HANOI BEER - LIQUOR - BEVERAGE
JOINT STOCK CORPORATION
HANOI LIQUOR JOINT STOCK COMPANY

No.: 209b /HALICO

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 24, 2026

PERIODIC INFORMATION DISCLOSURE

Respectfully to: - State Securities Commission of Vietnam,

- Hanoi Stock Exchange

1. Organization name: Hanoi Liquor and Beverage Joint Stock Company (HALICO)

- Stock Code: HNR

- Address: No. 94 Lo Duc Street, Hai Ba Trung Ward, Hanoi, Vietnam.

- Telephone Number: 0243.9763.763

2. Disclosed Information:

Minutes of Meeting, Resolution of the Annual General Meeting of Shareholders dated April 23, 2026 of Hanoi Liquor and Beverage Joint Stock Company and related meeting documents.

3. This information was disclosed on the Company's Website on April 24, 2026 at the following link: *http://www.halico.com.vn*.

We hereby certify that the information disclosed above is true and we take full legal responsibility for the contents of the disclosed information.

Attached Documents:
- Minutes and Resolution of the 2026 Annual General Meeting of Shareholders;
- Supporting documents attached to the Minutes and Resolution of the Annual General Meeting of Shareholders;

DIRECTOR

M.S.D.N: 0100102245 C.T.C.P. CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI Q. HAI BÀ TRƯNG - T.P HÀ NỘI

Tran Hau Cuong

CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI

Digitally signed by CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI
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HANOI BEER - LIQUOR - BEVERAGE JOINT STOCK CORPORATION (HABECO)
HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

No.: 201/BB-DHDCD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 23rd, 2026

MINUTES
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Today, April 23rd, 2026, at the meeting room of Hanoi Liquor Factory in Yen Phong, Bac Ninh, the 2026 Annual General Meeting of Shareholders (hereinafter referred to as "the Meeting") of Hanoi Liquor and Beverage Joint Stock Company (HALICO) was held.

I. PARTICIPANTS:

1. Organizing Committee (established by the Board of Management), including:

- Mr. Pham Trung Kien - Chairman of the BOM - Head of the Committee
- Mr. Phan Minh Son - Member of the BOM - Member
- Mr. Tran Hau Cuong - Member of the BOM and Company Director - Member
- Mrs. Hoang Thi Thu Ha - Head of HR & Administration Department - Member
- Mr. Nguyen Anh Tuan - Deputy Head of HR & Administration - Member

2. Shareholder Eligibility Verification Committee (established by the BOM), including:

- Mrs. Pham Thi Lan Anh - Head of Board of Control - Head of Committee
- Mrs. Nguyen Thi Thu Huong - Staff, ISO Department - Member
- Mrs. Hoang Thi Luan - Staff, HR & Administration Department - Member

3. Shareholders:

As of 09.15 AM on April 23, 2026, the Meeting had 9 shareholders and authorized representatives present, holding a total of 19,971,690 shares, accounting for 99.86% of the total voting shares of Hanoi Liquor and Beverage Joint Stock Company.

II. LEGALITY AND VALIDITY OF THE MEETING:

The Meeting heard Mrs. Nguyen Thi Thu Huong, The Shareholder Verification Committee, announce the shareholder verification results:

- Total number of HALICO shares: 20,000,000 (twenty million) shares;
- Total shareholders invited: 114, representing 100% of voting shares;
- Total shareholders and authorized representatives in attendance: 9, representing 99.86% of voting shares.

In accordance with the Enterprise Law and the Company Charter, the Meeting was deemed legally and validly convened.

III. CONTENT AND PROCEEDINGS OF THE MEETING:

1. Opening statement and introduction of the Shareholder Verification Committee:

Mr. Pham Trung Kien - Chairman of the BOM - confirmed the legality of the Meeting and introduced the Presidium, Secretariat and Voting Committee.

The Meeting unanimously approved the composition of these bodies by a 100% vote of present shareholders (via voting card show).

Presidium of the Meeting:

Mr. Pham Trung Kien - Chairman of the BOM

Mr. Phan Minh Son - Member of the BOM

Mr. Tran Hau Cuong - Member of the BOM, Director

Secretariat:

Mrs. Hoang Thi Thu Ha - Head of HR & Administration (Company Secretary)

Mr. Dang Nam Ha - Staff, HR & Administration Department

Voting Committee:

Mr. Pham Hung Thanh - Deputy Workshop Manager - Head of Voting Committee

Mr. Nguyen Anh Tuan - Deputy Head of HR & Administration - Member

Mr. Bui Tien Hung - Staff, ISO Department - Member

2. Approval of the Meeting Agenda and Working Regulations:

- Mr. Pham Trung Kien - Chairman of the BOM - read the draft agenda and working regulations (*attached documents*).

- The Meeting unanimously approved the agenda and working regulations by a 100% vote of present shareholders.

3. Reports and Proposals presented at the Meeting:

- Mr. Tran Hau Cuong - Member of the BOM, Director - presented:

+ Report of Board of Director on 2025 production and business performance and 2026 plan.

+ 2026 production and business targets.

- Mr. Pham Trung Kien - Chairman of the BOM - presented the Board of Management's 2025 activities report and 2026 orientation.

- Mr. Tran Duc Giang - Member of Board of Control - presented the Board of Control's 2025 activities report and 2026 orientation

- Mr. Do Thanh Luan - Chief Accountant - presented the audited financial statements for 2025 (summary).

- Mr. Pham Trung Kien - Chairman of the BOM - presented:

+ Proposal on remuneration for the Board of Management, Board of Control and Secretary (2025 settlement and 2026 plan).

+ Proposal on selecting an auditing firm for the 2026 financial statements.

+ Submission on the Dismissal of Members of the Board of Directors and the Supervisory Board for the 2021–2026 Term, and the Election of Members of the Board of Directors and the Supervisory Board for the 2026–2031 Term

4. Voting procedures conducted: Mr. Pham Hung Thanh - Head of the Voting Committee - presented the voting results (*attached ballot counting minutes*).

5. The Secretariat presented the draft Minutes and draft Resolution of the Meeting.

6. Approval of the Meeting Minutes and Resolution:

The Meeting unanimously approved the entire content of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders by a 100% vote of the attending voting shares.

This Minutes were prepared at 10:00 AM on April 23th, 2026, immediately prior to the closing of the Meeting.

Hanoi, April 23rd, 2026

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN

SECRETARIES OF THE MEETING

Hoang Thi Thu Ha **Dang Nam Ha**

Pham Trung Kien

HANOI BEER - LIQUOR - BEVERAGE CORPORATION
HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

Số: 202/NQ - DHDCD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 23, 2026

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

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

Pursuant to the Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature, on November 26, 2019,

Pursuant to the current Charter of Organization and Operation of Hanoi Liquor and Beverage Joint Stock Company,

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Hanoi Liquor and Beverage Joint Stock Company No. 201/BB-DHDCD dated 23/4/2026,

RESOLVED:

Article 1. Approval of the Report of the Board of Directors on Production and Business Operations in 2025 and Plan for 2026:

The General Meeting approved Report No. 166/HALICO dated 31/3/2026 of the Board of Directors summarizing production and business operations in 2025 and outlining the business plan for 2026, with a total approval of 19,971,690 shares, accounting for 100% of the total voting shares. The key production and business targets achieved in 2025 are as follows:

1. Total revenue (including special consumption tax): VND 194.14 billion
2. Net revenue from goods and service provision: VND 121.20 billion
3. Profit before tax (loss): - VND 5.35 billion
4. Average number of employees: - Employees: 163 people
   - Executive Board and BOC: 4 people
5. Income settlement (including sales performance bonuses for the Business Department):

- Salaries for Employees: VND 23.982 billion
- Salaries for the Executive Board and Head of the BOC (excluding Board of BOM's remuneration): VND 1.479 billion
- Welfare-related expenses (including Executive Board): VND 2.157 billion.

Article 2. Approval of the Report of the Board of Management on the Performance in 2025 and Operational Plan for 2026:

The General Meeting approved Report No. 12/BC-HDQT dated 31/3/2026 of the Board of Management evaluating the performance in 2025 and outlining the operational plan for 2026, with a total approval of 19,971,690 shares, accounting for 100% of the total voting shares.

Article 3. Approval of the Report of the Board of Control on the Performance in 2025 and the Operational Plan for 2026:

The General Meeting approved Report No. 133/BKS-BC dated 13/3/2026 of the Board of Control on the performance in 2025 and the operational plan for 2026, with a total approval of 19,971,690 shares, accounting for 100% of the total voting shares.

Article 4. Approval of the Audited Financial Statements for 2025:

The General Meeting approved the audited financial statements for 2025 as presented in Proposal No. 08/TTr-HDQT dated 10/3/2026 by the Board of Management, with a total approval of 19,971,690 shares, accounting for 100% of the total voting shares.

Article 5. Approval of the 2026 Plan Targets:

The General Meeting approved the 2025 plan targets as presented in Proposal No. 13/TTr-HDQT dated 31/3/2026 by the Board of Management, with a total approval of 19,971,690 shares, accounting for 100% of the total voting shares.

Article 6. Approval of Salaries and Remuneration for 2026: Board of Management, Board of Control and Secretary of Hanoi Liquor and Beverage Joint Stock Company (finalized for 2025, plan for 2026):

The General Meeting approved the salaries and remuneration for 2026 for the Board of Management, Board of Control and Secretary of Hanoi Liquor and Beverage Joint Stock Company (finalized for 2025, plan for 2026) as presented in Proposal No. 10/TTr-HALICO dated 10/3/2026 by the Board of Management, with a total approval of 19,971,690 shares, accounting for 100% of the total voting shares.

Article 7. Approval of Authorization for the Board of Management to Select the Auditing Firm for the 2026 Financial Statements:

The General Meeting approved the authorization for the Board of Management to select the auditing firm for the Company's 2026 financial statements, as presented in Proposal No. 132/BKS-TTr dated 13/3/2026 by the Board of Control, with a total approval of 19,971,690 shares, accounting for 100% of the total voting shares.

Article 8. Approval of the Dismissal of Members of the Board of Management and the Board of Control for the 2021-2026 term, and the election of Member of the Board of Management and the Board of Control for the 2026-2031 term:

The General Meeting of Shareholders has approved the dismissal of Members of the Board of Management and the Board of Control for the 2021–2026 term, and

the election of Members of the Board of Management and the Board of Control for the 2026–2031 term as presented in Proposal No. 14/TTr-HĐQT dated 31/3/2026 by the Board of Management, with a total approval of 19,971,690 shares, accounting for 100% of the total voting shares, as follows:

1. Dismissal of Members of the Board of Management and the Board of Control for the 2021–2026 term for the following individuals:

1.1. Board of Management:

- Mr. Pham Trung Kien
- Mr. Phan Minh Son
- Mr. Tran Hau Cuong
- Mr. Anoop Saxena
- Mr. Philip Garden

1.2. Board of Control:

- Mrs. Pham Thi Lan Anh
- Mr. Tran Duc Giang
- Mr. Ha Trieu Cuong

2. Approval of the election of Members of the Board of Management and the Board of Control for the 2026–2031 term:

- Number of members of the Board of Management: 05 members
- Number of members of the Board of Control: 03 members

3. Approval of the nominated personnel for the Board of Management and the Board of Control for the 2026–2031 term:

The General Meeting of Shareholders has approved the members of the Board of Management and the Board of Control for the 2026–2031 term as follows:

*** Board of Management:**

- Mr. Pham Trung Kien 19,971,690 shares
- Mr. Phan Minh Son 19,971,690 shares
- Mr. Tran Hau Cuong 19,971,690 shares
- Mr. Anoop Saxena 19,971,690 shares
- Mr. Philip Garden 19,971,690 shares

*** Board of Control:**

- Mr. Tran Duc Giang 19,971,690 shares
- Mr. Ha Trieu Cuong 19,971,690 shares
- Mrs. Pham Thi Lan Anh 19,971,690 shares

Article 9. Enforcement Provisions:

This Resolution takes effect from the date of signing.

The Board of Management of Hanoi Liquor and Beverage Joint Stock Company is responsible for implementing the tasks authorized by the General Meeting of Shareholders in this Resolution, ensuring the lawful interests of the Company and its shareholders in accordance with the law.

Recipients:
- Company shareholders;
- BOM, BOC;
- Executive Board;
- Filed in the Archives, Secretary.

ON BEHALF OF
THE BOARD OF MANAGEMENT
Chairman

Pham Trung Kien

HANOI BEER - LIQUOR - BEVERAGE CORPORATION
HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 23, 2026

VOTE COUNTING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *Pursuant to the current Charter of Hanoi Liquor and Beverage Joint Stock Company;*
- *Based on the voting results of shareholders at the General Meeting;*

Today, on April 23, 2026, at the Meeting Room of Hanoi Liquor Factory in Yen Phong – Bac Ninh (Lot 12, YP4 Road, Yen Phong Industrial Park, Yen Phong District, Bac Ninh Province), the Vote Counting Committee of the 2026 Annual General Meeting of Shareholders of Hanoi Liquor and Beverage Joint Stock Company comprises:

- Mr. Pham Hung Thanh – Deputy Workshop Manager – Head of the Committee
- Mr. Nguyen Anh Tuan – Deputy Head of HR & Administration - Member
- Mr. Bui Tien Hung - Staff, ISO Department - Member

As of 09:15 AM on April 23, 2026, the Annual General Meeting of Shareholders of Hanoi Liquor and Beverage Joint Stock Company was attended by 09 shareholders (in person and by proxy), representing 19,971,690 shares, equivalent to 99.86% of the total outstanding shares of the Company.

After collecting and consolidating shareholders' votes on the matters presented at the Meeting, the Vote Counting Committee reports the results as follows:

1. Approval of the Report of the Board of Directors on Production and Business Operations in 2025 and Plan for 2026:

- Approval votes: 19,971,690 shares, representing 100% of total voting shares.
- Disapproval votes: 0 shares, representing 0% of total voting shares.
- Abstentions: 0 shares, representing 0% of total voting shares.

2. Approval of the Report of the Board of Management on the Performance in 2025 and Operational Plan for 2026:

- Approval votes: 19,971,690 shares, representing 100% of total voting shares.
- Disapproval votes: 0 shares, representing 0% of total voting shares.
- Abstentions: 0 shares, representing 0% of total voting shares.

3. Approval of the Report of the Board of Control on the Performance in 2025 and the Operational Plan for 2026:

- Approval votes: 19,971,690 shares, representing 100% of total voting shares.
- Disapproval votes: 0 shares, representing 0% of total voting shares.
- Abstentions: 0 shares, representing 0% of total voting shares.

4. Approval of the Audited Financial Statements for 2025:

- Approval votes: 19,971,690 shares, representing 100% of total voting shares.
- Disapproval votes: 0 shares, representing 0% of total voting shares.
- Abstentions: 0 shares, representing 0% of total voting shares.

5. Approval of the 2026 Plan Targets:

- Approval votes: 19,971,690 shares, representing 100% of total voting shares.
- Disapproval votes: 0 shares, representing 0% of total voting shares.
- Abstentions: 0 shares, representing 0% of total voting shares.

6. Approval of Salaries and Remuneration for 2026: Board of Management, Board of Control and Secretary of Hanoi Liquor and Beverage Joint Stock Company (finalized for 2025, plan for 2026):

- Approval votes: 19,971,690 shares, representing 100% of total voting shares.
- Disapproval votes: 0 shares, representing 0% of total voting shares.
- Abstentions: 0 shares, representing 0% of total voting shares.

7. Approval of Authorization for the Board of Management to Select the Auditing Firm for the 2026 Financial Statements:

- Approval votes: 19,971,690 shares, representing 100% of total voting shares.
- Disapproval votes: 0 shares, representing 0% of total voting shares.
- Abstentions: 0 shares, representing 0% of total voting shares.

8. Approval of the Dismissal of Members of the Board of Management and the Board of Control for the 2021-2026 term, and the election of Member of the Board of Management and the Board of Control for the 2026-2031 term:

8.1. Voting results:

- Approval votes: 19,971,690 shares, representing 100% of total voting shares.
- Disapproval votes: 0 shares, representing 0% of total voting shares.
- Abstentions: 0 shares, representing 0% of total voting shares.

8.2. Election results:

Elected Members of the Board of Management for the 2026–2031 term:

No.	Full Name	Number of Shares	% of Total Voting Shares
1	Mr. Pham Trung Kien	19,971,690	100%
2	Mr. Phan Minh Son	19,971,690	100%

3	Mr. Tran Hau Cuong	19,971,690	100%
4	Mr. Anoop Saxena	19,971,690	100%
5	Mr. Philip Garden	19,971,690	100%

Elected Members of the Board of Control for the 2026–2031 term:

No.	Full Name	Number of Shares	% of Total Voting Shares
1	Mr. Tran Duc Giang	19,971,690	100%
2	Mr. Ha Trieu Cuong	19,971,690	100%
3	Mrs. Pham Thi Lan Anh	19,971,690	100%

Based on the above voting results and in accordance with the Meeting Regulations and Election Rules of the General Meeting, the General Meeting of Shareholders of Hanoi Liquor and Beverage Joint Stock Company hereby approves all the aforementioned contents.

VOTE COUNTING COMMITTEE

HEAD OF COMMITTEE	MEMBER	MEMBER
Pham Hung Thanh	Nguyen Anh Tuan	Bui Tien Hung

HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 23, 2026

REPORT ON VERIFICATION OF SHAREHOLDER ELIGIBILITY AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

The Shareholder Eligibility Verification Committee for the 2026 Annual General Meeting of Shareholders of Hanoi Liquor and Beverage Joint Stock Company was established under Decision No. 06/QD-HDQT-HALICO dated March 10, 2026, and consists of:

1- Mrs. Pham Thi Lan Anh - Head of Committee
2- Mrs. Nguyen Thi Thu Huong - Member
3- Mrs. Hoang Thi Luan - Member

The Shareholder Eligibility Verification Committee has conducted verification of shareholders attending the 2026 Annual General Meeting of Shareholders at the meeting venue - Meeting Room, Hanoi Liquor Factory in Yen Phong, Bac Ninh.

Results of the shareholder eligibility verification are as follows:

At 9.15 a.m, on April 23, 2026:

1. Total number of shareholders of the Company (according to the list provided by the Vietnam Securities Depository and Clearing Corporation dated on March 24, 2026): 114 shareholders, including 112 individual shareholders and 2 institutional shareholders.

Total number of shares owned: 20,000,000 (twenty million) shares, equivalent to 20,000,000 (twenty million) voting rights.

2. Total number of shareholders attending the meeting: 9 shareholders, owning and representing 19,971,690 shares.

3. Total number of eligible shareholders: 9 shareholders, owning and representing 19,971,690 shares.

Thus, the total number of shares held by eligible shareholders attending the Meeting is 19,971,690 shares, accounting for 99.86% of the total voting shares of the Company, equivalent to 19,971,690 voting rights, accounting for 99.86% of the total voting rights of the Company.

In accordance with the current Enterprise Law and the Charter of Hanoi Liquor and Beverage Joint Stock Company, the 2026 Annual General Meeting of Shareholders is deemed valid and qualified to proceed.

SHAREHOLDER ELIGIBILITY VERIFICATION COMMITTEE

HEAD OF COMMITTEE	MEMBER	MEMBER
Pham Thi Lan Anh	Nguyen Thi Thu Huong	Hoang Thi Luan

DOCUMENT

FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

TT	CONTENTS
1	Report by the Board of Directors summarizing business operations in 2025 and outlining the direction for 2026
2	Report on the activities of the Company's Board of Management in 2025 and the operational plan for 2026
3	Report on the activities of the Board of Control in 2025 and the operational plan for 2026
4	Summary of the audited financial statements for 2025
5	Key business targets for 2026
6	Salary and remuneration scheme for 2026: Board of Management, Board of Control, and Company's Secretary of Hanoi Liquor and Beverage Joint Stock Company (settlement for 2025, plan for 2026)
7	Audit firm for the 2026 financial statements
8	Dismiss members of the Board of Management and Board of Control for the 2021-2026 term, and elect members of the Board of Management and Board of Control for the 2026-2031 term
9	Draft resolution for the 2026 Annual General Meeting of Shareholders

HANOI BEER - LIQUOR - BEVERAGE
JOINT STOCK CORPORATION
HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
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Hanoi, March 10, 2026

WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

To facilitate the organization and proceedings of the 2026 Annual General Meeting of Shareholders (AGM) of Hanoi Liquor and Beverage Joint Stock Company, and to guide shareholders in participating in the AGM and exercising their voting rights directly or through authorized representatives, the Organizing Committee of the 2026 AGM hereby submits to the AGM for approval the Working Regulations of the Meeting as follows:

I. VOTING ON MATTERS AT THE GENERAL MEETING

1. Principles:

- All agenda items of the General Meeting of Shareholders must be approved by collecting opinions from all shareholders or their authorized representatives attending the meeting, either through Voting Cards or Ballots, based on the number of shares owned or represented.

- Each shareholder will be issued one Voting Card and one Ballot. The Ballot must clearly state the shareholder's name, the number of shares owned, and the number of shares they are authorized to vote on. A valid Ballot is one that follows the pre-printed template issued by the General Meeting Organizing Committee, bears the official stamp of HALICO, has no erasures or alterations, and includes the shareholder's or authorized representative's signature. Shareholders must not add any additional content beyond the designated fields on the Ballot. They should mark an "X" using ink in one of the three voting options.

2. Voting Method:

- The voting methods for approving matters at the 2026 Annual General Meeting of Shareholders are as follows:

a. Voting by "Ballot": Each shareholder or their authorized representative will receive one (01) Ballot, which includes three (03) options: Approve, Disapprove, or Abstain. Shareholders or authorized representatives shall mark an "X" in their selected option. This method is used for approving Reports and Proposals presented at the General Meeting.

b. Voting by raising the "Voting Card": When voting during the General Meeting, each shareholder or their authorized representative shall raise their Voting Card. This method is used for approving matters other than those covered under point (a) above.

- The Vote Counting Committee shall announce the voting results before the closing of the General Meeting.

3. Voting Rules:

3.1. Each one (01) voting right corresponds to one (01) vote. As of the shareholder record date (March 24, 2026), the total number of shares in the Company is 20,000,000 (twenty million) shares, equivalent to 20,000,000 (twenty million) votes.

3.2. A resolution put to vote at the General Meeting shall be passed if it receives approval from shareholders representing at least 51% of the total voting rights of all shareholders attending the meeting. However, for certain matters specified in Clause 3 and Clause 5, Article 40 of the Company's Charter, approval must come from shareholders representing at least 65% of the total voting rights of all shareholders attending the meeting.

II. SPEAKING AT THE GENERAL MEETING:

1. Principles: Shareholders attending the General Meeting who want to speak during discussions must register their speaking content and obtain the Chairperson's approval before speaking.

2. Speaking Procedure: Shareholders must keep their statements concise and focused on key discussion points relevant to the agenda approved by the General Meeting. The Chairperson will arrange the order of speakers based on their registration and respond to shareholders' questions. If time constraints prevent addressing all shareholder inquiries during the Meeting, the Presidium will provide written responses to shareholders as soon as possible.

III. RESPONSIBILITIES OF THE CHAIRPERSON:

1. Conduct the General Meeting in accordance with the agenda, rules, and regulations approved by the Meeting. The Chairperson shall operate based on democratic centralism and make decisions by majority rule.

2. Guide the Meeting in discussions and voting on matters within the agenda and any related issues that arise during the Meeting.

3. Solve any problems that may arise throughout the Meeting.

IV. RESPONSIBILITIES OF THE SECRETARY:

1. Accurately and truthfully record the entire proceedings of the General Meeting, including matters approved by shareholders or those requiring further consideration.

2. Draft the Meeting Minutes and Resolutions on the matters approved at the General Meeting.

V. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE:

1. Accurately determine the voting results of shareholders on matters submitted for voting at the General Meeting.

2. Promptly report the voting results to the Secretariat.

3. Review and report to the General Meeting any violations of voting regulations or complaints regarding the voting results.

VI. MEETING MINUTES AND RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS:

The Meeting Minutes and Resolutions of the General Meeting of Shareholders must be read and approved before the Meeting is ended.

The above constitutes the Working Regulations of the 2026 Annual General Meeting of Shareholders of Hanoi Liquor and Beverage Joint Stock Company. The Organizing Committee respectfully submits this for the General Meeting's consideration and approval.

Sincerely,

HEAD OF THE ORGANIZING COMMITTEE

Recipients:
2026 Annual General Meeting of Shareholders

M.S.D.N: 0100102245 - C.T.C.P
CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI
Q. HAI BÀ TRƯNG - T.P HÀ NỘI

Pham Trung Kien

C.T.C.P HÀ NỘI

HANOI BEER - LIQUOR - BEVERAGE
JOINT STOCK CORPORATION
HANOI LIQUOR AND BEVERAGE
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 10, 2026

REGULATIONS ON THE ELECTION OF MEMBERS OF THE BOARD OF MANAGEMENTAND BOARD OF CONTROL HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises, the Law on Securities, and the guiding documents for their implementation,

- Pursant to the current Charter of organization and operation of Hanoi Liquor and Beverage Joint Stock Company,

The 2026 Annual General Meeting of Shareholders of Hanoi Liquor and Beverage Joint Stock Company conducts the election of members of the Board of Management and the Board of Control for the 2026-2031 term in accordance with the following contents:

Article 1. Subjects entitled to vote

Shareholders holding voting shares and authorized representatives of shareholders holding voting shares of the Company.

Article 2. Number of members of the Board of Management and the Board of Control

Number of members to be elected to the Board of Management: 05 members

Number of members to be elected to the Board of Control: 03 members

Article 3. Standards and conditions for members of the Board of Management and members of the Board of Control:

*** Standards and conditions for members of the Board of Management (Clause 1, Article 46 of the Company's Charter):**

- Have full civil act capacity and not fall under subjects prohibited from managing enterprises as prescribed by the Law on Enterprises;

- Possess professional qualifications of a university degree or higher, with experience in business management or in HALICO's main business sectors.

- Have good health, good moral qualities, honesty, integrity, and legal knowledge.

- Not subject to the entities specified in Clause 17, Article 4 of the Law on Enterprises, regarding members of the Board of Management, they must not concurrently hold or be authorized to hold positions as members of the Board of Control or Chief Accountant of HALICO.

*** Standards and conditions for members of the Board of Control (Clause 3, Article 71 of the Company's Charter):**

- Not subject to the provisions specified in Clause 2, Article 17 of the Law on Enterprises;

- Possesses good health, good moral qualities, honesty, and integrity; has knowledge of and a sense of compliance with the law; has capacity and professional qualifications in finance, accounting, and corporate governance; is trained in one of the following fields: economics, finance, accounting, auditing, business administration law, or a discipline relevant to the Company's business activities.

- Not a family member of a member of the Board of Management, the Director, or other managers.

- Not a manager of HALICO; not necessarily a shareholder or employee of HALICO; does not work in the accounting or finance department of HALICO;

- Not a member or employee of an auditing organization approved to audit HALICO's financial statements within the preceding three (03) consecutive years.

- Must not be a family member of a manager of HALICO; a representative of the enterprise's capital; or a representative of State capital at HALICO.

Article 4. Nomination of candidates to the Board of Management and the Board of Control:

*** Nomination of candidates to the Board of Management (Clause 3, Article 46 of the Company's Charter):**

Shareholders holding ordinary shares have the right to combine their voting rights with one another to nominate candidates to the Board of Management in accordance with this Article. A shareholder or group of shareholders holding from 5% to under 10% of the total voting shares is entitled to nominate one (01) candidate; from 10% to under 30% may nominate up to two (02) candidates; from 30% to under 40% may nominate up to three (03) candidates; from 40% to under 50% may nominate up to four (04) members; from 50% to under 60% may nominate up to five (05) candidates; from 60% to under 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to under 90% may nominate up to eight (08) candidates.

*** Nomination of candidates to the Board of Control (Clause 6, Article 71 of the Company's Charter):**

Shareholders holding less than 10% of the voting shares may pool their votes together to nominate candidates to the Board of Control. A shareholder or group of shareholders holding 10% of the voting shares is entitled to nominate one member; from over 10% to under 30% may nominate two members; from 30% to under 50% may nominate three members; from 50% to under 65% may nominate four members; and from 65% or more may nominate the full number of candidates.

Article 5. Dossier for nomination of candidates to be elected to the Board of Management and the Board of Control:

1. Shareholders who meet all standards and conditions to serve as members of the Board of Management and the Board of Control as stipulated in Articles 3 and 5 of this Regulation may prepare dossiers to nominate candidates for election to the BOM and the BOC:

*** Application dossier for nomination of candidates to the Board of Management:**

The dossier for self-nomination or nomination of candidates to the Board of Management includes:

- Application for nomination to the Board of Management, including the following information:

+ Educational background;

+ Professional qualifications;

+ Employment history;

+ Companies where the candidate currently holds positions as a member of the Board of Management and other managerial positions;

- Report evaluating the candidate's contributions to HALICO in case the candidate is currently a member of HALICO's Board of Management;

- Interests related to HALICO (if any);

- Full name of the shareholder or group of shareholders nominating the candidate (if any);

- Other information (if any).

*** Application dossier for nomination of candidates to be elected to the Board of Control:**

The application dossier for self-nomination or nomination of candidates to be elected to the Board of Control includes:

- Application for nomination to the position of the Board of Control;

- Curriculum vitae declared by the candidate;

- Copies of ID card/Permanent residence book (or long-term temporary residence certificate), passport if the person is an overseas Vietnamese or a foreigner;

- Degrees, diplomas, and certificates proving professional qualifications (if any).

- Documents certifying the share ownership ratio of shareholders/group of shareholders meeting the conditions for self-nomination as stipulated in this Regulation.

2. Nomination dossiers must be sent to the Organizing Committee of the General Meeting at the following address:

Hanoi Alcohol and Beverage Joint Stock Company

No. 94 Lo Duc, Hai Ba Trung Ward, Hanoi

For cases of nomination/self-nomination at the General Meeting, the shareholder/group of shareholders making the nomination/self-nomination must immediately provide the nomination/self-nomination dossier to the Chairperson for consideration.

3. Only nomination/self-nomination dossiers that fully meet the nomination/self-nomination conditions and candidates who satisfy the corresponding requirements for members of the Board of Management and the Board of Control will be included in the list of candidates announced at the General Meeting.

Article 6. Vote Counting Committee

The Vote Counting Committee is nominated by the Organizing Committee and approved by the General Meeting of Shareholders.

The Vote Counting Committee is responsible for:

- Announcing the Election Regulations

- Distributing ballots and guiding how to fill them out

- Conducting the vote counting

- Announcing the election results before the General Meeting.

Members of the Vote Counting Committee must not be listed as nominees or candidates for the Board of Management and the Board of Control.

Article 7. Ballots

List of candidates for members of the Board of Management and the Board of Control: After the General Meeting of Shareholders approves the list of candidates to elect members of the Board of Management and the Board of Control, the Organizing Committee will fully write the candidates' full names on the ballots, or the General Meeting of Shareholders will agree that shareholders will fill in the names of the candidates on the ballots issued by the Organizing Committee.

Ballots and ballot completion

Ballots are uniformly printed, indicating the total number of voting shares according to the attendance code;

Shareholders or authorized representatives are issued ballots for electing members of the Board of Management and the Board of Control according to the attendance code (owned and authorized);

In case of errors, shareholders may request the Vote Counting Committee to replace the ballot with another.

Cases of invalid ballots:

Ballots not in the prescribed format of the Meeting Organizing Committee, without the Company's seal;

Ballots with erasures, corrections, additions, or containing names that are incorrect or not on the list of candidates approved by the General Meeting of Shareholders before voting;

Ballots where the total voting rights cast by a shareholder for candidates exceed the total voting rights held by that shareholder (including owned and authorized).

Principles of voting and vote counting:

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders; voting begins after the distribution of ballots is completed and ends when the last shareholder casts their ballot into the ballot box.

- Vote counting must be conducted immediately after voting ends.

- The vote counting results must be recorded in writing and announced by the Head of the Vote Counting and Election Committee before the Meeting.

- Ballots after being counted shall be stored at the Company's headquarters.

Article 8. Voting method and election principles

a. Voting method

The voting for members of the Board of Management and the Board of Control shall be conducted by secret ballot using the cumulative voting method (in accordance with the guidelines set out in the Appendix attached to this Regulation);

- Each shareholder has a total number of votes corresponding to the total number of voting shares (including owned and authorized shares) multiplied by the number of members to be elected to the Board of Management and the Board of Control.

- Shareholders may allocate all of their total votes to one candidate or several candidates, but not exceeding the number of members approved by the General Meeting of Shareholders.

b. Election principles

Winning candidates for the Board of Management and the Board of Control shall be determined based on the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the required number of members as stipulated in the Company Charter is reached.

Article 9. Preparation and announcement of vote-counting minutes

- After the vote counting, the Election and Vote Counting Committee must prepare the vote-counting minutes.

- The full text of the vote-counting minutes must be announced before the General Meeting.

Article 10. Complaints regarding the election and vote counting shall be resolved by the Chairperson of the General Meeting and recorded in the minutes of the General Meeting of Shareholders.

This Regulation consists of 10 Articles and is publicly read before the General Meeting of Shareholders for approval.

ON BEHALF OF THE BOARD OF MANAGEMENT

Chairman

CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI

Phạm Trung Kien

APPENDIX
INSTRUCTIONS FOR COMPLETING THE BOARD OF MANAGEMENT BALLOT

(According to cumulative voting method)

1. Types of ballots:

- Green ballot: Election of the Board of Management

2. Voting:

- Place the Board of Management ballot into the ballot box.

3. Completing the ballot:

- Each shareholder has a total number of votes equal to the total number of voting shares (including owned and authorized shares) multiplied by the number of members to be elected to the Board of Management.

- The total number of votes of each shareholder is already indicated on the ballot.

- Shareholders may distribute their total votes among all candidates, or allocate all votes to one or several candidates, provided that the total votes allocated to candidates do not exceed the total number of votes indicated on the ballot.

For example: *Suppose the General Meeting of Shareholders votes to select 05 members to the Board of Management, shareholder Nguyen Van A holds (including owned and authorized) 1,000 voting shares. In that case, the total number of votes of shareholder Nguyen Van A is:*

1,000 x 5 = ***5,000 votes to elect members of the Board of Management***

Shareholder Nguyen Van A may accumulate votes as follows:

Case 1: Shareholder Nguyen Van A allocates all of their total votes to 1 candidate

Full name of candidate	Number of votes
1. Candidate 1	**0**
2. Candidate 2	**0**
3. Candidate 3	**0**
4. Candidate 4	**0**
5. Candidate 5	**5,000**
Total number of votes	**5,000**

Case 2: Shareholder Nguyen Van A casts his votes for 5 candidates

Full name of candidate	Number of votes
1. Candidate 1	**500**
2. Candidate 2	**1,000**
3. Candidate 3	**1,000**
4. Candidate 4	**1,000**
5. Candidate 5	**1,500**
Total number of votes	**5,000**

Case 3: Shareholder Nguyen Van A does not allocate all of his votes to the candidates

Full name of candidate	Number of votes
1. Candidate 1	**500**
2. Candidate 2	**1,000**
3. Candidate 3	**500**
4. Candidate 4	**1,500**
5. Candidate 5	**1,000**
Total number of votes	**4,500**

2. Invalid ballots

- *Ballots are not issued by the Organizing Committee of the General Meeting, without the Company's seal;*

- *Ballots that are erased, altered, or have additional candidates written in who are not in the list of candidates approved by the General Meeting of Shareholders before voting;*

- *Ballots in which the total number of votes for candidates exceeds the total number of votes stated on the ballot:*

For example: ***Shareholder Nguyen Van A casts votes for 5 candidates exceeding the total number of votes stated on the ballot:***

Full name of candidate	Number of votes
1. Candidate 1	**1,000**
2. Candidate 2	**500**
3. Candidate 3	**1,000**
4. Candidate 4	**2,000**
5. Candidate 5	**1,000**
Total number of votes	**5,500**

- *Other cases as stipulated in the Regulations on nomination, self-nomination, and election.*

APPENDIX
INSTRUCTIONS FOR COMPLETING THE BOARD OF CONTROL BALLOT

(According to cumulative voting method)

1. Types of ballots:

- Pink ballot: Election of the Board of Control

2. Voting:

- Place the Board of Control ballot into the ballot box.

3. Completing the ballot:

- Each shareholder has a total number of votes equal to the total number of voting shares (including owned and authorized shares) multiplied by the number of members to be elected to the Board of Control.

- The total number of votes of each shareholder is already indicated on the ballot.

- Shareholders may distribute their total votes among all candidates, or allocate all votes to one or several candidates, provided that the total votes allocated to candidates do not exceed the total number of votes indicated on the ballot.

For example: *Suppose the General Meeting of Shareholders votes to select 03 members to the Board of Control, shareholder Nguyen Van A holds (including owned and authorized) 1,000 voting shares. In that case, the total number of votes of shareholder Nguyen Van A is:*

*1,000 x 3 = **3,000 votes to elect members of the Board of Control***

Shareholder Nguyen Van A may accumulate votes as follows:

Case 1: Shareholder Nguyen Van A allocates all of their total votes to 1 candidate

Full name of candidate	Number of votes
1. Candidate 1	**0**
2. Candidate 2	**0**
3. Candidate 3	**3,000**
Total number of votes	**3,000**

Case 2: Shareholder Nguyen Van A casts his votes for 3 candidates

Full name of candidate	Number of votes
1. Candidate 1	**500**
2. Candidate 2	**1,000**
3. Candidate 3	**1,500**
Total number of votes	**3,000**

Case 3: Shareholder Nguyen Van A does not allocate all of his votes to the candidates

Full name of candidate	Number of votes
1. Candidate 1	**500**
2. Candidate 2	**1,000**

3. Candidate 3	**1,000**
Total number of votes	**2,500**

2. Invalid ballots

- *Ballots are not issued by the Organizing Committee of the General Meeting, without the Company's seal;*

- *Ballots that are erased, altered, or have additional candidates written in who are not in the list of candidates approved by the General Meeting of Shareholders before voting;*

- *Ballots in which the total number of votes for candidates exceeds the total number of votes stated on the ballot:*

For example: ***Shareholder Nguyen Van A casts votes for 3 candidates exceeding the total number of votes stated on the ballot:***

Full name of candidate	Number of votes
1. Candidate 1	**1,000**
2. Candidate 2	**2,000**
3. Candidate 3	**500**
Total number of votes	**3,500**

- *Other cases as stipulated in the Regulations on nomination, self-nomination, and election.*

HANOI BEER - LIQUOR - BEVERAGE
JOINT STOCK CORPORATION
HANOI LIQUOR AND BEVERAGE
JOINT STOCK COMPANY

No.: 168/HALICO
Re: Summary Report for 2025 and Business Plan for 2026

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 31, 2026

Respectfully to: 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

The Board of Directors of Hanoi Liquor and Beverage Joint Stock Company ("HALICO") would like to report on the implementation of the 2025 business production plan and the 2026 business production plan as follows:

1. Summary of Business Operations in 2025:

In 2025, HALICO continued to face many challenges carried over from the previous year:

Global political dynamics have undergone significant changes, leading to economic difficulties both worldwide and domestically. Domestic consumer demand has declined as people cut back on spending, with some shifting toward homemade liquor products due to their lower cost.

Due to the Russia-Ukraine war and the Israel conflict, many countries have tightened food security measures. The electricity price, the prices of other materials and service costs increased comparing to 2025.

The cost of land lease for the properties managed by the Company has risen significantly, leading a considerable impact on the Company's business operations.

In challenging conditions, HALICO has made great efforts to achieve its targets for 2025. The key targets for business production and operations in 2025 are as follows:

- Total revenue (including special consumption tax): 194.14 billion VND (achieving 99.6% of the 2025 plan).
- Net revenue from goods and services: 121.20 billion VND (achieving 104% of the 2025 plan).
- Pre-tax profit (loss): -5.35 billion VND compared to -8.14 billion VND planned for 2025.
- Average workforce: + Employees: 163 people
  + Executive Board and BOC: 04 people
- Income settlement (including sales bonuses for the Sales Department):
  + Employee salaries: 23.982 billion VND
  + Executive Board and Head of BOC (excluding BOM's remuneration): 1.479 billion VND
  + Welfare-related expenses (including for the Executive Board): 2.157 billion VND.

2. Business Plan for 2026:

2.1. General Assessment of Business Operations:

In 2026, HALICO will continue to face ongoing challenges from the previous year, as the Government maintains measures to restrict the consumption of alcoholic beverages.

Domestic consumption demand especially for liquor is declining with consumers increasingly shifting toward cheaper, tax-evading liquor products.

Additionally, environmental protection costs will rise in 2026 due to government regulations requiring businesses to pay fees for material recycling, emissions, and other environmental impacts. These additional expenses will increase HALICO's production and business costs, affecting overall performance.

The costs of raw materials and services are also expected to continue rising.

Furthermore, the company must continue to compete with private enterprises and small-scale, tax-evading liquor producers.

***2.2. Key Targets for the 2026 Business Plan*:**

- Total revenue (*including Special Consumption Tax*): VND 212.73 billion
- Net revenue (*excluding Special Consumption Tax*): VND 127.94 billion
- Pre-tax profit (loss): -VND 4.99 billion
- Average workforce: - Employees: 180 people
  - Executive Board and Head of BOC: 4 people
- Income (including sales performance bonuses for the Business Division):
  + Employee salaries: VND 27.470 billion
  + Salaries for the Executive Board and BOC Leader: VND 1.648 billion
  + Welfare expenses (including for the Executive Board): VND 2.426 billion.
- Remuneration for the Board of Management and Board of Control: VND 0.282 billion.

***2.3. Directions and Solutions for Implementing the 2026 Business Plan*:**

The HALICO Executive Board, based on the 2026 business plan, has outlined the following implementation solutions:

- Balance production in line with actual business and consumption trends while ensuring a reasonable level of finished product inventory.

- Reduce costs by identifying efficient production methods and optimizing the use of materials and raw resources.

- Implement communication, sales, and market development strategies.

Product Strategy:

- Continue researching and producing fruit-based liquors and pre-infused spirits to meet market trends and consumer demand.

- Evaluate and develop region-specific specialty liquor products.

- Provide contract manufacturing services for partners using HALICO's liquor, such as agarwood and Ngoc Linh ginseng-based products etc.

- Maintain and improve product quality.

Modern Trade (MT) Channel:

- Focus resources (personnel, programs, budget) to strengthen the MT channel in 2026 by expanding MT chains and introducing more suitable SKUs into MT chains.

- Work with MT chains to establish a standardized shelf pricing system.

General Trade (GT) Channel:

- Review and optimize the traditional sales network, developing targeted programs for specific sales points based on location and timing such as gifting liquor, investing in shelving and counters.

- Gradually unify In/Out pricing by region, minimizing market encroachment and price-cutting issues, thereby restoring distributor confidence and profitability.

- Reopen and invest in distribution partners in potential provinces in both Northern and Southern Vietnam.

Export Channel:

- Restore and explore new export markets, focusing on Asia and Europe.

- Expand exports with unique Vietnamese specialty liquor products.

E-Commerce and Media Strategy:

- HALICO has established online stores on Tiki, Shopee; in 2026, further expansion will include platforms like Sendo, Lazada.

- Enhance media efforts on social media platforms such as Facebook and utilize word-of-mouth marketing to boost brand awareness and highlight the quality of Hanoi liquor.

Recommendations for the State management authorities:

- Implement sanctions to inspect, monitor, and strictly handle production and business establishments dealing in liquor that do not meet quality standards, lack clear origin, or evade taxes.

- Study, review, and amend regulations on the "absolute" zero alcohol limit when participating in traffic.

Other contents:

- Leverage and utilize the systems, relationships, experience, and partners of HABECO and Diageo in market development, communications, etc.

Sincerely,

DIRECTOR

M.S.D.N: 0100102... CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI Q. HAI BÀ TRƯNG - T.P HÀ NỘI

Tran Hau Cuong

Recipients:
- As addressed,
- Board of Directors,
- Archived by the Office.

HANOI BEER - LIQUOR - BEVERAGE
JOINT STOCK CORPORATION
HANOI LIQUOR AND BEVERAGE
JOINT STOCK COMPANY

No.: 12/BC - HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 31, 2026

REPORT OF THE BOARD OF MANAGEMENT AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Respectfully to: The 2026 Annual General Meeting of Shareholders

Pursuant to the current Operating Regulations of the Company's Board of Management,

Pursuant to the 2025 Business Performance Report of Hanoi Liquor and Beverage Joint Stock Company,

Pursuant to Resolution No.: 04/NQ-HALICO-HDQT dated March 10, 2026 of the Company's Board of Management,

The Board of Management of Hanoi Liquor and Beverage Joint Stock Company reports to the 2026 Annual General Meeting of Shareholders on the Company's business performance and the activities of the Board of Management in 2025, as well as the operational direction for 2026, as follows:

I. EVALUATION OF THE BOARD OF MANAGEMENT'S PERFORMANCE IN 2025:

1. ASSESSMENT OF THE COMPANY'S OPERATIONS BY THE BOARD OF MANAGEMENT

1.1. Implementation of the 2025 Annual General Meeting Resolutions:

a. Business Performance:

- Factors affecting the Company's business performance in 2025:

+ HALICO faced intense competition from other liquor brands, particularly from tax evasion and counterfeit products produced by private establishments, creating unfair and unhealthy market competition.

+ Domestic consumption demand has declined as people cut back on spending, with some shifting towards homemade liquor, which is more affordable.

+ The rising costs of raw materials, services and other expenses (averaging a 15%-25% increase compared to 2024) have greatly impacted the Company's production and business activities.

+ Sales programs have not achieved optimal effectiveness, especially given the limited sales budget.

+ Production demand remains low compared to the factory's production capacity, making it difficult to reduce production costs.

+ The Company has yet to fully leverage its partnership with Diageo, particularly in contract manufacturing and utilizing Diageo's distribution channels in Vietnam.

- Despite these challenges, HALICO has made great efforts to achieve the targets set for 2025:

+ Net revenue from sales and service provision: VND 121.20 billion, reaching 104% of the 2025 target.

+ Pre-tax profit (loss): -VND 5.35 billion, compared to the plan: -VND 8.14 billion for 2025.

+ Total tax contribution to the State budget: VND 86.45 billion, reaching 95.3% of the 2025 target.

b. Investment Activities:

Currently, HALICO is not implementing any investment projects.

c. Organizational Structure:

The Company is continuing the procedures for merging Hanoi Liquor Trading One-Member Limited Liability Company into the parent company.

d. Executive Management Personnel:

In 2025, there were no changes in the Executive Management personnel of the Company.

1.2. The Board of Management's Assessment of the Board of Director's Performance:

Based on the resolutions of the Annual General Meeting of Shareholders, as well as the resolutions, decisions, and policies of the Board of Management (BOM), the Board of Director (BOD) has organized the implementation of assigned tasks, closely following the approved plans, objectives, and solutions. The Board of Director has directed and managed operations, reported on the implementation results, and sought guidance on matters within the BOM's authority.

The Executive Board has conducted meetings to implement the business and production plans and fulfill the tasks assigned by the BOM.

2. Activities of the Board of Management in 2025:

- Throughout 2025, the Board of Management (BOM) consistently adhered to the principle of collective leadership. Each BOM member remained accountable to the shareholders and the law, strictly following the functions, duties, and authorities as stipulated by law, the Company's Charter, and the internal management regulations.

- The BOM maintained a respectful and cooperative relationship with the Board of Director, key personnel, and management of HALICO, as well as with political organizations, trade unions, and shareholders. At the same time, the BOM ensured that all activities were conducted within the permitted framework to achieve the best possible outcomes for the Company.

- The BOM fulfilled its reporting and information disclosure obligations, managed the Company in compliance with legal regulations, and safeguarded the legitimate rights and interests of the Company, shareholders, and society.

2.1. Meetings and Resolutions of the Board of Management in 2025:

- The Board of Management held the Annual General Meeting of Shareholders for 2025 on April 18, 2025: The meeting approved:

+ The Report No. 118/HALICO dated March 17, 2025, prepared by the Board of Director, summarizing business performance in 2024 and outlining the business direction for 2025.

+ The Report No. 06/BC-HDQT dated March 17, 2025 by the Board of Management, evaluating business performance in 2024 and outlining business directions for 2025.

+ The Report No. 120/BKS-BC dated March 17, 2025 by the Board of Control on its activities and business performance evaluation for 2024, along with its plans for 2025.

+ The Audited Financial Statements for 2024, as presented in Proposal No. 07/TTr-HDQT dated March 17, 2025 by the Board of Management.

+ The Key business targets for 2025, as outlined in Proposal No. 08/TTr-HDQT dated March 17, 2025 by the Board of Management.

+ The Salary and remuneration schemes for the Board of Management (BOM), Board of Control (BOC), and the Company Secretary of Hanoi Liquor and Beverage Joint Stock Company (HALICO), including final settlement for 2024 and projected figures for 2025, as presented in Proposal No. 09/TTr-HALICO dated March 17, 2025 by the Board of Management.

+ The authorization for the Board of Management to select an audit firm for the Company's 2025 Financial Statements, as outlined in Proposal No. 119/BKS-TTr dated March 17, 2025 by the Board of Control.

- The Board of Management conducted a written consultation with shareholders on December 31, 2025:

+ Approved the dismissal of Mr. Nguyen Anh Thi and Mr. Murugavel Shanmugam from their positions as Members of the Company's Board of Management for the 2021-2026 term, in accordance with Proposal No. 15/TTr-HDQT dated December 15, 2025 of the Board of Management.

+ Approved the additional election of Members to the Company's Board of Management for the 2021-2026 term, with a total of 02 members, in accordance with

Proposal No. 16/TTr-HDQT dated December 15, 2025 of the Board of Management.

+ Approved the election results for the Company's Board of Management for the 2021-2026 term as follows: Mr. Anoop Saxena and Mr. Philip Garden were elected as Members of the Company's Board of Management.

- Based on the Resolution of the 2025 Annual General Meeting of Shareholders and the resolution to seek shareholders' opinions in writing, the Board of Management (BOM) conducted meetings to implement its activities in accordance with the Company's Charter, the Law on Enterprises, and other applicable regulations.

In 2025, the BOM held four regular and extraordinary meetings, including written consultations, to address urgent matters and unexpected business needs.

- The BOM meetings focused on: Strategic policies, development directions, and approval of business plans; decisions regarding the company's organizational structure and personnel matters; preparations for the Annual General Meeting of Shareholders and seeking shareholders' opinions in writing; implementation of resolutions and directives from Hanoi Beer - Liquor - Beverage Joint Stock Corporation (HABECO). All matters discussed in the meetings were thoroughly reviewed and unanimously agreed upon by BOM members. The meetings were conducted in strict compliance with the Company's Charter, and the BOM resolutions were effectively implemented throughout the Company.

- Regarding Personnel Management: The Board of Management (BOM) directed the Board of Director to review plan and appoint the mid-level management personnel to align with the company's current situation.

- Regarding Regulatory Compliance: The BOM instructed the Executive Board to continue reviewing and updating the company's internal regulations and policies to ensure compliance with current legal provisions.

- Other Responsibilities: The BOM carried out various tasks within its authority as stipulated by law and the Company's Charter.

2.2. Supervision and support of the Board of Management for the Executive Board:

- The Board of Management (BOM) effectively performed its supervisory role, closely monitoring the Company's business and production activities, while also supporting the Executive Board in managing and operating the Company.

- The BOM oversaw business operations, production management, and the implementation of resolutions from the General Meeting of Shareholders (GMS) and the BOM. This was done through direct guidance and regular reports on the Company's performance on a monthly, quarterly, and yearly basis.

- The resolutions of the GMS and BOM were implemented effectively, with timely reporting and adjustments to ensure alignment with the Company's actual conditions and the BOM's requirements.

II. SUPERVISION RESULTS FOR THE EXECUTIVE BOARD AND MANAGEMENT PERSONNEL:

- The Executive Board has performed its assigned functions and duties correctly.

- The Executive Board has implemented the resolutions of the General Meeting of Shareholders (GMS) and the Board of Management (BOM), managed business operations, and gradually improved the Company's efficiency.

- The Executive Board has reported on task execution and sought BOM opinions, ensuring leadership, guidance, and management of Company's activities in compliance with the law, State's policies, and the Company's charter.

- The management personnel have carried out their assigned functions, duties, rights, and responsibilities as per their designated fields and the Company's charter. They have shown a strong sense of responsibility and set an example in their work, advising the Executive Board on their areas of expertise and fulfilling their assigned tasks.

- The Company's key personnel have worked in a spirit of mutual support, fostering a unified team to drive the Company's business and production goals forward.

III. ORIENTATION OF THE BOARD OF MANAGEMENT'S ACTIVITIES IN 2026:

In 2026, domestic businesses will continue to face significant challenges in production and business operations, especially those in the liquor production industry, due to the Government continues to strictly regulate and limit the consumption of liquor and beer, with expectations of further increases in special consumption tax rates.

Therefore, the Board of Management (BOM) and the Executive Board must focus efforts, enhance management and administration, establish timely strategic directives, and effectively execute the Company's production and business objectives for 2026.

1. Corporate Governance:

- The Board of Management (BOM) will enhance the quality of corporate governance, ensuring strict supervision and monitoring of the Executive Board and management staff to ensure compliance with legal regulations and the Company's Charter. The BOM will continue to develop and improve the Company's internal regulations and governance framework, effectively implement the resolutions of the General Meeting of Shareholders (GMS) and the BOM, while ensuring liquor sales volume, total revenue, tax contributions to the State's budget, employment and employee welfare.

- The BOM, the BOC and the Executive Board will work towards improving management and leadership capabilities, reinforcing supervision and guidance to ensure that all members fulfill their assigned responsibilities effectively.

2. Business Plan for 2026 with Key Targets:

- Total revenue (including special consumption tax): VND 212.73 billion
- Net revenue from goods and service provision: VND 127.94 billion
- Profit before tax (loss): VND -4.99 billion
- Total number of employees (including Executive Board and BOC): 184 people.
- Income:
    + Total salary fund of the entire Company: VND 29.12 billion.
    + Welfare expenses (including the Executive Board): VND 2.426 billion.
- Remuneration for the BOM and BOC: VND 0.282 billion.

3. Human Resources:

- Continue enhancing management and operational capacity, as well as the sense of responsibility of employees in performing assigned tasks.

- Conduct a thorough review and restructuring of the workforce to optimize costs and improve business efficiency.

- Implement a salary contracting policy, paying wages by divisions.

- Focus on self-training and professional development for employees, improving both political awareness and technical expertise; build a skilled, competent management team with deep industry knowledge to meet the Company's development needs in the era of industrialization, modernization, and global integration.

CONCLUSION

In 2025, despite facing numerous difficulties and challenges, the Board of Management (BOM) formulated appropriate policies, directions and measures, closely supervised their implementation, and provided timely guidance. The Company has strived to fulfill the objectives and tasks set forth in the resolutions of the General Meeting of Shareholders and the Board of Management, ensuring the income of employees.

In 2026, the competition among domestic and international liquor brands will remain fierce, requiring the Board of Management and the Executive Board to strengthen internal unity, leverage the strength and capabilities of the Company's staff, and continue to develop sound and timely policies and directions. By closely following the objectives of the General Meeting of Shareholders' resolutions and effectively guiding and managing the Company, we aim to achieve the set goals successfully.

The Board of Management respectfully submits this report to the Annual General Meeting of Shareholders 2026 for consideration and approval regarding the BOM's activities in 2025 and the business operation plan for 2026.

Sincerely,

ON BEHALF OF
THE BOARD OF MANAGEMENT
Chairman

Pham Trung Kien

Recipients:

- Annual General Meeting of Shareholders 2026,
- BOM, BOC of the Company,
- Company Archives, Secretary.

HANOI BEER - LIQUOR - BEVERAGE
JOINT STOCK CORPORATION
HANOI LIQUOR AND BEVERAGE
JOINT STOCK COMPANY
No.: 133/BKS-BC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 13, 2026

REPORT ON THE ACTIVITIES OF THE BOARD OF CONTROL IN 2025
(Presented at the 2026 Annual General Meeting of Shareholders)

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, effective from January 1, 2021, Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Charter on Organization and Operation of Hanoi Liquor and Beverage Joint Stock Company;

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

The Board of Control (BOC) of Hanoi Liquor and Beverage Joint Stock Company hereby reports to the Annual General Meeting of Shareholders on the results of inspection and supervision of the Company's activities in 2025 as follows:

I/ ACTIVITIES OF THE BOARD OF CONTROL IN 2025

1/ Personnel of the BOC:

- Mrs. Pham Thi Lan Anh - Head of BOC
- Mr. Tran Đuc Giang - Member of BOC
- Mr. Ha Trieu Cuong - Member of BOC

2/ Activities of the BOC:

The BOC has fulfilled its functions and duties in accordance with legal regulations and the Company's Charter, specifically:

- Evaluated and proposed the selection of an auditing firm for the 2025 financial statements in accordance with the resolution of the General Meeting of Shareholders.
- Supervised and inspected the reasonableness, legality, transparency, and prudence in the management and operation of the Company's production and business activities; monitored the implementation of the resolutions of the General Meeting of Shareholders; and ensured compliance with legal regulations and the Company's Charter.
- Reviewed and assessed the Company's semi-annual financial statements and the 2025 annual financial statements.
- Attended meetings of the BOM and other meetings within the BOD's work schedule when necessary.
- Maintained regular communication within the BOC and conducted meetings as required.

II/ RESULTS OF THE COMPANY'S FINANCIAL SUPERVISION IN 2025

1/ Audited Financial Statement Figures for 2025: (*Unit: VND*)

No.	Indicator	2025 Financial Statement
	Balance Sheet	
	Total Assets	**365,234,182,718**
A	**Current Assets**	**287,609,599,773**
I	Cash and Cash Equivalents	2,634,083,439
II	Short-term Financial Investments	132,491,645,119
III	Short-term Receivables	13,891,138,375
IV	Inventories	120,045,738,293
V	Other Current Assets	18,546,994,547
B	**Non-current Assets**	**77,624,582,945**
I	Long-term Receivables	96,800,000
II	Fixed Assets	50,730,604,410
	- In which: Intangible Fixed Assets	13,003,200,000
III	Other Long-term Assets	26,797,178,535
	Total Capital Sources	**365,234,182,718**
A	**Liabilities**	**23,215,038,808**
I	Short-term Liabilities	22,975,038,808
II	Long-term Liabilities	240,000,000
B	**Owner's Equity**	**342,019,143,910**
I	Owner's Equity	342,019,143,910
II	Funds and Other Reserves	0
	Business Performance	
1	**Net Revenue from Sales & Services**	**121,200,017,411**
2	Cost of Goods Sold	79,500,267,952
3	**Gross Profit**	**41,699,749,459**
4	Financial Income	6,067,007,967
5	Financial Expenses	229,120
6	Selling Expenses	31,754,548,940
7	General & Administrative Expenses	22,820,204,082
8	**Net Profit from Sales**	**-6,808,224,716**
9	Other Income	1,460,225,956
10	Other Expenses	871,640

11	**Other Profit/Loss**	**-5,348,870,400**
12	**Profit/Loss Before Tax**	**-5,348,870,400**
13	**Profit/Loss After Tax**	**-5,348,870,400**

Business Performance and Key Financial Indicators of the Company:

- Net revenue from sales and services: VND 121.2 billion, achieving 104.03% of the annual target and 108% compared to the same period in 2024.
- Total loss before and after tax: VND (5.34) billion, reaching 65.6% of the annual target and 63.3% compared to the same period in 2024.
- Return on Equity (ROE): -1.56%
- Return on Total Assets (ROA): -1.46%
- Net profit margin /Revenue: -5.6%
- Capital Preservation Ratio: 0.9 times
- Debt-to-Equity Ratio: 0.06 times
- Liquidity Ratio: 15.7 times
- Earnings per Share (EPS): -267 VND

These indicators show that the Company's financial situation continues to decline, profitability has not been ensured, and capital has not been preserved. However, the Debt-to-Equity Ratio and Liquidity Ratio remain at safe levels, total loss in 2025 decreased compared to the 2025 plan, decreased compared to the actual results in 2024.

III/ RESULTS OF SUPERVISION OF THE BOARD OF MANAGEMENT AND DIRECTOR:

1/ Personnel of the Board of Management:

- Mr. Pham Trung Kien – Chairman
- Mr. Tran Hau Cuong – Member
- Mr. Phan Minh Son – Member
- Mr. Anoop Saxena – Member (Appointed on December 31, 2025)
- Mr. Phillip Garden – Member (Appointed on December 31, 2025)
- Mr. Nguyen Anh Thi – Member (Dismissed on December 31, 2025)
- Mr. Murugavel Shanmugam – Member (Dismissed on 31/12/2025)

2/ Personnel of the Board of Director:

- Mr. Tran Hau Cuong – Director
- Mr. Tong Nguyen Long – Deputy Director

3/ Activities of the Board of Management and Director:

- The Board of Management and Director have performed their functions, duties, and powers in accordance with the Law on Enterprises, the Company's Charter, and other legal regulations, implementing the resolutions of the General Meeting of Shareholders and the Board of Management.
- The Board of Management held regular meetings and conducted written consultations to reach a unified decision among members and promptly direct any arising issues.

- The Board of Management and Director have actively implemented solutions to overcome difficulties in the Company's production and business operations.

IV/ ASSESSMENT OF COORDINATION BETWEEN THE BOARD OF CONTROL, THE BOARD OF MANAGEMENT, THE EXECUTIVE BOARD AND SHAREHOLDERS

- The Board of Control has been facilitated by the Board of Management and the Director in carrying out its duties.
- The Board of Control has participated in meetings of the Board of Management and the Executive Board's work schedule when necessary. It has engaged in discussions with the Board of Management and the Director regarding the Company's production and business operations to ensure compliance with legal regulations, the Company's Charter and the resolutions of the General Meeting of Shareholders and safeguarding the Company's interests.
- Currently, the total outstanding shares of the Company amount to 20,000,000 shares, with the shareholder structure as follows:

Shareholder	Total Shares Held	Percentage of Charter Capital
HABECO Shareholders	10,858,041	54.29%
DIAGEO Shareholders	9,113,513	45.57%
Other Shareholders	28,446	0.14%
Total	20,000,000	100%

V/ RECOMMENDATIONS AND PROPOSALS FROM THE BOARD OF CONTROL:

1/ Develop a cash flow management policy, assess and classify banks to minimize risks associated with deposits; review financial regulations, internal expenses, salaries, procurement, and sales policies for approval by the Board of Management.

2/ Review the management and use of land in accordance with regulations.

3/ Evaluate the organizational structure, ensuring departments are highly specialized by function, and propose an income distribution plan for employees based on job positions.

4/ Review planning, production organization and scheduling to ensure compliance, cost savings in manufacturing and inventory optimization.

5/ Review asset management, issue regulations on inventory checks, valuation and handling; develop a plan to deal with long-standing, poor-quality, unused and provisioned inventory.

6/ Consider solutions for handling bad debts.

7/ Review the merger process of Hanoi Liquor Trading One Member Limited Liability Company in accordance with the resolution of the General Meeting of Shareholders.

8/ Review and actively work with the tax authorities regarding the reduction adjustment of corporate income tax for the period from 2009 to 2015, based on the reassessment of tax incentives that the Company was entitled to during this period in accordance with the Decision on tax handling and the recommendations of the State Audit, amounting to VND 17.718 billion.

VI/ BOARD OF CONTROL'S OPERATION PLAN FOR 2026:

The Board of Control will carry out its functions and duties as stipulated in the Law on Enterprises and the Company's Charter, specifically:

1/ Supervising the Board of Management and the Director in managing and operating the Company, as well as in implementing the resolutions of the General Meeting of Shareholders.

2/ Inspecting the legality, rationality, transparency and prudence in the management and business operations of the Company, ensuring consistency and compliance in accounting, statistical work and financial reporting.

3/ Evaluating the legality, completeness and accuracy of the Company's annual and semi-annual financial statements.

4/ Independent consulting costs (if necessary): VND 200,000,000 (Two hundred million VND) to support the Board of Control's functions under the Law on Enterprises as the current resources of the Board of Control are insufficient for comprehensive control activities.

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

The Board of Control sincerely appreciates the trust and support of shareholders, as well as the cooperation and facilitation provided by the Board of Management, the Executive Board, and functional departments, enabling the Board of Control to fulfill its assigned responsibilities.

We extend our best wishes for good health to all distinguished delegates and shareholders attending the meeting.

We wish the General Meeting great success./.

ON BEHALF OF THE BOARD OF CONTROL
HEAD OF BOC

CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI

Pham Thi Lan Anh

Recipients:
- 2026 Annual General Meeting of Shareholders;
- BOM, BOC;
- Company archives.

HANOI BEER - LIQUOR - BEVERAGE
JOINT STOCK CORPORATION
HANOI LIQUOR AND BEVERAGE
JOINT STOCK COMPANY

No.: 08/TTr - HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 10, 2026

PROPOSAL
Re: Approval of the Audited Financial Statements for 2025

To: **Annual General Meeting of Shareholders 2026,**

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Hanoi Liquor and Beverage Joint Stock Company, approved by the Annual General Meeting of Shareholders in 2021 and issued under Resolution No. 215/NQ-DHDCD dated April 29, 2021;
- Pursuant to Resolution No.: 04/NQ-HALICO-HDQT dated March 10, 2026 of the Board of Management,

The Board of Management of Hanoi Liquor and Beverage Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders for review and approval of the Audited Financial Statements for 2025 (*Summary financial statements attached*).

Sincerely,

ON BEHALF OF
THE BOARD OF MANAGEMENT
Chairman

CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI

Pham Trung Kien

Recipients:
- As addressed;
- HABECO (for reporting);
- Office records, Secretary.

Deloitte.

HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

(Incorporated in the Socialist Republic of Vietnam)

AUDITED FINANCIAL STATEMENTS

For the year ended 31 December 2025

Not Verified
CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI

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STATEMENT OF THE BOARD OF MANAGEMENT

The Board of Management of Hanoi Liquor and Beverage Joint Stock Company (the "Company") presents this report together with the Company's financial statements for the year ended 31 December 2025.

THE BOARDS OF DIRECTORS, SUPERVISORS AND MANAGEMENT

The members of the Boards of Directors, Supervisors and Management of the Company during the year and to the date of this report are as follows:

Board of Directors

Mr. Pham Trung Kien	Chairman
Mr. Tran Hau Cuong	Member
Mr. Phan Minh Son	Member
Mr. Anoop Saxena	Member (appointed on 31 December 2025)
Mr. Philip Garden	Member (appointed on 31 December 2025)
Mr. Nguyen Anh Thi	Member (resigned on 31 December 2025)
Mr. Murugavel Shanmugam	Member (resigned on 31 December 2025)

Board of Supervisors

Mr. Pham Thi Lan Anh	Chief Supervisor
Mr. Tran Duc Giang	Member
Mr. Ha Trieu Cuong	Member

Board of Management

Mr. Tran Hau Cuong	Director
Mr. Tong Nguyen Long	Deputy Director

THE BOARD OF MANAGEMENT'S STATEMENT OF RESPONSIBILITY

The Board of Management of the Company is responsible for preparing the financial statements, which give a true and fair view of the financial position of the Company as at 31 December 2025, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting. In preparing these financial statements, the Board of Management is required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting principles have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business; and
- design and implement an effective internal control system for the purpose of properly preparing and presenting the financial statements so as to minimize errors and frauds.

The Board of Management is responsible for ensuring that proper accounting records are kept, which disclose, with reasonable accuracy at any time, the financial position of the Company and that the financial statements comply with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting. The Board of Management is also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of frauds and other irregularities.

STATEMENT OF THE BOARD OF MANAGEMENT (Continued)

The Board of Management confirms that the Company has complied with the above requirements in preparing these financial statements.

For and on behalf of the Board of Management,

Tran Hau Cuong
Director

12 February 2026

Deloitte Vietnam Audit Co. Ltd
12th Floor, Diamond Park Plaza
16 Lang Ha, Giang Vo Ward
Hanoi
Vietnam
Tel: +84 24 710 50000
www.deloitte.com/vn

No.: 0490 /VN1A-HN-BC

INDEPENDENT AUDITORS' REPORT

To: The Boards of Directors and Management
Hanoi Liquor and Beverage Joint Stock Company

We have audited the accompanying financial statements of Hanoi Liquor and Beverage Joint Stock Company (the "Company"), prepared on 12 February 2026 as set out from page 05 to page 27, which comprise the balance sheet as at 31 December 2025, the statement of income and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the Company's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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Deloitte.

INDEPENDENT AUDITORS' REPORT (Continued)

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Company as at 31 December 2025, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting.

M.S.D.N: 0100112500-C.T.T.N.H.H
CÔNG TY TNHH KIỂM TOÁN DELOITTE VIỆT NAM

Phan Van Chong
Deputy General Director
Audit Practising Registration Certificate
No. 0929-2024-001-1

Nguyen Cong Cuong
Auditor
Audit Practising Registration Certificate
No. 3992-2022-001-1

DELOITTE VIETNAM AUDIT COMPANY LIMITED

12 February 2026
Hanoi, S.R. Vietnam

BALANCE SHEET

As at 31 December 2025

Unit: VND

	ASSETS	Codes	Notes	Closing balance	Opening balance
A.	**CURRENT ASSETS**	**100**		**287,609,599,773**	**273,487,388,967**
I.	**Cash and cash equivalents**	**110**	**5**	**2,634,083,439**	**11,872,898,650**
1.	Cash	111		2,634,083,439	8,872,898,650
2.	Cash equivalents	112		-	3,000,000,000
II.	**Short-term financial investments**	**120**	**6**	**132,491,645,119**	**117,261,000,000**
1.	Held-to-maturity investments	123		132,491,645,119	117,261,000,000
III.	**Short-term receivables**	**130**		**13,891,138,375**	**11,894,320,156**
1.	Short-term trade receivables	131	7	14,390,614,086	12,060,633,383
2.	Short-term advances to suppliers	132		833,875,759	1,256,455,310
3.	Other short-term receivables	136	8	9,409,575,153	9,096,707,386
4.	Provision for short-term doubtful debts	137	9	(10,742,926,623)	(10,519,475,923)
IV.	**Inventories**	**140**	**10**	**120,045,738,293**	**114,111,350,032**
1.	Inventories	141		138,496,318,390	132,105,961,479
2.	Provision for devaluation of inventories	149		(18,450,580,097)	(17,994,611,447)
V.	**Other short-term assets**	**150**		**18,546,994,547**	**18,347,820,129**
1.	Short-term prepayments	151	11	373,943,300	174,768,882
2.	Taxes and other receivables from the State budget	153	16	18,173,051,247	18,173,051,247
B.	**NON-CURRENT ASSETS**	**200**		**77,624,582,945**	**96,895,552,913**
I.	**Long-term receivables**	**210**		**96,800,000**	**96,800,000**
1.	Other long-term receivables	216	8	96,800,000	96,800,000
II.	**Fixed assets**	**220**		**50,730,604,410**	**69,124,890,836**
1.	Tangible fixed assets	221	12	37,727,404,410	56,121,690,836
	- Cost	*222*		*724,142,551,721*	*738,570,522,117*
	- Accumulated depreciation	*223*		*(686,415,147,311)*	*(682,448,831,281)*
2.	Intangible assets	227	13	13,003,200,000	13,003,200,000
	- Cost	*228*		*13,605,079,600*	*13,605,079,600*
	- Accumulated amortisation	*229*		*(601,879,600)*	*(601,879,600)*
III.	**Other long-term assets**	**260**		**26,797,178,535**	**27,673,862,077**
1.	Long-term prepayments	261	11	26,797,178,535	27,673,862,077
	TOTAL ASSETS (270=100+200)	**270**		**365,234,182,718**	**370,382,941,880**

The accompanying notes are an integral part of these financial statements

BALANCE SHEET (Continued)

As at 31 December 2025

Unit: VND

	RESOURCES	Codes	Notes	Closing balance	Opening balance
C.	**LIABILITIES**	**300**		**23,215,038,808**	**23,014,927,570**
I.	**Current liabilities**	**310**		**22,975,038,808**	**23,014,927,570**
1.	Short-term trade payables	311	14	3,642,256,047	1,564,722,303
2.	Short-term advances from customers	312	15	1,714,673,249	2,570,253,730
3.	Taxes and amounts payable to the State budget	313	16	10,811,235,996	12,777,983,152
4.	Payables to employees	314		2,653,228,427	2,875,853,379
5.	Short-term accrued expenses	315	17	752,722,798	115,000,000
6.	Other current payables	319	18	708,248,625	847,880,620
7.	Short-term provisions	321	19	2,688,451,572	2,256,812,292
8.	Bonus and welfare funds	322		4,222,094	6,422,094
II.	**Long-term liabilities**	**330**		**240,000,000**	-
1.	Other long-term payables	337		240,000,000	-
D.	**EQUITY**	**400**		**342,019,143,910**	**347,368,014,310**
I.	**Owners' equity**	**410**	**20**	**342,019,143,910**	**347,368,014,310**
1.	Owners' contributed capital	411		200,000,000,000	200,000,000,000
	- Ordinary shares carrying voting rights	*411a*		*200,000,000,000*	*200,000,000,000*
2.	Share premium	412		12,920,000	12,920,000
3.	Investment and development fund	418		613,480,582,279	613,480,582,279
4.	Accumulated (losses)	*421*		(471,474,358,369)	(466,125,487,969)
	- (Losses) accumulated to the prior year end	*421a*		(466,125,487,969)	*(457,691,873,439)*
	- (Losses) of the current year	*421b*		(5,348,870,400)	*(8,433,614,530)*
	TOTAL RESOURCES (440=300+400)	**440**		**365,234,182,718**	**370,382,941,880**

Do Thanh Luan
Preparer/Chief Accountant

Tran Hau Cuong
Director

12 February 2026

The accompanying notes are an integral part of these financial statements

INCOME STATEMENT

For the year ended 31 December 2025

Unit: VND

	ITEMS	Codes	Notes	Current year	Prior year
1.	**Gross revenue from goods sold and services rendered**	**01**	**23**	**131,329,664,477**	**121,606,388,968**
2.	Deductions	02	23	10,129,647,066	9,364,466,318
3.	**Net revenue from goods sold and services rendered (10=01-02)**	**10**		**121,200,017,411**	**112,241,922,650**
4.	Cost of sales	11	24	79,500,267,952	74,919,500,088
5.	**Gross profit from goods sold and services rendered (20=10-11)**	**20**		**41,699,749,459**	**37,322,421,662**
6.	Financial income	21	26	6,067,007,967	5,565,915,312
7.	Financial expenses	22		229,120	-
8.	Selling expenses	25	27	31,754,548,940	28,660,239,924
9.	General and administration expenses	26	27	22,820,204,082	22,981,070,160
10.	**Operating losses (30=20+(21-22)-(25+26))**	**30**		**(6,808,224,716)**	**(8,752,973,110)**
11.	Other income	31		1,460,225,956	1,815,924,577
12.	Other expenses	32		871,640	1,496,565,997
13.	**Profit from other activities (40=31-32)**	**40**		**1,459,354,316**	**319,358,580**
14.	**Accounting losses before tax (50=30+40)**	**50**		**(5,348,870,400)**	**(8,433,614,530)**
15.	Current corporate income tax expense	51	28	-	-
16.	**Net losses after corporate income tax (60=50-51)**	**60**		**(5,348,870,400)**	**(8,433,614,530)**
17.	Basic losses per share	70	29	(267)	(422)

M.S.D.N: 0100102245 - C.T.C.P
CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI
Q. HAI BÀ TRƯNG - T.P HÀ NỘI

Do Thanh Luan
Preparer/Chief Accountant

Tran Hau Cuong
Director

12 February 2026

The accompanying notes are an integral part of these financial statements

CASH FLOW STATEMENT

For the year ended 31 December 2025

Unit: VND

	ITEMS	Codes	Current year	Prior year
I.	**CASH FLOWS FROM OPERATING ACTIVITIES**			
1.	***Losses before tax***	***01***	***(5,348,870,400)***	***(8,433,614,530)***
2.	***Adjustments for:***			
	Depreciation and amortisation of fixed assets	02	18,489,253,597	18,984,070,486
	Provisions/(reversal of provision)	03	1,111,058,630	(995,191,026)
	Foreign exchange gain arising from translating foreign currency monetary items	04	71,534,478	(137,068,943)
	Gain from investing activities	05	(7,320,728,541)	(5,280,316,841)
3.	***Operating profit before movements in working capital***	***08***	***7,002,247,764***	***4,137,879,146***
	Changes in receivables	09	(4,698,544,443)	20,299,019,340
	Changes in inventories	10	(6,390,356,911)	(14,334,151,610)
	Changes in payables (excluding accrued loan interest and corporate income tax payable)	11	(291,933,164)	2,626,710,736
	Changes in prepaid expenses	12	677,509,124	1,851,943,096
	Other cash outflows	17	(2,200,000)	-
	Net cash (used in)/generated by operating activities	***20***	***(3,703,277,630)***	***14,581,400,708***
II.	**CASH FLOWS FROM INVESTING ACTIVITIES**			
1.	Acquisition and construction of fixed assets and other long-term assets	21	(317,848,000)	-
2.	Proceeds from sale, disposal of fixed assets and other long-term assets	22	1,654,955,868	488,991,389
3.	Cash outflow for lending, buying debt instruments of other entities	23	(74,209,498,299)	(142,791,000,000)
4.	Cash recovered from lending, selling debt instruments of other entities	24	62,066,000,000	122,310,000,000
5.	Interest earned, dividends and profits received	27	5,354,934,206	6,474,847,400
	Net cash used in investing activities	***30***	***(5,451,456,225)***	***(13,517,161,211)***
	Net decreases/increases in cash (50=20+30)	**50**	**(9,154,733,855)**	**1,064,239,497**
	Cash and cash equivalents at the beginning of the year	**60**	**11,872,898,650**	**10,671,503,480**
	Effects of changes in foreign exchange rates	61	(84,081,356)	137,155,673
	Cash and cash equivalents at the end of the year (70=50+60+61)	**70**	**2,634,083,439**	**11,872,898,650**

Do Thanh Luan
Preparer/Chief Accountant

Tran Hau Cuong
Director

12 February 2026

The accompanying notes are an integral part of these financial statements

HANOI BEER - LIQUOR - BEVERAGE
JOINT STOCK CORPORATION
HANOI LIQUOR AND BEVERAGE
JOINT STOCK COMPANY

No.: 13/TTr - HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 31, 2026

PROPOSAL
Re: Approval of Key Performance Targets for 2026

To: **Annual General Meeting of Shareholders 2026,**

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the current Charter of Organization and Operation of Hanoi Liquor and Beverage Joint Stock Company;
- Pursuant to Resolution No.: 04/NQ-HALICO-HDQT dated March 10, 2026 of the Board of Management,

The Board of Management of Hanoi Liquor and Beverage Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders for approval of the key performance targets for 2026 as follows:

1. Total revenue (including Special Consumption Tax): VND 212.73 billion.
2. Net revenue from goods and services: VND 127.94 billion.
3. Profit before tax (loss): VND -4.99 billion.
4. Total number of employees (including Executive Board and BOC): 184 people.
5. Income:
   - Total salary fund of the entire Company: VND 29.12 billion.
   - Welfare expenses (including the Executive Board): VND 2.426 billion.
6. Remuneration for the BOM and BOC: VND 0.282 billion.

We respectfully submit this proposal for review and approval by the General Meeting of Shareholders.

Sincerely,

ON BEHALF OF
THE BOARD OF MANAGEMENT
Chairman

CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI

Pham Trung Kien

Recipients:
- As addressed;
- HABECO (for reporting);
- BOM, BOC;
- Board of Director, Chief Accountant;
- Office records, Secretary.

HANOI BEER - LIQUOR - BEVERAGE
JOINT STOCK CORPORATION
HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 10, 2026

No.: 10/TTr - HDQT

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Re: Approval of Salary and Remuneration Settlement for 2025; Planned Salary and Remuneration for 2026

- Pursuant to the prevailing Law on Enterprises;
- Pursuant to the current Charter of the Company;
- Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2025;
- Pursuant to the Financial Statements for 2025;
- Pursuant to the Business Plan for 2026 of Hanoi Liquor and Beverage Joint Stock Company;
- Pursuant to Resolution No.: 04/NQ-HALICO-HDQT dated March 10, 2026 of the Board of Management,

The Board of Management of Hanoi Liquor and Beverage Joint Stock Company hereby submits to the Annual General Meeting of Shareholders 2026 for approval of the salary and remuneration settlement for 2025 and the planned salary and remuneration for 2026 for the members of the Board of Management and the Board of Control as follows:

1. Settlement of Salary and Remuneration for Members of the Board of Management and Board of Control in 2025:

The actual salary and remuneration for members of the Board of Management (BOM) and the Board of Control (BOC) in 2025 are as follows:

No.	Description	Amount (VND)
1	Budgeted salary and remuneration fund as per the Resolution of the General Meeting of Shareholders (GMS) in 2025	552,000,000
2	Actual salary and remuneration fund in 2025 (Details below)	409,840,591
a	Salary for members of the BOM and BOC	223,840,591
-	Salary for members of the Board of Management	0
-	Salary for the Head of the Board of Control	223,840,591
b	Remuneration for members of the BOM, BOC and Secretary	186,000,000
3	Conclusion: The difference between actual disbursement and the budget approved by the GMS	142,159,409

	(Actual expenditure was lower than the approved budget)	

2. Salary and Remuneration Plan for the Board of Management and Board of Control Members in 2026: 579.6 million VND.

a) Salary and Remuneration Plan:

- Salary for the Board of Management and Board of Control Members: 297.6 million VND.

Salary for the Chairman of the Board of Management: 40 million VND/month × 0 months = 0 million VND.

Salary for the Head of the Board of Control: 24.8 million VND/month × 12 months = 297.6 million VND.

- Remuneration for the Board of Management, Board of Control and Secretary: 282 million VND.

Details are as follows:

No.	Position	No. of People	Remuneration Rate (Million VND/Person/Month)	No. of Months	Remuneration (Million VND)	Salary (Million VND)
1	Chairman of the BOM	01	6.0	12	72	0
2	BOM Members	04	3.0	12	144	0
3	Head of the BOC	01	0	0	0	297.6
4	BOC Members	02	2.0	12	48	0
5	Secretary	01	1.5	12	18	0
	Total:				282	297.6
	Grand total:					579.6

(*The planned salary does not include the 13th-month salary, which will be paid upon achieving the annual business targets.*)

b) The actual salary to be implemented will be settled based on cost balancing and the business results of the Company in 2026.

The Board of Management respectfully submits this proposal to the Annual General Meeting of Shareholders for review and approval.

Sincerely,

ON BEHALF OF
THE BOARD OF MANAGEMENT
Chairman

Pham Trung Kien

Recipients:
- As addressed;
- BOM, BOC, BOD;
- Office records, Administration Department.

HANOI BEER - LIQUOR - BEVERAGE
JOINT STOCK CORPORATION
HANOI LIQUOR AND BEVERAGE
JOINT STOCK COMPANY

No.: 132/BKS-TTr

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 13, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Regarding the Selection of an Audit Firm for the 2026 Financial Statements

Pursuant to the Law on Enterprises No. 59/2020/QH14, dated June 17, 2020, effective from January 1, 2021; Law No. 76/2025/QH15, dated June 17, 2025 amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Charter on the Organization and Operation of Hanoi Liquor and Beverage Joint Stock Company, as approved by the General Meeting of Shareholders;

The Board of Control of Hanoi Liquor and Beverage Joint Stock Company respectfully submits to the General Meeting of Shareholders the authorization for the Board of Management to select one of the following four auditing firms:

- Deloitte Vietnam Co., Ltd.
- Ernst & Young Vietnam Co., Ltd.
- KPMG Co., Ltd.
- PwC (Vietnam) Co., Ltd.;

These are reputable auditing firms included in the list of approved audit organizations permitted by the Ministry of Finance to conduct audits for public interest entities in 2026, to audit the 2026 Financial Statements.

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

ON BEHALF OF THE BOARD OF CONTROL
HEAD OF BOC

M.S.D.N: 0100102214 C.T.C.P. CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI Q. HAI BÀ TRƯNG - T.P HÀ NỘI

Pham Thi Lan Anh

Recipients:
- 2026 Annual General Meeting of Shareholders;
- BOM, BOC;
- Company archives.

HANOI BEER - LIQUOR - BEVERAGE
JOINT STOCK CORPORATION
HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

No.: 14/TTr - HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 31, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

Re: Dismissal members of the Board of Management and Board of Control for the 2021-2026 term, and election members of the Board of Management and Board of Control for the 2026-2031 term

Respectfully To: **Annual General Meeting of Shareholders 2026,**

Pursuant to the current Charter of Hanoi Liquor and Beverage Joint Stock Company,

Pursuant to the Corporate Governance Regulations of Hanoi Liquor and Beverage Joint Stock Company,

Pursuant to the Conclusion at the Board of Management meeting of the Company on January 14, 2026,

Pursuant to the Official Letter of Streetcar Investment Holding Pte. Ltd. dated March 05, 2026, the Official Letter of the Board of Management of Hanoi Beer Liquor Beverage Joint Stock Corporation dated March 26, 2026 and March 30, 2026,

The Board of Management of Hanoi Liquor and Beverage Joint Stock Company hereby submits to the Annual General Meeting of Shareholders 2026 for approval of the content as follows:

1. Dismissal of Members of the Board of Management and Board of Control for the 2021-2026 term for the following individuals:

1.1. Board of Management:

- Mr. Pham Trung Kien
- Mr. Phan Minh Son
- Mr. Tran Hau Cuong
- Mr. Anoop Saxena
- Mr. Philip Garden

1.2. Board of Control:

- Mrs. Pham Thi Lan Anh
- Mr. Tran Đuc Giang
- Mr. Ha Trieu Cuong

2. Approval of the number of Members of the Board of Management and Board of Control for the 2026-2031 term:

- Number of Members of the Board of Management: 05 members
- Number of Members of the Board of Control: 03 members.

3. Approval of nomination list of members of the Board of Management and Board of Control for the 2026-2031 term as follows:

3.1. Board of Management's Members:

- Mr. Pham Trung Kien
- Mr. Phan Minh Son
- Mr. Tran Hau Cuong
- Mr. Anoop Saxena
- Mr. Philip Garden

3.2. Board of Control's Members:

- Mr. Tran Đuc Giang
- Mr. Ha Trieu Cuong
- Mrs. Pham Thi Lan Anh

The Company's Board of Management respectfully submits this proposal to the Annual General Meeting of Shareholders for review and approval.

Sincerely,

ON BEHALF OF
THE BOARD OF MANAGEMENT
Chairman

Pham Trung Kien

Recipients:
- As addressed;
- BOM, BOC;
- Office records, Administration Department.

STREETCAR INVESTMENT HOLDING PTE. LTD.
Company No: 201012096N
Re: Replacing the representative and introducing new representatives to participate in the BOM

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, 05 March 2026

Respectfully addressed to:

- General Shareholders Meeting of Ha Noi Liquor and Beverage Joint Stock Company ("Halico")

- The Board of Management of Ha Noi Liquor and Beverage Joint Stock Company

Pursuant to the Articles of Association of Streetcar Investment Holding Pte. Ltd. (Streetcar), Streetcar hereby makes the following proposal to replace the current representative of Streetcar's shareholding in Halico as follows:

1. Streetcar hereby confirms the continued nomination of the following individuals as Streetcar's representatives to participate as members of the Board of Management of Halico for the new 2026–2031 term:

- Mr. Anoop Saxena, General Manager, Diageo Vietnam.
- Mr. Philip Garden, Finance Director, Strategic Partnerships, Diageo.

2. Streetcar hereby confirms the nomination of the following individual as Streetcar's representative to participate as a member of the Board of Control of Halico for the 2026–2031 term:

- Mr. Ha Trieu Cuong, Transition Consultant Diageo.

Streetcar would like to notify to Halico its proposal for Halico's awareness and further action as regulated by Halico's Charter and Vietnamese Law accordingly.

Receipts:
- As above
- BOM
- BOC
- Filing

ON BEHALF OF STREETCAR INVESTMENT HOLDING PTE. LTD.

(signed and sealed)

TANYA CHATURVEDI

STREETCAR DIRECTOR

वीज़ा / VISA

Certified True Copy

NOTARY PUBLIC
Sean Seow Kang Steven
NP2025/0253
1 Apr 2025 - 31 Mar 2029
SINGAPORE

Z7578750

पिता / कानूनी अभिभावक का नाम/ Name of Father / Legal Guardian

BHAGWAN PRAKASH SAXENA

माता का नाम/ Name of Mother

MANJULA SAXENA

पति का पत्नी का नाम/ Name of Spouse

ANKITA SRIVASTAVA

पता / Address

803 8TH FLOOR TOWER A5 CLEO COUNTY

NOIDA SECTOR 121,GAUTAM BUDH NAGAR

PIN:201301,UTTAR PRADESH,INDIA

पुराने पासपोर्ट का न. और इसके जारी होने की तिथि एवं स्थान / Old Passport No. with Date and Place of Issue

Z2502687 27/08/2014 BANGALORE

फाईल न. / File No.

SG00751340275 24

VISA REMAIN VALID

Certified True Copy

NOTARY PUBLIC
Seah Seow Kang Steven
NP2025/0253
1 Apr 2025 – 31 Mar 2026
SINGAPORE

भारत गणराज्य / REPUBLIC OF INDIA

टाईप / Type: P
कोड / Code: IND
राष्ट्रीयता / Nationality: भारतीय / INDIAN
पासपोर्ट न. / Passport No.: Z7578750

उपनाम / Surname
SAXENA

दिया गया नाम / Given Name(s)
ANOOP

जन्मतिथि / Date of Birth
02/01/1983

लिंग / Sex
M

जन्म स्थान / Place of Birth
KHETRI NAGAR, RAJASTHAN

जारी करने का स्थान / Place of Issue
SINGAPORE

जारी करने की तिथि / Date of Issue
24/01/2024

समाप्ति की तिथि / Date of Expiry
23/01/2034

P<INDSAXENA<<ANOOP<<<<<<<<<<<<<<<<<<<<<<<<<<<<<<<<
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TEM CHỨNG NHẬN APOSTILLE

(Công ước La Hay ngày 05/10/1961)

Apostille này chỉ xác nhận tính xác thực của chữ ký, con dấu hoặc tem và năng lực của người đã ký vào tài liệu công của Singapore đính kèm, và, nếu thích hợp, xác nhận danh tính của con dấu hoặc tem đó. Apostille này không xác nhận tính xác thực của văn bản gốc.

Để sử dụng tại một quốc gia không phải thành viên Công ước La Hay ngày 05/10/1961, văn bản này phải được trình tại bộ phận lãnh sự thuộc Cơ quan đại diện của quốc gia đó.

Để xác minh tem Apostille này, truy cập

https://legalisation.sal.sg

hoặc quét mã QR

Mã xác minh: 51854931

1. Quốc gia:	Singapore
Tài liệu công này	
2. Được ký bởi:	Seah Seow Kang Steven
3. Với tư cách là:	Công chứng viên
4. Mang con dấu/tem của:	Công chứng viên
Chứng nhận	
5. Tại:	Học viện Luật Singapore
6. Ngày, tháng:	03/09/2025
7. Bởi:	Melissa Goh, Giám đốc, Bộ phận các dịch vụ tín thác, Học viện Luật Singapore
8. Số:	AC0P6U00OE
9. Con dấu/Tem:	**10. Chữ ký:** Melissa Goh

NC0P6T055Z

CHỨNG NHẬN CÔNG CHỨNG

KÍNH GỬI các quí vị có liên quan

Tôi, Seah Seow Kang Steven, CÔNG CHỨNG VIÊN được thừa nhận hợp pháp, được ủy quyền hành nghề tại Cộng hòa Singapore, CHỨNG NHẬN

rằng các trang liên quan của Hộ chiếu CỘNG HÒA ẤN ĐỘ số Z7578750 của SAXENA ANOOP là bản sao đúng của các trang gốc mà tôi đã thấy.

VỚI ĐỨC TIN VÀ SỰ LÀM CHỨNG CỦA MÌNH, tôi xin ký tên vào Chứng nhận công chứng này vào ngày 02 tháng 09 năm 2025 và đóng dấu của văn phòng công chứng.

(đã ký)

CÔNG CHỨNG VIÊN

SINGAPORE

Seah Seow Kang Steven

NP2025/0253

01/04/2025 – 31/03/2026

Theo điều 8(3)(c) của Luật công chứng Chứng nhận Công chứng chỉ có hiệu lực khi được chứng thực tại Viện Luật Singapore.

Kể từ ngày 16 tháng 9 năm 2021, Chứng nhận Công chứng được coi là xác thực hợp lệ bằng cách dán tem Apostille vào mặt sau của Chứng nhận công chứng.

LỜI CHỨNG

Ngày 18 tháng 09 năm 2025, tại Đại sứ quán Việt Nam tại Singapore; địa chỉ: số 10 Leedon Park, Singapore 267887. Tôi, Nguyễn Hồng Trang, Bí thư thứ Nhất, cam đoan đã dịch chính xác nội dung của văn bản này từ tiếng Anh sang tiếng Việt và đã ký vào văn bản này.

Số: 18.09-6.1 /LS-CN

Singapore, ngày 18 tháng 09 năm 2025

Bí thư thứ Nhất

Nguyễn Hồng Trang

APOSTILLE

(Convention de La Haye du 5 Octobre 1961)

This **Apostille** only certifies the authenticity of the signature, seal or stamp and the capacity of the person who has signed the attached Singapore public document, and, where appropriate, the identity of the seal or stamp. It does not certify the authenticity of the underlying document.

If this document is to be used in a country not party to the Hague Convention of the 5th of October 1961, it should be presented to the consular section of the mission representing that country.

To verify this **Apostille**, go to https://legalisation.sal.sg or scan QR code:

Verification code: 51854931

1. **Country:**	Singapore
This public document	
2. **Has been signed by:**	Seah Seow Kang Steven
3. **Acting in the capacity of:**	Notary Public
4. **Bears the seal/stamp of:**	Notary Public
Certified	
5. **At:**	Singapore Academy of Law
6. **The:**	3rd September 2025
7. **By:**	Melissa Goh, Director, Trust Services, SAL
8. **No.:**	AC0P6U00OE
9. **Seal/Stamp:**	10. **Signature:**

Certified True Signature

AC0P6U00OE

Legalisation No.

Siti Zainon Binte Rahmat

ĐẠI SỨ QUÁN NƯỚC CỘNG HÒA XHCN VIỆT NAM TẠI CH XINH-GA-PO
Embassy of the S.R. of Vietnam in the Republic of Singapore

CHỨNG NHẬN / HỢP PHÁP HÓA LÃNH SỰ
CONSULAR AUTHENTICATION

1. Quốc gia / *Country*: Việt Nam / *Viet Nam*
2. do Ông (Bà) / *has been signed by*: SITI ZAINON BINTE RAHMAT ký
3. với chức danh / *acting in the capacity of*: VIÊN CHỨC
4. và con dấu của / *bears the seal/stamp of*: VIỆN LUẬT XINH-GA-PO

Giấy tờ, tài liệu này / *This public document*

được chứng nhận / hợp pháp hóa lãnh sự / *Certified*

5. Tại / *at*: XINH-GA-PO / *Singapore*
6. ngày / *the*: 19 September 2025
7. Cơ quan cấp / *by*: ĐSQ nước CHXHCN Việt Nam tại CH Xinh-ga-po / *Embassy of the S.R. of Vietnam in the Republic of Singapore*
8. Số / *N°*: 281/09/2025

Ký tên và đóng dấu / *Signature and seal/stamp*

BUI DUC NGUYEN, First Secretary

ĐẠI SỨ QUÁN C.H.X.H.C.N VIỆT NAM TẠI C.H XINH-GA-PO

NC0P6T055Z

NOTARIAL CERTIFICATE

TO ALL TO WHOM these presents shall come

I, Seah Seow Kang Steven, NOTARY PUBLIC duly admitted, authorised to practise in the Republic of Singapore, DO HEREBY CERTIFY

that the relevant pages of the **REPUBLIC OF INDIA Passport No. Z7578750 of SAXENA ANOOP** are true copies of the original pages which I have seen.

IN FAITH AND TESTIMONY whereof I the said notary have subscribed my name and set and affixed my seal of office at Singapore, this 2nd day of September 2025.

NOTARY PUBLIC
SINGAPORE

NOTARY PUBLIC
Seah Seow Kang Steven
NP2025/0253
1 Apr 2025 – 31 Mar 2026
SINGAPORE

By virtue of Rule 8(3)(c) of the Notaries Public Rules, a Notarial Certificate must be authenticated by the Singapore Academy of Law in order to be valid.

With effect from 16 September 2021, a Notarial Certificate shall be deemed to be validly authenticated by the affixing of an Apostille to the back of the Notarial Certificate.

ANOOP SAXENA

Mobile: +65 81282187; Email: anoopsaxena83@gmail.com

Sales ~ Business Development ~ Marketing ~ Channel Management

A result oriented professional with **18 years** of experience *in **Sales,** Marketing, Business Development, and Channel Management.*

Presently associated with **Diageo Vietnam as General Manager**, before this was with Diageo Philippines as Commercial Director, with Diageo India as **General Manager – Sales Excellence**

An Out-of-the-Box thinker with a flair for charting out marketing strategies and contributing towards enhancing business volumes & growth and achieving revenue and profitability norms. Competent in assessing and implementing effective solutions to the consumer needs, with an aim to improve consumer contentment and consequently consumer loyalty, repeat and referral business.

A quick learner with a good understanding of market dynamics and was responsible for successfully establishing new channels & driving results

An effective communicator with excellent relationship building & interpersonal skills; strong analytical, problem solving & organizational abilities.

ORGANIZATION EXPERIENCE

Diageo Vietnam — **Singapore**
General Manager — **Jun'25 On wards**

Taken responsibility to drive Diageo Vietnam business

Diageo Singapore PTE — **Singapore**
Commercial Director — **Apl'22 till Jun'25**

- **Responsible** for handling a business of net sales value of 60 Million GBP for SG & MY via JV & Distributor & Local TR customers
- Handling a team of 6 Direct reports responsible for developing channel/area specific selling strategy to deliver the business objectives.
- Delivered the business via JV partners & Distributors through Join Up Business Planning & win- win strategy.
- Successfully launched E commerce Channel in SG & pivoted the focus on execution of luxury.
- Leading commercial transformation projects needed for future ready commercial organization.

Diageo Philippines Inc — **Taguig, Manila**
Commercial Director — **July'19 till date**

- **Responsible** for handling a business of 70 Million GBP turnover per year & a net sales value of 35 Million GBP via traditional trade, HORECA, Modern Tarde, Private Clients & E commerce.
- Handling a team of 7 Direct reports, 22 Executives & 24 TCS (3rd party) to develop channel/area specific selling strategy to deliver the business objectives.
- Successfully launched E commerce Channel for DPI, currently contributing 8% to the entire business.
- Driven Sales force automation & reporting along with implementation & adoption of QDVP3 (Diageo Way of Selling)
- Led Commercial Transformation right from design phase to implementation phase, introduction & training of 3 P manpower

Diageo India — **Gurgaon, India**
General Manager - Sales Excellence — **May'18 June'19**

- Responsible for developing Business case, problem/opportunity analysis & helping COO in formulating the strategy to ensure sustainable growth of business.
- Successfully implemented NRM along with Trade Promotion Management platform roll out.
- Acting as a project lead & is responsible for end to end implementation of all business process projects in the region.
- Driven Sales force automation & reporting along with implementation & adoption of QDVP3 (Diageo Way of Selling)
- Led Organization restructuring right from design phase to implementation phase, introduction & training of 3 P manpower

AB In Bev (Earlier SAB Miller India Ltd) **Pune, India**
Sales Manager - Rest of Maharashtra **Dec'15 to May'18**

- **Responsible** for handling a business of 100 Million US$ (600cr INR) turnover per year & 4 Million cases in sales across 6 beer brands through 25 distributors pan ROM (NSV of INR 250-300 Cr).
- Handling a team of 4 ASMs, 20 TSEs & 40 CSR to develop channel/area specific selling strategy to deliver the business objectives.
- Successfully launched new avatar of Fosters Beer, giving double digit growth in areas where it is launched.
- Conceptualized Knock Out beer revival strategy & implementation in market with good results.
- Introduced Ageing tracker to ensure fresh beer stocks are maintained at Distributor point. Rigorously implemented outlet wise sales reporting software (Osmosys) across DB for accurate secondary sales reporting.

UNITED SPIRITS LIMITED (DIAGEO PLC)
Sr. Brand Manager (White Mischief Vodka & Vladivar Vodka) **Bangalore, India**
Oct'12 to Dec'15

- Responsible for developing brand plans, goal setting, problem/opportunity analysis, competition mapping & implementing all ATL/BTL communication for White Mischief Vodka (20 Million US$ brand).
- Successfully launched Vladivar Vodka in India, with a net sale of 25000cs in 1st year of launch & a revenue of 1 million US$.
- Implemented and managed digital marketing strategies and tactical execution plans across all online channels.
- Successfully implemented marketing campaigns across online and offline media using a budget of 0.8 Million US$.
- Successfully launched 360 degree brand campaigns for IPL.
- Worked on new product development, conceptualizing innovation & portfolio restructuring.
- Coordinated with sales, product, advertising, research & development, and finance teams, to understand the needs of business and internal customers.

UNITED SPIRITS LIMITED
Sr. Branch Manager (Telangana) **Hyderabad, India**
Apl'10 to Oct'12

- Productively handled a business of 6 Million US$ revenue & 1.5 Million cases in sales across 33 brands.
- Launched McDowell's Platinum Whisky and achieved a penetration of 90% within first six month of launch. Did various consumer activities which lead the brand to achieve **15 % market share highest in India**.
- Was successful in reviving McDowell's No.1. Whisky brand in Telangana, with a share gain of 10%

Area Sales Manager - PTO/MTO (Hyderabad) ***Apl'09 to Mar'10***

- Successfully launched Four Seasons Wine & Zinzi Wine in Hyderabad Twin Cities and achieved a penetration of 70% and a market share of 25% within three months of launch.

Area Sales Manager - HORECA (Hyderabad) ***Feb'08 to Mar'09***

- Successfully established the new sales channel – On premise channel (i.e. bar & restaurant) in Hyderabad Twin cities

Management Trainee (United Spirits Ltd.) ***June'07 to Feb'08***

- Was campus recruited by USL & trained across India across functions to take up managerial role. Played a key role in launching range of imported spirits for the first time in Delhi & Mumbai Market and successfully managed supply & distribution of the brand.

KEY FUNCTIONAL STRENGTHS

Business Development: Business planning, forecasting and analysis for assessment of revenue potential in business opportunities. Conducting competitor analysis by keeping abreast of market trends & achieving market share. Devising & effectuating competitive selling programs/strategies to improve product awareness & enhance business growth

Sales & Marketing: Conceptualizing & implementing strategies as a part of brand building and market development. Setting monthly/annual sales targets for company Executives, Distributors and driving them to achieve those targets without compromising on brand imagery. Undertaking activities regarding Monthly primary and secondary sales

forecasting. Handling activities regarding Competitor sales figures collection, validation and compilation of market share movement trackers.

Team Management: Recruiting, monitoring, training and development of the field functionaries to ensure sales and operational efficiency. Making them aware of new challenges of selling in different channels & help them learn and adapt to new channel needs. Handling activities regarding training & development of distributor sales men and company sales executives & merchandisers on various aspects like portfolio selling, visual merchandising, consumer centric selling etc

New Product Launches: Implementing promotional activities in coordination with external agencies to spearhead product launches, brand promotions and event management initiatives. Coordinating Sales, Premium On Premise and Trade Marketing teams in achieving higher depth and width of brand availability and overviewed all aspects of launch plan viz. Penetration, Visual Merchandising (Eye level displays, POP material usage, window hiring and signage negotiations), Trial Generation activities, Consumer Contact program etc.

PROFESSIONAL CREDENTIALS

2007 **Master in Business Administration (M.B.A) in Marketing & Finance** from **FORE School of Management, New Delhi – Full Time (2.8/4)**

ACADEMIC CREDENTIALS

2005 **Bachelor of Sciences (Honors in Physics) from Hindu College, Delhi University – Full Time (70%)**

2002 **Gentleman Cadet, Indian Military academy, Dehradoon – Full time**

2000 12th (CBSE) from Central Academy School, Khetri Nagar (84%), Rajasthan

1998 10th (CBSE) from Sophia Secondary School, Khetri Nagar (79%), Rajasthan

PERSONAL VITAE

Date of Birth:	2nd January, 1983
Contact Address:	220 Depot Road, The Interlace, Singapore 109691
Permanent Address:	A5/ 803 Cleo County apartment Sector 121, Noida, UP India
Linguistic Proficiency:	English, Hindi

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PHILIP GARDEN

PROFESSIONAL QUALIFICATIONS:

Aug 2009	**Institute of Chartered Accountants of Scotland (CA)**

CAREER SUMMARY:

March 2022 – Present	Diageo (Singapore)	SEA Strategic Partnerships Finance Director
Jan 2020 – Feb 2022	Diageo (Singapore)	Head of Planning & RGM, APAC
July 2016 – Dec 2019	Diageo (London)	WwW and Pricing Manager
July 2015 – June 2016	Diageo (Edinburgh)	NAM Supply Accounting Manager
Aug 2010 – Dec 2014	Diageo (Edinburgh)	SSC CFM / Costing / Decision Support Manager
Aug 2006 – Aug 2010	Deloitte (Edinburgh)	Assistant Manager – Audit

UNIVERSITY:

Sept 2000 – June 2004	Edinburgh University	2:1 M.A. Geography

THÔNG TIN TRÍCH NGANG ÔNG HÀ TRIỆU CƯỜNG

TT	HỌ VÀ TÊN	NĂM SINH		Đảng viên	QUÊ QUÁN	TRÌNH ĐỘ	CHỨC VỤ - ĐƠN VỊ		Quá trình công tác
		Nam	*Nữ*			*Chuyên môn*	*Chuyên môn*	*Đoàn thể*	
1	Hà Triệu Cường	29/03/1980			Hà Nội	Bằng Cao học MBA, Đại học Houston, Texas, Hoa Kỳ, 2004, chuyên ngành Quản trị kinh doanh và quản lý tài chính	Thành viên Ban Kiểm soát		2013- Hiện nay, Tập đoàn Diageo PLC, Giám đốc chuyển đổi, Thành viên HĐQT, Ban Kiểm soát các công ty thành viên-đối tác chiến lược - Singapore và HCMC
						Bằng Đại học, Đại học tổng hợp Vác-sa-va, Ba Lan, 2002, chuyên ngành Tài Chính-Ngân hàng			2012-2013, Tập đoàn Emerson Electric, Quản lý tài chính Chuỗi cung ứng Toàn cầu - Singapore
									2006-2012, Tập đoàn Procter and Gamble, các vị trí Quản lý tài chính tập đoàn, HCMC, Singapore

BỘ CÔNG THƯƠNG
TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU - NƯỚC GIẢI KHÁT HÀ NỘI

Số: 221/HABECO-HĐQT

V/v nhân sự đại diện phần vốn, giới thiệu tham gia HĐQT và nhân sự tham gia BKS Công ty HALICO nhiệm kỳ 2026-2031

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc

Hà Nội, ngày 26 tháng 3 năm 2026

Kính gửi: Đại hội đồng cổ đông
Công ty cổ phần Rượu và Nước giải khát Hà Nội

Căn cứ Luật Doanh nghiệp;

Căn cứ Điều lệ tổ chức hoạt động của Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội (HABECO/Tổng công ty) và Điều lệ Công ty cổ phần Rượu và Nước giải khát Hà Nội,

Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội trân trọng thông báo về việc ủy quyền nhân sự đại diện phần vốn của Tổng công ty, tham gia ứng cử vào Hội đồng quản trị và nhân sự tham gia Ban Kiểm soát Công ty cổ phần Rượu và Nước giải khát Hà Nội kể từ ngày Công ty tổ chức Đại hội đồng cổ đông thường niên năm 2026 như sau:

1. Nhân sự đại diện phần vốn và giới thiệu tham gia Hội đồng quản trị:

- Tiếp tục ủy quyền cho Ông Phạm Trung Kiên, Phó Tổng giám đốc Tổng công ty làm đại diện đối với phần vốn của Tổng công ty đầu tư tại Công ty cổ phần Rượu và Nước giải khát Hà Nội:

+ Số cổ phần làm đại diện: 8.858.041 cổ phần, tương đương 44,29% vốn điều lệ Công ty.

+ Giao Phụ trách bộ phận đại diện vốn của Tổng công ty tại Công ty cổ phần Rượu và Nước giải khát Hà Nội.

- Tiếp tục ủy quyền cho Ông Phan Minh Sơn, Trưởng Phòng Kỹ thuật làm đại diện đối với phần vốn của Tổng công ty đầu tư tại Công ty cổ phần Đầu tư Phát triển công nghệ Bia – Rượu – Nước giải khát Hà Nội:

+ Số cổ phần làm đại diện: 1.000.000 cổ phần, tương đương 05% vốn điều lệ Công ty.

- Tiếp tục ủy quyền cho Ông Trần Hậu Cường, Giám đốc Công ty cổ phần Rượu và Nước giải khát Hà Nội làm đại diện đối với phần vốn của Tổng công ty đầu tư tại Công ty cổ phần Rượu và Nước giải khát Hà Nội:

+ Số cổ phần làm đại diện: 1.000.000 cổ phần, tương đương 05% vốn điều lệ Công ty.

- Giới thiệu và đề cử Ông Phạm Trung Kiên, Ông Phan Minh Sơn và Ông Trần Hậu Cường tham gia ứng cử vào Hội đồng quản trị Công ty.

(Hồ sơ trích ngang kèm theo)

- Thống nhất với đề nghị của Công ty Diageo (cổ đông của Công ty cổ phần Rượu và Nước giải khát Hà Nội) về việc giới thiệu Ông Anoop Saxena, Tổng giám đốc của Diageo tại Việt Nam và Ông Philip Garden, Giám đốc Tài chính phụ trách Hợp tác chiến lược của Diageo tham gia Hội đồng quản trị Công ty nhiệm kỳ 2026-2031.

2. Nhân sự tham gia Ban Kiểm soát:

- Tiếp tục giới thiệu và đề cử Ông Trần Đức Giang, Chuyên viên Kiểm toán nội bộ, Văn Phòng Hội đồng quản trị Tổng công ty tham gia Ban Kiểm soát Công ty.

(Hồ sơ trích ngang kèm theo)

- Thống nhất với đề nghị của Công ty Diageo về việc giới thiệu Ông Hà Triệu Cường tham gia ban Kiểm soát Công ty nhiệm kỳ 2026-2031.

Căn cứ việc giới thiệu nêu trên, đề nghị Đại hội đồng cổ đông Công ty cổ phần Rượu và Nước giải khát Hà Nội chấp thuận và tạo điều kiện để các Ông/Bà nêu trên thực hiện đầy đủ quyền, nghĩa vụ và trách nhiệm của cổ đông Tổng công ty tại Công ty cổ phần Rượu và Nước giải khát Hà Nội theo quy định của pháp luật, Điều lệ Công ty và nhiệm vụ Tổng công ty giao.

Trân trọng./.

Nơi nhận:
- Như trên;
- Bộ phận đại diện vốn của TCT tại CTY HALICO;
- VPHĐQT;
- Lưu: VT, TC.

TM. HỘI ĐỒNG QUẢN TRỊ
CHỦ TỊCH

TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU-NƯỚC GIẢI KHÁT HÀ NỘI

Trần Đình Thanh

HABECO
Sức bật Việt Nam

TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU-NƯỚC GIẢI KHÁT HÀ NỘI
183 Hoàng Hoa Thám, Phường Ngọc Hà, TP. Hà Nội
ĐT: 02438453.843 - Fax: 02437223784 - Website: www.habeco.com.vn

DANH SÁCH NHÂN SỰ ĐẠI DIỆN VỐN, GIỚI THIỆU THAM GIA HỘI ĐỒNG QUẢN TRỊ, BAN KIỂM SOÁT TẠI CÔNG TY CỔ PHẦN RƯỢU VÀ NƯỚC GIẢI KHÁT HÀ NỘI
NHIỆM KỲ 2026-2031

(Kèm theo Văn bản số 221 /HABECO-HĐQT ngày 26/3/2026 của Hội đồng quản trị Tổng công ty)

Số TT	Họ và tên	Đơn vị cổ đông giới thiệu	Ngày, tháng, năm sinh	Số CMT	Quê quán	Địa chỉ thường trú	Trình độ chuyên môn	Trình độ chính trị	Quá trình công tác	Chức vụ công tác hiện nay
1	**Phạm Trung Kiên**	HABECO	05/4/1970	033070007287, ngày cấp: 01/5/2021, nơi cấp: Cục Cảnh sát QLHC về TTXH	Hưng Yên	số 16 ngõ 127/32 LLQ Tổ 6, Phường Tây Hồ, Hà Nội	Thạc sĩ Quản trị Kinh doanh, Kỹ sư Công nghệ thực phẩm	Cao cấp	- Từ T11/1993 - T12/2000: Kỹ sư quản lý công nghệ, Phòng Kỹ thuật công nghệ - KCS, Công ty Bia Hà Nội. - Từ T1/2001 - T6/2004: Phó Trưởng Phòng kỹ thuật hoá, Công ty Bia Hà Nội, sau là Phòng Kỹ thuật công nghệ - KCS, Tổng công ty Bia - Rượu - NGK Hà Nội. - Từ T7/2004 - T7/2019: Trưởng Phòng Kỹ thuật công nghệ - KCS, Tổng công ty Bia - Rượu - NGK Hà Nội, sau là Phòng Kỹ thuật, TCT CP Bia - Rượu - NGK Hà Nội. - Từ T7/2019 đến nay: Phó Tổng giám đốc Tổng công ty CP Bia - Rượu - NGK Hà Nội.	**Phó Tổng giám đốc Tổng công ty CP Bia - Rượu - NGK Hà Nội**

Số TT	Họ và tên	Đơn vị cổ đông giới thiệu	Ngày, tháng, năm sinh	Số CMT	Quê quán	Địa chỉ thường trú	Trình độ chuyên môn	Trình độ chính trị	Quá trình công tác	Chức vụ công tác hiện nay
2	**Phan Minh Sơn**	HABECO	13/6/1966	001066001102, ngày cấp: 05/8/2022, nơi cấp: Cục Cảnh sát QLHC về TTXH	Hà Nội	Số 27B, Phường Cát Linh, Hà Nội	Kỹ sư Chế tạo máy	Cao cấp	- Từ T10/1983 - T12/1989: Đi hợp tác lao động tại Cộng hoà dân chủ Đức. - Từ T7/1990 - T8/1998: Công nhân cơ khí, Nhà máy Cơ khí ngành thuốc lá. - Từ T10/1998 - T3/2004: Kỹ sư Văn phòng Phân xưởng Sản xuất, Công ty Bia Hà Nội , sau là Tổng công ty Bia - Rượu - NGK Hà Nội. - Từ T4/2004 - T8/2009: Phó Giám đốc Xí nghiệp Thành phẩm, Tổng công ty Bia - Rượu - Nước giải khát Hà Nội, sau là TCT CP Bia - Rượu - NGK Hà Nội. - Từ T9/2009 - T9/2012: Quản đốc Xưởng Thành phẩm, Nhà máy Bia Hà Nội - Mê Linh, TCT CP Bia - Rượu - NGK Hà Nội. - Từ T10/2012 - T11/2016: Phó Giám đốc Nhà máy Bia Hà Nội - Mê Linh, TCT CP Bia - Rượu - NGK Hà Nội. - Từ T12/2016 - T10/2019: Giám đốc Nhà máy Bia Hà Nội - Mê Linh, TCT CP Bia - Rượu - NGK Hà Nội. - Từ T10/2019 đến nay: Trưởng Phòng Kỹ thuật, TCT CP Bia - Rượu - NGK Hà Nội	**Trưởng Phòng Kỹ thuật, TCT CP Bia - Rượu - NGK Hà Nội**
3	**Trần Đức Giang**	HABECO	08/10/1987	001087004314, ngày cấp: 25/7/2021, nơi cấp: Cục Cảnh sát QLHC về TTXH	Ninh Bình	Căn hộ 516 B1 tầng 5, chung cư 12 tầng G3CD, khu đô thị mới Yên Hòa, Phường Yên Hoà, Hà Nội	Cử nhân Quản trị Kinh doanh		- Từ T4/2010 - T10/2011: Trợ lý Kiểm toán, Công ty TNHH Kiểm toán DFK Việt Nam - Từ T10/2016 - T01/2019: Chuyên viên Công ty TNHH MTV Thương mại HABECO. - Từ T11/2021 - T02/2022: Kế toán viên, Nhà máy bia Hà Nội - T3/2022 đến nay: Chuyên viên Kiểm toán nội bộ, Văn phòng HĐQT, TCT CP Bia - Rượu - NGK Hà Nội	**Chuyên viên Kiểm toán nội bộ, Văn phòng HĐQT, TCT CP Bia - Rượu - NGK Hà Nội**

BỘ CÔNG THƯƠNG
TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU - NƯỚC GIẢI KHÁT HÀ NỘI

Số: 2222/HABECO-HĐQT
V/v giới thiệu nhân sự đảm nhận chức vụ Chủ tịch Hội đồng quản trị CTY HALICO nhiệm kỳ 2026-2031

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc

Hà Nội, ngày 26 tháng 3 năm 2026

Kính gửi: - Hội đồng quản trị Công ty CP Rượu và Nước giải khát Hà Nội;
- Bộ phận đại diện vốn của Tổng công ty tại Công ty cổ phần Rượu và Nước giải khát Hà Nội.

Căn cứ nhu cầu công tác và năng lực cán bộ, Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội (HABECO/Tổng công ty) đã có quyết định ủy quyền cho Ông Phạm Trung Kiên, Phó Tổng giám đốc Tổng công ty làm Người đại diện phần vốn của Tổng công ty, giao Phụ trách bộ phận đại diện vốn của Tổng công ty tại Công ty cổ phần Rượu và Nước giải khát Hà Nội, Tổng công ty giới thiệu với Hội đồng quản trị Công ty xem xét, bầu Ông Phạm Trung Kiên, Phụ trách bộ phận đại diện vốn của Tổng công ty tại Công ty cổ phần Rượu và Nước giải khát Hà Nội, Thành viên Hội đồng quản trị Công ty cổ phần Rượu và Nước giải khát Hà Nội giữ chức vụ Chủ tịch Hội đồng quản trị Công ty nhiệm kỳ 2026-2031.

Đề nghị Người đại diện phần vốn của Tổng công ty tại Công ty cổ phần Rượu và Nước giải khát Hà Nội là Thành viên Hội đồng quản trị thực hiện việc biểu quyết để bầu Chủ tịch Hội đồng quản trị theo đúng quy định pháp luật và báo cáo Hội đồng quản trị Tổng công ty kết quả./.

Nơi nhận:
- Như trên;
- VPHĐQT;
- Lưu: VT,TC.

TM. HỘI ĐỒNG QUẢN TRỊ
CHỦ TỊCH

TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU-NƯỚC GIẢI KHÁT HÀ NỘI

Trần Đình Thanh

BỘ CÔNG THƯƠNG
TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU - NƯỚC GIẢI KHÁT HÀ NỘI

Số: 17 /QĐ-HĐQT-HABECO

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc

Hà Nội, ngày 26 tháng 3 năm 2026

QUYẾT ĐỊNH
Về việc tiếp tục ủy quyền đại diện phần vốn của Tổng công ty đầu tư tại Công ty cổ phần Rượu và Nước giải khát Hà Nội

HỘI ĐỒNG QUẢN TRỊ
TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU-NƯỚC GIẢI KHÁT HÀ NỘI

Căn cứ Luật Doanh nghiệp số 59/2020/QH14 được Quốc hội nước Cộng hoà xã hội chủ nghĩa Việt Nam thông qua ngày 17/6/2020;

Căn cứ Điều lệ tổ chức và hoạt động của Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội (HABECO/Tổng công ty) đã được Đại hội đồng cổ đông thành lập thông qua ngày 09/6/2008, sửa đổi lần thứ năm tại Đại hội đồng cổ đông thường niên năm 2021 ngày 28/4/2021;

Căn cứ "Quy chế quản lý Người đại diện phần vốn góp của Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội tại các Doanh nghiệp khác" ban hành theo Quyết định số 59/QĐ-HĐQT-HABECO ngày 20/7/2016 của Hội đồng quản trị Tổng công ty;

Căn cứ Nghị quyết số 05/NQ-HĐQT-HABECO ngày 26/3/2026 của Hội đồng quản trị Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội;

Căn cứ nhu cầu công tác, xét tiêu chuẩn và năng lực cán bộ;

Xét đề nghị của Tổng giám đốc Tổng công ty.

QUYẾT ĐỊNH:

Điều 1. Tiếp tục ủy quyền làm đại diện đối với phần vốn của Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội đầu tư tại Công ty cổ phần Rượu và Nước giải khát Hà Nội nhiệm kỳ 2026-2031 cho Ông/Bà sau đây:

1. Ông Phạm Trung Kiên, Phó Tổng giám đốc Tổng công ty:

- Số CCCD/Căn cước: 033070007287, cấp ngày: 01/5/2021 tại Cục cảnh sát quản lý hành chính về trật tự xã hội.

- Số cổ phần làm đại diện: 8.858.041 cổ phần, tương đương 44,29% vốn điều lệ Công ty

- Phụ trách bộ phận đại diện vốn của Tổng công ty tại Công ty cổ phần Rượu và Nước giải khát Hà Nội.

2. Ông Phan Minh Sơn, Trưởng phòng Kỹ thuật:

- Số Số CCCD/Căn cước: 001066001102, cấp ngày: 05/8/2022 tại Cục cảnh sát quản lý hành chính về trật tự xã hội.

- Số cổ phần làm đại diện: 1.000.000 cổ phần, tương đương 05% vốn điều lệ Công ty.

3. Ông Trần Hậu Cường, Giám đốc Công ty cổ phần Rượu và Nước giải khát Hà Nội:

- Số CCCD/Căn cước: 001069000521, cấp ngày: 10/7/2021 tại Cục cảnh sát quản lý hành chính về trật tự xã hội.

- Số cổ phần làm đại diện: 1.000.000 cổ phần, tương đương 05% vốn điều lệ Công ty.

Điều 2. Ông/Bà nêu trên thực hiện quyền, nghĩa vụ theo các quy định của Điều lệ Tổng công ty; Điều lệ Công ty cổ phần Rượu và Nước giải khát Hà Nội; Quy chế quản lý Người đại diện phần vốn của Tổng công ty tại các Doanh nghiệp khác và các quy định của pháp luật liên quan.

Điều 3. Quyết định có hiệu lực thi hành kể từ ngày Công ty cổ phần Rượu và Nước giải khát Hà Nội tổ chức Đại hội đồng cổ đông thường niên năm 2026.

Điều 4. Thành viên Hội đồng quản trị, Tổng giám đốc, Phụ trách bộ phận đại diện vốn của Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội tại Công ty cổ phần Rượu và Nước giải khát Hà Nội và Ông/Bà có tên tại Điều 1 chịu trách nhiệm thi hành Quyết định này./.

Nơi nhận:
- Như Điều 4;
- Tr.BKS;
- Tổng giám đốc (đ/biết);
- Các Phó TGĐ (đ/biết);
- Văn Phòng HĐQT, Phòng TCKT;
- CTy CP Rượu và NGK HN (đ/biết);
- Lưu: VT, TC.

TM. HỘI ĐỒNG QUẢN TRỊ
CHỦ TỊCH

TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU-NƯỚC GIẢI KHÁT HÀ NỘI

Trần Đình Thanh

BỘ CÔNG THƯƠNG
TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU - NƯỚC GIẢI KHÁT HÀ NỘI

Số: 30 /QĐ-HĐQT-HABECO

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc

Hà Nội, ngày 26 tháng 3 năm 2026

QUYẾT ĐỊNH
Về việc tiếp tục cử nhân sự tham gia Ban Kiểm soát tại Công ty cổ phần Rượu và Nước giải khát Hà Nội

HỘI ĐỒNG QUẢN TRỊ
TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU-NƯỚC GIẢI KHÁT HÀ NỘI

Căn cứ Luật Doanh nghiệp số 59/2020/QH14 được Quốc hội nước Cộng hoà xã hội chủ nghĩa Việt Nam thông qua ngày 17/6/2020;

Căn cứ Điều lệ tổ chức và hoạt động của Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội (HABECO/Tổng công ty) đã được Đại hội đồng cổ đông thành lập thông qua ngày 09/6/2008, sửa đổi lần thứ năm tại Đại hội đồng cổ đông thường niên năm 2021 ngày 28/4/2021;

Căn cứ "Quy chế quản lý Kiểm soát viên của Tổng công ty tại các Doanh nghiệp khác" ban hành theo Quyết định số 91/QĐ-HĐQT-HABECO ngày 10/10/2017 của Hội đồng quản trị Tổng công ty;

Căn cứ Nghị quyết số 05/NQ-HĐQT-HABECO ngày 26/3/2026 của Hội đồng quản trị Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội;

Căn cứ nhu cầu công tác, xét tiêu chuẩn và năng lực của CBNV;

Xét đề nghị của Tổng giám đốc Tổng công ty.

QUYẾT ĐỊNH:

Điều 1. Tiếp tục cử Ông Trần Đức Giang, Chuyên viên Kiểm toán nội bộ, Văn Phòng Hội đồng quản trị Tổng công ty tham gia Ban Kiểm soát Công ty cổ phần Rượu và Nước giải khát Hà Nội nhiệm kỳ 2026-2031.

Điều 2. Ông Trần Đức Giang thực hiện quyền, nghĩa vụ theo các quy định của Điều lệ Tổng công ty; Điều lệ Công ty cổ phần Rượu và Nước giải khát Hà Nội; Quy chế quản lý Kiểm soát viên của Tổng công ty tại các Doanh nghiệp khác và các quy định của pháp luật liên quan.

Điều 3. Quyết định có hiệu lực thi hành kể từ ngày Công ty cổ phần Rượu và Nước giải khát Hà Nội tổ chức Đại hội đồng cổ đông thường niên năm 2026.

Điều 4. Thành viên Hội đồng quản trị, Tổng giám đốc Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội và Ông Trần Đức Giang chịu trách nhiệm thi hành Quyết định này./.

Nơi nhận:
- Như Điều 4;
- Tổng giám đốc (đ/biết);
- Các Phó TGĐ (đ/biết);
- Văn Phòng HĐQT, Phòng TCKT;
- Bộ phận đại diện vốn của TCT tại CTy HALICO;
- CTy HALICO;
- Lưu: VT, TC.

TM. HỘI ĐỒNG QUẢN TRỊ
CHỦ TỊCH

M.S.D.N: 0104318672 C.T.C.P. TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU-NƯỚC GIẢI KHÁT HÀ NỘI THÀNH PHỐ

Trần Đình Thanh

BỘ CÔNG THƯƠNG
TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU - NƯỚC GIẢI KHÁT HÀ NỘI

Số: 256/HABECO-HĐQT

V/v nhân sự tham gia BKS Công ty HALICO nhiệm kỳ 2026-2031

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc

Hà Nội, ngày 30 tháng 3 năm 2026

Kính gửi: Đại hội đồng cổ đông
Công ty cổ phần Rượu và Nước giải khát Hà Nội

Căn cứ Luật Doanh nghiệp;

Căn cứ Điều lệ tổ chức hoạt động của Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội (HABECO/Tổng công ty) và Điều lệ Công ty cổ phần Rượu và Nước giải khát Hà Nội,

Tổng công ty cổ phần Bia - Rượu - Nước giải khát Hà Nội trân trọng thông báo về việc tiếp tục giới thiệu và đề cử Bà Phạm Thị Lan Anh, hiện đang là Trưởng Ban Kiểm soát Công ty cổ phần Rượu và Nước giải khát Hà Nội nhiệm kỳ 2021-2026, tham gia Ban Kiểm soát Công ty cổ phần Rượu và Nước giải khát Hà Nội nhiệm kỳ 2026-2031 kể từ ngày Công ty tổ chức Đại hội đồng cổ đông thường niên năm 2026.

Căn cứ việc giới thiệu nêu trên, đề nghị Đại hội đồng cổ đông Công ty cổ phần Rượu và Nước giải khát Hà Nội chấp thuận để Bà Phạm Thị Lan Anh thực hiện đầy đủ quyền, nghĩa vụ và trách nhiệm của Đại hội đồng cổ đông Công ty cổ phần Rượu và Nước giải khát Hà Nội theo quy định của pháp luật và Điều lệ Công ty.

Trân trọng./.

Nơi nhận:
- Như trên;
- Bộ phận đại diện vốn của TCT tại CTY HALICO;
- VPHĐQT;
- Lưu: VT, TC.

TM. HỘI ĐỒNG QUẢN TRỊ
CHỦ TỊCH

TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU-NƯỚC GIẢI KHÁT HÀ NỘI

Trần Đình Thanh

THÔNG TIN TRÍCH NGANG BÀ PHẠM THỊ LAN ANH

TT	HỌ VÀ TÊN	NĂM SINH		Đảng viên	QUÊ QUÁN		TRÌNH ĐỘ	CHỨC VỤ-ĐƠN VỊ		Quá trình công tác
		Nam	*Nữ*		*Nguyên quán*	*Thường trú*	*Chuyên môn*	*Chuyên môn*	*Đoàn thể*	
1	Phạm Thị Lan Anh		1981	x	Ninh Bình	Phú Thượng, Hà Nội	- Cử nhân chuyên ngành Kế toán doanh nghiệp- Học viện tài chính. - Cử nhân chuyên ngành Luật kinh tế- Đại học Luật Hà Nội	Trưởng Ban KS		Năm 2004: Nhân viên Phòng Vật tư Năm 2005- T7/2013: Nhân viên phòng Kế hoạch tiêu thụ Tháng 8/2013- T12/2013: Phó phòng Kế hoạch đầu tư Năm 2014: Phó phòng, Phó phụ trách Phòng Vật tư Năm 2015-T4/2016 : Trưởng phòng Vật tư Tháng 4/2016 đến nay: Trưởng Ban kiểm soát