Vote Counting Committee and must return the original Ballot before submission.
- Attendees shall cast their Ballots into the sealed ballot box under the supervision of the Vote Counting Committee. Ballots must be signed and clearly state the attendee’s full name.



- After voting concludes, vote counting shall be conducted under the supervision of the Supervisory Board or representatives of shareholders.

- The Vote Counting Committee shall prepare the vote counting minutes, announce the results, and, together with the Chairperson, address any questions or complaints (if any).

- Ballots shall be archived in accordance with regulations.

**8.5. Principles for determining elected candidates:**

- Elected candidates shall be determined based on the number of votes received, from highest to lowest, until the required number of members is filled.

- In the event that two (02) or more candidates receive an equal number of votes for the final position, a re-election shall be conducted among those candidates.

- If the first round of voting does not result in a sufficient number of Supervisory Board members, additional rounds of voting shall be conducted until the required number is elected.

**IX. Effectiveness:**

These Election Regulations shall take effect immediately upon approval by the General Meeting of Shareholders.

These Regulations shall remain in effect until the conclusion of the 2026 Annual General Meeting of Shareholders of Hanoi – Hai Duong Beer Joint Stock Company.

**This document constitutes the full Regulations on nomination, self-nomination, and election of Supervisory Board members for the additional election at the 2026 Annual General Meeting of Shareholders of Hanoi – Hai Duong Beer Joint Stock Company.**

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Nguyễn Quang Thanh