

Hai Phong, July 27, 2026

REPORT ON CORPORATE GOVERNANCE
The first half of 2026

To: - The State Securities Commission;
- Ha Noi City Stock Exchange.

- Name of company: Habeco - Hai Phong join stock Company.
- Address of headoffice: Xuan Ang Hamlet, An Lao Commune, Hai Phong City, Viet Nam.
- Telephone: 0225.3667163
- Charter capital: 160.000.000.000 VND
- Stock symbol: HBH
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, Director.

I. Activities of the General Meeting of Shareholders

The 2026 Annual General Meeting of Shareholders of the Company, held on April 8th, 2026, passed the following resolution:

No.	Resolution/ Decision No.	Date	Content
1	01/NQ- ĐHĐCĐ/HHP	08/4/2026	- Approved the reports and proposals submitted to the 2026 Annual General Meeting of Shareholders. - Approved the dismissal of a member of the Board of Supervisors upon the expiry of the 2021–2026 term and elected one (01) member of the Board of Supervisors for the 2026–2031 term.

II. Board of Directors

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

No.	Board of Directors' members	Independent members of the Board of Directors, Non-executive members of the Board of Director	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Pham Anh Tuan	Chairman	27/4/2022	
2	Mr. Tran Van Trung	Non Executive Director	27/4/2022	
3	Mrs. Quach Thi Thu Huyen	Non Executive Director	24/4/2024	
4	Mr. Nguyen Hoang Giang	Executive Director, CEO	25/4/2025	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Pham Anh Tuan	5/5	100%	
2	Mr. Tran Van Trung	5/5	100%	
4	Mrs. Quach Thi Thu Huyen	5/5	100%	
5	Mr. Nguyen Hoang Giang	5/5	100%	

3. Supervising the Board of Management by the Board of Directors:

In accordance with the provisions of the Company's Charter, the Company's Regulations, and the management work of the CEO, the operations are always aligned with the direction and objectives set by the Board of Directors.

4. Activities of the Board of Directors' subcommittees:

Currently, Habeco Hai Phong Joint Stock Company hasn't the Board of Directors' subcommittees.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	No: 01/NQ-HĐQT/HHP	22/01/2026	- Approved the Company's 2025 actual payroll fund	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
2	No: 02/NQ-HĐQT/HHP	03/02/2026	- Approved the issuance of the following regulations: the Income Payment Regulations; the Regulations on Remuneration and Bonuses for members of the Board of Directors and the Board of Supervisors; and the Regulations on the Fixed Salary Scale, Performance-based Compensation, and the Executive Management Bonus Fund.	
3	No: 03/NQ-HĐQT/HHP	25/02/2026	- Approved the record date for determining the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders and the proposed date for convening the 2026 Annual General Meeting of Shareholders. - Authorized the General Director to implement and direct the relevant departments to prepare the documentation proposed to be submitted to the 2026 Annual General Meeting of Shareholders.	100%
4	No: 04/NQ-HĐQT/HHP	06/4/2026	- Approved the 2026 business and production plan. - Approved the issuance of the 2026 consumption norms and production line productivity standards. - Approved the draft agenda and the draft reports of the Board of Directors, the Board of Management, and the Board of Supervisors, as well as the draft proposals to be submitted to the 2026 Annual General Meeting of Shareholders. - Approved the establishment of the Shareholder Eligibility Verification Committee and the Organizing Committee for the 2026 Annual General Meeting of Shareholders.	100%
5	No: 05/NQ-HĐQT/HHP	12/5/2026	- Approved the planned payroll and remuneration fund for 2026.	100%

III. Board of Supervisors

1. Board of Supervisors

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No.	Members of Board of Supervisors/ Audit Committee	Position	The date becoming/ceasing to be the member of the Board of Supervisors/ Audit Committee	Qualification
1	Mrs. Bui Thi Huyen	Head of the supervisory board	27/4/2022	- Bachelor of Economics
2	Mr. Nguyen Nhu Khue	Member	08/4/2026	- Bachelor of Finance and Accounting
3	Ms. Duong Thi Bich Phuong	Member	08/4/2026	- Bachelor of Accounting
4	Mrs. Vu Thi Luyen	Member	27/4/2022	- Master of Business Administration, Bachelor of Accounting
5	Mrs. Nguyen Thi Anh Dao	Member	25/4/2023	- Bachelor of Accounting

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors/Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mrs. Bui Thi Huyen	3/3	100%	100%	
2	Mr. Nguyen Nhu Khue	2/3	67%	67%	End of tenure as a member of the Board of Supervisors: April 8, 2026
3	Ms. Duong Thi Bich Phuong	1/3	33%	33%	Serving as a member of the Board of Supervisors since April 8, 2026
4	Mrs. Vu Thi Luyen	3/3	100%	100%	
5	Mrs. Nguyen Thi Anh Dao	3/3	100%	100%	

3. Supervising Board of Supervisors

- Participate in regular and extraordinary meetings of the Board of Directors, as well as meetings of the Executive Board (if invited by the Executive Board), thereby staying informed about the management and operational situation, as well as the

implementation of the business and production plan of the Company approved by the General Meeting of Shareholders.

- Supervise the development and completion of the Company's internal governance regulations, providing the legal foundation for the management and operation of the Company's business and production activities.

4. The coordination among the Board of Supervisors

- The Board of Directors and the Executive Board have provided support to the Supervisory Board in completing its task of overseeing the Company's management and operations.

- The Board of Directors of the Company has provided the Supervisory Board with timely and complete resolutions and decisions of the Board. The management has facilitated the Supervisory Board in providing relevant information and documents related to the Company's business and production activities.

5. Other activities of the Board of Supervisors: không có

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. Nguyen Hoang Giang Director	29/5/1970	- Bachelor of Industrial Business Administration and Civil Construction.	02/8/2024
2	Mr. Pham Thai Hung Deputy Director	12/7/1980	- Food Technology Engineer.	01/01/2025

V. Chief Accountant

No.	Name	Date of birth	Qualification	Date of appointment/ dismissal
1	Mrs. Nguyen Thi Huong Giang	16/3/1972	- Bachelor of Economics. - Bachelor of Foreign Languages.	14/12/2025

VI. Training courses on corporate governance:

Training programs on corporate governance attended by members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, other executives, and the Company Secretary in accordance with corporate governance

regulations: During the first six months of 2026, the Company also organized internal training courses on ISO internal auditing, sensory evaluation, and SAP software application conducted by HABECO.

VII. Other significant issues: None

Recipients: *SH*

- As mentioned above;
- Archived: VTh.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



PHAM ANH TUAN