

No. **857**/HABECO-VP.HĐQT

Hanoi, September **18**, 2026

INFORMATION DISCLOSURE

To:

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

1. **Name of organization** Hanoi Beer Alcohol and Beverage Joint Stock Corporation (“HABECO”)
- **Stock symbol/Member code:** BHN
- **Address:** No 183 Hoang Hoa Tham Str, Ngoc Ha Ward, Ha Noi City.
- **Telephone:** 024 38453843 Fax: 024 37223784
- **Email:** Habeco@habeco.com.vn

2. **Contents of disclosure:**

- Announcement regarding the cash dividend payment for the fiscal years 2024 and 2025.
- Written shareholders' consultation ballot and accompanying documents.

3. **This information is published on the Corporation's website on September 18, 2026 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.

Attached documents:

- Announcement regarding the cash dividend payment for the fiscal years 2024 and 2025;
- Written shareholders' consultation ballot and accompanying documents.

ORGANIZATION REPRESENTATIVE
PARTY AUTHORIZED TO DISCLOSE INFORMATION

DEPUTY GENERAL DIRECTOR



Bui Truong Thang

Ha Noi, September 18, 2026

WRITTEN SHAREHOLDERS' CONSULTATION BALLOT

Regarding the Dismissal of a Supervisor
and Election of a Supervisor for the 2026 – 2031 Term

I. COMPANY INFORMATION:

- Name: **HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION**
- Abbreviated name: HABECO
- Head office: No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ha Noi City.
- Telephone: (84-24) 38453843 Fax: (84-24) 37223784
- Business registration certificate No. 0101376672 initially issued on 16/06/2008 by the Department of Planning and Investment of Ha Noi City, amended for the seventh time on 01/8/2025.

II. PURPOSE OF WRITTEN CONSULTATION:

- Dismissal of Mr. Nguyen Hanh Bao Phuc from the position of Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation due to his submission of a resignation letter.
- To elect 01 (one) Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation for the 2026–2031 term.

III. SHAREHOLDER INFORMATION

- Shareholder's name:
- Nationality:
- ID Card/Passport/Enterprise Registration Certificate No.:
- Residential address/Head office address:
- Full name of the representative (for institutional shareholders):.....
- Nationality of the representative (for institutional shareholders):.....
- ID Card/Passport No. of the representative (for institutional shareholders):



- Number of shares owned (represented):
- Number of voting rights corresponding to the shares owned (represented):

IV. MATTERS SUBMITTED FOR SHAREHOLDERS' OPINION AND APPROVAL:

1. Voting matter:

- 1.1. Dismissal of Mr. Nguyen Hanh Bao Phuc from the position of Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation due to his submission of a resignation letter.

Voting: ☐ Agree ☐ Disagree ☐ Abstention

- 1.2. To elect 01 (one) Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation for the 2026–2031 term. List of nominated candidates for the position of Supervisor for the 2026–2031 term: Ms. Dinh Thi Huyen.

Voting: ☐ Agree ☐ Disagree ☐ Abstention

2. Election:

2.1. Election of a Supervisor for the 2026 - 2031 term:

No.	Full name of candidate	Number of votes cast for the candidate
1	Ms. Dinh Thi Huyen	

V. INSTRUCTIONS FOR COMPLETING THE WRITTEN SHAREHOLDERS' CONSULTATION BALLOT:

- For the voting matter, each Shareholder shall mark (✕) or (✓) in only one of the following three boxes: "Agree", "Disagree", "Abstention".
- The election of the Supervisor shall be conducted using the cumulative voting method in accordance with the Charter of HABECO.
- Each Shareholder shall have a total number of votes corresponding to the total number of voting shares owned and represented under authorization.
- The following ballots shall be deemed invalid:
 - ✓ Ballots not issued by HABECO and not bearing HABECO's seal;
 - ✓ Ballots with two (02) or more boxes marked for the voting matter;
 - ✓ Ballots containing erasures, alterations or additional markings or symbols;

- ✓ *Ballots in which the total number of votes cast for the candidate exceeds the total number of votes to which the Shareholder is entitled;*
 - ✓ *Ballots without: the signature of an individual Shareholder; or the full name and signature of the legal representative or authorized representative, and the seal, in the case of an institutional Shareholder;*
 - ✓ *Envelopes that have been opened prior to the vote counting;*
 - ✓ *Written Shareholders' Consultation Ballots sent to HABECO after the prescribed deadline.*
- If a Shareholder does not return the Written Shareholders' Consultation Ballot to HABECO, such Shareholder shall be deemed not to have participated in the election.

VI. DEADLINE AND ADDRESS FOR SENDING THE BALLOT:

Shareholders are kindly requested to return this Written Shareholders' Consultation Ballot to HABECO in a sealed envelope no later than 4:30 p.m. on October 5th, 2026, as determined by the postmark date or the date of direct submission, to the following address:

Office of the Board of Directors - Hanoi Beer Alcohol and Beverage Joint Stock Corporation, No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ha Noi City.

Yours sincerely!

**SHAREHOLDER/SHAREHOLDER'S
REPRESENTATIVE**

(Signature, full name and seal, if applicable)

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

HABECO



Tran Dinh Thanh



Ha Noi, September 18, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

**Regarding the dismissal of a Supervisor
and the election of a Supervisor for the 2026 - 2031 term**

To: Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation

Pursuant to the Law on Enterprises No. 59/2020/QH14 promulgated by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;

Pursuant to the Charter on Organization and Operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation, as amended for the fifth time and approved at the Annual General Meeting of Shareholders held on April 28, 2021;

Pursuant to Resolution Extract No. 15a/TNQ-HĐQT-HABECO dated August 24, 2026 of the Board of Directors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation ("HABECO"),

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following matters:

1. Dismissal of Mr. Nguyen Hanh Bao Phuc from the position of Supervisor of HABECO due to his submission of a resignation letter.

2. Election of a Supervisor for the 2026 - 2031 term:

- Number of Supervisors to be elected: 01 (one) Supervisor. Following the election, the total number of HABECO Supervisors will remain unchanged at 03 (three) Supervisors.

- Candidate nominated for election as a Supervisor for the 2026 - 2031 term: Ms. Dinh Thi Huyen. *(The Curriculum Vitae of the candidate is attached to this Proposal).*

Yours sincerely!

Recipients:

- GMS;
- BOD;
- BOS;
- Archives: AD, HR.

**O/B. BOARD OF DIRECTORS
CHAIRMAN**



The stamp is a red circular seal. The outer ring contains the text 'M.S.D.N. 010870623' at the top and 'THÀNH PHỐ HÀ NỘI' at the bottom. The inner circle contains the text 'TỔNG CÔNG TY CỔ PHẦN BIA-RƯỢU-NƯỚC GIẢI KHÁT HÀ NỘI'. A signature is written across the center of the stamp.

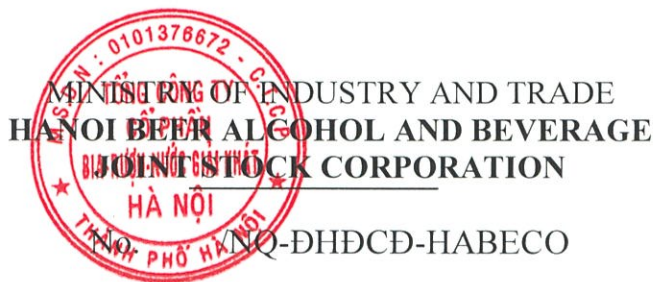
Tran Dinh Thanh



SUMMARY CURRICULUM VITAE
CANDIDATE FOR ELECTION AS SUPERVISOR OF HANOI BEER ALCOHOL AND BEVERAGE
JOINT STOCK CORPORATION FOR THE 2026 - 2031 TERM

(Attached to the Proposal dated September...18..., 2026 of Hanoi Beer Alcohol and Beverage Joint Stock Corporation)

No	Full name	Personal information	Educational level	Political theory	Work experience
1	Ms Dinh Thi Huyen 	- DOB: 30/6/1989 - Gender: Female - ID card: 030189013460 - Date of issue: 10/5/2021 - Place of issue: Police Department for Administrative Management of Social Order - Place of origin: Le Thanh Nghi Ward, Hai Phong - Residential address: Room 2708, No. 25 Nguyen Huy Tuong Street, Thanh Xuan Ward, Ha Noi - Current residential address: Apartment No. 19.04, 19th Floor, S7.05 Apartment Building, Phuoc Thien Residential Area and Park Project, No. 88 Phuoc Thien Street, Quarter 19, Long Binh Ward, HCM City	Bachelor's Degree in International Economics - Foreign Trade University		- September 2011 - December 2020: KPMG Limited Liability Company + September 2011 - June 2012: Audit Assistant 2 + July 2012 - June 2013: Audit Assistant 1 + July 2013 - June 2014: Audit Senior 2 + July 2014 - June 2015: Audit Senior 1 + July 2015 - June 2016: Audit Assistant Manager 1 + July 2016 - September 2017: Audit Assistant Manager 2 + October 2017 - October 2019: Audit Manager 1 + October 2019 - October 2020: Audit Manager 2 + October 2020 - December 2020: Senior Audit Manager - January 2021 - June 2021: NIC Global Sourcing Joint Stock Company: Senior Manager - Financial Control, seconded to Carlsberg Vietnam Breweries Limited - July 2021 - Present: Carlsberg Vietnam Breweries Limited + July 2021 - December 2025: Senior Manager - Financial Control + December 2025 - Present: Director of Financial Reporting and Control - July 2025 - Present: Carlsberg Vietnam Trading Limited + July 2025 - December 2025: Senior Manager - Financial Control + December 2025 - Present: Director of Financial Reporting and Control



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, , 2026

RESOLUTION

GENERAL MEETING OF SHAREHOLDERS HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION

(Draft)

Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;

Pursuant to the Charter of the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation, as amended for the fifth time at Annual General meeting of shareholders on April 28, 2021;

Pursuant to the written ballot collection sheet of shareholders dated September 18, 2026 of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;

Pursuant to the minutes of vote counting for the written shareholders' consultation dated 2026 of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

RESOLVED:

Article 1. To approve the results of the dismissal of a Supervisor and the election of a Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation for the 2026–2031 term:

- Dismissal of Mr. Nguyen Hanh Bao Phuc from the position of Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

- Mr./Ms. is elected as a Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation for the 2026 - 2031 term.

Article 2. The members of the Board of Directors, the Board of Supervisors, the General Director, the Deputy General Directors, and all shareholders of the Corporation are responsible for implementing this Resolution./.

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**

Recipients:

- Article 2;
- SSC;
- HOSE;
- Ministry of Industry and Trade;
- Ministry of Finance;
- Archive: AD, HABECO Secretary.

Tran Dinh Thanh