

AGENDA
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HABECO - HAI PHONG JOINT STOCK COMPANY

Time: April 25, 2025

Venue: HABECO - Hai Phong Joint Stock Company

Truong Son Town, An Lao District, Hai Phong City

Time	Detailed Content	Execution
8:30 AM – 9:00 AM	- Welcoming shareholders and delegates; - Distributing materials, voting ballots, and voting cards.	Organizing Committee
9:00 AM – 9:15 AM	- Organize the session. - Declare the reasons and officially open the meeting.	Organizing Committee
	- Report on the results of shareholder eligibility verification and the validity of the General Meeting.	Head of the Shareholder Eligibility Verification Committee
9:15 AM – 9:30 AM	- Introduce the Presidium of the General Meeting and the Chairperson. - Introduce the secretariat, the ballot counting committee, and vote on approval.	Chairman of the General Meeting
9:30 AM – 9:40 AM	- Approve the working regulations of the 2025 Annual General Meeting. - Introduce and approve the agenda of the General Meeting.	Chairman of the General Meeting
9:40 AM – 10:20 AM	- Report on Business Performance in 2024 and Business Plan Tasks for 2025.	CEO of the Company
	- Report on the business performance results for 2024 and the production and business plan for 2025.	Chairman of the General Meeting
	- Report on the supervision results for 2024 and the activity plan for 2025 by the Supervisory Board. - Proposal for selecting the auditing firm for the 2025 financial statements.	Head of the Supervisory Board

Time	Detailed Content	Execution
10:20 AM – 10:35 AM	<ul style="list-style-type: none"> - Proposal for Approval of the Financial Statements and the Cumulative Profit Distribution Plan. - Proposal on the 2025 Business Plan Targets. - Proposal on the 2025 Profit Distribution Plan. 	Head of the General Department
	<ul style="list-style-type: none"> - Proposal for Approval of the 2024 Remuneration Finalization for Members of the Board of Directors and the Supervisory Board, and the 2025 Remuneration Plan. - Proposal for Approval of Contracts and Transactions Between the Company and Related Parties. 	Head of the General Department
10:35 AM – 10:40 AM	<ul style="list-style-type: none"> - Proposal to dismiss the Board of Directors member whose term ends in 2020-2025 and nominate a new member for the Board of Directors for the 2025-2030 term. 	Member of the Board of Directors
10:40 AM – 11:00 AM	<ul style="list-style-type: none"> - Discuss the reports and proposals - Speeches from senior leadership; - Conduct a vote on the contents of the reports and proposals. 	Chairman of the General Meeting
11:00 AM – 11:20 AM	<ul style="list-style-type: none"> - Approve the regulations for nominations, candidacies, and elections. - Guide the election process, conduct the election, and count the votes. - Announce the results of the vote and the election. 	Head of the Vote Counting Committee
11:20 AM – 11:30 AM	<ul style="list-style-type: none"> - Present the draft resolution of the General Meeting. 	Secretary
11:30 AM – 11:40 AM	<ul style="list-style-type: none"> - Approve the resolution of the General Meeting. - Declare the closing of the General Meeting. 	Chairman of the General Meeting

GENERAL MEETING ORGANIZING COMMITTEE

Hai Phong, April 25th, 2025

WORKING REGULATIONS

AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS HABECO – HAI PHONG JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the XIV National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the XIV National Assembly of the Socialist Republic of Vietnam on November 26th, 2019;

Pursuant to the Charter on organization and operation of Habeco – Hai Phong Joint Stock Company;

The 2025 Annual General Meeting of Shareholders of Habeco – Hai Phong Joint Stock Company shall be organized and implemented in accordance with the following regulations:

CHAPTER I: GENERAL PROVISIONS

Article 1. Purpose

Ensure the procedures, principles of conduct, and voting at the Annual General Meeting of Shareholders of Habeco - Hải Phòng Joint Stock Company are carried out in accordance with regulations and successfully concluded.

The resolutions of the General Meeting of Shareholders reflect the unanimous will of the shareholders, meet their interests and rights, and comply with the law

Article 2. Subjects and Scope of Application Subjects:

Target Audience: All shareholders and authorized representatives attending the Annual General Meeting of Shareholders of Habeco - Hải Phòng Joint Stock Company must comply with the provisions of this Charter, the Company's Charter, and current legal regulations.

Scope of Application: This Charter is applied to the organization of the 2025 Annual General Meeting of Shareholders of Habeco - Hải Phòng Joint Stock Company (hereinafter referred to as 'the Company'). This Charter specifically outlines the rights and obligations of the parties participating in the meeting, as well as the conditions and procedures for conducting the meeting.

CHAPTER II: RIGHTS AND OBLIGATIONS OF PARTICIPANTS



Article 3. Participants in the 2025 Annual General Meeting of Shareholders

3.1. Shareholders who hold shares as listed on the record date of March 20, 2025.

3.2. Guests, advisory organizations (if any).

Article 4. Rights and Obligations of Shareholders

4.1. Shareholders' rights:

4.1.1. All shareholders have the right to attend and vote on matters under the General Meeting's authority.

4.1.2. Shareholders unable to attend may authorize another person to participate and vote on their behalf. The authorization must be in writing (using the proxy form sent with the meeting invitation).

4.1.3. Each attending shareholder will be given a Voting Card containing their shareholder code and number of voting shares. This card is used for speaking and voting when requested by the Chairperson.

4.1.4. Late arrivals may register upon arrival and vote, but the Chairperson is not required to pause the meeting for them, and prior votes remain valid.

4.2. Shareholders' obligations:

4.2.1. When attending in person, shareholders or authorized representatives must bring:

- The meeting invitation (if any);
- Original ID card, citizen ID, passport, or other valid identification;
- Valid proxy (if authorized), signed by the shareholder and, in the case of legal entities, signed and sealed by the legal representative.

4.2.2. Shareholders are eligible to attend and vote after completing registration as per these Regulations.

4.2.3. If a shareholder has authorized someone else without notifying of the cancellation, they may not vote if the authorized person has already registered and received voting materials.

4.2.4. Proxies cannot re-authorize others.

4.2.5. During the meeting, shareholders and their representatives must comply with these Regulations, respect the Chairperson's guidance, behave civilly, and avoid disrupting the meeting. Including but not limited to:

- Dressing appropriately;
- Not recording audio/video without prior approval;
- Registering to speak and adhering to time limits and agenda scope;
- Speaking and voting as guided;
- Not disturbing or interfering with the meeting's order;
- Respecting the Chairperson's authority.

4.2.6. Comply with the Company Charter and these Regulations;

4.2.7. Respect the outcomes and rules of the meeting.

Article 5. Rights and Obligations of the Chairperson

5.1. The Chairperson is the Chairman of the Board of Directors. If absent, the remaining Board members elect a substitute. Candidates and voting results must be disclosed. The Chairperson appoints two secretaries to record the minutes. The General Meeting elects a Vote Counting Committee of no more than three people upon the Chairperson's proposal.

5.2. The Chairperson decides on any procedural or incidental matters outside the meeting agenda.

5.3. The Chairperson of the Meeting may require shareholders or their authorized representatives attending the meeting to undergo appropriate security checks or measures. The Chairperson may take actions to:

5.3.1. Adjust the location of the General Meeting of Shareholders.

5.3.2. Ensure the safety of all individuals present at the General Meeting of Shareholders.

5.4. The Chairperson of the Meeting may postpone the meeting to a suitable time and location, with the maximum postponement period not exceeding three days from the originally scheduled start date, if it is determined that:

5.4.1. Participants in the meeting cannot be seated comfortably at the meeting venue;

5.4.2. The behavior of those present obstructs or has the potential to obstruct the orderly conduct of the meeting;

5.4.3. Such a delay is necessary for the proper conduct of the meeting.

Article 6. Rights and Obligations of the Secretary

6.1. Appointed by the Chairperson and approved by the General Meeting, the Secretary supports the Presidium, records and prepares the meeting minutes.

6.2. Responsible for the accuracy and completeness of the meeting minutes.

6.3. Performs other tasks assigned by the Presidium during breaks.

Article 7. Rights and Duties of the Vote Counting Committee

7.1. The Vote Counting Committee is nominated by the Chairperson of the Meeting and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee may be shareholders of the Company.

7.2. The Vote Counting Committee is responsible for counting the voting cards when voting on the issues presented at the General Meeting of Shareholders and promptly reporting the results to the Presidium.

7.3. The Vote Counting Committee is responsible for the integrity and accuracy of the vote counting results.

CHAPTER III: CONDUCTING THE MEETING

Article 8. Conditions for Holding the Meeting.

The General Meeting of Shareholders is validly held when shareholders representing more than 50% of the total voting shares are present.

Article 9. Meeting Agenda

As per the agenda of the 2025 Annual General Meeting of Shareholders, which will be approved at the meeting.

Article 10. Voting at the Meeting

10.1. Decisions are approved by vote of shareholders or authorized representatives present.

10.2. Each shareholder may vote once per issue using the Voting Card. Options include Agree, Disagree, or No Opinion. Multiple selections on one issue render the vote invalid.

CHAPTER IV: CLOSING THE MEETING

Article 11. Approval of Meeting Resolutions

11.1. Resolutions are approved with at least 65% of voting shares represented for:

- Amending the Charter and Company Regulations;
- Share classes and total shares;
- Changing business sectors;
- Changing organizational structure;
- Projects or asset sales worth 35% or more of total assets in the latest financial report;
- Reorganization or dissolution.

11.2. Other resolutions are approved with at least 50% of voting shares represented for:

- 2024 Board activities and 2025 plan;
- 2024 business performance and 2025 production plan;
- 2024 Supervisory Board activities and 2025 plan;
- 2024 audited financial statements by Nhan Tam Viet Audit Co., Ltd.;
- 2024 remuneration report and 2025 remuneration plan for the Board and Supervisory Board;
- Auditor selection for 2025;
- Dividend plan from retained earnings (2022–2024) and 2025 profit distribution;
- Other matters discussed at the meeting.

Article 12. Minutes of the 2025 Annual General Meeting of Shareholders.

All matters discussed at the 2025 Annual General Meeting of Shareholders must be recorded in the minutes by the Secretary of the Meeting. The minutes of the meeting will be read and approved before the meeting is adjourned and will be kept in the company's minutes book.

CHAPTER V: OTHER PROVISIONS

Article 13. Other Regulations

13.1. Shareholders may speak with the Chairperson's consent. Comments must be brief, focused on agenda topics. The Chairperson will arrange the speaking order and respond to questions.

13.2. Shareholders may be expelled by the Presidium for failing to comply, causing disorder, or interfering with the meeting.

CHAPTER VI: IMPLEMENTATION PROVISIONS

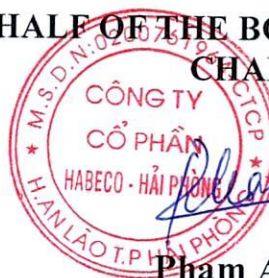
Article 14. Effectiveness of the Charter.

This Charter consists of 6 chapters and 14 articles, and was issued by the Board of Directors of Habeco - Hải Phòng Joint Stock Company on April 25th, 2025. It applies solely to the 2025 Annual General Meeting of Shareholders of Habeco - Hải Phòng Joint Stock Company, which will take place on April 25th, 2025, and becomes effective immediately upon approval by the General Meeting of Shareholders.

Recipients:

- Board members, Supervisory Board;
- Organizing Committee;
- Company shareholders;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Phạm Anh Tuan

Hai Phong, April 25th, 2025

REPORT
Summary of 2024 Business Operations and
Directions and Tasks for 2025

To: - Esteemed Delegates
- Esteemed Shareholders and the General Assembly

1. Overview of Company Performance in 2024

The year 2024 was full of challenges for the company. In addition to the continued strict implementation of Decree 100, the rising cost of raw materials significantly impacted production and business operations. Furthermore, in September 2024, the company suffered substantial damage from Typhoon No. 3 (Yagi), which directly hit Hai Phong. Despite preparations to secure goods, reinforce facilities, and assign storm response teams, the super typhoon's strong winds caused serious damage to assets and buildings.

Nonetheless, the company consistently upheld a proactive spirit across all stages to best fulfill the targets assigned by the Corporation. Thanks to the guidance and support from the parent company, functional departments, and the Board of Directors, along with the dedication of the management team and all staff, the company took resolute measures to conserve capital, safeguard workers' livelihoods, and stabilize production. Emphasis was placed on productivity-driven initiatives to complete the 2024 production targets.

2. Key Performance Indicators in 2024:

No.	Item	Unit	Year 2023	Year 2024		Ratio %	
			Actual	Annual Plan	Actual	Actual/Annual Plan	Actual/Same Period Last Year
<i>A</i>	<i>B</i>	<i>C</i>	<i>I</i>	<i>2</i>	<i>3</i>	<i>4=3/2</i>	<i>5=3/I</i>
1	Industrial Production Value	Billion VND	243.92	255.11	245.81	96.35	100.77
2	Total Revenue	Billion VND	442.61	466.57	448.55	96.14	101.34
3	Production Output	1,000 liters	19,293	19,700	18,958	96.24	98.27
<i>a</i>	Bottled Beer Output	-	<i>139</i>	<i>200</i>	198.59	99.30	142.90
<i>b</i>	Canned Beer Output	-	<i>19,002</i>	<i>19,300</i>	18,669.77	96.73	98.25

No.	Item	Unit	Year 2023	Year 2024		Ratio %	
			Actual	Annual Plan	Actual	Actual/Annual Plan	Actual/Same Period Last Year
c	HP Canned Beer Output	-	152	200	90.04	45.02	59.34
4	Sales Volume	1,000 liters	18.566	19.700	18.887,28	95.87	101.73
a	Bottled Beer Output	-	139	200	198,59	99.30	142.90
b	Canned Beer Output	-	18.275	19.300	18.598,65	96.37	101.77
c	HP Canned Beer Output	-	152	200	90,04	45.02	59.34
4	Profit Before Tax	Billion VND	1.25	1.27	0.34	26.77	27.20
5	Tax Contribution	Billion VND	225.38	237.27	235.51	99.26	104.49
6	Employee wages	Million /Per/ month	10.09	10.26	10.78	105.07	106.84

3. Production Activities

3.1. Production Line Productivity

The company proactively coordinated labor and materials for off-season maintenance to ensure equipment readiness for peak production. Machine productivity increased in 2024. For example, the canning line exceeded the 2024 target by 6.3% and improved 1.3% compared to the 2023 average.

Content	Year 2021	Year 2022	Year 2023	Year 2024
Quota per shift (liters)	36,500	37,500	38,500	39,000
Average per shift (lít)	38,021	40,838	40,909	41,455

3.2. Quality Management

Quality remained stable per corporate standards, with an average sensory score of 7.02, higher than the 2023 average of 6.85. The company promoted innovation for production efficiency, cost savings, and labor productivity. In 2024, 34 improvement initiatives were implemented. Material consumption norms were met, though the energy consumption index (SEC) remained high versus other HABECO affiliates. More energy-saving initiatives are planned for 2025.

3.3. Environmental Protection and Occupational Safety

The company conducted environmental monitoring each quarter in 2024, with all results within legal limits and reports submitted to authorities. No complaints or violations occurred. All safety equipment (e.g., pressure tanks, forklifts, electrical grounding) was inspected and certified. Personal dosimeters and radiation checks were

conducted quarterly for two radiation sources. Waste segregation per Hai Phong's Decision No. 60/2023/QĐ-UBND was implemented with proper containers.

The company is preparing to apply for the 2025 Environmental Permit and reduce wastewater treatment capacity to 490 m³/day to cut costs.

4. ISO Management

ISO system activities met basic standard requirements. Of 8 quality objectives, 5 were achieved. Unmet goals included:

- Monthly steam consumption <0.7 tons/1,000L (met in only 4 months)
- CO₂ consumption <13kg/1,000L
- Filter aid consumption <1kg/1,000L

An ISO re-certification audit by TUV NORD on 16–17/12/2024 noted 1 minor nonconformity and 10 improvement recommendations. Departmental ISO implementation was based on updated documents. Quality checks met required frequencies, with real-time tracking and issue resolution ensuring compliance. New documentation from the Corporation was regularly distributed.

5. Food Safety, Fire Protection, and Labor Safety

- Food safety inspection records were consistently updated
- Full safety training and certification were conducted
- A chemical spill drill and fire safety drill were completed in Q1 2024

6. Financial Management

Financial oversight emphasized cost-effective borrowing. Working capital loans were sourced from Vietinbank (VND 48B limit) and BIDV Trang Tien (VND 15B limit) at stable interest rates (4.8–5%). Due to low output in 2024, loans were managed carefully to avoid overdue debts.

The company leveraged state support policies (e.g., land rent reductions, VAT deferments) and fulfilled tax obligations. In 2024, it paid VND 235.12 billion in taxes, reaching 99.09% of the target and 104.32% of the previous year's figure.

7. Raw Materials

Although malt prices dropped versus 2023, some key materials (e.g., can lids, rice) increased by 3.4% and 13% respectively. The company actively coordinated with the Corporation's materials department for the best procurement prices.

8. Organization, Labor, and Income

Operational difficulties impacted employment and wages. In low-output months, alternative work plans were introduced to retain workers. Five skilled employees resigned in the first 10 months, and recruitment was challenging due to uncompetitive wages. Wage distribution adhered to the approved plan, with legal compliance

9. Recruitment and Training

Nineteen training courses were organized, including sensory training, equipment repair, technology and operations, food safety, and corporate-level training.

10. Emulation and Commendation

Innovation and productivity campaigns were regularly launched. In 2024, achievements included:

- 34 technical innovations

- 68 advanced workers out of 75
- 18 emulation soldiers out of 75
- 11 advanced labor collectives out of 14
- 4 outstanding labor collectives out of 14

11. Party and Union Activities

The Party cell followed the Corporation's directives, upheld democratic practices, and successfully completed its 2024 agenda. It confirmed full Party membership for Ms. Dang Thu Uyen and processed applications for Mr. Hoang Van Hung and Mr. Dao Van Thanh.

The Trade Union supervised labor safety training and organized fire drills. It ensured 100% of employees received annual health checks and safety gear.

The Union followed HABECO's guidelines to hold the 2024 Employee Conference and coordinated events with the Youth Union such as: International Women's Day (8/3), Ao Dai Week, staff excursions (Tam Dao, Sam Son), and blood donation drives. The Youth Union won three third-place awards in the "Proud of Hanoi Beer" photo contest.

12. 2025 Business Plan

Based on the Corporation's production plan, the Company targets:

No.	Item	Unit	Plan 2025	Notes
(1)	(2)	(3)	(4)	(5)
1	Revenue from main products	Billion VND	254.83	
2	Pre-tax profit	Billion VND	1.07	
3	Post-tax profit:	Billion VND	0.8	

Key strategies to meet the 2025 plan:

- Maintain proactivity in all stages to fulfill corporate targets
- Strictly monitor input materials to ensure product quality and yield
- Ensure continuous operations through scheduled maintenance
- Implement solutions to reduce consumption and costs per unit
- Eliminate unnecessary expenses

Sincerely,

Recipients:

- As addressed;
- Board of Directors, Supervisory Board;
- Archives.

DIRECTOR



Nguyễn Hoàng Giang

Hai Phong, April 25th, 2025

**REPORT
OF THE BOARD OF DIRECTORS FOR 2024
AND ORIENTATION FOR 2025**

**To: - Distinguished Delegates
- Esteemed Shareholders and the General Meeting**

Report of the Board of Directors of Habeco – Hai Phong Joint Stock Company to the General Meeting of Shareholders on the Activities in 2024 and Operational Directions for 2025:

I. OPERATING RESULTS IN 2024

1. General Situation

The year 2024 witnessed numerous global upheavals. Ongoing conflicts continued to evolve complexly, while new disputes emerged. The global economy in 2024 was profoundly influenced by these conflicts and the intensifying competition among major powers. Beyond causing significant human and material losses, these wars disrupted financial markets and drove up global commodity prices. Input material costs, such as aluminum cans and paper boxes, saw continuous increases.

In Vietnam, the Consumer Price Index (CPI) in 2024 rose by 3.63% compared to 2023, aligning with the National Assembly's target. However, trade competition among major countries became increasingly fierce. As Vietnam imports many raw materials for production, high global commodity prices affected production costs and prices, exerting pressure on businesses and leading to increased domestic consumer goods prices. Additionally, the government's stringent regulations on blood alcohol concentration for drivers contributed to the less-than-optimistic beer consumption in 2024. Moreover, in 2024, Habeco – Hai Phong Joint Stock Company suffered severe damages from Super Typhoon Yagi, significantly impacting employees' lives. Nevertheless, the company's collective efforts led to notable achievements in production and business operations.

2. Performance of Key Business Indicators in 2024

With the trust of shareholders and especially the scientific planning and coordination from the Hanoi Beer – Alcohol – Beverage Joint Stock Corporation, along with support from various departments and agencies in Hai Phong city, the Board of Directors and Management demonstrated unity and effective leadership.



Coupled with the dedication and enthusiasm of the workforce, Habeco – Hai Phong Joint Stock Company achieved the following production and business results in 2024:

No.	Item	Unit	Actual 2023	Plan 2024	Actual 2023	Actual 2024/ Annual Plan 2024	Actual 2024/ Actual 2023
<i>A</i>	<i>B</i>	<i>C</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4=3/2</i> <i>(%)</i>	<i>5=3/1</i> <i>(%)</i>
1	Industrial Production Value	Billio n VND	243.92	255.11	245.81	96.35	100.77
2	Total Revenue	Billio n VND	442.61	466.57	448.55	96.14	101.34
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4	Profit Before Tax	Billio n VND	1.25	1.27	0.34	26.77	27.20
5	Employee wages	Millio n/Per/ month	10.09	10.26	10.78	105.07	106.84

3. Activities of the Board of Directors in 2024

The Board of Directors convened the Annual General Meeting of Shareholders on April 24, 2024. During this meeting, the shareholders approved the dismissal of one Board member whose term (2019–2024) had ended and elected one new member for the 2024–2029 term. Specifically:

- **Dismissed Board Member:**
 - Ms. Quach Thi Thu Huyen
- **Newly Elected Board Member:**
 - Ms. Quach Thi Thu Huyen.

In 2024, to fulfill the tasks assigned by the 2024 General Meeting of Shareholders, the Board of Directors held six in-person meetings to implement activities in accordance with the Company's Charter, the Law on Enterprises, and current legal regulations. These meetings focused on key issues such as development strategies, business plans, preparations for the Annual General Meeting of Shareholders, leadership personnel arrangements, and implementation of directives from the Parent Company. All matters discussed were voted on by Board members, and the resulting resolutions were duly executed. Meeting minutes and resolutions were properly documented and archived.

Key Resolutions Passed by the Board in 2024:

- **Personnel Matters:**
 - Approved the reappointment of Mr. Nguyen Hoang Giang, a seconded officer from the Hanoi Beer – Alcohol – Beverage Joint Stock Corporation,

as General Director of Habeco – Hai Phong Joint Stock Company, effective August 2, 2024.

- Approved the resignation of Mr. Nguyen Tien Quyet from the position of Deputy General Director, effective January 1, 2025.
- Approved the temporary appointment of Mr. Pham Thai Hung, a food technology engineer from the Parent Company's Technical Department, as Deputy General Director, effective January 1, 2025.

• **Production Activities:**

- Approved the 2024 production and business plan.
- Issued consumption norms and production line productivity standards for 2024.
- Approved measures to address challenges due to relatively low output in the first six months.
- Implemented cost-saving measures by reducing unnecessary expenses.
- Enhanced enterprise management and promoted savings across all stages to improve production and business efficiency.
- Executed maintenance plans to ensure stable production and continued efforts to maintain productivity and improve product quality.
- Encouraged innovation and production rationalization initiatives.

• **Financial Matters:**

- Approved the selection of Nhan Tam Viet Auditing Co., Ltd. to provide review and audit services for the Company's 2024 financial statements, including the semi-annual review and annual audit.
- Executed the payment of remuneration to the Board of Directors and the Supervisory Board for 2024, totaling VND 330,432,000.

4. Other Activities:

- Fulfilled tax obligations to the State budget.
- Ensured employee incomes remained relatively high compared to the city's average.
- Focused on improving the material and spiritual well-being, health, and working conditions of employees.
- Launched initiatives promoting workplace safety, hygiene, fire prevention, and the application of ISO systems among all staff.
- Organized sports activities to enhance employee health and foster engagement, including regular football matches within the company and with neighboring units.
- Actively participated in Parent Company initiatives, such as blood donation drives and tree-planting campaigns.
- Emphasized technological mastery and technical improvements to reduce consumption and save materials.
- Maintained equipment effectively, preventing production disruptions.
- Strengthened production management, technical oversight, equipment maintenance, and product quality control.
- Diligently implemented cost-saving measures and ensured compliance with safety, hygiene, and fire prevention standards.

5. Supervision and Support of the Executive Board:

The Board of Directors closely monitored the Company's production and business activities, effectively performing its supervisory role. It provided timely and accurate

guidance to the Executive Board, ensuring consistent, flexible, and efficient implementation of plans in line with resolutions from the General Meeting of Shareholders and Board meetings. Executive Board representatives were regularly invited to Board meetings, and they consistently reported on production and business results, facilitating informed decision-making and oversight.

6. Supervision of the General Director:

- Adhered to the duties, powers, and responsibilities outlined in the Law on Enterprises and the Company's Charter.
- Diligently implemented resolutions from the General Meeting of Shareholders and the Board of Directors.
- Demonstrated flexibility, creativity, caution, determination, and enthusiasm in managing production and business operations.
- Regularly reported to and sought guidance from the Board of Directors, ensuring leadership and management activities complied with legal regulations and company policies.
- No management or operational errors occurred in 2024.

7. Supervision of Deputy General Directors and Management Staff:

- Fulfilled assigned duties, responsibilities, and powers within their respective areas.
- Exhibited high responsibility and exemplary leadership in management and operations.
- The Executive Board and management staff formed a cohesive and supportive team, collaboratively achieving effective company governance and operations.

II. STRATEGIC ORIENTATION FOR 2025

1. Corporate Governance

Facing continued challenges in the beverage industry, including rising raw material costs, decreased consumption, and stringent alcohol regulations, the Board of Directors and executive management have outlined the following strategic directions:

- Implement shareholder resolutions and strive to meet 2025 production and business targets.
- Enhance governance capabilities, clearly define responsibilities, and monitor task execution.
- Leverage national brand advantages, focusing on improving product quality to meet consumer preferences.
- Adopt new technologies to reduce material consumption, increase recovery rates, and enhance operational efficiency.
- Emphasize cost-saving measures and technical improvements to lower production costs.
- Strengthen quality management systems to ensure all products meet established standards.
- Rigorously supervise management activities to ensure legal compliance, aim for shareholder dividends, and improve employee livelihoods.

2. 2025 Business Plan Key Targets

- Revenue from main product sales: VND 254.83 billion

- Pre-tax profit: VND 1.07 billion
- Post-tax profit: VND 0.8 billion

3. Organizational Development and Training

- Prioritize professional training and skill development for management personnel.
- Establish strong relationships with local authorities to stay abreast of new regulations.
- Attract and retain highly qualified professionals to enhance human resource quality.
- Organize exchange programs with exemplary units within the parent corporation to share best practices.

4. Investment Activities

- Regularly maintain and upgrade facilities and equipment to ensure safety and product quality.
- Encourage workplace cleanliness and environmental improvements to boost employee morale.
- Promote innovation focused on production optimization and cost-effective material alternatives to improve profitability for both the parent company and subsidiaries.

This report summarizes the Board of Directors' activities in 2024 and outlines the strategic direction for 2025. We respectfully submit this to the General Meeting of Shareholders for review and feedback to enhance the effectiveness of the Board's operations, contributing to the stable and sustainable development of Habeco – Hai Phong Joint Stock Company.

Sincerely,

Recipients:

- As above;
- Members of the Board of Directors and the Supervisory Board;
- To be archived by the Secretary to the Board of Directors.

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



Pham Anh Tuan

Hai Phong, April 25th, 2025

REPORT OF THE SUPERVISORY BOARD

**To: - Distinguished Delegates;
- Shareholders and the General Meeting,**

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

Pursuant to the Charter of the Hai Phong HABECO Joint Stock Company;

Pursuant to the Resolution of the 2023 Annual General Meeting of Shareholders of the Hai Phong HABECO Joint Stock Company.

The Supervisory Board of Hai Phong HABECO Joint Stock Company (hereinafter referred to as “the Company”) hereby reports to the 2025 Annual General Meeting of Shareholders on the results of inspection and supervision of the Company’s activities in 2024 as follows:

I. Report on Activities of the Supervisory Board in 2024:

In 2024, the Supervisory Board carried out its tasks in accordance with regulations, specifically as follows:

1. Assessment Report on the Management of the Board of Directors and the Executive Board:

- The Board of Directors (BOD) held meetings as required to discuss, analyze, and reach consensus decisions. In 2024, six (06) Resolutions were unanimously issued by the BOD.
- The BOD and Executive Board fulfilled their roles and responsibilities as defined by the Law on Enterprises, the Company Charter, and relevant legal regulations, and strictly implemented the Resolutions of the General Meeting of Shareholders and the BOD.
- They provided timely and appropriate guidance aligned with actual circumstances, striving to meet production and business targets to maximize Company interests.

2. Assessment Report on Coordination between the Supervisory Board and BOD, Executive Board, and Shareholders:

- The Supervisory Board attended BOD meetings and some Executive Board meetings (when invited).
- It maintained close relationships with shareholders and monitored compliance with disclosure regulations to protect shareholder interests.



II. Appraisal Report on Financial Statements and 2024 Business Results:

1. Appraisal of Financial Statements:

The Company applies the corporate accounting regime under Circular No. 200/2014/TT-BTC dated December 22th, 2014, and Circular No. 53/2016/TT-BTC dated March 21th, 2016.

The 2024 financial statements (ending December 31st, 2024) were audited by Nhan Tam Viet Auditing Co., Ltd. and disclosed in accordance with regulations.

The Supervisory Board agrees with the figures presented and issued a separate appraisal report expressing its viewpoint.

2. Implementation of Production and Business Targets:

No.	Item	Unit	Actual 2023	Year 2024		Ratio (%)	
				Plan	Actual	% of 2023	% of Plan
1	Industrial Production Value	VND billion	243.92	255.11	245.81	100.77%	96.35%
2	Total Revenue	-	442.61	466.57	448.55	101.34%	96.14%
3	State Budget Contribution	-	225.38	237.27	235.51	104.49%	99.26%
4	Pre-tax Profit	-	1.25	1.27	0.34	27.20%	26.77%
5	Average Employee Salary	million VND/person/month	10.10	10.26	10.78	105.94%	105.07%

Pre-tax profit in 2024 was VND 0.34 billion, reaching 26.77% of the annual plan and 27.20% of the 2023 performance.

3. Company's Financial Position in 2024:

No.	Items	As of 31/12/2024	As of 01/01/2024
1	Net Working Capital	69,263,945,189	40,191,161,821
2	Profitability Ratios		
-	Return on Equity (ROE)	3.63%	0.56%
-	Return on Assets (ROA)	2.09%	0.36%
3	Liquidity Ratios		
-	Overall Liquidity Ratio	2.36	2.80
-	Current Payment Ratio	1.56	1.43
-	Quick Ratio	1.35	1.13
4	Debt-to-Equity Ratio	0.73	0.55

The Company's financial condition is gradually stabilizing. Net working capital was VND +69.26 billion, and the capital preservation ratio exceeded 1.

Other Remarks:

- **Cost Control:** Production output reached 96.24% of the annual plan. Total costs were VND 248.28 billion, down VND 6.66 billion (2.61%) compared to the plan, mainly due to:
 - Material costs down VND 5.7 billion;
 - Depreciation costs down VND 0.67 billion;
 - Financial costs down VND 0.45 billion;
 - Labor costs and benefits increased by VND 0.24 billion.
- **Consumption Norms Control:** On April 19, 2024, the BOD issued Resolution No. 02/NQ-HĐQT-HHP setting 2024 consumption norms. Continued monitoring and adjustment of material norms and supervision are necessary to improve operational efficiency.

III. Self-Assessment of Supervisory Board Performance

1. Board Performance Evaluation:

The Board fulfilled its legal rights, duties, and responsibilities effectively.

- It performed its supervisory role over the BOD and Executive Board.
- Financial reports and business performance were reviewed and appraised.
- Meetings were held regularly in accordance with the Enterprise Law and Company Charter, with additional email consultations as needed.

2. Member Performance Evaluation:

- Members of the Supervisory Board have properly exercised their rights, duties, and responsibilities as stipulated in the Enterprise Law and the Company's Charter.
- Members of the Supervisory Board have successfully fulfilled their duties as assigned and agreed upon by the Supervisory Board.

IV. 2025 Work Plan of the Supervisory Board:

Based on its legal functions, the Supervisory Board sets out key tasks for 2025:

- Monitor the implementation of resolutions from the General Meeting of Shareholders and decisions of the BOD.
- Review contracts and transactions involving related parties.
- Evaluate the accuracy and legality of 2025 financial and business reports.
- Carry out other duties as per legal and company regulations.

V. Recommendations:

Based on the 2024 financial results and management performance, the Supervisory Board recommends:

- Continued improvement in corporate governance and cost efficiency;



- Strive to meet and exceed targets set by the General Meeting of Shareholders;
- Maximize shareholder interests while ensuring employee benefits.

The Supervisory Board sincerely thanks the Board of Directors, Executive Board, departments, and shareholders for their cooperation and support.

This report has been unanimously approved by all members of the Supervisory Board and is respectfully submitted to the General Meeting of Shareholders.

Wishing health to all delegates and shareholders in attendance.

Wishing the General Meeting great success!

**On behalf of the Supervisory Board
HEAD OF THE SUPERVISORY BOARD**

Recipients:

- As addressed;
- BOD, Supervisory Board;
- Archives.



Bui Thi Huyen



Hai Phong, April 25th, 2025

REPORT OF THE SUPERVISORY BOARD

Regarding the Selection of an Auditing Firm for the 2025 Financial Statements

**To: - Distinguished Delegates;
- Shareholders and the General Meeting,**

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

Pursuant to the Charter of the Hai Phong HABECO Joint Stock Company;

Pursuant to the Resolution of the 2023 Annual General Meeting of Shareholders of the Hai Phong HABECO Joint Stock Company,

The Supervisory Board of Hai Phong HABECO Joint Stock Company respectfully submits to the General Meeting of Shareholders for authorization of the Board of Directors to select a reputable, competent, and experienced auditing firm that is legally permitted to operate in Vietnam and is included in the list of auditing firms approved by the State Securities Commission to audit the Company's 2025 financial statements.

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

**On behalf of the Supervisory Board
HEAD OF THE SUPERVISORY BOARD**

Recipients:

- General Meeting of Shareholders;
- Archives.

Bui Thi Huyen

Hai Phong, April 25th, 2025

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
**Re: Approval of the 2024 remuneration settlement and 2025 planned remuneration
for the Board of Directors and the Supervisory Board**

**To: - The 2025 Annual General Meeting of Shareholders
- Hai Phong Habeco Joint Stock Company**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the XIV
National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the Charter of Hai Phong Habeco Joint Stock Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;

Pursuant to the 2024 Financial Statements;

Pursuant to the 2025 business and production plan of Hai Phong Habeco Joint
Stock Company;

The Board of Directors of Hai Phong Habeco Joint Stock Company respectfully
submits to the General Meeting of Shareholders for approval of the 2024 remuneration
settlement and the 2025 planned remuneration for the Board of Directors and the
Supervisory Board as follows:

**I. 2024 Remuneration Settlement for the Board of Directors and
Supervisory Board:**

No.	Description	Amount (VND)
1	Planned remuneration per Resolution of 2024 AGM	413,040,000
2	Actual amount implemented in 2024	433,692,000
3	Difference vs. approved plan by the 2024 AGM	20,652,000

**II. 2025 Planned Remuneration for the Board of Directors and Supervisory
Board:**

1. Board of Directors:

- Chairman: VND 7,829,000/month
- Members: VND 6,341,000/month

2. Supervisory Board:

- Head: VND 3,343,000/month
- Members: VND 2,308,000/month

Total planned remuneration fund for 2025: VND 445,428,000

Remuneration will be paid quarterly, starting from Quarter 2 of 2025.

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

Sincerely,

Recipients:

- 2025 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Hai Phong, April 25th, 2025

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
**Re: Approval of the 2024 Financial Statements and the Profit
Distribution Plan**

**To: - The 2025 Annual General Meeting of Shareholders
- Hai Phong Habeco Joint Stock Company**

Pursuant to:

- The Law on Enterprises No, 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;
- The Charter of Hai Phong Habeco Joint Stock Company;
- The Resolution of the 2024 Annual General Meeting of Shareholders;
- The 2024 Financial Statements audited by Nhan Tam Viet Auditing Co., Ltd.;

The Board of Directors of Hai Phong Habeco Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the 2024 financial statements and the profit distribution plan as follows:

1, The 2024 Financial Statements audited by Nhan Tam Viet Auditing Co., Ltd,

The financial report for the year 2024 has been audited by Nhân Tâm Việt Auditing Company Limited in accordance with the Vietnamese Accounting Standards, the Vietnamese Accounting Regime, and the state regulations, It has been disclosed by the Board of Directors of Habeco - Hải Phòng Joint Stock Company as required, and is also published on the website: <http://www.habecohaiphong.com.vn>.

The Board of Directors respectfully presents the audited financial report to the General Shareholders' Meeting for approval, with the following key indicators:

Unit: VND

ITEMS	31/12/2024	31/12/2023
BALANCE SHEET		
ASSETS		
A, Current assets	193,728,633,674	134,535,742,283
B, Non-current assets	100,607,736,322	129,523,718,800



ITEMS	31/12/2024	31/12/2023
TOTAL ASSETS	294,336,369,996	264,059,461,083
LIABILITIES		
A, Liabilities	124,464,688,485	94,344,580,462
I, Short-term liabilities	124,464,688,485	94,344,580,462
II, Long-term liabilities		
B, Owner's equity	169,871,681,511	169,714,880,621
I, Owner's capital	169,871,681,511	169,714,880,621
Owner's contributions	160,000,000,000	160,000,000,000
Other funds and reserves		
TOTAL LIABILITIES & EQUITY	294,336,369,996	264,059,461,083
OPERATING RESULTS		
1, Sales revenue and service income	245,805,228,803	243,918,420,146
2, Total pre-tax accounting profit	340,964,779	1,253,749,211
3, Total after-tax accounting profit	156,800,890	946,581,739

The data above is extracted from the audited financial report for the year 2024 of Habeco - Hải Phòng Joint Stock Company.

2. Approval of the accumulated profit distribution plan.

No.	Content	Amount (VND)	Notes
1	Total undistributed profit as of 01/01/2025	6,161,384,371	
1,1	Undistributed profit accumulated until 01/01/2024	6,004,583,481	
1,2	Undistributed profit for the year 2024	156,800,890	
2	Allocation to funds and dividend payment	1,600,000,000	
2,1	Allocation to funds	0	
2,2	Dividend payment (1% x 160,000,000,000 VND)	1,600,000,000	
3	Remaining profit to be carried forward to 2025	4,561,384,371	Retain earnings to supplement working capital, replace bank loans, and reduce financial expenses

Sincerely,

CHAIRMAN

- 2025 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives,

CHAIR

CÔNG TY
CỔ PHẦN
HABECO - HẢI PHÒNG

Phạm An

Phạm Anh Tuan

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THE SOCIALIST REPUBLIC OF VIETNAM
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PROPOSAL TO THE GENERAL SHAREHOLDERS' MEETING
Regarding the Approval of the Key Targets for the 2025
Production and Business Plan

Pursuant to the Enterprise Law No. 59/2020/QH14, which was passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17th, 2020; Pursuant to the Charter of Organization and Operations of Habeco - Hải Phòng Joint Stock Company;

The Board of Directors of Habeco - Hải Phòng Joint Stock Company respectfully submits to the General Shareholders' Meeting for approval the key targets of the 2025 Production and Business Plan as follows:

- **Revenue from main product sales:** 254.83 billion VND
- **Profit before tax:** 1.07 billion VND
- **Profit after tax:** 0.8 billion VND

In the process of implementing the 2025 Production and Business Plan, if necessary, adjustments to the cost plan may be required. The Board of Directors respectfully requests the General Shareholders' Meeting to authorize the Board of Directors and the Executive Board to adjust the cost plan to ensure that the profit targets are achieved.

We respectfully submit for the General Shareholders' Meeting to consider and vote for approval.

Sincerely,

Recipients:

- 2025 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Hai Phong, April 25th, 2025

PROPOSAL

Regarding the Profit Distribution Plan for 2025

**To: - The 2025 Annual General Shareholders' Meeting
- Habeco - Hải Phòng Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14, which was passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17th, 2020; Pursuant to the Charter of Organization and Operations of Habeco - Hải Phòng Joint Stock Company;

The Board of Directors respectfully submits to the General Shareholders' Meeting the profit distribution plan for the year 2025 as follows:

No.	Content	Amount (VND)	Notes
1	Total estimated undistributed profit	5,358,074,371	
1.1	Undistributed profit from the previous year	4,561,384,371	
1.2	Undistributed profit for this year	796,690,000	
2	Allocation to funds and dividend payment	1,600,000,000	
2.1	Allocation to funds	0	
2.2	Dividend distribution: 1% of VND 160,000,000,000	1,600,000,000	
3	Estimated remaining profit to be carried forward to 2026	3,758,074,371	Retain earnings to supplement working capital, replace bank loans, and reduce financial expenses.

Sincerely,

- 2025 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives,

CHAIRMAN


Phạm Anh Tuấn

Hai Phong, April 25th, 2025

PROPOSAL TO THE GENERAL SHAREHOLDERS' MEETING
Regarding: Approval of the Contract and Transactions between
the Company and Related Parties

To: - The 2025 Annual General Shareholders' Meeting
- Habeco - Hải Phòng Joint Stock Company

Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the current Charter of Habeco - Hải Phòng Joint Stock Company;

The Board of Directors of Habeco - Hải Phòng Joint Stock Company respectfully submits to the General Shareholders' Meeting for approval the following contracts between the Company and related parties:

1. Sales Contract and Asset Lease Agreement with Hanoi Beer - Alcohol - Beverage Joint Stock Corporation (HABECO Group):

Currently, the Hanoi Beer - Alcohol - Beverage Joint Stock Corporation (hereinafter referred to as "HABECO Group") holds 66.69% of the total ordinary shares of the Company:

- Since its establishment and commencement of operations, the Company has annually signed contracts for the sale and processing of Hanoi Beer products for the HABECO Group.
- On December 14, 2015, the Company signed Asset Lease Agreement No. 14122015-HBC-HBCHP with the HABECO Group, with a duration of 10 years. In compliance with the provisions of the Enterprise Law No. 59/2020/QH14 and the Company's Charter, the Board of Directors respectfully requests the General Shareholders' Meeting to approve the Sales Contract and Asset Lease Agreement for the year 2026 with HABECO Group.

2. Sales Contract with Hanoi - Hai Phong Beer Joint Stock Company:

Currently, Hanoi - Hai Phong Beer Joint Stock Company holds 14.06% of the total ordinary shares of Habeco – Hai Phong Joint Stock Company. To increase income and employment for workers, the Company has signed annual sales contracts to process

products of Hai Phong Beer brand for Hanoi - Hai Phong Beer Joint Stock Company. In compliance with the provisions of the Enterprise Law No. 59/2020/QH14 and the Company's Charter, the Board of Directors respectfully requests the General Shareholders' Meeting to approve the Sales Contract for the year 2026 with Hanoi - Hai Phong Beer Joint Stock Company.

We respectfully submit for the General Shareholders' Meeting to consider and vote for approval.

Sincerely,

Recipients:

- 2025 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives,

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Phạm Anh Tuan

Hai Phong, April 25th, 2025

PROPOSAL

Regarding the Dismissal of a Board Member for the 2020–2025 Term and the Nomination of a Board Member for the 2025–2030 Term

To: The General Shareholders' Meeting of Habeco - Hải Phòng Joint Stock Company

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the Charter of Organization and Operation of Habeco – Hải Phòng Joint Stock Company;

Pursuant to Official Letter No. 186/HABECO-HĐQT dated March 25th, 2025 of Hanoi Beer - Alcohol - Beverage Joint Stock Corporation;

The Board of Directors of Habeco – Hải Phòng Joint Stock Company respectfully submits to the 2025 Annual General Shareholders' Meeting for approval of the following dismissal and nomination of Board member:

- **Dismissal** of Mr. Nguyễn Hoàng Giang from his position as a member of the Board of Directors for the 2020–2025 term.
- **Nomination** of Mr. Nguyễn Hoàng Giang as a candidate for the position of Board Member for the 2025–2030 term.

(The candidate's curriculum vitae is attached to this proposal.)

Respectfully submitted to the General Shareholders' Meeting for review and approval.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- 2025 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives,

CHAIRMAN

Phạm Anh Tuan

**LIST OF NOMINATED MEMBERS OF THE BOARD OF DIRECTORS
AT HABECO – HẢI PHÒNG JOINT STOCK COMPANY**

N o.	Full Name	Sharehol der Entity Nominati ng	Date of Birth	Citizen ID No.	Place of Origin	Permane nt Address	Professional Qualification	Political Qualificati on	Work Experience	Current Position/Title
1	2		3	4	5	6	7	8	9	10
1	Nguyen Hoang Giang	Hanoi Beer – Alcohol – Beverage Joint Stock Corporati on	May 29, 1970	ID No.: 001070052461, issued on July 24, 2021 by the Police Department for Administrative Management of Social Order	Nguyen Ly, Ly Nhan, Ha Nam	No. 24 Group 2B, Thanh Nhan, Hai Ba Trung, Ha Noi	- Automation Engineer - Bachelor's Degree in Industrial Business Administration and Basic Construction	Advanced Level	<p>- From April 1994 to February 2001: Electrical Engineer, 3C Company</p> <p>- From March 6, 2001 to June 2003: Electrical Engineer, Technical Supervision Department, Hanoi Beer Company</p> <p>- From July 2003 to March 2009: Electrical Engineer, Technical Department, HABECO Corporation</p> <p>- From April 2009 to August 2009: Deputy Head of Technical Department, seconded to Mê Linh Project Management Board</p> <p>- From September 2009 to May 2019: Workshop Manager of Auxiliary Department, Hanoi-Mê Linh Brewery</p> <p>- From June 2019 to present: Workshop Manager of Auxiliary Department, Hanoi-Mê Linh Brewery, seconded to perform duties at Habeco Hải Phòng Joint Stock Company</p>	- Director- Habeco – Hai Phong Join Stock Company

**REGULATIONS ON NOMINATION, ELECTION,
AND VOTING FOR BOARD MEMBERS
FOR THE 2025–2030 TERM
AT THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING**

Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter on the Organization and Operations of Habeco – Hai Phong Joint Stock Company;

The 2025 Annual General Shareholders' Meeting of Habeco – Hai Phong Joint Stock Company (hereinafter referred to as the Company) will conduct the election of 01 (one) Board member as follows:

I. OBJECTS AND SCOPE OF APPLICATION

- This regulation guides the procedures for the nomination, candidacy, and election of Board members of Habeco – Hai Phong Joint Stock Company.
- Candidates for the Board are responsible for adhering to the contents of this regulation.
- Shareholders who own shares with voting rights, and representatives authorized by shareholders with voting rights (based on the list of shareholders as of March 20, 2025), are entitled to participate in the election of Board members.

II. REGULATIONS ON NOMINATION AND CANDIDACY FOR BOARD MEMBERS

1. Composition and Term of the Board

- Number of Board members to be elected: 01 person
- Term of elected Board members: 2025-2030
- Number of candidates for the Board: No limit

2. Criteria for Board Members

- Must have full legal capacity and not be prohibited from managing enterprises as per Article 17, Clause 2 of the Enterprise Law.
- Must have professional qualifications and experience in business management and company administration.
- May simultaneously be a member of the Board of another company.



- Board members cannot be relatives of the CEO or other managers of the company, or those with the authority to appoint managers of the parent company.

3. Nomination and Candidacy Procedures

- Shareholders who meet the qualifications to nominate or apply as candidates for the Board of Directors, as outlined in the Company's Charter, are entitled to do so 03 days before the General Shareholders' Meeting.
- Shareholders with voting rights may combine their voting rights to nominate Board candidates.
- Shareholders or groups of shareholders holding between 5% to less than 10% of total voting shares can nominate 01 candidate; from 10% to less than 30% can nominate up to 02 candidates; from 30% to less than 40% can nominate up to 03 candidates; from 40% to less than 50% can nominate up to 04 candidates, etc.
- If the number of Board candidates is still insufficient after the nomination and candidacy, the current Board or the Supervisory Board may nominate additional candidates, which must be approved by the General Shareholders' Meeting.

4. Candidate Nomination and Candidacy Documents The documents for nominating or applying as a candidate for the Board include:

- Nomination/Candidacy Form (attached to these regulations).
- Candidate's Curriculum Vitae (CV) (attached to these regulations).
- A notarized copy of identification, certification of professional qualifications, and education if applicable. These documents must be submitted to the Company's headquarters before 5:00 PM on April 18, 2025, at the following address:
- General Office, Habeco – Hai Phong Joint Stock Company.
- Address: Trường Sơn Town, An Lão District, Hai Phong City, Vietnam.

III. INSTRUCTIONS ON HOW TO ELECT BOARD MEMBERS

1. Principles for Board Member Elections

- Board elections will be conducted at the Meeting using a cumulative voting method with secret ballots.
- Cumulative voting method: Each shareholder/representative has a total number of votes equal to the number of shares they own (or represent), multiplied by the number of Board members to be elected.
- Shareholders may allocate all or part of their votes to one or several candidates, and the remaining votes may be withheld.

2. Ballot Papers and How to Vote

- Each shareholder/representative will receive a ballot according to their registered shareholder ID number.

- ### 3. Invalid Ballots

- #### 4. Ballot Counting Committee and Voting Procedures

- ## IV. IMPLEMENTATION TERMS



ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

- CHAI
- CÔNG TY
CỔ PHẦN
HABECO - HẢI PHÒNG
- Phạm An

Pham Anh Tuan