

No. *933* /HABECO -VP.HĐQT

Hanoi, October *06* , 2026

CHANGE IN PERSONNEL

To:

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

Pursuant to Resolution No. 02/NQ-ĐHĐCĐ-HABECO dated October 6, 2026 of the General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation,

We would like to announce the change in personnel of Hanoi Beer Alcohol and Beverage Joint Stock Corporation as follows:

1. Appointment of the following Supervisor:

- Ms. Dinh Thi Huyen
- Former position in the organization: None
- Newly appointed position: Supervisor
- Term: 2026 – 2031
- Effective date: October 06, 2026

2. Dismissal of the following Supervisor:

- Ms. Nguyen Hanh Bao Phuc
- Former position in the organization: Supervisor
- Dismissed/Resigned position: Supervisor.
- Current position: No. After the dismissal, Mr. Nguyen Hanh Bao Phuc is no longer an internal person of the Corporation.
- Reason: Resignation as Supervisor
- Effective date: October 06, 2026

This information was published on the Corporation's website on October *06*, 2026 as in the link: <http://www.habeco.com.vn>.

Attached documents:

- Resolution No. 02/NQ-ĐHĐCĐ-HABECO dated October 06, 2026 of the General Meeting of Shareholders.
- Minutes of vote counting for the written shareholders' consultation dated October 6, 2026

ORGANIZATION REPRESENTATIVE

**PARTY AUTHORIZED TO
DISCLOSE INFORMATION
DEPUTY GENERAL DIRECTOR**



Bui Truong Thang

No. **02** /NQ-ĐHĐCĐ-HABECO

Ha Noi, October **06** , 2026

RESOLUTION

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

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 October 06, 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.

- Ms. Dinh Thi Huyen 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./.

Recipients:

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

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



Tran Dinh Thanh

Hanoi, October 06, 2026

**MINUTES OF VOTE COUNTING
FOR THE WRITTEN SHAREHOLDERS' CONSULTATION**

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

Pursuant to the Extract of Resolution No. 15a/TNQ-HĐQT-HABECO dated August 24, 2026, of the Board of Directors of HABECO on collecting shareholders' written opinions;

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

I. Enterprise information:

- Enterprise Name: Hanoi Beer Alcohol and Beverage Joint Stock Corporation.
- Address: No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi City.
- Enterprise Registration Number: 0101376672

II. Time and Location:

At 9:00 AM on October 6, 2026, at the Board of Directors Meeting Room - Hanoi Beer Alcohol and Beverage Joint Stock Corporation, the Board of Directors of the Corporation organized the vote counting of the written shareholder consultation ballots and drew up the Vote Counting Minutes under the witness and supervision of the Supervisory Board.

III. Attendees:

1. Representative of the Board of Directors ("BOD"):

- | | |
|-----------------------|--|
| - Mr. Tran Dinh Thanh | - Chairman of BOD |
| - Mr. Ngo Que Lam | - Member of the BOD, General Director |
| - Mr. Vu Xuan Dung | - Member of the BOD, Deputy General Director |
| - Mr. Tran Thuan An | - Member of the BOD, Deputy General Director |
| - Mr. Tran Danh Dang | - Independent Member of the BOD |
| - Ms. Quan Le Ha | - Independent Member of the BOD |

2. Representative of the Supervisory Board - Vote Counting Supervisor:



- Ms. Chu Thi Thu Trang, Head of the Supervisory Board - Vote Counting Supervisor.

- Mr. Tran Duc Giang, Supervisor - Vote Counting Supervisor.

3. Vote Counting Committee:

- Ms. Quach Thi Thu Huyen, Head of Human Resources Department - Head of the Committee.

- Mr. Tran Minh Tuan, Chief of Office of the BOD - Member.

- Mr. Ngo Anh Tuan, Specialist of the Office of the BOD - Member, Secretary.

IV. Purpose and Matters to be Consulted for Resolution Approval:

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

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

V. Vote Counting Results

No.	Statistics	Number of Opinion Ballots	Corresponding to number of voting shares	Corresponding to number of shares with voting rights for election	Notes
1	Ballots distributed	907	231,800,000	231,800,000	
2	Ballots collected <i>In which:</i>	14	230,185,750	230,185,750	<i>Opinion ballots sent via postal mail and directly</i>
-	<i>Valid ballots</i>	<i>14</i>	230,185,750	230,185,750	
-	<i>Invalid ballots</i>	<i>0</i>	<i>0</i>	<i>0</i>	

1. Voting results:

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 resignation letter.

TT	Voting	Number of votes	Percentage of total votes of shareholders with voting rights
1	Agree	230,185,750	99.3036%

2	Disagree	0	0%
3	Abstention	0	0%

Conclusion: Approval of the dismissal of Mr. Nguyen Hanh Bao Phuc from the position of Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation (Approval rate: 99.3036% of the total votes of shareholders with voting rights).

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 Supervisor for the 2026 - 2031 term: Ms. Dinh Thi Huyen.

TT	Voting	Number of votes	Percentage of total votes of shareholders with voting rights
1	Agree	230,185,750	99.3036%
2	Disagree	0	0%
3	Abstention	0	0%

Conclusion: Approval of the election of 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 (Approval rate: 99.3036% of the total votes of shareholders with voting rights).

2. Results of the election of Supervisors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation for the 2026 - 2031 term:

No	Full name	Number of votes	Percentage of total votes of shareholders with voting rights for election	Conclusion
1	Ms. Dinh Thi Huyen	230,185,750	99.3036%	Elected

VI. Matters approved:

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

The members of the Board of Directors, the Supervisory Board, the Vote Counting Committee, and the Vote Counting Supervisors unanimously agree with the above vote counting results and take responsibility for the accuracy and truthfulness of this Vote Counting Minutes. The Vote Counting Minutes is made into 01 (one)

original copy and archived at the Corporation. The vote counting meeting concluded at 09:30 on the same day.

SIGNATURES OF ATTENDEES



Mr. Tran Dinh Thanh

Chairman of the BOD

Mr. Ngo Que Lam

Member of the BOD - General Director

Mr. Vu Xuan Dung

Member of the BOD - Deputy General Director

Mr. Tran Thuan An

Member of the BOD - Deputy General Director

Mr. Tran Danh Dang

Independent Member of the BOD

Ms. Quan Le Ha

Independent Member of the BOD

Ms. Chu Thi Thu Trang

Head of the Supervisory Board - Vote Counting Supervisor

Mr. Tran Duc Giang

Member of the Supervisory Board - Vote Counting Supervisor

Ms. Quach Thi Thu Huyen

*Head of Human Resources Department
- Head of the Vote Counting Committee*

Mr. Tran Minh Tuan

Chief of Office of the BOD - Member of the Vote Counting Committee

Mr. Ngo Anh Tuan

*Specialist of the Office of the BOD -
Member of the Vote Counting Committee
- Secretary*



APPENDIX
LIST OF SHAREHOLDERS PARTICIPATING
IN VOTING AND ELECTION
(Attached to the Minutes of the Vote Counting for the Written Shareholders' Consultation dated October 6, 2026)

No.	Shareholder	Number of shares	Notes
1	The Ministry of Industry and Trade	189,592,400	<i>The Ministry of Industry and Trade has appointed 04 representatives for the State capital at HABECO (corresponding to 04 opinion ballots).</i>
2	Carlsberg Breweries A/S	40,198,200	
3	Carlsberg Vietnam Trading Company Limited	381,400	
4	Tran Dinh Thanh	6,900	
5	Ngo Que Lam	1,100	
6	Do Phuong Thao	100	
7	Pham Thu Thuy	50	
8	Vu Tien Son	1,800	
9	Pham Thi Song Huong	500	
10	Nguyen Minh Hai	800	
11	Nguyen Tuan Vy	2,500	