

No.: 158/BC-HĐQT

Hai Phong, July 10, 2026

**REPORT ON CORPORATE GOVERNANCE**  
**(6 months of 2026)**

To: - The State Securities Commission;  
- The Stock Exchange.

- Name of company: **Ha Noi – Hai Duong Beer Joint Stock Company**
- Address of headoffice: Quan Thanh Street, Thanh Dong Ward, Hai Phong City
- Telephone: 0220.3852.319 Fax: 0220.3859.835
- Email: biahnhd@gmail.com
- Charter capital: 40.000.000.000 VND
- Stock symbol: HAD
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.
- The implementation of internal audit: Not yet implemented.

**I. Activities of the General Meeting of Shareholders**

No.	Resolution/Decision No.	Date	Content
1	01/2025/NQ-DHCD	25/04/2025	Resolutions of the General Meeting of Shareholders in 2026 approved: 1. Approval of the business operation results for 2026; 2. Approval of the report by the Board of Directors on the performance in 2025 and the strategic directions for 2026; 3. Approval of the Supervisory Board's activity report for 2025; 4. Approval of the audited financial statements for 2025; 5. Approval of the dividend rate and profit distribution plan for 2025; 6. Approval of the business operation plan for 2026; 7. Approval of the profit distribution plan and dividend plan for 2026; 8. Approval of the settlement of remuneration for 2025 and the remuneration plan for the Board of Directors and the Supervisory Board for 2026; 9. Approval of the authorization for the Board of Directors to select the auditing firm for the financial statements of 2026. 10. Approval of the election of Ms. Bui Thi Thanh Binh as a member of the Supervisory Board for the 2026–2031 term.

## II. Board of Directors:

### 1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Quang Thanh	Chairman (Non-executive)	25/04/2022	
2	Mr. Tran Huy Loan	Vice Chairman	25/04/2022	
3	Ms. Nguyen Thi Minh Nguyet	Member (Non-executive)	25/04/2022	
4	Mr. Tran Van Ha	Member	26/04/2023	

### 2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate (%)	Reasons for absence
1	Mr. Nguyen Quang Thanh	4/4	100	
2	Mr. Tran Huy Loan	4/4	100	
3	Ms. Nguyen Thi Minh Nguyet	4/4	100	
4	Mr. Tran Van Ha	4/4	100	

3. Supervising the Board of Management by the Board of Directors: In compliance with the provisions of the Company's Charter and Corporate Governance Regulations. The Director's management activities consistently align with the orientations and objectives set by the Board of Directors.

4. Activities of the Board of Directors' subcommittees (If any): The Company has not established any subcommittees under the Board of Directors.

### 5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/Decision No.	Date	Content	Approval rate
1	135/NQ-HĐQT	27/02/2026	Resolution on Convening the 2026 Annual General Meeting of Shareholders	100%
2	136/QĐ-HĐQT	27/02/2026	Decision on the Approval of the 2025 Salary Settlement	100%
3	140/QĐ-HĐQT	20/04/2026	Decision on the Establishment of the Shareholder Qualification Verification Committee	100%
4	149/QĐ-HĐQT	20/04/2026	Decision on Salary Grade Promotion for Mr. Vu Van Khoan, Deputy Director of the Company	100%

5	150/QĐ-HĐQT	20/04/2026	Decision on Salary Grade Promotion for Mr. Tran Huy Loan, Director of the Company	100%
6	152/QĐ-HĐQT	25/05/2026	Decision on Assigning Salary Targets for 2026	100%
7	154/NQ-HĐQT	23/06/2026	Resolution of the Board of Directors at its Meeting on the Approval of the Continuation of the Labor Contract with Ms. Dang Thi Minh Duyet and Her Reappointment as Chief Accountant of the Company	100%
8	155/QĐ-HĐQT	23/06/2026	Decision on the Reappointment of Ms. Dang Thi Minh Duyet as Chief Accountant of the Company	100%

### III. Board of Supervisors (annual report):

#### 1. Information about members of Board of Supervisors

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors		Qualification
			Date of appointment	Date of dismissal	
1	Ms. Bui Thi Thanh Binh	Head of control board	23/04/2021		Bachelor of HR Management; Master of Business Administration
2	Ms. Cao Hai Yen	Member	25/04/2022		Bachelor of Accounting Auditing
3	Ms. Nguyen Thi Minh Phuong	Member	30/11/2023		Bachelor of Law

#### 2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate (%)	Voting rate (%)	Reasons for absence
1	Ms. Bui Thi Thanh Binh	3/3	100	100	
2	Ms. Cao Hai Yen	3/3	100	100	
4	Ms. Nguyen Thi Minh Phuong	3/3	100	100	

#### 3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

Ully compliant with the provisions of the Law on Enterprises, the Company's Charter, and the Corporate Governance Regulations.

- The Board of Directors (BOD) and Executive Board have fully adhered to legal regulations in their management activities, performed all assigned functions and duties as prescribed, and complied with all information disclosure requirements.

- Regarding shareholders: In 6 months of 2026, the Supervisory Board did not receive any requests or complaints from shareholders or shareholder groups who meet the ownership ratio and duration requirements as stipulated in the Company's Charter.

4. *The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:*

The Supervisory Board closely collaborates with the Board of Directors and the Executive Board, fully participating in BOD meetings to enhance the quality and independence of the Supervisory Board.

The Board of Directors promptly and adequately provides the Supervisory Board with its Resolutions and Decisions. The Executive Board facilitates the Supervisory Board in collecting relevant information and documents concerning the Company's business operations upon request.

5. *Other activities of the Board of Supervisors (if any):* None

#### **IV. Board of Management**

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management
1	Mr. Tran Huy Loan	18/02/1973	Bachelor of Economics	19/04/2017
2	Mr. Tran Van Ha	11/02/1974	Master of Food Technology	01/07/2018
3	Mr. Vu Van Khoan	04/08/1977	Master of Business Administration	01/04/2020

#### **V. Chief Accountant**

Name	Date of birth	Qualification	Date of appointment/ dismissal
Ms. Dang Thi Minh Duyet	15/11/1968	Bachelor of Economics	01/10/2015

#### **VI. Training courses on corporate governance:**

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: members have participated in a corporate governance training program organized by the State Securities Commission.

#### **VII. The list of affiliated persons of the public company (Semi-annual report/annual report) and transactions of affiliated persons of the Company)**

1. The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Nguyen Dieu Thanh			25/4/2022		Affiliated persons of internal persons Nguyen Quang Thanh	
2	Nguyen Diep Anh			25/4/2022			
3	Nguyen Diep Chi			25/4/2022			
4	Dang Thi Thu			25/4/2022			

5	Nguyen Quang Thoai		25/4/2022		
6	Nguyen Quang Thai		25/4/2022		
7	Nguyen Tat Thang		25/4/2022		
8	Pham Chau Thi		25/4/2022		
9	Tran Van Lam		08/04/2011		Affiliated persons
10	An Thi The		08/04/2011		of internal persons
11	Tran Khanh Hien		08/04/2011		Tran Huy Loan
12	Tran Bui Tuan Phuong		08/04/2011		
13	Tran Thi Thao		08/04/2011		
14	Tran Anh The		08/04/2011		
15	Trieu Hung Viet		25/4/2022		Affiliated persons
16	Trieu Hung Minh		25/04/2022		of internal persons
17	Trieu Cam Linh		25/04/2022		Nguyen Thi Minh
18	Nguyen quang Tuyen		25/4/2022		Nguyet
19	Le Thi Thanh Tam		25/4/2022		
20	Nguyen Quang Thang		25/04/2022		
21	Duong Trung Chinh		25/04/2022		
22	Dinh Thi Ha	007c436165	01/7/2017		Affiliated persons
23	Tran Thi Ha Phuong		01/7/2017		of internal persons
24	Tran Van Khang		01/7/2017		Tran Van Ha
25	Tran Dinh The		01/7/2017		
26	Tran Thi Lan		01/7/2017		
27	Tran Thi Huong		01/7/2017		
28	Tran Quang Hung		01/7/2017		
29	Tran Quang Thinh		01/7/2017		
30	Nguyen Thi Che		01/7/2017		
31	Nguyen Van Dung		23/04/2021		Affiliated persons
32	Nguyen Anh Quan		23/04/2021		of internal persons
33	Vu Thi Anh		23/04/2021		Bui Thi Thanh
34	Bui Quy Duong		23/04/2021		Binh
35	Hoang Thu Phuong		23/04/2021		
36	Nguyen Xuan Doan		23/04/2021		
37	Dao Thi Ninh		23/04/2021		
38	To Minh Thai		25/4/2022		Affiliated persons
39	To Minh Ngoc		25/4/2022		of internal persons
40	Cao Van Dung		25/4/2022		Cao Hai Yen
41	Tran Thi Yen		25/4/2022		
42	Cao Tuan Hung		25/4/2022		
43	To Ngoc Thanh		25/4/2022		
44	Trinh Thi Thanh Huong		25/4/2022		
45	Nguyen Dinh Truong		30/11/2023		Affiliated persons
46	Tran Thi Tan		30/11/2023		of internal persons
47	Nguyen Dinh Long		30/11/2023		Nguyen Thi Minh
48	Hoang Quang Minh		30/11/2023		Phuong
49	Hoang Minh Dang		2025		
50	Hoang Văn Hoi		30/11/2023		
51	Le Thi Dung		30/11/2023		
52	Pham Van Huy		01/10/2015		Affiliated persons
53	Pham Minh Quang		01/10/2015		of internal persons
54	Pham Phuong Lien		01/10/2015		Dang Thi Minh
55	Luong Hoai Thu		01/10/2015		Duyet
56	Dang Thi Nguyet	030c096824	01/10/2015		
57	Dang Van Duc		01/10/2015		
58	Dang Dinh Kien		01/10/2015		
59	Dang Thi Huyen		01/10/2015		

60	Pham Van Ke			01/10/2015		
61	Nguyen Thi Tinh			01/10/2015		
62	Vu Van Am			01/04/2020		Affiliated persons of internal persons Vũ Van Khoan
63	Trieu Thi Gao			01/04/2020		
64	Nguyen Thi Ai			01/04/2020		
65	Vu Ai Quynh			01/04/2020		
66	Vu Minh Khoi			01/04/2020		
67	Nguyen Van Bon			01/04/2020		
68	Pham Thi Ma			01/04/2020		
69	Vu Thi Anh			01/04/2020		
70	Vu Thị Anh			01/04/2020		
71	Vu Hong Thuc			01/04/2020		
72	Vu Van Thoai			01/04/2020		

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:

- Hanoi Beer - Alcohol - Beverage Joint Stock Corporation (HABECO): VND 592.693.395

- Habeco Packaging Joint Stock Company: VND 233.600.000

- HaNoi Liquor and Beverage Joint Stock Company: VND 52.787.500

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None

### **VIII. Share transactions of internal persons and their affiliated persons (annual report)**

1. The list of internal persons and their affiliated persons /Transactions of internal persons and affiliated persons with shares of the Company

No.	Name	Securities trading account (if any)	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Hanoi Beer Alcohol and Beverage Joint Stock Corporation			2.200.000	55,0%	Parent company
2	Nguyen Quang Thanh		Chairman of BOD	0	0,0%	Internal persons
2.1	Nguyen Dieu Thanh			0	0,0%	Affiliated persons of internal persons
2.2	Nguyen Diep Anh			0	0,0%	

2.3	Nguyen Diep Chi			0	0,0%	Nguyen Quang Thanh
2.4	Dang Thi Thu			0	0,0%	
2.5	Nguyen Quang Thoai			0	0,0%	
2.6	Nguyen Quang Thai			0	0,0%	
2.7	Nguyen Tat Thang			0	0,0%	
2.8	Pham Chau Thi			0	0,0%	
3	Tran Huy Loan	069c003121	Vice Chairman of BOD, Director, Authorized Person for Information Disclosure	0	0,0%	Internal persons
3.1	Tran Van Lam			0	0,0%	Affiliated persons of internal persons Tran Huy Loan
3.2	An Thi The			0	0,0%	
3.3	Tran Khanh Hien			0	0,0%	
3.4	Tran Bui Tuan Phuong			0	0,0%	
3.5	Tran Thi Thao			0	0,0%	
3.6	Tran Anh The			0	0,0%	
4	Nguye Thi Minh Nguyet	105CG79248	Member of BOD	0	0,0%	Internal persons
4.1	Trieu Hung Viet			0	0,0%	Affiliated persons of internal persons Nguyen Thi Minh Nguyet
4.2	Trieu Hung Minh			0	0,0%	
4.3	Trieu Cam Linh			0	0,0%	
4.4	Nguyen Quang Tuyen			0	0,0%	
4.5	Le Thi Thanh Tam			0	0,0%	
4.6	Nguyen Quang Thang			0	0,0%	
4.7	Duong Trung Chinh			0	0,0%	
5	Tran Van Ha	007c436183	Member of BOD, Deputy Director	910	0,02%	Internal persons
5.1	Dinh Thi Ha	007c436165		40	0,001%	Affiliated persons of internal persons Tran Van Ha
5.2	Tran Thi Ha Phuong			0		
5.3	Tran Van Khang			0		
5.4	Tran Dinh The			0		
5.5	Tran Thi Lan			0		
5.6	Tran Thi Huong			0		
5.7	Tran Quang Hung			0		
5.8	Tran Quang Thinh			0	0,0%	
5.9	Nguyen Thi Che			0	0,0%	
6	Bui Thi Thanh Binh	002c153709	Head of the Supervisory Board	0	0,0%	Internal persons
6.1	Nguyen Van Dung			0	0,0%	Affiliated persons of internal persons Bui Thi Thanh Binh
6.2	Nguyen Anh Quan			0	0,0%	
6.3	Vu Thi Anh			0	0,0%	
6.4	Bui Quy Duong			0		
6.5	Hoang Thu Phuong			0		
6.6	Nguyen Xuan Doan			0		
6.7	Dao Thi Ninh			0		
8	Cao Hai Yen		Member of the Supervisory Board	0	0,0%	Internal persons
8.1	To Minh Thai			0	0,0%	Affiliated persons of internal persons Cao Hai Yen
8.2	To Minh Ngoc			0	0,0%	
8.3	Cao Van Dung			0	0,0%	

8.4	Tran Thi Yen			0	0,0%	
8.5	Cao Tuan Hung			0	0,0%	
8.6	To Ngoc Thanh			0	0,0%	
8.7	Trinh Thi Thanh Huong			0	0,0%	
9	Nguyễn Thị Minh Phuong		Member of the Supervisory Board	0	0,0%	Internal persons
9.1	Nguyen Dinh Truong			0	0,0%	Affiliated persons of internal persons
9.2	Tran Thi Tan			0	0,0%	Nguyễn Thị Minh Phuong
9.3	Nguyen Dinh Long			0	0,0%	
9.4	Hoang Quang Minh			0	0,0%	
9.5	Hoang Minh Dang			0	0,0%	
9.6	Hoang Van Hoi			0	0,0%	
9.7	Le Thi Dung			0	0,0%	
10	Dang Thi Minh Duyet		Chief Accountant	0	0,0%	Internal persons
10.1	Pham Van Huy			0	0,0%	Affiliated persons of internal persons
10.2	Pham Minh Quang			0	0,0%	Dang Thi Minh Duyet
10.3	Pham Phuong Lien			0	0,0%	
10.4	Luong Hoai Thu			0	0,0%	
10.5	Dang Thi Nguyet	030c096824		400	0,01%	
10.6	Dang Van Duc			0	0,0%	
10.7	Dang Dinh Kien			0	0,0%	
10.8	Dang Thi Huyen			0	0,0%	
10.9	Pham Van Ke			0	0,0%	
10.10	Nguyen Thi Tinh			0	0,0%	
11	Va Van Khoan		Deputy Director	150	0,004%	Internal persons
11.1	Vu Van Am			0	0,0%	Affiliated persons of internal persons
11.2	Trieu Thi Gao			0	0,0%	Vu Van Khoan
11.3	Nguyen Thi Ai			0	0,0%	
11.4	Vu Ai Quynh			0	0,0%	
11.5	Vu Minh Khoi			0	0,0%	
11.6	Nguyen Van Bon			0	0,0%	
11.7	Pham Thi Ma			0	0,0%	
11.8	Vu Thi Anh			0	0,0%	
11.9	Vu Thị Anh			0	0,0%	
11.10	Vu Hong Thuc			0	0,0%	
11.11	Vu Van Thoai			0	0,0%	

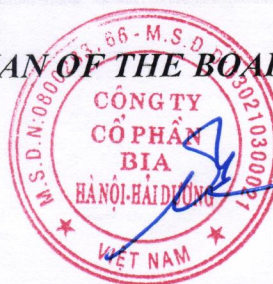
2. Transactions of internal persons and affiliated persons with shares of the company: not available: None

**IX. Other significant issues:** None

**Recipients:**

- As Above;
- Archived: Tky.

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**Nguyen Quang Thanh**