

No: 63 /HABECO-VP.HĐQT

Hanoi, 24<sup>th</sup> January, 2025

## PERIODIC INFORMATION DISCLOSURE

Respectfully to:

- The State Securities Commission;
- Ho Chi Minh City Stock Exchange.

1. Name of organization: HANOI BEER - ALCOHOL - BEVERAGE JOINT STOCK CORPORATION ("HABECO")
- Stock symbol/Member code: BHN
- Address: No. 183 Hoang Hoa Tham Street, Ngoc Ha ward, Ba Dinh district, Hanoi
- Telephone: 024.38453843 Fax: 024.37223784
- Email: habeco@habeco.com.vn

2. Contents of the disclosure:

The 2024 Report on Corporate Governance of Hanoi Beer - Alcohol - Beverage Joint Stock Corporation.

3. This information was published on the Corporation's website on 24/01/2025 at the following link: <http://www.habeco.com.vn>.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law for the contents of the disclosure.

ORGANIZATION REPRESENTATIVE  
PARTY AUTHORIZED TO DISCLOSE  
INFORMATION  
DEPUTY GENERAL DIRECTOR

Attached document:

The 2024 Report on  
Corporate Governance.



Bùi Trường Thành

No: 57 /BC-HABECO

Hanoi, 23<sup>rd</sup> January, 2025

## REPORT ON CORPORATE GOVERNANCE (Year 2024)

Respectfully to:

- The State Securities Commission;
- Ho Chi Minh City Stock Exchange.

- Name of company : HANOI BEER - ALCOHOL - BEVERAGE  
JOINT STOCK CORPORATION ("HABECO")
- Address of head office : No 183 Hoang Hoa Tham Str, Ngoc Ha Ward,  
Ba Dinh District, Hanoi
- Telephone : 024.38453843 Fax: 024.37223784
- Email : habeco@habeco.com.vn
- Charter capital : 2.318.000.000.000 dong (*By words: Two  
thousand three hundred and eighteen billion  
dong*)
- Stock symbol : BHN
- Governance model : General Meeting of Shareholders, Board of  
Directors, Board of Supervisors and General  
Director
- The implementation of : Implemented  
internal audit

### I. Activities of the General Meeting of Shareholders (GMS):

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):



No.	Resolution No.	Date	Content
01	01/NQ-ĐHĐCĐ-HABECO	26/4/2024	<ul style="list-style-type: none"> <li>- Approval of the Executive Board's Report evaluating the business performance in 2023 and business plan for 2024.</li> <li>- Approval of the Board of Directors' Report on governance and performance results in 2023, orientations for 2024.</li> <li>- Approval of the Board of Supervisors' Report presented at the 2024 Annual General Meeting of Shareholders.</li> <li>- Approval of the profit distribution plan for 2022.</li> <li>- Approval of the audited separate financial statements and audited consolidated financial statements for 2023.</li> <li>- Approval of soliciting shareholders' opinions regarding the profit distribution plan for 2023 after obtaining feedback from the Ministry of Industry and Trade and the Ministry of Finance.</li> <li>- Approval of the 2024 business goals.</li> <li>- Approval of the profit distribution plan for 2024.</li> <li>- Approval of the settlement of salaries and remuneration for 2023 and the planned salaries and remuneration for 2024 for members of the Board of Directors and the Board of Supervisors.</li> <li>- The authorization for the Board of Directors to select an auditing firm to audit the 2024 financial statements.</li> </ul>
2	02/NQ-ĐHĐCĐ-HABECO	05/9/2024	<p>Approval of the results of the election of Board of Directors members for the 2024 - 2029 term:</p> <ul style="list-style-type: none"> <li>- Mr. Vu Xuan Dung was elected as a member of the Board of Directors for the 2024-2029 term.</li> <li>- Mr. Tran Thuan An was elected as a member of the Board of Directors for the 2024-2029 term.</li> </ul>

## II. Board of directors (Annual report)

### 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. Tran Dinh Thanh	Chairman	28/6/2018	
2	Mr. Ngo Que Lam	Member	28/6/2018	
3	Mr. Vu Xuan Dung	Member	06/9/2019	
4	Mr. Tran Thuan An	Member	06/9/2019	
5	Mr. Bui Huu Quang	Member	22/1/2020	
6	Ms. Quan Le Ha	Independent member	22/1/2020	
7	Mr. Tran Danh Dang	Independent member	28/6/2023	

### 2. Meeting 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. Tran Dinh Thanh	06/06	100%	
2	Mr. Ngo Que Lam	06/06	100%	
3	Mr. Vu Xuan Dung	06/06	100%	
4	Mr. Tran Thuan An	06/06	100%	
5	Mr. Bui Huu Quang	02/06	33,3%	Legitimate reason
6	Ms. Quan Le Ha	06/06	100%	
7	Mr. Tran Danh Dang	06/06	100%	

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

- In its governance role, the Board of Directors issues resolutions for the Executive Board to implement. At the same time, the Board of Directors inspects and supervises the implementation of those Resolutions.

- The Executive Board regularly reports to and seeks guidance from the Board of Directors to ensure leadership and management of all activities of the Corporation follow applicable laws, as well as the Corporation's regulations and policies.



#### 4. Activities of the Board of Directors' subcommittees (If any)

The Office of the Board of Directors has the function of advising and assisting the Board of Directors in performing the powers and duties of the Board of Directors in accordance with the provisions of the Charter and applicable laws.

#### 5. Resolutions of the Board of Directors (Annual report)

No.	Resolution No.	Date	Content	Approval rate
1	01/NQ-HĐQT-HABECO	12/01/2024	<ul style="list-style-type: none"><li>- Approval of productivity standards for bottling and canning production lines at the factory.</li><li>- Approval of standards for raw materials and chemicals.</li><li>- Implementation of the reappointment process for the position of Chief Accountant of Hanoi - Thanh Hoa Beer Joint Stock Company.</li><li>- Concerning the signing of the 2024 Licensing Agreement between HABECO and Hanoi - Thai Binh Beer Joint Stock Company.</li><li>- Approval of Financial Supervision Plan for subsidiary companies in 2024</li></ul>	100%
2	02/NQ-HĐQT-HABECO	05/03/2024	<ul style="list-style-type: none"><li>- Schedule for organizing the 2024 Annual General Meeting of Shareholders of HABECO.</li><li>- Implementation of the appointment process for the position of Deputy Director at the Beer - Alcohol - Beverage Packaging Joint Stock Company.</li><li>- Plan for the allocation of HABECO's Social Welfare Fund in 2024.</li><li>- Regarding the regulations and organizational structure of Hanoi - Quang Tri Beer Joint Stock Company.</li><li>- Concerning the engagement of an independent auditing firm to review</li></ul>	100%

No.	Resolution No.	Date	Content	Approval rate
			<p>HABECO's the first quarter of 2024 Financial Statements.</p> <ul style="list-style-type: none"> <li>- Agreement on the revision of regulations defining the functions, duties, and authority of the Departments/Divisions, Institute, as well as the organizational structure and operational regulations of Hanoi - Me Linh Brewery.</li> <li>- Adjustment to the Investment Project for the Comprehensive Enterprise Management System at HABECO Trading One-Member LLC.</li> <li>- Agreement on the restructuring of personnel representing HABECO's capital, nomination of candidates for the Board of Directors, and supervisory positions of HABECO.</li> </ul>	
3	03/NQ-HĐQT-HABECO	27/03/2024	<ul style="list-style-type: none"> <li>- Personnel matters at Hanoi - Thai Binh Beer Joint Stock Company.</li> <li>- Agenda for the Board of Directors/General Meeting of Shareholders in 2024 for Harec Investment and Trade Joint Stock Company.</li> <li>- Agenda for the 2024 General Meeting of Shareholders of Hanoi - Quang Ninh Beer - Alcohol - Beverage Joint Stock Company.</li> </ul>	100%
4	04/NQ-HĐQT-HABECO	05/04/2024	<ul style="list-style-type: none"> <li>- Agreement on the program and meeting documents to be submitted to the 2024 Annual General Meeting of Shareholders of HABECO.</li> </ul>	100%
5	05/NQ-HĐQT-HABECO	08/04/2024	<ul style="list-style-type: none"> <li>- Agenda for the 2024 Annual General Meeting of Shareholders for subsidiary companies.</li> <li>- Agreement on the approval of the 2024 labor plan.</li> </ul>	100%



No.	Resolution No.	Date	Content	Approval rate
			- Personnel matters at Hanoi - Thanh Hoa Beer Joint Stock Company and Hanoi - Quang Tri Beer Joint Stock Company.	
6	06/NQ-HĐQT-HABECO	16/04/2024	- Agenda for the 2024 Annual General Meeting of Shareholders for subsidiary companies.	100%
7	07/NQ-HĐQT-HABECO	09/05/2024	<ul style="list-style-type: none"> <li>- Finalization of 2023 salary expenditures for the Parent Company.</li> <li>- Salary targets of 2024 for the Parent Company.</li> <li>- Finalization of 2023 salary expenditures for the Executive Board and Chief Accountant.</li> <li>- Salary and bonus plans for 2024 for the Executive Board and Chief Accountant.</li> <li>- Bonuses for the Executive Board, Supervisory Board, and Chief Accountant for 2022.</li> <li>- Assessment of the performance of duties and responsibilities in 2023 of the State Capital Representative at HABECO.</li> <li>- Assessment of the performance of duties and responsibilities of the Deputy General Directors and Chief Accountant in 2023.</li> <li>- Implementation of the reappointment process for the position of Deputy General Director of HABECO for Mr. Vu Xuan Dung.</li> <li>- Implementation of the reappointment process for the position of Deputy General Director of HABECO for Mr. Pham Trung Kien.</li> <li>- Approval of the report and recommendations regarding the</li> </ul>	100%

No.	Resolution No.	Date	Content	Approval rate
			<p>financial supervision results for 2023 of subsidiary companies.</p> <ul style="list-style-type: none"> <li>- Approval of the report and recommendations on the results of internal audit activities in 2023 and the operational plan for 2024.</li> <li>- Organization of the selection of an independent auditing firm to perform audit and review services for the 2024 Financial Statements.</li> <li>- Agreement on establishing verification teams for completed project settlements.</li> <li>- Agreement on restructuring the personnel of the verification teams for completed project settlements.</li> <li>- Agenda for the 2024 Annual General Meeting of Shareholders for Hanoi - Quang Tri Beer Joint Stock Company.</li> <li>- Agenda for the 2024 Annual General Meeting of Shareholders for Hanoi - Hung Yen 89 Beer Trading Joint Stock Company.</li> <li>- Amendments and supplements to the Personnel Management Regulations of Hanoi Beer Trading Joint Stock Company.</li> </ul>	
8	08/NQ-HĐQT-HABECO	30/05/2024	<ul style="list-style-type: none"> <li>- Agenda for the 2024 Annual General Meeting of Shareholders for Lilama Real Estate Joint Stock Company and HABECO Investment and Development Joint Stock Company.</li> </ul>	100%
9	09/NQ-HĐQT-HABECO	26/06/2024	<ul style="list-style-type: none"> <li>- Implementation of the appointment process for the position of Deputy Director at Hanoi - Thanh Hoa Beer Joint Stock Company.</li> </ul>	100%



No.	Resolution No.	Date	Content	Approval rate
			<ul style="list-style-type: none"> <li>- Approval of the remuneration fund for HABECO Trading One-Member LLC for 2023.</li> <li>- Draft Financial Management Regulations for Hanoi Beer Trading Joint Stock Company.</li> <li>- Agenda for the Board of Directors meeting and the 2024 Annual General Meeting of Shareholders at Hanoi - Nghe An Beer Joint Stock Company.</li> </ul>	
10	10/NQ-HĐQT-HABECO	01/07/2024	<ul style="list-style-type: none"> <li>- Results of the selection process for the independent auditing firm for 2024.</li> <li>- Personnel matters at Hanoi - Thai Binh Beer Joint Stock Company.</li> </ul>	100%
11	11/NQ-HĐQT-HABECO	17/07/2024	<ul style="list-style-type: none"> <li>- Reappointment of Mr. Pham Trung Kien as Deputy General Director of HABECO.</li> <li>- Results of the evaluation of HABECO's Capital Representatives and Supervisors in 2023.</li> <li>- Proposal for the distribution of after-tax profits for 2023, the business plan for 2024, and the plan for the distribution of after-tax profits for 2024 for HABECO Trading One-Member LLC.</li> </ul>	100%
12	12/NQ-HĐQT-HABECO	29/07/2024	<ul style="list-style-type: none"> <li>- Agreement on the approval of the final settlement for completed projects.</li> <li>- Issuance of the "Regulations on Marketing Budget Management."</li> <li>- Agreement on seeking shareholder approval in writing for the election of Board of Directors members for the 2024-2029 term.</li> <li>- Agreement on the dividend payment plan for 2022 of HABECO.</li> </ul>	100%

No.	Resolution No.	Date	Content	Approval rate
			<ul style="list-style-type: none"> <li>- Implementation of the reappointment process for the position of Director at Hanoi - Thanh Hoa Beer Joint Stock Company.</li> <li>- Implementation of the reappointment process for the position of Director at Hai Phong HABECO Joint Stock Company.</li> <li>- Reappointment of Mr. Vu Xuan Dung as Deputy General Director of HABECO.</li> </ul>	
13	13/NQ-HĐQT-HABECO	20/9/2024	<ul style="list-style-type: none"> <li>- Reward and welfare funds for 2022 of HABECO.</li> <li>- Regarding the liquidation of assets by HABECO Trading One-Member LLC.</li> <li>- Purchase assets of the Company.</li> <li>- Approval of the report and recommendations on financial supervision results for the first half of 2024 for subsidiary companies.</li> </ul>	100%
14	14/NQ-HĐQT-HABECO	7/10/2024	<ul style="list-style-type: none"> <li>- Approval of norms at the Factory.</li> <li>- Policy on renovating and repairing bottling line No.2.</li> <li>- Implementation of the reappointment process for the position of Deputy Director at Hanoi Beer - Alcohol - Beverage Technology Investment and Development Joint Stock Company.</li> <li>- Resolution content of the Members' Council of San Miguel Yamamura Glass Co., Ltd., Hai Phong.</li> </ul>	100%
15	15/NQ-HĐQT-HABECO	3/12/2024	<ul style="list-style-type: none"> <li>- Implementation of the reappointment process for the position of Director at Hanoi Beer - Alcohol - Beverage Technology Investment and Development Joint Stock Company.</li> </ul>	100%



No.	Resolution No.	Date	Content	Approval rate
			<ul style="list-style-type: none"> <li>- Implementation of the reappointment process for the position of Deputy Director at Hanoi Beer - Alcohol - Beverage Technology Investment and Development Joint Stock Company.</li> <li>- Personnel Management Regulations for Hanoi - Thai Binh Beer Joint Stock Company.</li> <li>- Agreement to seek shareholder approval in writing for the following:</li> <li>- Election of one independent Board of Directors member for the 2025–2030 term.</li> <li>- Election of one Supervisory Board member for the 2025–2030 term.</li> <li>- Approval of the profit distribution plan for 2023.</li> <li>- Final registration date to finalize the shareholder list: 03/01/2025.</li> <li>- Policy and plan for purchasing keg shells, labels, and 1-liter crates by Hanoi Beer Trading Joint Stock Company.</li> <li>- Report seeking guidance from the Ministry of Industry and Trade on HABECO's 2025 business and production plan.</li> <li>- Policy on supplying saturated steam for production.</li> <li>- Implementation of the reappointment process for the position of Chief Accountant of HABECO for Ms. Pham Thu Thuy.</li> <li>- Approval of the contract signing between HABECO and HABECO Trading One-Member LLC.</li> </ul>	

No.	Resolution No.	Date	Content	Approval rate
16	16/NQ-HĐQT-HABECO	30/12/2024	<ul style="list-style-type: none"> <li>- Report seeking guidance from the Ministry of Industry and Trade on the Regulations for the management and use of digital signatures and electronic documents.</li> <li>- Personnel matters at HABECO Hai Phong Joint Stock Company.</li> <li>- Approval of contracts and transactions for 2025 between HABECO and related parties.</li> <li>- Allocation of the reward fund for the Management Board for 2023.</li> <li>- Deferred payment policy for purchasing goods in 2025 for HABECO Trading One-Member LLC.</li> <li>- Results of the internal audits conducted as part of the 2024 Audit Plan.</li> </ul>	100%

### III. Board of Supervisors (Annual report)

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

No.	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors	The date ceasing to be the member of the Board of Supervisors	Qualification
1	Ms. Chu Thi Thu Trang	Head	28/6/2018		Bachelor of Accounting; Bachelor of Business Administration in Trade
2	Ms. Thieu Hong Nhung	Member	22/01/2020		Bachelor of Economics
3	Mr. Tran Duc Giang	Member	28/6/2023		Bachelor of Business Administration



## **2. Meetings of Board of Supervisors**

<b>No.</b>	<b>Members of Board of Supervisors</b>	<b>Number of meetings attended</b>	<b>Attendance rate</b>	<b>Voting rate</b>	<b>Reason for absence</b>
1	Ms. Chu Thi Thu Trang	03/03	100%	100%	
2	Ms. Thieu Hong Nhung	03/03	100%	100%	
3	Mr. Tran Duc Giang	03/03	100%	100%	

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

- The Board of Supervisors designates personnel to attend all General Shareholders' Meetings, meetings of the Board of Directors, weekly coordination meetings, and other meetings of the Executive Board (if invited by the Executive Board).

- The reports presented by the Executive Board to the Board of Directors are sent to the Supervisors at the same time and through the same method as those sent to the Board members.

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

The Board of Supervisors, the Board of Directors, the Executive Board, and other management personnel regularly exchange information and collaborate with the highest level of responsibility, honesty, and proactivity. They work together to resolve any issues or difficulties, creating favorable conditions for the members by the provisions set out in the Articles of Association, regulations, the common action plan, and in the best interests of HABECO.

## **5. Other activities of the Board of Supervisors (if any)**

The Board of Supervisors evaluates the completeness, legality, and accuracy of HABECO's business performance reports, annual and semi-annual financial statements, and the report on the Board of Directors' management activities. It also examines the company's accounting records, financial documents, and other materials, as well as the company's management and operations when deemed necessary, and engages in different activities in compliance with applicable laws, the Articles of Association, and HABECO's internal regulations.

#### 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. Ngo Que Lam <i>General Director</i>	07/09/1972	Master of Business Administration; Mechanical Engineering; Bachelor of Laws	28/06/2018
2	Mr. Vu Xuan Dung <i>Deputy General Director</i>	02/02/1973	Master of Biology; Bachelor of Accounting	16/07/2009
3	Mr. Bui Truong Thang <i>Deputy General Director</i>	27/03/1967	Bachelor of Materials Economics	01/02/2018
4	Mr. Pham Trung Kien <i>Deputy General Director</i>	05/04/1970	Master of Business Administration; Food Technology Engineer; Bachelor of Industrial Business Administration and Basic Construction.	29/07/2019
5	Mr. Tran Thuan An <i>Deputy General Director</i>	10/10/1975	Bachelor of Industrial and Construction Business Administration	20/04/2020



## **V. Chief accountant**

<b>Full name</b>	<b>Date of birth</b>	<b>Qualification</b>	<b>Date of appointment</b>
Ms. Pham Thu Thuy	01/10/1982	Bachelor of Accounting; Bachelor of English	08/01/2020

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

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, General Director, other managers and secretaries in accordance with regulations on corporate governance: None.

## **VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of the Company**

1. The list of affiliated persons of HABECO: Details are in Appendix 1 attached to this Report.

2. Transaction between HABECO and its affiliated persons or between HABECO and major shareholders, internal persons, and related person of internal person: Details are in Appendix 3 attached to this Report.

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 HABECO and other objects:

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, 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): Details are in Appendix 4 attached to this Report.

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, 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, 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: Details are in Appendix 2 attached to this Report.

2. Transactions of internal persons and affiliated persons with shares of HABECO: None.

**IX. Other significant issues: None.**

*Recipients:*

- As mentioned above;
- BOD;
- Board of Supervisors;
- Archive: AD, Offices of BoD.

**CHAIRMAN OF THE BOARD OF DIRECTORS**



*Trần Đình Thanh*



# APPENDIX 1: LIST OF AFFILIATED PERSONS OF HANOI BEER ALCOHOL BEVERAGE JOINT STOCK CORPORATION

(Attached to Document No.57/BC-HABECO dated 23/January/2025 of the Corporation)

No.	Name of Organization/ Individual	Position at the trading account (if any)	Position at the Company (if any)	ID card No./Passport No./Business Registration Certificate No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationships related to the Company/ Internal person
1	2	3	4	5	6	7	8	9	10	11	12
A	INTERNAL PERSON										
A1	Board of Directors (BoD)										
1	Tran Dinh Thanh		Chairman of the BoD					28/6/2018			
2	Ngô Que Lan		Member of the BoD					28/6/2018			
3	Vu Xuan Dung		Member of the BoD					16/07/2009			
4	Tran Thuan An		Member of the BoD					06/09/2019			
5	Bui Huu Quang		Member of the BoD					22/01/2020			
6	Quan Le Ha		Independent Member of the BoD					22/01/2020			
7	Tran Danh Dang		Independent Member of the BoD					28/6/2023			
A2	Legal representative										
1	Tran Dinh Thanh		Chairman of the BoD					28/6/2018			
2	Ngô Que Lan		General Director					28/6/2018			
A3	General Directors and Deputy General Directors										
1	Ngô Que Lan		General Director					28/6/2018			
2	Bui Trung Thang		Deputy General Director					01/02/2018			
3	Vu Xuan Dung		Deputy General Director					16/07/2009			
4	Pham Trung Kien		Deputy General Director					29/7/2019			
5	Tran Thuan An		Deputy General Director					06/09/2019			
A4	Board of Supervisors										
1	Chu Thi Thu Trang		Head of the Supervisory Board					28/6/2018			
2	Thieu Hong Nhung		Member of the Supervisory Board					22/01/2020			
3	Tran Duc Giang		Member of the Supervisory Board					28/6/2023			
A5	Chief Accountant/Accounting Officer										
1	Pham Thu Thuy		Chief Accountant					01/08/2020			
A6	Person authorized to disclosure information										
1	Bui Trung Thang		Deputy General Director					01/02/2018			
A7	Person in charge of corporate governance - Secretary of HABECO										
1	Tran Minh Tuan		Chief of the Office of the Board of Directors; In charge of HABECO administration and HABECO Secretary					25/4/2019			
B	AFFILIATED PERSON OF INTERNAL PERSON										
1	Tran Dinh Thanh		Chairman of the Board of Directors					28/6/2018			
1.01	Tran Tinh							28/6/2018			Father
1.02	Tran Thi Nghia							28/6/2018			Mother



No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the Company (if any)	ID card No./Business Registration Certificate No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationships related to the Company/ Internal person
1.03	Phan Phuoc Dong							28/6/2018			Father-in-law
1.04	Do Thi Thuy Long							28/6/2018			Mother-in-law
1.05	Phan Tu Anh							28/6/2018			Wife
1.06	Tran Minh Trang							28/6/2018			Offspring
1.07	Tran Thanh Giang							28/6/2018			Offspring
1.08	Tran Dinh Xuan							28/6/2018			Sibling
1.09	Tran Thi Minh Thu							28/6/2018			Sibling
1.10	Tran Viet Kim							28/6/2018			Brother-in-law
1.11	Nguyen Thi Thu Hien							28/6/2018			Sister-in-law
1.12	Ministry of Industry and Trade		Representation of state capital	189/2007/ND-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem District, Hanoi	07/10/2019			Related Organizations
1.13	Habeco Commerce One Company Limited		Chairman of the Company	0104068531	21/07/2009	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	28/6/2018			Related Organizations
1.14	Hanoi-Quang Ninh Beer Alcohol and Beverage Joint Stock Company		Chairman of the Board of Directors	5700569263	12/02/2005	Quang Ninh Department of Planning and Investment	Lot 20, Cai Lan Industrial Park, Bai Chay, Ha Long City, Quang Ninh	28/6/2018			Related Organizations
1.15	Hanoi Beer Alcohol Beverages Investment Development Joint Stock Company		Chairman of the Board of Directors	0102104745	12/11/2006	Hung Yen Department of Planning and Investment	Street 206, Pho Noi A Industrial Area, Trung Trac Commune, Van Lam District, Hung Yen Province, Vietnam	28/6/2018			Related Organizations
2	Ngo Que Lam		Member of the Board of Directors General Director					28/6/2018			
2.01	Ngo Van Que							28/6/2018			Father
2.02	Nguyen Thi My Le							28/6/2018			Mother
2.03	Ha Van Tuyen							28/6/2018			Father-in-law
2.04	Dao Thi Diem							28/6/2018			Mother-in-law
2.05	Ha Thi Huong Mai							28/6/2018			Wife
2.06	Ngo The Phong							28/6/2018			Offspring
2.07	Ngo Gia Phuc							28/6/2018			Offspring
2.08	Ngo Que Lan							28/6/2018			Sibling
2.09	Trinh Lan Phuong							28/6/2018			Sister-in-law
2.10	Ministry of Industry and Trade		Representation of state capital	189/2007/ND-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem District, Hanoi	07/10/2019			Related Organizations
3	Vu Xuan Dung		Member of the Board of Directors Deputy General Director					16/07/2009			
3.01	Vu Dang Toan							16/07/2009			Father
3.02	Nguyen Thi Tuyet										Mother
3.03	Nguyen Nhu Hien										Father-in-law
3.04	Lam Thi Hong										Mother-in-law
3.05	Nguyen Hong Hanh							16/07/2009			Wife
3.06	Vu Hanh Linh							16/07/2009			Offspring
3.07	Vu Thi Tam							16/07/2009			Sibling
3.08	Vu Xuan Hung							16/07/2009			Brother
3.09	Nguyen Thi Thai Ha							16/07/2009			Sister-in-law
3.10	Khuat Van Thuy							16/07/2009			Brother-in-law
3.11	Ministry of Industry and Trade		Representation of state capital	189/2007/ND-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem District, Hanoi	07/10/2019			Related Organizations
4	Tran Tuan An		Member of the Board of Directors Deputy General Director					06/09/2019			
4.01	Tran Doan Nguyen							06/09/2019			Father
4.02	Nguyen Thi Thuan							06/09/2019			Mother
4.03	Do Duc Thach							06/09/2019			Father-in-law
4.04	Nguyen Thi Dung							06/09/2019			Mother-in-law
4.05	Do Anh Thu							06/09/2019			Wife



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4.06	Tran Quang Huy							06/09/2019			Offspring
4.07	Tran Nam Phong							06/09/2019			Offspring
4.08	Tran Nguyen Nhung							06/09/2019			Sibling
4.09	Tran Thi Xuyen							06/09/2019			Sibling
4.10	Tran Thanh Uyen							06/09/2019			Sibling
4.11	Pham Ngoc Nam							06/09/2019			Brother-in-law
4.12	Pham Hung							06/09/2019			Brother-in-law
4.13	Bui Thanh Tung							06/09/2019			Brother-in-law
4.14	Ministry of Industry and Trade		Representation of state capital	189/2007/ND-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem District, Hanoi	07/10/2019			Related Organizations
5	Bui Huu Quang		Member of the Board of Directors					22/01/2020			
5.01	Bui Huu Khang										Father
5.02	Vu Thi Yen										Mother
5.03	Ha Van An										Father-in-law
5.04	Dam Thi Mai Lien							22/01/2020			Mother-in-law
5.05	Ha Thi Thu Hang							22/01/2020			Wife
5.06	Bui Ha Linh							22/01/2020			Offspring
5.07	Bui Vu Lam							22/01/2020			Offspring
5.08	Bui Huu Nhan							22/01/2020			Brother
5.09	Nguyen Thi Yen							22/01/2020			Sister-in-law
5.10	Bui Thi Keng							22/01/2020			Sibling
5.11	Doan Van Binh							22/01/2020			Brother-in-law
5.12	Bui Huu Nhuân							22/01/2020			Brother
5.13	Tran Thi Ninh							22/01/2020			Sister-in-law
5.14	Bui Thi Nhuân							22/01/2020			Sibling
5.15	Nguyen Tien Lien							22/01/2020			Brother-in-law
5.16	Bui Huu Tam							22/01/2020			Brother
5.17	Le Thi Ngoc							22/01/2020			Sister-in-law
5.18	Bui Thi Nguyệt							22/01/2020			Sibling
5.19	Bui Thi Hong							22/01/2020			Sibling
5.20	Nguyen Van Loc							22/01/2020			Brother-in-law
5.21	Carlsberg Breweries A/S		Carlsberg's Capital Representative at HABECO, Carlsberg's Chief Strategy Officer	25508343	29/6/2000	Copenhagen, Denmark	100, Ny Carlsberg Vej, 1760 Copenhagen V, Denmark	22/01/2020			Related Organizations
6	Quan Le Ha		Independent Member of the Board of Directors					22/01/2020			
6.01	Quan Van Thinh										Father
6.02	Nguyen Thi Le							22/01/2020			Mother
6.03	Le Huu							22/01/2020			Father-in-law
6.04	Nguyen Thi Mai Phuong										Mother-in-law
6.05	Nguyen Thi Hien							22/01/2020			Mother-in-law (Stepmother)
6.06	Le Song Tung							22/01/2020			Husband
6.07	Le Hoai Linh							22/01/2020			Offspring
6.08	Le Tung Giang							22/01/2020			Offspring
6.09	Quan Le Son							22/01/2020			Sibling
6.10	Trinh Phuong Nhi							22/01/2020			Sister-in-law
7	Tran Danh Dang		Thành viên độc lập HDQT					28/6/2023			
7.01	Tran Ba Sinh										Father
7.02	Bui Thi Lieu										Mother
7.03	Le Van Chuc										Father-in-law
7.04	Nguyen Thi Cam										Mother-in-law
7.05	Le Thi Hoan										Wife
7.06	Tran Phuong Thao										Offspring
7.07	Tran Phuong Mai										Offspring
7.08	Tran Thi Nhat										Sibling



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7.09	Tran Danh Bao										Sibling
7.10	Tran Thi Ly										Sibling
7.11	Tran Thanh Tung										Sibling
7.12	Tran Thi Sinh										Sibling
7.13	Tran Thi Lan										Sibling
7.14	Do Dinh Dua										Brother-in-law
7.15	Lam Van Hanh										Brother-in-law
7.16	Vuong Quoc Chien										Brother-in-law
7.17	Tran Van Dai										Brother-in-law
7.18	Tran Thi Thu Thuy										Sister-in-law
7.19	Bui Thi Anh										Sister-in-law
8	Bui Truong Thang		Deputy General Director					01/02/2018			
8.01	Bui Duc Khoi										Father
8.02	Do Thi Trinh							01/02/2018			Mother
8.03	Le Minh Tuong										Father-in-law
8.04	Le Thi Nhi										Mother-in-law
8.05	Le Thi Minh Hien							01/02/2018			Wife
8.06	Bui Linh Giang							01/02/2018			Offspring
8.07	Bui Minh Anh							01/02/2018			Offspring
8.08	Bui Thanh Huyen							01/02/2018			Sibling
8.09	Tran Ngoc Tam							01/02/2018			Brother-in-law
8.10	Hanoi-Thanh Hoa Beer Joint Stock Company		Chairman of the BoD	2800791192	24/03/2004	Thanh Hoa Department of Planning and Investment	Lot 152 Quang Trung, Ngoc Trao, Thanh Hoa City, Thanh Hoa Province	01/02/2018			Related Organizations
8.11	Hanoi-Nghe An Beer Joint Stock Company		Chairman of the BoD	2900884330	04/09/2008	Nghe An Department of Planning and Investment	Zone B-Nam Cam Industrial Park, Nghi Long, Nghi Loc, Nghe An	01/02/2018			Related Organizations
8.12	Hanoi-Quang Binh Beer Joint Stock Company		Chairman of the BoD	3100301045	19/11/2003	Quang Binh Department of Planning and Investment	TK13, Bac Ly Ward, Dong Hoi, Quang Binh	01/02/2018			Related Organizations
8.13	Hanoi-Quang Tri Beer Joint Stock Company		Chairman of the BoD	3200264157	31/5/2007	Quang Tri Department of Planning and Investment	RD6 Road - Quan Ngang Industrial Park, Gio Quang, Gio Linh, Quang Tri	01/02/2018			Related Organizations
9	Pham Trung Kien		Deputy General Director					29/7/2019			
9.01	Pham Khac Cu										Father
9.02	Bui Thi Ty										Mother
9.03	Nguyen Van Chien										Father-in-law
9.04	Chu Thi Hoang Yen							29/7/2019			Mother-in-law
9.05	Nguyen Thi Mai Hanh							29/7/2019			Wife
9.06	Pham Mai Khanh							29/7/2019			Offspring
9.07	Pham Duy Tung							29/7/2019			Offspring
9.08	Pham Khac Trung							29/7/2019			Brother
9.09	Pham Hong Quang							29/7/2019			Brother
9.10	Pham Phu Cuong							29/7/2019			Brother
9.11	Nguyen Thi The							29/7/2019			Sister-in-law
9.12	Le Thi Hien							29/7/2019			Sister-in-law
9.13	Pham Thi Huong							29/7/2019			Sister-in-law
9.14	Nguyen Duc Tam							29/7/2019			Son-in-law
9.15	Hanoi-Kim Bai Beer Joint Stock Company		Chairman of the Board of Directors	0500293795	02/12/2004	Hanoi Department of Planning and Investment	No. 40, Kim Bai Town, Thanh Oai, Hanoi City	29/7/2019			Related Organizations
9.16	Hanoi-Thai Binh Beer Joint Stock Company		Member of the Board of Directors	1000317707	29/07/2005	Thai Binh Department of Planning and Investment	Lot CN1, TBS-Song Tra Industrial Park, Tan Binh, Ho Chi Minh City, Thai Binh, Thai Binh Province	29/7/2019			Related Organizations
9.17	Hanoi Liquor and Beverage Joint Stock Company		Chairman of the Board of Directors	0100102245	06/12/2006	Hanoi Department of Planning and Investment	94 Lo Duc, Pham Dinh Ho, Hai Ba Trung, Ho Chi Minh City, Hanoi	29/7/2019			Related Organizations
9.18	Hanoi-Hung Yen Beer Trading Joint Stock Company 89		Member of the Board of Directors	0900270055	14/05/2007	Hung Yen Department of Planning and Investment	Street 206, Trung Trac, Van Lam, Hung Yen	26/02/2021			Related Organizations



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10	Chu Thi Thu Trang		Head of the Supervisory Board					28/6/2018			
10.01	Chu Van Hanh										Father
10.02	Le Thu Ha							28/6/2018			Mother
10.03	Tran Quang Huu							28/6/2018			Father-in-law
10.04	Le Thi Loan							28/6/2018			Mother-in-law
10.05	Tran Quang Hieu							28/6/2018			Husband
10.06	Tran Bao Linh							28/6/2018			Offspring
10.07	Tran Bao Khanh							28/6/2018			Offspring
10.08	Chu Thu Van							28/6/2018			Sibling
10.09	Nguyen Le Hoang							28/6/2018			Brother-in-law
11	Tran Minh Tuan		Chief of the Office of the Board of Directors; In charge of HABECO administration and HABECO Secretary					25/4/2019			
11.01	Tran Huu Dang							25/4/2019			Father
11.02	Pham Thi Chien							25/4/2019			Mother
11.03	Pham Ngoc Tai							25/4/2019			Father-in-law
11.04	Vu Thi Kim Lien							25/4/2019			Mother-in-law
11.05	Pham Thi Lien Ngoc							25/4/2019			Wife
11.06	Tran Huu Ngoc Quang							25/4/2019			Offspring
11.07	Tran Huu Quang Huy							25/4/2019			Offspring
11.08	Tran Minh Thanh							25/4/2019			Sibling
11.09	Tran Thi Mai Huong							25/4/2019			Sibling
11.10	Nguyen Cong Minh							25/4/2019			Brother-in-law
11.11	Do Thi Thuy Chung							25/4/2019			Sister-in-law
11.12	Hanoi - Nam Dinh Beer Joint Stock Company		Member of the Board of Directors	0600161270	12/06/1999	Nam Dinh Department of Planning and Investment	No. 5 Thai Binh Street, Ha Long, Nam Dinh City, Nam Dinh Province	06/03/2020			Related Organizations
11.13	Hanoi Beer Trading Joint Stock Company		Member of the Board of Directors	0102111943	12/08/2006	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	26/4/2022			Related Organizations
12	Thieu Hong Nhung		Member of the Supervisory Board					22/01/2020			
12.01	Le Thi Da							22/01/2020			Mother
12.02	Thieu Quang Dieu							22/01/2020			Father
12.03	Nguyen Phan Nam							22/01/2020			Father-in-law
12.04	Do Thi Hoi							22/01/2020			Mother-in-law
12.05	Nguyen Do Viet							22/01/2020			Husband
12.06	Nguyen Bao Phuong							22/01/2020			Offspring
12.07	Nguyen Thao Linh							22/01/2020			Offspring
12.08	Thieu Minh Nguyet							22/01/2020			Sibling
12.09	Nguyen Hoa Ly							22/01/2020			Brother-in-law
12.10	Carlsberg Breweries A/S			25508343	29/6/2000	Copenhagen, Denmark	100, Ny Carlsberg Vej, 1760 Copenhagen V, Denmark	22/01/2020			Related Organizations
13	Tran Duc Giang		Member of the Supervisory Board					28/6/2023			
13.01	Tran Quoc Bao							28/6/2023			Father
13.02	Nguyen Hien Luong							28/6/2023			Mother
13.03	Pham Duc Thuan							28/6/2023			Father-in-law
13.04	Tong Thi Thu							28/6/2023			Mother-in-law
13.05	Pham Thu Ha							28/6/2023			Wife
13.06	Tran Ha An							28/6/2023			Offspring
13.07	Tran Pham An Thuy							28/6/2023			Offspring
13.08	Tran Pham Hai Binh							28/6/2023			Offspring
13.09	Tran Thu Giang							28/6/2023			Sibling



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13.10	Hanoi Alcohol and Beverage Joint Stock Company			0100102245	12/06/2006	Hanoi Department of Planning and Investment	94 Lo Duc, Pham Dinh Ho, Hai Ba Trung, Ho Chi Minh City, Hanoi	28/6/2023			Related Organizations
13.11	Hanoi – Thanh Hoa Beer Joint Stock Company			2800791192	24/03/2004	Thanh Hoa Department of Planning and Investment	Lot 152 Quang Trung, Ngoc Trao, Thanh Hoa City, Thanh Hoa Province	28/6/2023			Related Organizations
13.12	Hanoi – Quang Binh Beer Joint Stock Company			3100301045	19/11/2003	Quang Binh Department of Planning and Investment	TK13, Bac Ly Ward, Dong Hoi, Quang Binh	28/6/2023			Related Organizations
13.13	Hanoi – Quang Tri Beer Joint Stock Company			3200264157	31/5/2007	Quang Tri Department of Planning and Investment	RD6 Road - Quan Ngang Industrial Park, Gio Quang, Gio Linh, Quang Tri	28/6/2023			Related Organizations
13.14	HAREC Investment and Trading Joint Stock Company			0102116074	13/12/2006	Hanoi Department of Planning and Investment	No. 4 Lang Ha Street, Ba Dinh District, Hanoi	28/6/2023			Related Organizations
13.15	HABECO Transport Joint Stock Company			0102551768	30/11/2007	Hanoi Department of Planning and Investment	No. 1199, Giai Phong Street, Thinh Liet, Hoang Mai, Ho Chi Minh City, Hanoi	28/6/2023			Related Organizations
14	Pham Thu Thuy		Chief Accountant					01/08/2020			
14.01	Pham Cong Tham							01/08/2020			Father
14.02	Nguyen Thi Xiem							01/08/2020			Mother
14.03	Nguyen Nang Mien							01/08/2020			Father-in-law
14.04	Nguyen Thi Tu							01/08/2020			Mother-in-law
14.05	Nguyen Nang Hai Nam							01/08/2020			Husband
14.06	Nguyen Nang Trung Hieu							01/08/2020			Offspring
14.07	Nguyen Nang Anh Tung							01/08/2020			Offspring
14.08	Nguyen Nang Bao Nguyen							01/08/2020			Offspring
14.09	Pham Ha Anh							01/08/2020			Brother
14.10	Pham Cong Thao							01/08/2020			Brother
14.11	Pham Thuy Ninh							01/08/2020			Sister-in-law
14.12	Dang Thi Oanh Oanh							01/08/2020			Sister-in-law
<b>C SUBSIDIARIES, ASSOCIATES, OTHER RELATED PERSONS</b>											
1	Habeco Trading Company Limited			0104068531	21/07/2009	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	21/07/2009			Subsidiaries
1.1	Tran Dinh Thanh										Chairman of the Company
1.2	Nguyen Thi Le Thuy										Director
2	Hanoi Beer Trading Joint Stock Company			0102111943	12/08/2006	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	12/08/2006			Subsidiaries
2.1	Nguyen Manh Hung										Chairman of the BoD
2.2	Tran Minh Tuan										Member of BoD
2.3	Nguyen Van Minh										Member of BoD
3	Hanoi-Hong Ha Beer Joint Stock Company			2600170014	19/08/2005	Phu Tho Department of Planning and Investment	Zone 1, Van Phu Ward, Viet Tri, Phu Tho	19/08/2005			Subsidiaries
3.1	Phan Minh Son										Chairman of the BoD
3.2	Le Van Tinh										Member of BoD
3.3	Nguyen Minh The										Director
3.4	Dinh Van Thuan										Member of BoD
4.5	Nguyen Tu Anh										Member of BoD
4	Habeco-Hai Phong Joint Stock Company			0200761964	24/9/2007	Hai Phong Department of Planning and Investment	Trung Son Town, An Lao, Hai Phong	24/9/2007			Subsidiaries
4.1	Pham Anh Tuan										Chairman of the BoD
4.2	Nguyen Hoang Giang										Member of BoD
4.3	Quach Thi Thu Huyen										Director
4.4	Tran Van Trung										Member of BoD
5	Hanoi-Hai Phong Beer Joint Stock Company			0200153370	20/09/2004	Hai Phong Department of Planning and Investment	No. 16 Lach Tray, Lach Tray Ward, Ngo Quyen District, Hai Phong City	20/09/2004			Subsidiaries
5.1	Pham Anh Tuan										Chairman of the BoD
5.2	Duong Thi Viet Nga										Member of BoD
5.3	Tran Van Trung										Member of BoD, Director
5.4	Dinh Duy Hoa										Member of BoD Deputy Director



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5.5	Le Due Tien										Member of BoD Deputy Director
6	Beer Alcohol Beverage Packaging Joint Stock Company			0200159453	16/05/2005	Hai Phong Department of Planning and Investment	No. 38, Ngo Quyen, Bottle Machine, Ngo Quyen, Hai Phong	16/05/2005			Subsidiaries
6.1	Nguyen Quang Thanh										Chairman of the BoD
6.2	Nguyen Due Khoi										Member of BoD
6.3	Doan Thi Thu Huyen										Member of BoD Director
7	Hanoi-Quang Ninh Beer Alcohol NGK Joint Stock Company			5700569263	12/02/2005	Quang Ninh Department of Planning and Investment	Lot 20, Cai Lan Industrial Park, Bai Chay, Ha Long City, Quang Ninh	12/02/2005			Subsidiaries
7.1	Tran Dinh Thanh										Chairman of the BoD
7.2	Ha Thi Bang										Member of BoD
7.3	Phan Due Hai										Member of BoD-Director
8	Hanoi-Hai Duong Beer Joint Stock Company			0800283766	19/9/2003	Hai Duong Department of Planning and Investment	Quan Thanh Street, Binh Han, Hai Duong City, Hai Duong Province	19/9/2003			Subsidiaries
8.1	Nguyen Quang Thanh										Chairman of the BoD
8.2	Tran Huy Loan										Member of BoD Director
8.3	Nguyen Thi Minh Nguyet										Member of BoD
8.4	Tran Van Ha										Member of BoD
9	Hanoi-Nam Dinh Beer Joint Stock Company			0600161270	12/06/1999	Nam Dinh Department of Planning and Investment	No. 5 Thai Binh Street, Ha Long, Nam Dinh City, Nam Dinh Province	12/06/1999			Subsidiaries
9.1	Nguyen Thi Kieu Chi										Chairman of the BoD Member of BoD Director
9.2	Dang Quang Thang										Member of BoD
9.3	Vu The Tuong										Member of BoD
9.4	Dang Thi Thuy										Member of BoD
9.5	Tran Minh Tuan										Member of BoD
10	Hanoi-Thai Binh Beer Joint Stock Company			1000317707	29/07/2005	Thai Binh Department of Planning and Investment	Lot CNI, TBS-Song Tra Industrial Park, Tan Binh, Ho Chi Minh City, Thai Binh, Thai Binh Province	29/07/2005	01/08/2024	Miễn nhiệm	Subsidiaries
10.1	Vu Thanh Liem										Chairman of the BoD
10.2	Pham Trung Kien										Chairman of the BoD
10.3	Hoang Chi Thanh										Member of BoD, Director
10.4	Nguyen Huu Cuong										Member of BoD, Deputy Director
10.5	Pham Xuan Hanh										Member of BoD
11	Vu Xuan Vinh										Member of BoD
11.1	Hanoi-Thanh Hoa Beer Joint Stock Company			2800791192	24/03/2004	Thanh Hoa Department of Planning and Investment	Lot 152 Quang Trung, Ngoc Trao, Thanh Hoa City, Thanh Hoa Province	24/03/2004			Subsidiaries
11.2	Bui Trung Thang										Chairman of the BoD
11.3	Luong Xuan Dung										Member of BoD
11.4	Nguyen Kien Cuong										Member of BoD Director
11.5	Do Truong Giang										Member of BoD
12	Le Anh Tuan										Member of BoD
12.1	Hanoi-Nghe An Beer Joint Stock Company			2900884330	04/09/2008	Nghe An Department of Planning and Investment	Zone B-Nam Cam Industrial Park, Nghi Long, Nghi Loc, Nghe An	04/09/2008			Subsidiaries
12.2	Bui Truong Thang										Chairman of the BoD
12.3	Nguyen The Tram										Member of BoD
12.4	Nguyen Manh Tung										Member of BoD, Deputy GD
12.5	Trinh Quang Huy										Member of BoD, Director
13	Nguyen The Hoi										Member of BoD
13.1	Hanoi-Quang Binh Beer Joint Stock Company			3100301045	19/11/2003	Quang Binh Department of Planning and Investment	TK13, Bac Ly, Dong Hoi, Quang Binh	19/11/2003			Subsidiaries
13.2	Bui Truong Thang										Chairman of the BoD
13.3	Nguyen Thi Nam Huong										Member of BoD Director



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13.4	Nguyen Minh The										Member of BoD
13.5	Nguyen Bich Thuy (No longer a Member of the Board of Directors from 24/4/2024)								24/04/2024	Hết nhiệm kỳ	Member of BoD
14	Tran Quang										Member of BoD
14.1	Hanoi-Quang Tri Beer Joint Stock Company			3200264157	31/5/2007	Quang Tri Department of Planning and Investment	RD6 Road - Quan Ngang Industrial Park, Gio Quang, Gio Linh, Quang Tri	31/5/2007			Subsidiaries
14.2	Bui Trung Thang										Chairman of the BoD
14.3	Nguyen Bich Thuy										Member of BoD
15	Dinh Le Anh										Member of BoD, Director
15.1	Hanoi Alcohol and Beverage Joint Stock Company			0100102245	12/06/2006	Hanoi Department of Planning and Investment	94 Lo Duc, Pham Dinh Ho, Hai Ba Trung, Ho Chi Minh City, Hanoi	12/06/2006			Subsidiaries
15.2	Pham Trung Kien										Chairman of the BoD
15.3	Phan Minh Son										Member of BoD
15.4	Tran Hau Cuong										Member of BoD
15.5	Nguyen Anh Thi										Member of BoD
16	Murugavel Shanmugam (Vcl)										Member of BoD
16.1	Hanoi Beer Alcohol Beverage Technology Development Investment Joint Stock Company			0102104745	12/11/2006	Hung Yen Department of Planning and Investment	Street 206, Pho Noi A Industrial Area, Trung Trac Commune, Van Lam District, Hung Yen Province, Vietnam	12/11/2006			Subsidiaries
16.2	Tran Dinh Thanh										Chairman of the BoD
16.3	Nguyen Thi Kieu Chi										Member of BoD
17	Nguyen Thu Ha										Member of BoD Director
17.1	Habeco Packaging Joint Stock Company			0102356862	31/08/2007	Hanoi Department of Planning and Investment	No. 183 Hoang Hoa Tham, Ngoc Ha, Ba Dinh, Hanoi	31/08/2007			Affiliated Company
17.2	Hanoi-Hung Yen 89 Beer Trading Joint Stock Company			0900270055	14/05/2007	Hung Yen Department of Planning and Investment	Street 206, Trung Trac, Van Lam, Hung Yen	14/05/2007			Other investments
17.3	HABECO Investment and Development Joint Stock Company			0500574108	12/12/2007	Ha Tay Department of Planning and Investment	Room 1, 13th Floor, Harec Office Building, No. 4A Lang Ha, Thanh Cong Ward, Ba Dinh District, Hanoi City	12/12/2007			Affiliated Company
18	Hanoi-Kim Bai Beer Joint Stock Company			0500293795	12/02/2004	Hanoi Department of Planning and Investment	No. 40, Kim Bai Town, Thanh Oai, Hanoi	12/02/2004			Affiliated Company
19	Hai Phong SanMiguel Yamamura Glassware Company Limited			0200125285	04/11/2008	Hai Phong Department of Planning and Investment	No. 17A, Ngo Quyen, Chai Machine, Ngo Quyen, Hai Phong	04/11/2008			Affiliated Company
20	Habeco Transport Joint Stock Company			0102551768	30/11/2007	Hanoi Department of Planning and Investment	No. 1199, Giai Phong Street, Thinh Liet, Hoang Mai, Hanoi	30/11/2007			Affiliated Company
21	Harec Investment and Trading Joint Stock Company			0102116074	13/12/2006	Hanoi Department of Planning and Investment	No. 4 Lang Ha Street, Ba Dinh District, Hanoi	13/12/2006			Affiliated Company
22	Vinacelglass Joint Stock Company			0301446937	25/12/2006	Ho Chi Minh City Department of Planning and Investment	No. 96 Street 15, Quarter 5, An Phu Ward, Thu Duc City, Ho Chi Minh City	25/12/2006			Other investments
23	Industrial University of Vinh			0383535232	13/6/2013	Prime Minister	Số 26 đường Nguyễn Thái Học, phường Đội Cung, TP Vinh, Nghệ An	13/6/2013			Other investments
24	Lilama Real Estate Joint Stock Company			0102345525	18/8/2007	Hanoi Department of Planning and Investment	2nd Floor, No. 124 Minh Khai Street, Minh Khai Ward, HBT District, Hanoi City	18/8/2007			Other investments
25	SHAREHOLDERS WHO OWN MORE THAN 10% OF THE SHARES HAVE VOTING RIGHTS										
26	Ministry of Industry and Trade			189/2007/ND-CP	27/12/2007	Government	No. 54 Hai Ba Trung, Hoan Kiem District, Hanoi	16/06/2008			Shareholder
D	Carlsberg Breweries A/S			25508343	29/6/2000	Copenhagen, Denmark	100 Ny Carlsberg Vej, 1760 Copenhagen V, Denmark	19/5/2008			Shareholder



APPENDIX 2: LIST OF INTERNAL PERSONS AND AFFILIATED PERSONS OF INTERNAL PERSONS

(Attached to Document No. 57/BC-HABECO dated 23/January/2025 of the Corporation)

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No./Business Registration Certificate No.	Date of issue	Place of issue	Address	Number of shares at the end of the period	Shares percentage owned at the end of the period (%)	Notes
1	2	3	4	5	6	7	8	9	10	11
A	INTERNAL PERSON									
A1	Board of Directors (BoD)									
1	Tran Dinh Thanh		Chairman of the BoD					6,900	0,00003	
2	Ngo Que Lam		Member of the BoD					1,100	0,000005	
3	Vu Xuan Dung		Member of the BoD							
4	Tran Thuan An		Member of the BoD							
5	Bui Huu Quang		Member of the BoD							
6	Quan Le Ha		Independent Member of the BoD							
7	Tran Danh Dang		Independent Member of the BoD							
A2	Legal representative									
1	Tran Dinh Thanh		Chairman of the BoD							
2	Ngo Que Lam		General Director							
A3	General Directors and Deputy General Directors									
1	Ngo Que Lam		General Director					1,100	0,000005	
2	Bui Truong Thang		Deputy General Director							
3	Vu Xuan Dung		Deputy General Director							
4	Pham Trung Kien		Deputy General Director							
5	Tran Thuan An		Deputy General Director							
A4	Board of Supervisors									
1	Chu Thi Thu Trang		Head of the Supervisory Board							
2	Thieu Hong Nhung		Member of the Supervisory Board							
3	Tran Duc Giang		Member of the Supervisory Board							
A5	Chief Accountant/Accounting Officer									
1	Pham Thu Thuy		Chief Accountant					50	0,0000002	
A6	Person authorized to disclosure information									
1	Bui Truong Thang		Deputy General Director							
A7	Person in charge of corporate governance - Secretary of HABECO									
1	Tran Minh Tuan		Chief of the Office of the Board of Directors; In charge of HABECO administration and HABECO Secretary							





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**APPENDIX 3**  
**TRANSACTIONS BETWEEN HABECO AND THE AFFILIATED PERSONS OR**  
**BETWEEN HABECO AND MAJOR SHAREHOLDERS, INTERNAL PERSONS, AND AFFILIATED PERSON OF INTERNAL PERSONS**  
(Attached to Document No.57/BC-HABECO dated 23/January/2025 of the Corporation)

No.	Company Name	Relationship	Business-Registration Certificate No. *, Date of issue, Place of issue	Head Office Address	Trading Day	No. Resolutions/Decisions approved by the General Meeting of Shareholders/Board of Directors (if any, clearly stating the date of issue)	Content, quantity, total value of transactions	Notes
1	Hanoi Beer Alcohol Beverage Technology Development Investment Joint Stock Company	Subsidiary (Mr. Tran Dinh Thanh is the Chairman of the Board of Directors of the Company)	0102104745 issued by Hung Yen Department of Planning and Investment on 11/12/2006	Street 206, Noi A Van Lam Industrial Park, Hung Yen	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No.: 04 - 2025/HABECO - ID signed on 31/12/2024. Total expected contract value: VND 763,426,232,388	
2	Hanoi-Thanh Hoa Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	2800791192 issued by Thanh Hoa Department of Planning and Investment on 24/3/2004	152 Quang Trung Street, Ngoc Tra Ward, Thanh Hoa City, Thanh Hoa Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Trademark license agreement No. 10 - HD / HABECO - HABECO ID signed on 31/12/2024. Total contract value: 3,720,920,500 VND	
3	Hanoi-Quang Binh Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3100301045 issued by the Department of Planning and Investment of Quang Binh on 19/11/2003	Sub-zone 13, Bac Ly Ward, Dong Hoi City, Quang Binh Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 01 - 2025/HABECO - HTH signed on 31/12/2024. Total expected contract value: 233,716,371,397 VND	
4	Hanoi-Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3200264157 issued by the Department of Planning and Investment of Quang Tri province on 31/5/2007	RD6 Road - Quan Ngang Industrial Park - Gio Quang - Gio Linh - Quang Tri	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Trademark license agreement No. 08 - HD / HABECO - HTH signed on 31/12/2024. Total contract value: VND 438,766,584	
5	Hanoi-Nghe An Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	2900884330 issued by the Department of Planning and Investment of Nghe An province on 9/4/2008	Zone B, Nam Cam Industrial Park, Southeast Economic Zone, Nghi Loc District, Nghe An	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 02 - 2025/HABECO - BQB signed on 31/12/2024. Total expected contract value: 103,291,912,358 VND	
6	Hanoi-Hung Yen 89 Beer Trading Joint Stock Company	Affiliated company (Mr. Pham Trung Kien is a member of the Board of Directors)	0900270055 issued by the Department of Planning and Investment of Hung Yen province on 14/5/2007	Road 206, Trung Trac Commune, Van Lam District, Hung Yen Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 07 - 2025/HABECO - BNA signed on 31/12/2024. Total expected contract value: VND 603,687,601,436	
7	Hanoi-Thai Binh Beer Joint Stock Company	Affiliated company (Mr. Pham Trung Kien is a member of the Board of Directors)	1000317707 issued by the Department of Planning and Investment of Thai Binh province on 29/7/2005	Lot CN 1, TBS Industrial Park - Song Tra, Tan Binh Commune, Thai Binh City, Thai Binh Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Trademark license agreement No. 07 - HD / HABECO - NA signed on 31/12/2024. Total contract value: 572,203,203 VND	
8	Habeco - Hai Phong Joint Stock Company	Subsidiaries	0200761964 by the Department of Planning and Investment of Hai Phong issued on 24/9/2007	Truong Son Town, An Lao District, Hai Phong City	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No. 03 - 2025 / HABECO - BTB signed on 21/12/2023. Total expected contract value: 141,505,072,145 VND	
							Purchase and sale contract No. 05 - 2025/HABECO - HBC HP signed on 31/12/2024. Total expected contract value: VND 664,216,737,484	



9	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0102111943 by the Department of Planning and Investment of Ho Chi Minh City issued on 8/12/2006	No. 183, Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Goods purchase and sale contract No. 01/HABECO - HHT TRADING/HDMB-2024 signed on 11/12/2023. Total Estimated Contract Value 1,397,728,750,000 VND
10	Habeco Trading Company Limited	Subsidiary (Mr. Tran Dinh Thanh is the Chairman of the Board of Directors of the Company)	0104068531 by the Hanoi Department of Planning and Investment issued on 21/7/2009	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Q.Ba Dinh, Hanoi City	18/12/2024	Resolution No. 03/NQ-DHDCD-HABECO of the General Meeting of Shareholders dated 31/12/2021	Goods purchase and sale contract No. 01/HABECO-MTV HABECO/HDMB-2025 signed on 18/12/2024. Total expected contract value: VND 4,635,729,715,544
11	Hanoi - Hai Duong Beer Joint Stock Company	Subsidiaries	0800283766 issued by the Department of Planning and Investment of Hai Duong province on 19/9/2003	Quan Thanh Street, Binh Han Ward, Hai Duong City, Hai Duong Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Trademark license agreement No. 09 - HD/HABECO - HABECO HD signed on 31/12/2024. Total expected contract value: 1,304,424,000 VND
12	Hanoi - Hai Phong Beer Joint Stock Company	Subsidiaries	0200153370 issued by the Department of Planning and Investment of Hai Phong City on 20/09/2004	No. 16 Lach Tray, Ngo Quyen District, Hai Phong City	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2025	Trademark license agreement No. 02 - HD / HABECO - BHP signed on 31/12/2024. Total expected contract value: 230,707,176 VND
13	Hanoi - Hong Ha Beer Joint Stock Company	Subsidiaries	2600170014 issued by Phu Tho Department of Planning and Investment on 19/08/2005	Zone 1, Van Phu Ward, Viet Tri City, Phu Tho Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2026	Trademark license agreement No. 06 - HD / HABECO - HABECO - HH signed on 31/12/2024. Total expected contract value: VND 8,657,708,400
14	Hanoi - Kim Bai Beer Joint Stock Company	Affiliated company (Mr. Pham Trung Kien is the Chairman of the Board of Directors of the Company)	0500293795 issued by the Department of Planning and Investment of Hanoi City on 2/12/2004	No. 40, Kim Bai Town, Thanh Oai District, Hanoi City	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2027	Trademark license agreement No. 04 - HD / HABECO - HKBECO signed on 31/12/2024. Total expected contract value: VND 5,431,536,000
15	Hanoi - Nam Dinh Beer Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0600161270 issued by the Department of Planning and Investment of Nam Dinh province on 6/12/1999	No. 5 Thai Binh Street, Nam Dinh City, Nam Dinh Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Trademark license agreement No. 01 - HD / HABECO - HANABECO signed on 31/12/2024. Total expected contract value: 1,089,396,000 VND
16	HABECO Transport Joint Stock Company	Affiliated company	0102551768 issued by the Department of Planning and Investment of Hanoi on 30/11/2007	No. 1199 Giai Phong Street, Thinh Liet, Hoang Mai, Hanoi	12/06/2024	Resolution No. 15/NQ-HDQT-HABECO of the Board of Directors dated 11/12/2023	Freight contract No. 02/HABECO-VT HABECO/HDVCHH-2024 signed on 12/06/2024. Total expected contract value: 1,127,048,565 VND.
					15/07/2024		Freight contract No. 03/HABECO-VT HABECO/HDVCHH-2024 signed on 15/07/2024. Total expected contract value: 38,293,187 VND.
					06/09/2024		Freight contract No. 04/HABECO-VT HABECO/HDVCHH-2024 signed on 06/09/2024. Total expected contract value: 477,900,246 VND.
					31/12/2024		Freight contract No. 01/HABECO-VT HABECO/HDVCHH-2025 dated 31/12/2024. Total expected contract value: VND 7,522,398,472
17	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0102111943 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 8/12/2006	No. 183, Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Freight contract No. 02/HABECO-VT HABECO/HDVCHH-2025 dated 31/12/2024. Total expected contract value: 22,344,427,579 VND
							Contract for lease of office, warehouse and premises at 183 Hoang Hoa Tham, Hanoi No. 05/HD/2025/HABECO-MTV signed on 31/12/2024. Total contract value is expected to be VND 3,441,501,360



18	Habeco Trading Company Limited	Subsidiary (Mr. Tran Dinh Thanh is the Chairman of the Board of Directors of the Company)	0104068531 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 21/7/2009	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Q.Ba Dinh, Hanoi City	18/12/2024	Resolution No. 15/HDQT-HABECO of the Board of Directors dated 03/12/2024	Asset purchase and sale contract No. 1218/2024/HDNB/HABECO-HNB dated 18/12/2024. Total contract value 8,521,797,868 VND
19	Hanoi - Nam Dinh Beer Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0600161270 issued by the Department of Planning and Investment of Nam Dinh province on 6/12/1999	No. 5 Thai Binh Street, Nam Dinh City, Nam Dinh Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2024	Office lease contract No. 01/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 2,599,966,776
							Warehouse and office lease contract No. 02/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value 6,546,253,824 VND
							Warehouse and office lease contract No. 03/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 4,456,023,000
							Warehouse and office lease contract No. 03/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 3,042,495,387
							Appendix to the Contract for Cooperation in Exploitation and Use of Warehouse Works in Nam Dinh signed on 31/12/2024. The total expected contract value is 1,626,768,000 VND
20	HABECO Transport Joint Stock Company	Affiliated Company	0102551768 issued by the Department of Planning and Investment of Hanoi on 30/11/2007	No. 1199 Giai Phong Street, Thinh Liet, Hoang Mai, Hanoi	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2025	Appendix to the space lease service contract in Van Lam, Hung Yen signed on 31/12/2024. Total expected contract value of VND 1,235,520,000
21	Hanoi-Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3200264157 issued by the Department of Planning and Investment of Quang Tri province on 31/5/2007	RD6 Road – Quan Ngang Industrial Park – Gio Quang – Gio Linh – Quang Tri	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2026	Appendix to the space lease service contract in Van Lam, Hung Yen signed on 31/12/2024. Total expected contract value of VND 1,235,520,000
22	Hanoi - Hong Ha Beer Joint Stock Company	Subsidiaries	2600170014 issued by Phu Tho Department of Planning and Investment on 19/08/2005	Zone 1, Van Phu Ward, Viet Tri City, Phu Tho Province	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2027	Appendix to the space lease service contract in Van Lam, Hung Yen signed on 31/12/2024. Total expected contract value of VND 1,235,520,000
23	Hai Phong SanMiguel Yamamura Glassware Company Limited	Affiliated Company	0200125285	No. 17A Ngo Quyen Street, May Chai Ward, Ngo Quyen District, Hai Phong City	03/01/2024	Resolution No. 15/NQ-HDQT-HABECO of the Board of Directors dated 11/12/2023	Contract for purchase and sale of bottles, value: 1,656,148,680 VND
24	Habeco Packaging Joint Stock Company	Affiliated Company	0102356862	183 Hoang Hoa Tham, Ngoc Ha, Ba Dinh, Hanoi	02/01/2024	Resolution No. 15/NQ-HDQT-HABECO of the Board of Directors dated 11/12/2025	Contract for sale of Paper Box, value: 65,572,890,880 VND
					25/03/2024	Resolution No. 15/NQ-HDQT-HABECO of the Board of Directors dated 11/12/2023	Contract for sale and purchase of Bottled beer labels of all kinds, value: 9,827,901,770 VND
					25/03/2024	Resolution No. 15/NQ-HDQT-HABECO of the Board of Directors dated 11/12/2024	Purchase and sale contract of Photography of bottled beer of all kinds, value: 3,401,590,000 VND
					03/04/2024	Resolution No. 15/NQ-HDQT-HABECO of the Board of Directors dated 11/12/2025	Contract for sale and purchase of plastic beer cases, value: 194,400,000 VND

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## APPENDIX 4

TRANSACTIONS BETWEEN HABECO AND COMPANIES WHERE MEMBERS OF THE BOARD OF DIRECTORS, THE BOARD OF SUPERVISORS, GENERAL DIRECTORS AND OTHER MANAGERS HAVE BEEN FOUNDING MEMBERS OR MEMBERS OF THE BOARD OF DIRECTORS, DIRECTORS (GENERAL DIRECTORS) IN THE THREE (03) LATES YEARS (CALCULATED AT THE TIME OF REPORTING)

(Attached to Document No.57/BC-HABECO dated 23/January/2025 of the Corporation)

No.	Company Name	Relationship	Business Registration Certificate No.*, Date of issue, Place of issue	Head Office Address	Trading Day	No. Resolutions/Decisions approved by the General Meeting of Shareholders/Board of Directors (if any, clearly stating the date of issue)	Content, quantity, total value of transactions	Notes
1	Hanoi Beer Alcohol Beverage Technology Development Investment Joint Stock Company	Subsidiary (Mr. Tran Dinh Thanh is the Chairman of the Board of Directors of the Company)	0102104745 issued by Hung Yen Department of Planning and Investment on 11/12/2006	Street 206, Noi A Van Lam Industrial Park, Hung Yen	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Purchase and sale contract No.: 04 - 2025/HABECO - ID signed on 31/12/2024. Total expected contract value: VND 763,426,232,388 Trademark license agreement No. 10 - HD / HABECO - HABECO ID signed on 31/12/2024. Total contract value: 3,720,920,500 VND	
2	Hanoi-Thanh Hoa Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	2800791192 issued by Thanh Hoa Department of Planning and Investment on 24/3/2004	152 Quang Trung Street, Ngoc Tra Ward, Thanh Hoa City, Thanh Hoa Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2025	Purchase and sale contract No. 01 - 2025/HABECO - HTH signed on 31/12/2024. Total expected contract value: 233,716,371,397 VND Trademark license agreement No. 08 - HD / HABECO - HTH signed on 31/12/2024. Total contract value: VND 438,766,584	
3	Hanoi-Quang Binh Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3100301045 issued by the Department of Planning and Investment of Quang Binh province on 19/1/2003	Sub-zone 13, Bac Ly Ward, Dong Hoi City, Quang Binh Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2026	Purchase and sale contract No. 02 - 2025/HABECO - BQB signed on 31/12/2024. Total expected contract value: 103,291,912,358 VND	
4	Hanoi-Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3200264157 issued by the Department of Planning and Investment of Quang Tri province on 31/5/2007	RD6 Road - Quan Ngang Industrial Park - Gio Quang - Gio Linh - Quang Tri	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2027	Purchase and sale contract No. 07 - 2025/HABECO - BQT signed on 31/12/2024. Total expected contract value: VND 439,204,855,318 Trademark license agreement No. 05 - HD / HABECO - QUANG TRI signed on 31/12/2024. Total contract value: 42,900,000 VND	
5	Hanoi-Nghe An Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	2900884330 issued by the Department of Planning and Investment of Nghe An province on 9/4/2008	Zone B, Nam Cam Industrial Park, Southeast Economic Zone, Nghi Loc District, Nghe An	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2028	Purchase and sale contract No. 06 - 2025/HABECO - BNA signed on 31/12/2024. Total expected contract value: VND 603,687,601,436 Trademark license agreement No. 07 - HD / HABECO - NA signed on 31/12/2024. Total contract value: 572,203,203 VND	
6	Hanoi-Hung Yen 89 Beer Trading Joint Stock Company	Affiliated company (Mr. Pham Trung Kien is a member of the Board of Directors)	0900270055 issued by the Department of Planning and Investment of Hung Yen province on 14/5/2007	Road 206, Trung Trac Commune, Van Lam District, Hung Yen Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2029	Purchase and sale contract No. 08 - 2025/HABECO - TRADING 89 signed on 31/12/2024. Total contract value: 112,648,459,000 VND Trademark license agreement No. 03 - HD / HABECO - TRADING 89 signed on 31/12/2024. Total expected contract value: VND 5,380,560,000	



7	Hanoi-Thai Binh Beer Joint Stock Company	Subsidiary (Mr. Pham Trung Kien is a member of the Board of Directors)	1000317707 issued by the Department of Planning and Investment of Thai Binh province on 29/7/2005	Lot CN 1, TBS Industrial Park – Song Tra, Tan Binh Commune, Thai Binh City, Thai Binh Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2029	Purchase and sale contract No. 03 - 2025 / HABECO - BTB signed on 21/12/2023. Total expected contract value: 141,505,072,145 VND	
8	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0102111943 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 8/12/2006	No. 183, Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2029	Goods purchase and sale contract No. 01/HABECO – HHT TRADING/HDMB-2024 signed on 11/12/2023. Total Estimated Contract Value 1,397,728,750,000 VND	
9	Habeco Trading Company Limited	Subsidiary (Mr. Tran Dinh Thanh is the Chairman of the Board of Directors of the Company)	0104068531 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 21/7/2009	No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Q.Ba Dinh, Hanoi	18/12/2024	Resolution No. 03/NQ-DHĐCĐ-HABECO of the General Meeting of Shareholders dated 31/12/2021	Goods purchase and sale contract No. 01/HABECO-MTV HABECO/HDMB-2025 signed on 18/12/2024. Total expected contract value: VND 4,635,729,715,544	
10	Hanoi - Kim Bai Beer Joint Stock Company	Affiliated company (Mr. Pham Trung Kien is the Chairman of the Board of Directors of the Company)	0500293795 issued by the Department of Planning and Investment of Hanoi City on 2/12/2004	No. 40, Kim Bai Town, Thanh Oai District, Hanoi City	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2027	Trademark license agreement No. 04 – HD / HABECO – HKBECO signed on 31/12/2024. Total expected contract value: VND 5,431,536,000	
11	Hanoi - Nam Dinh Beer Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0600161270 issued by the Department of Planning and Investment of Nam Dinh province on 6/12/1999	No. 5 Thai Binh Street, Nam Dinh City, Nam Dinh Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Trademark license agreement No. 01 – HD / HABECO – HANABECO signed on 31/12/2024. Total expected contract value: 1,089,396,000 VND	
12	Hanoi Beer Trading Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0102111943 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 8/12/2006	No. 183, Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Contract for lease of office, warehouse and premises at 183 Hoang Hoa Tham, Hanoi No. 05/HD/2025/HABECO-MTV signed on 31/12/2024. Total contract value is expected to be VND 3,441,501,360	
13	Habeco Trading Company Limited	Subsidiary (Mr. Tran Dinh Thanh is the Chairman of the Board of Directors of the Company)	0104068531 by the Department of Planning and Investment of Ho Chi Minh City. Hanoi issued on 21/7/2009	No. 183, Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	18/12/2024	Resolution No. 15/HDQT-HABECO of the Board of Directors dated 03/12/2024	Asset purchase and sale contract No. 12/18/2024/HDMB/HABECO-HNB dated 18/12/2024. Total contract value 8,521,797,868 VND	
							Office lease contract No. 01/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 2,599,966,776	
							Warehouse and office lease contract No. 02/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value 6,546,253,824 VND	
					31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Warehouse and office lease contract No. 03/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 4,456,023,000	
14	Hanoi - Nam Dinh Beer Joint Stock Company	Subsidiary (Mr. Tran Minh Tuan is a Member of the Board of Directors)	0600161270 issued by the Department of Planning and Investment of Nam Dinh province on 6/12/1999	No. 5 Thai Binh Street, Nam Dinh City, Nam Dinh Province	31/12/2024	Resolution No. 16/NQ-HĐQT-HABECO of the Board of Directors dated 30/12/2024	Warehouse and office lease contract No. 03/HD/2025/HABECO-MTV signed on 31/12/2024. Total expected contract value of VND 3,042,495,387	Appendix to the Contract for Cooperation in Exploitation and Use of Warehouse Works in Nam Dinh signed on 31/12/2024. The total expected contract value is 1,626,768,000 VND


  
 BỘ CÔNG THƯƠNG  
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 HẢI PHÒNG



15	Hanoi-Quang Tri Beer Joint Stock Company	Subsidiary (Mr. Bui Truong Thang is the Chairman of the Board of Directors of the Company)	3200264157 issued by the Department of Planning and Investment of Quang Tri province on 31/5/2007	RD6 Road – Quan Ngang Industrial Park – Gio Quang – Gio Linh – Quang Tri	31/12/2024	Resolution No. 16/NQ-HDQT-HABECO of the Board of Directors dated 30/12/2025	The contract for exploitation of works to promote and introduce products was signed on December 31, 2024. Total contract value is expected to be VND 240,000,000	
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