

No: 24/HAT

Ha Noi, date 23 month 04 year 2025

UNUSUAL INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Company name: HANOI BEER TRADING JOINT STOCK COMPANY
2. Stock code: HAT
3. Head office address: No. 183 Hoang Hoa Tham Street, Ba Dinh District, Hanoi City
4. Phone: (84) 37281476
5. Information disclosure representative: Nguyen Hai Quan
6. Content of disclosed information:

Hanoi Beer Trading Joint Stock Company held the 2025 Annual General Meeting of Shareholders on April 22, 2025, at the Company's Head Office. The Meeting Minutes and Resolution of the 2025 Annual General Meeting of Shareholders, along with other related documents (see attached files), have been published on the Company's website on April 23, 2025, at the following link: <http://www.biahoihanoi.com.vn>.

We hereby certify that the information disclosed above is true and we assume full legal responsibility for the content of the disclosed information.

Authorized Information Disclosure Representative

Attached documents:

- Minutes and Resolution of the 2025 Annual General Meeting of Shareholders;
- Meeting documents attached to the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders;



Deputy Director
Nguyen Hai Quan

Ha Noi, date 22 month 04 year 2025

MINUTES

Annual General Meeting of Shareholders 2025 Hanoi Beer Trading Joint Stock Company (Habeco Trading)

Today, at 08:30 AM on April 22, 2025, the Annual General Meeting of Shareholders (AGM) of Hanoi Beer Trading Joint Stock Company (Habeco Trading) was convened at the Company's meeting hall, located at No. 183 Hoang Hoa Tham Street, Ba Dinh District, Hanoi..

A. Participants and Legality of the Meeting:

I. Participants:

- The Meeting was attended by 09 shareholders, representing 1,881,600 ordinary shares, equivalent to 60.25% of the total voting shares of Hanoi Beer Trading Joint Stock Company.
- Members of the Board of Directors (BOD), Executive Board, Supervisory Board (SB), and key managerial personnel of Habeco Trading.
- Representatives of the leadership of Hanoi Beer – Alcohol – Beverage Corporation (HABECO).

II. Legality and Validity of the Meeting:

The Meeting listened to Ms. Tran Phan Nguyet Minh – Head of the Shareholder Eligibility Verification Committee – present the Shareholder Eligibility Verification Report as follows:

- Total number of shares of Habeco Trading: 3,123,000 shares.
- Total number of shareholders invited to attend the Meeting: 419 shareholders, representing 3,123,000 shares, equivalent to 3,123,000 voting rights.
- Total number of shareholders present at the Meeting: 9 shareholders, representing 1,881,600 shares, equivalent to 1,881,600 voting rights, accounting for 60.25% of the total voting rights of the Company.
- The 2025 Annual General Meeting of Shareholders of Hanoi Beer Trading Joint Stock Company is deemed valid and lawful, and meets all conditions to proceed in accordance with the Company's Charter and the Law on Enterprises.

B. Agenda and Proceedings of the General Meeting:

After completing the formal procedures, the Meeting was officially conducted as follows:

I. Approval of the Presidium:

Mr. Nguyen Manh Hung – Chairman of the Board of Directors – proposed and sought the Meeting’s approval for the list of members of the Presidium, as follows:

- | | |
|------------------------|------------|
| 1. Mr Nguyen Manh Hung | - Chairman |
| 2. Mr Nguyen Van Minh | - Member |
| 3. Mr Tran Minh Tuan | - Member |

The General Meeting voted using voting cards, and 100% of shareholders with voting rights at the Meeting approved the proposed list of the Presidium.

II. Approval of the Secretariat and the Vote Counting Committee:

To assist the Presidium in recording the Meeting Minutes, drafting the Resolutions, and counting votes, based on the proposed personnel list introduced by the Presidium, the General Meeting voted using voting cards and 100% of shareholders with voting rights at the Meeting approved the following list:

- | | |
|-----------------------------|----------|
| 1. Secretariat: | |
| + Ms Le Thi Thanh Binh | - Head |
| + Mr Nguyen Huu Huong | - Member |
| 2. Vote Counting Committee: | |
| + Ms Vu Thu Kim Ngoc | - Head |
| + Ms Pham Thi Thuy Hung | - Member |
| + Ms Nguyen Thi Hoa | - Member |

III. Approval of the Agenda and Meeting Regulations:

The Chairman announced the official agenda and working regulations of the General Meeting. The General Meeting voted using voting cards and 100% of the attending shareholders with voting rights approved the agenda and the working regulations of the Meeting.

IV. Reports and Proposals Presented at the General Meeting and Voting Proceedings:

1. Mr. Nguyen Van Minh, Member of the Board of Directors and General Director of the Company, presented the Business Performance Report for 2024 and the Business Plan for 2025.

2. Mr. Nguyen Manh Hung, Chairman of the Board of Directors, presented the Board of Directors’ Report for 2024 and the Operational Directions for 2025.

3. Ms. Tran Phan Nguyet Minh, Head of the Supervisory Board, presented the Supervisory Board's Report for 2024.

4. Proposals presented at the General Meeting:

Mr. Tran Minh Tuan presented the following proposals:

- Proposal for the approval of the 2024 Audited Financial Statements and Profit Distribution Plan for 2024;
- Proposal for the Profit Distribution Plan for 2025;
- Proposal for the Selection of the Independent Auditor for 2025;
- Proposal for the Approval of the 2024 Salary and Remuneration Settlement, and Planned Salary and Remuneration for 2025 for members of the Board of Directors and the Supervisory Board;
- Proposal for the Approval of Business Targets for 2025;
- Proposal for the Approval of Contracts and Transactions with Hanoi Beer Alcohol Beverage Joint Stock Corporation (HABECO) and related parties;
- Proposal for the Election of Members of the Board of Directors and Supervisory Board for the 2025–2030 term.

V. Approval of the Election Regulations and Election Proceedings:

Ms. Vu Thi Kim Ngoc, on behalf of the Vote Counting Committee, presented the Election Regulations (attached document) and provided guidance on the voting procedures.

The General Meeting voted using voting cards, and 100% of attending shareholders with voting rights approved the Election Regulations of the Meeting.

VI. Thảo luận tại Đại hội

- The Meeting listened to opinions and remarks from the representative of Hanoi Beer Alcohol Beverage Joint Stock Corporation.

- During the discussion session chaired by the Chairman, shareholders were invited to raise questions and provide comments. However, no questions or comments were raised by the shareholders.

VII. Election Results and Voting Outcomes at the General Meeting

At the time of voting, the total number of shareholders attending or represented by proxy at the General Meeting was 9 shareholders, representing 1,881,600 shares, equivalent to 60.25% of the total shares with voting rights of the Company.

The General Meeting elected the following individuals as members of the Board of Directors and the Supervisory Board:

No	Full name	Votes Received	% of Total Voting Shares Present at the Meeting
I	Members of the Board of Directors:		
1	Nguyen Manh Hung	1.881.600	100%
2	Nguyen Van Minh	1.881.600	100%
3	Tran Minh Tuan	1.881.600	100%
II	Members of the Supervisory Board		
1	Tran Phan Nguyet Minh	1.881.600	100%
2	Vu Thi Quyen	1.881.600	100%
3	Le Thu Trang	1.881.600	100%

The General Meeting voted by ballots to approve the reports and proposals presented at the Meeting. The content approved and the voting results are as follows:

Article 1: Approval of the Executive Board's Report on Business Performance in 2024 and the Business Plan for 2025 (Attached Document):

2024 Business Performance

- Total revenue and income	1.357.499.400.209	VND
- Profit before tax	23.473.608.142	VND
- Profit after tax	18.760.974.989	VND
- Dividend payout ratio	30	%

Business Plan for 2025

- Total revenue and income	1.571.990.387.873	VND
- Profit before tax	16.085.613.443	VND
- Profit after tax	12.868.490.755	VND
- Dividend payout ratio	20	%

Voting Results:

Total number of votes cast: 1.881.600 votes. In which:

Vote Classification	Number of Votes	Percentage of Total Valid Votes at the Meeting
Valid	1.881.600	100%
InValid	0	0%
Agree	1.881.600	100%

Disagree	0	0%
No opinion	0	0%

Article 2. Approval of the 2024 Report of the Board of Directors and the 2025 orientations (Attached Document).

Voting Results:

Total number of votes cast: 1.881.600 votes. In which:

Vote Classification	Number of Votes	Percentage of Total Valid Votes at the Meeting
Valid	1.881.600	100%
InValid	0	0%
Agree	1.881.600	100%
Disagree	0	0%
No opinion	0	0%

Article 3: Approval of the 2024 Report of the Supervisory Board (Attached Document)

Voting Results:

Total number of votes cast: 1.881.600 votes. In which:

Vote Classification	Number of Votes	Percentage of Total Valid Votes at the Meeting
Valid	1.881.600	100%
InValid	0	0%
Agree	1.881.600	100%
Disagree	0	0%
No opinion	0	0%

Article 4: Approval of the Audited Financial Statements for 2024 and the 2024 Profit Distribution Plan:

TT	Diễn giải	Số tiền (đồng)
I	Phân phối Lợi nhuận sau thuế (LNST) năm 2024	27.584.396.317
	- LNST chưa phân phối lũy kế đến cuối kỳ trước	8.823.421.328
	- LNST chưa phân phối kỳ này	18.760.974.989
1	Trích lập các quỹ	5.628.292.500
	Quỹ khen thưởng, phúc lợi	5.291.984.000
	Quỹ khen thưởng Ban điều hành	336.308.500
2	Trả cổ tức năm 2024	9.369.000.000

	Tỷ lệ chi trả (%)	30
3	Lợi nhuận chưa phân phối	12.587.103.817

Voting Results:

Total number of votes cast: 1.881.600 votes. In which:

Vote Classification	Number of Votes	Percentage of Total Valid Votes at the Meeting
Valid	1.881.600	100%
InValid	0	0%
Agree	1.881.600	100%
Disagree	0	0%
No opinion	0	0%

Article 5: Approval of the 2025 Profit Distribution Plan:

No	Description	Amount (VND)	Notes
I	Distribution of 2024 profit after tax (PAT)	25.455.594.572	
	- Accumulated undistributed PAT from previous year	12.587.103.817	
	- PAT of the current year	12.868.490.755	
1	Appropriation to funds	3.860.547.000	
	Bonus and welfare fund	3.195.224.000	
	Executive Board bonus fund	665.323.000	
2	Dividend payment for 2024	6.246.000.000	
	Dividend rate (%)	20	
3	Retained earnings	15.349.047.572	

Voting Results:

Total number of votes cast: 1.881.600 votes. In which:

Vote Classification	Number of Votes	Percentage of Total Valid Votes at the Meeting
Valid	1.881.600	100%
InValid	0	0%
Agree	1.881.600	100%
Disagree	0	0%
No opinion	0	0%

Article 6: Approval of the finalization of remuneration and salaries for 2024 and the planned remuneration and salaries for 2025 for members of the Board of Directors and the Supervisory Board:

1. Finalization of remuneration and salaries for 2024:

No	Description	Amount (VND)
	Salary and Remuneration Fund for the Board of Directors and the Supervisory Board	
1	Planned salaries and remuneration as per the 2024 AGM Resolution	1.006.800.000
2	Actual implementation	1.010.727.128
	Salaries for full-time members of the Board of Directors and Supervisory Board	614.000.000
	Remuneration for members of the Board of Directors and Supervisory Board	396.727.128
3	Conclusion: Difference compared to the plan	3.927.128

2. Planned remuneration and salaries for members of the Board of Directors:

a) Salary and Remuneration Plan:

- Salary for the full-time members of the Board of Directors and Supervisory Board: 1.260.000.000 VND

- Remuneration for part-time members of the Board of Directors and Supervisory Board: 500.000.000 VND

Total: 1.760.000.000 VND

b) Actual Salary, Remuneration, and Bonuses:

The application follows the principles set out in Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government regarding the management of labor, salaries, remuneration, and bonuses in State-owned Enterprises, with consideration given to excluding external factors affecting productivity and profit in 2025.

Voting Results:

Total number of votes cast: 1.881.600 votes. In which:

Vote Classification	Number of Votes	Percentage of Total Valid Votes at the Meeting
Valid	1.881.600	100%
InValid	0	0%

Agree	1.881.600	100%
Disagree	0	0%
No opinion	0	0%

Article 7: Approval of the 2025 Plan Targets:

No	Indicator	Unit	2025 Plan
1	Total revenue and income	VND	1.571.990.387.873
2	Total profit before tax	VND	16.085.613.443
3	Total profit after tax	VND	12.868.490.755
4	Dividend payout ratio	%	20

Voting Results:

Total number of votes cast: 1.881.600 votes. In which:

Vote Classification	Number of Votes	Percentage of Total Valid Votes at the Meeting
Valid	1.881.600	100%
InValid	0	0%
Agree	1.881.600	100%
Disagree	0	0%
No opinion	0	0%

Article 8: Authorize the Board of Directors to select a reputable auditing firm from the list of approved auditing firms by the State Securities Commission to audit the Financial Statements for the year 2025.

Voting Results:

Total number of votes cast: 1.881.600 votes. In which:

Vote Classification	Number of Votes	Percentage of Total Valid Votes at the Meeting
Valid	1.881.600	100%
InValid	0	0%
Agree	1.881.600	100%
Disagree	0	0%
No opinion	0	0%

Article 9: Approval of Contracts and Transactions with Hanoi Beer, Alcohol, and Beverage Joint Stock Corporation (HABECO) and Related Parties.

Shareholder HABECO, representing 1,873,800 shares, is considered a related party to the transaction and therefore did not participate in the voting on this matter.

Voting Results:

Total number of votes cast: 7.800 votes. In which:

Vote Classification	Number of Votes	Percentage of Total Valid Votes at the Meeting
Valid	7.800	100%
InValid	0	0%
Agree	7.800	100%
Disagree	0	0%
No opinion	0	0%

Article 10. The General Assembly unanimously approved the draft Minutes of the Meeting and the Resolution of the 2025 Annual General Shareholders' Meeting through a show of hands, with the voting results as follows:

Voting Results:

Total number of votes cast: 1.881.600 votes. In which:

Vote Classification	Number of Votes	Percentage of Total Valid Votes at the Meeting
Valid	1.881.600	100%
InValid	0	0%
Agree	1.881.600	100%
Disagree	0	0%

Based on the Law on Enterprises, the Charter of Hanoi Beer Trading Joint Stock Company, and the working regulations at the General Assembly, the above voting approval rates are appropriate and meet the requirements for approval at the 2025 Annual General Shareholders' Meeting.

The 2025 Annual General Shareholders' Meeting concluded at 09:40 on the same day.

The meeting minutes were prepared in two copies and stored at the Company's headquarters.

Secretary



Le Thi Thanh Binh

Chairman



Nguyen Huu Huong



Nguyen Manh Hung



No: 01/NQ-ĐHĐCĐ-HAT

Ha Noi, date 22 month 04 year 2025

RESOLUTION
2025 Annual General Meeting of Shareholders
Hanoi Beer Trading Joint Stock Company – HABECO Trading

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Hanoi Beer Trading Joint Stock Company;
- Pursuant to the Meeting Minutes and Vote Counting Minutes of the 2025 Annual General Meeting of Shareholders of Hanoi Beer Trading Joint Stock Company held on April 22, 2025;

RESOLUTION

Article 1. Approval of the Executive Board's Report on the 2024 business results and the 2025 plan (Attached Document):

2024 Business Results

- Total revenue and income	1.357.499.400.209	VND
- Profit before tax	23.473.608.142	VND
- Profit after tax	18.760.974.989	VND
- Dividend payout ratio	30	%

2025 Plan

- Total revenue and income	1.571.990.387.873	VND
- Profit before tax	16.085.613.443	VND
- Profit after tax	12.868.490.755	VND
- Dividend payout ratio	20	%

Article 2. Approval of the 2024 Report of the Board of Directors and the 2025 orientations (Attached Document).

Article 3. Approval of the 2024 Report of the Supervisory Board (Attached).

Article 4. Approval of the audited 2024 Financial Statements.

Article 5. Approval of the 2024 profit distribution plan and the 2025 profit distribution plan.

5.1. 2024 Profit Distribution Plan

No	Description	Amount (VND)
I	Distribution of 2024 profit after tax (PAT)	27.584.396.317

	- Accumulated undistributed PAT from previous year	8.823.421.328
	- PAT of the current year	18.760.974.989
1	Appropriation to funds	5.628.292.500
	Bonus and welfare fund	5.291.984.000
	Executive Board bonus fund	336.308.500
2	Dividend payment for 2024	9.369.000.000
	Dividend rate (%)	30
3	Retained earnings	12.587.103.817

5.2 2025 Profit Distribution Plan:

No	Description	Amount (VND)
I	Distribution of 2025 profit after tax (PAT)	25.455.594.572
	- Accumulated undistributed PAT from previous years	12.587.103.817
	- PAT of the current year	12.868.490.755
1	Appropriation to funds	3.860.547.000
	Bonus and welfare fund	3.195.224.000
	Executive Board bonus fund	665.323.000
2	Dividend payment for 2025	6.246.000.000
	Dividend rate (%)	20
3	Retained earnings	15.349.047.572

Article 6. Approval of the finalization of remuneration and salaries for 2024 and the planned remuneration and salaries for 2025 for members of the Board of Directors and the Supervisory Board

1. Finalization of remuneration and salaries for 2024:

No	Description	Amount (VND)
	Salary and Remuneration Fund for the Board of Directors and the Supervisory Board	
1	Planned salaries and remuneration as per the 2024 AGM Resolution	1.006.800.000
2	Actual implementation	1.010.727.128
	Salaries for full-time members of the Board of Directors and Supervisory Board	614.000.000
	Remuneration for members of the Board of Directors and Supervisory Board	396.727.128
3	Conclusion: Difference compared to the plan	3.927.128

2. Planned remuneration and salaries for members of the Board of Directors and Supervisory Board for 2025:

- Salaries for full-time members of the Board of Directors: 1.260.000.000 VND
 - Remuneration for part-time members of the Board of Directors and Supervisory Board: 500.000.000 VND
- Total: 1.760.000.000 VND**

Article 7. Approval of the selection of the auditing firm for 2025

Authorize the Board of Directors to select a reputable auditing firm from the list of firms approved by the State Securities Commission of Vietnam for auditing public interest entities in the securities sector in 2025, to audit the Company's 2025 financial statements.

Article 8. Approval of contracts and transactions with Hanoi Beer-Alcohol-Beverage Joint Stock Corporation (HABECO) and related parties

To ensure compliance with the Law on Enterprises No. 59/2020/QH14 in executing contracts and transactions with HABECO and related parties of HABECO shareholders, the Board of Directors submits the following matters for the General Meeting of Shareholders' approval:

1. Approve the draft 2026 Goods Sale and Purchase Contract, 2026 Office Lease Contract, 2025 Asset Lease Contract, and 2025 Keg Repair Service Contract with HABECO (draft contracts attached).

2. Approve the draft 2026 Sale and Purchase Contract with HABECO Trading One Member Limited Liability Company.

3. Approve the draft 2025–2026 Sale and Purchase Contracts with HABECO Packaging Joint Stock Company.

The draft contracts are attached to the proposal.

Assign the Executive Board to execute the signing of the aforementioned contracts and transactions in compliance with legal regulations.

Article 9. Election of members of the Board of Directors and Supervisory Board for the 2025–2030 term:

- Board of Directors:

+ Mr: Nguyen Manh Hung

+ Mr: Nguyen Van Minh

+ Mr: Tran Minh Tuan

- Supervisory Board:

+ Ms: Tran Phan Nguyet Minh

+ Ms: Vu Thi Quyen

+ Ms: Le Thu Trang

Article 10. Implementation provisions

- This Resolution was unanimously approved by the General Meeting of Shareholders and takes effect from the date of signing.

- Members of the Board of Directors, Supervisory Board, Executive Board, and all shareholders of Hanoi Beer Trading Joint Stock Company shall be responsible for implementing this Resolution.

Recipients:

- State Securities Commission, Hanoi Stock Exchange;
- HABECO Corporation (for reporting);
- Members of the Board of Directors, Supervisory Board;
- Executive Board;
- Filing: Office;

**On behalf of the General Meeting of Shareholders
Chairman**



Nguyen Manh Hung





HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
 HANOI BEER TRADING JOINT STOCK COMPANY
 183 Hoang Hoa Tham, Ba Dinh, Hanoi, Tel: 84 4 37281476, Fax: 84 4 37281106
 Website: biahoihanoi.com.vn, Stock code: HAT

AGENDA
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

April 22, 2025

Time	Agenda
08:00 – 08:30	Guest reception and verification of shareholder status: <ul style="list-style-type: none"> - Welcoming delegates and shareholders - Shareholder registration, receiving meeting documents and voting cards
08:30 – 08:40	Opening of the Meeting: <ul style="list-style-type: none"> - Declaration of purpose, introduction of delegates and shareholders Report on shareholder eligibility verification - Introduction and approval of the Chairperson, Secretary, and Voting Committee - Approval of Meeting Agenda and Working Regulations
08:40 – 09:45	Main Meeting Content: <ul style="list-style-type: none"> - Report on 2024 business performance and 2025 business plan - Report of the Board of Directors for 2024 and strategic orientation for 2025 - Report of the Supervisory Board for 2024 - Remarks from the Corporation's leadership (if any) Proposals: <ul style="list-style-type: none"> Proposal on approval of 2024 audited financial statements and profit distribution plan - Proposal on profit distribution plan for 2025 - Proposal on 2025 business targets - Proposal on approval of remuneration settlement for 2024 and remuneration plan for 2025 for BOD and Supervisory Board members - Proposal on selection of audit firm for 2025 financial statements - Proposal on approval of contracts and transactions with HABECO and related parties - Proposal on election of Board of Directors and Supervisory Board members for the 2025–2030 term - Approval of the election regulations
09:45 – 10:15	Voting and Elections: <ul style="list-style-type: none"> - Break time - Announcement of voting and election results by the Voting Committee
10:15 – 10:30	Meeting Conclusion: <ul style="list-style-type: none"> - Approval of the Meeting Minutes and 2025 General Meeting Resolution - Introduction of newly elected members of the Board of Directors and Supervisory Board for the 2025–2030 term - Closing of the Meeting

Hanoi, April 1, 2025

WORKING REGULATIONS

2025 ANNUAL GENERAL SHAREHOLDERS' MEETING HANOI BEER TRADING JOINT STOCK COMPANY

Pursuant to:

- *The Enterprise Law No. 59/2020/QH14 passed by the 13th National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the related implementing documents;*
- *The Statute of Organization and Operation of Hanoi Beer Trading Joint Stock Company.*

In order to facilitate the organization and conduct of the 2025 Annual General Shareholders' Meeting (AGSM) of Hanoi Beer Trading Joint Stock Company (HABECO Trading), as well as to guide shareholders in participating in the meeting and exercising their voting rights directly or through an authorized representative, the Organizing Committee of the 2025 Annual General Shareholders' Meeting proposes the following working regulations for the meeting:

I. CONDITIONS FOR HOLDING THE SHAREHOLDERS' MEETING:

(According to Article 21 of the Statute of Organization and Operation of Hanoi Beer Trading Joint Stock Company)

1. The General Shareholders' Meeting shall be held when shareholders representing more than fifty percent (50%) of the total voting shares are present.
2. If the meeting fails to meet the conditions specified in Clause 1 of this Article within thirty (30) minutes from the scheduled start time, the convener shall cancel the meeting. A second meeting notice must be sent within thirty (30) days from the intended date of the first meeting. The second General Shareholders' Meeting will proceed when shareholders representing at least thirty-three percent (33%) of the total voting shares are present.
3. If the second meeting fails to meet the conditions specified in Clause 2 of this Article within thirty (30) minutes from the scheduled start time, the convener shall cancel the meeting. A third meeting notice must be sent within twenty (20) days from the intended date of the second meeting. In this case, the General Shareholders' Meeting shall

proceed regardless of the total number of voting shares represented by attending shareholders and will be considered valid to make decisions on all issues expected to be approved at the first General Shareholders' Meeting.

II. ORDER OF THE MEETING:

1. Shareholders and/or their representatives must sit in the designated seats or areas as determined by the Organizing Committee of the meeting.
2. Smoking is prohibited in the meeting room.
3. Maintain order in the meeting room; no private conversations or mobile phone use during the meeting. Mobile phones should be turned off or set to silent mode..

III. VOTING ON ISSUES AT THE MEETING:

1. Principles:

- All issues on the meeting agenda will be discussed and voted on by the General Shareholders' Meeting (GSM) through a public vote, either by raising a voting card or by casting votes on Voting Sheets or Ballots.
- Voting cards are provided directly to shareholders by the Organizing Committee at the meeting. Each shareholder will receive one voting card. The voting card will clearly display the delegate's code, full name, number of voting shares, and the stamp of HABECO Trading.

2. Voting Methods:

- Shareholders and/or their representatives will vote (In favor, Against, No opinion) on issues presented in the meeting according to the Chairman's decision, using a suitable method for the meeting's progress, as follows:

✓ **Voting by raising the Voting Card:** The Chairman will ask shareholders or their representatives to raise their Voting Cards (In favor, Against, No opinion) to vote on certain issues:

- Meeting agenda, Working Regulations, and election of the Vote Counting Committee.
- Minutes of the meeting.
- Other issues as decided by the Chairman and according to the actual proceedings of the meeting.

When voting, shareholders in favor will raise their Voting Cards high. Similarly, under the Chairman's direction, shareholders who are against or have no opinion will raise their Voting Cards accordingly.

✓ **Voting by filling out the Voting Sheet:** Shareholders or their representatives will vote by marking the appropriate box (In favor, Against, No opinion) on each item listed on the Voting Sheet. Invalid Voting Sheets are those that:

- Are not in the provided format issued by the Organizing Committee, without the HABECO Trading stamp.
- Contain additional content not listed on the Voting Sheet.
- Have crossed-out or amended content without the shareholder's signature.
- Do not have the shareholder's signature on the Voting Sheet.

- After voting on the issues presented at the meeting, the Vote Counting Committee will tally the votes and announce the results to the entire meeting.

3. Voting Regulations:

a. One (1) common share corresponds to one (1) voting card.

As of the shareholder list closing date (March 20, 2025), the total number of shares of Habeco Trading is 3,123,000 (Three million one hundred twenty-three thousand) common shares, equivalent to 3,123,000 (Three million one hundred twenty-three thousand) voting cards.

b. Issues to be voted on at the meeting will only be approved if the voting results represent at least 51% of the total voting shares in attendance and are approved by the meeting vote. However, in some cases, the issues to be voted on as per Clauses 1 and 3, Article 148 of the 2020 Enterprise Law, must have at least 65% of the total voting shares of all attending shareholders and be approved by the meeting vote.

4. Election of Board Members and Supervisory Board Members must be conducted according to the Election Regulations approved by the General Shareholders' Meeting.

IV. DISCUSSIONS AT THE MEETING:

1. Principles:

- Discussions shall only be conducted within the designated time and on the issues presented in the General Shareholders' Meeting (GSM) agenda.

- Shareholders who wish to express their opinions must register their questions on the Question Form and submit it to the Meeting Secretariat.

1. Accurately determine the results of the shareholders' vote on issues presented at the meeting.
2. Promptly notify the Secretariat of the voting results.
3. Conduct vote counting according to the regulations outlined in the Nomination, Election, and Voting Rules of the meeting.
4. Review and report any violations of voting rules or complaints regarding the voting results

IX. MEETING MINUTES AND RESOLUTIONS OF THE GENERAL SHAREHOLDERS' MEETING:

The meeting minutes and resolutions must be read and approved before the meeting is adjourned.

This is the working regulation for the Annual General Shareholders' Meeting of 2025 for HABECO Trading Joint Stock Company. The Organizing Committee submits this for the General Shareholders' Meeting's consideration and approval.

On behalf of the Board of Directors



Mr. Nguyen Manh Hung

Hanoi, April 1, 2025

ELECTION REGULATIONS

Board of Directors and Supervisory Board Members for the Term 2025 - 2030 at the Annual General Meeting of Shareholders 2025 Hanoi Beer Trading Joint Stock Company

Pursuant to:

- *The Enterprise Law No. 59/2020/QH14 passed by the 13th National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the related implementing documents;*
- *The Statute of Organization and Operation of Hanoi Beer Trading Joint Stock Company.*

The Annual General Meeting (AGM) of Shareholders in 2025 for Hanoi Beer Trading Joint Stock Company (abbreviated as the AGM) voted to approve the Election Regulations for the Board of Directors and the Supervisory Board for the 2025-2030 term as follows

I/- NOMINATIONS AND ELECTION OF BOARD MEMBERS

Article 1. Standards and Conditions for Board Members

1. A Board member must meet the standards and conditions as stipulated in Article 27, Clause 1 of the Company's Charter:
 - a) Full civil capacity and not be among those prohibited from managing a business as per Clause 2, Article 17 of the Enterprise Law;
 - b) A degree of at least a Bachelor's, with experience in business management or in the main industry of the company, and does not need to be a shareholder of the company;
 - c) Good health, ethical qualities, integrity, and knowledge of the law;
 - d) A Board member may also serve on the boards of up to 5 other companies.
2. Independent Board members must meet additional standards as stipulated in Article 27, Clause 2 of the Company's Charter:
 - a) Not currently or previously employed by the company or its subsidiaries for the past three (03) years;
 - b) Not receiving salary or remuneration from the company, except for allowances as allowed for Board members;

- c) Not having close relatives (spouse, parents, children, etc.) who are major shareholders or managers of the company;
- d) Not owning at least 1% of the company's voting shares;
- e) Not having served on the Board or Supervisory Board for the past 5 years, unless serving consecutive terms.

Article 2. Nominations and Proposals for Board Members

1. Shareholders or shareholder groups owning 10% or more of the total common shares have the right to nominate candidates for the Board. The number of candidates they can propose depends on their ownership percentage: 10%-20% → 1 candidate; 20%-30% → 2 candidates; 30%-40% → 3 candidates; 40%-50% → 4 candidates; 50%-60% → 5 candidates; 60%-70% → 6 candidates; 70%-80% → 7 candidates; 80%-90% → 8 candidates.
2. If the number of nominated candidates still does not meet the required amount, the current Board may propose additional candidates or organize a nomination process as per the company's internal regulations.

Article 3. Nomination Documents

The following documents are required for nominations

- Nomination form for Board members (as per the template);
- Curriculum vitae filled out by the candidate (as per the template);
- Copies of ID, permanent residence registration, passport, and educational/certification documents;
- Other relevant documents related to the qualifications and conditions of the Board members as per the company's Charter and legal regulations

Article 4. Candidate Selection and Public Disclosure:

1. Once the candidates are determined, the company will publicly disclose relevant information about the candidates at least 10 days before the AGM on the company's website so that shareholders can review before voting. Candidates must commit in writing to the accuracy and truthfulness of the information disclosed and promise to perform their duties with integrity and caution for the company's benefit if elected.
2. Based on the nominations from shareholders or shareholder groups, the Board will prepare a list of candidates who meet the necessary standards and conditions for the AGM vote.

II/. CANDIDACY AND NOMINATION OF SUPERVISORY BOARD MEMBERS

Article 5: Standards and Conditions for Supervisory Board Members

Here is a translation and summary of the standards and conditions for members of the

Supervisory Board as outlined in Article 41, Clause 4 of the Company's Charter:

- **Legal Capacity:** The member must have full legal capacity and must not fall under the restrictions specified in Clause 2, Article 17 of the Enterprise Law.
- **Educational Background:** The member must be trained in one of the following fields: economics, finance, accounting, auditing, law, business management, or any field relevant to the company's business activities.
- **Family Relationships:** The member must not be a family member of any Board member, the CEO, or other executives of the company.
- **Management Status:** The member cannot be a manager of the company; it is not required for them to be a shareholder or an employee of the company.
- **Accounting and Finance:** The member must not work in the company's accounting or finance department.
- **Auditing Firm Restrictions:** The member must not have been a member or employee of an independent auditing firm that conducted audits for the company's financial reports over the past 3 years.
- **Other Legal Requirements:** The member must meet any other standards and conditions as specified by relevant laws and the company's charter

Article 6. Nomination of Candidates for the Supervisory Board

1. The nomination and election of candidates for the Supervisory Board shall be carried out in accordance with Article 2 of this Regulation.
2. In case the number of candidates for the Supervisory Board through nominations and elections is insufficient, the current Supervisory Board may nominate additional candidates or organize a nomination process according to the internal governance regulations of the company and the operational regulations of the Supervisory Board.

Article 7. Nomination Documents for the Supervisory Board Members

- Nomination form for the Supervisory Board member (as per the template);
- Curriculum vitae completed by the candidate (as per the template);
- Copies of Citizen Identity Card (CCCD), permanent residence registration/long-term temporary residence registration, passport, and educational certificates and qualifications proving the candidate's academic and professional qualifications;
- Other documents related to the qualifications and conditions of the members of the Board of Directors and Supervisory Board according to the Company's Charter and relevant legal regulations

Article 8. Selection of Candidates:

1. If the candidates for the Supervisory Board have been identified, the Company shall

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publish information related to the candidates at least 10 days before the opening of the General Meeting on the Company's website, allowing shareholders to review the information before voting. The Supervisory Board candidates must provide a written commitment regarding the accuracy and truthfulness of the published personal information and must pledge to perform their duties with integrity, diligence, and in the best interests of the Company if elected.

2. Based on the nomination forms from shareholders or shareholder groups, the Board of Directors will compile a list of candidates who meet the required qualifications and conditions as stipulated, and present this list to the General Meeting for the election of Supervisory Board members.

III/- ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

Article 9. Eligible Voters

Shareholders who own voting shares and representatives authorized by shareholders attending the meeting have the right to vote for members of the Board of Directors and the Supervisory Board.

Article 10. Voting Method and Elected Candidates

1. Voting for members of the Board of Directors and the Supervisory Board will follow the cumulative voting method, in which:
2. Each shareholder or representative will have a total number of votes corresponding to the total number of shares owned, multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board.
3. Shareholders or their representatives have the right to allocate all or part of their total votes to one or more candidates on the list approved by the General Meeting, but not exceeding the total number of votes held by the shareholder or their representative.
4. The elected members of the Board of Directors or the Supervisory Board will be determined by the number of votes, from the highest to the lowest, starting with the candidate with the highest votes until the required number of members is reached. If two or more candidates receive the same number of votes for the last position on the Board of Directors or Supervisory Board, a re-election will be held among those candidates to select the one with the higher number of votes

Article 11. Ballot Paper

1. The ballot paper for electing members of the Board of Directors and the Supervisory Board will be printed uniformly: the candidates will be listed in alphabetical order by their names, with their full name recorded; the total number of voting shares and the votes of the shareholder or authorized representative will be specified according to the attendance number at the meeting.

2. Shareholders or their authorized representatives will simultaneously receive the ballot papers for electing members of the Board of Directors and the Supervisory Board, according to the attendance number at the meeting.
3. In case of any errors in the ballot paper, shareholders can request the Ballot Committee to exchange it for another.
4. Shareholders or their authorized representatives must fill in the number of votes for each candidate in the corresponding blank space on the ballot paper, sign it, and clearly write their full name

Article 12. Ballot Counting Committee, Vote Counting

1. Ballot Counting Committee

- The Ballot Counting Committee is nominated by the Presidium (members must not be on the list of nominees for the Board of Directors or Supervisory Board) and is approved by the General Meeting of Shareholders;
- The Ballot Counting Committee is responsible for:
 - + Guiding the election procedures according to the election regulations approved by the General Meeting.
 - + Distributing and collecting ballots.
 - + Counting the votes and preparing the vote count report.
 - + Announcing the election results to the General Meeting

2. Voting and Vote Counting

- The Ballot Counting Committee checks the ballot box in the presence of shareholders.
- Voting begins once the ballots have been distributed and ends when the last shareholder casts their vote.
- The vote counting process must begin immediately after the voting ends. Invalid votes include:
 - ✓ Ballots not issued by the Organizing Committee of the General Meeting or without the Company's seal.
 - ✓ Ballots with cross-outs, corrections without the shareholder's signature next to them, or ballots with additional candidates not listed in the officially published list.
 - ✓ Ballots where the total number of votes cast for candidates exceeds the total number of votes held by the shareholder or their representative.
 - ✓ Ballots without the shareholder's signature and name
- The vote count results will be written in a report and announced by the Head of the Ballot Counting Committee at the General Meeting;

- All counted ballots will be kept at the Company's headquarters.

Article 13. Preparation and Announcement of the Vote Counting Minutes

1. After the vote counting, the Ballot Counting Committee must prepare the vote counting minutes.
2. The full text of the vote counting minutes must be announced at the General Meeting.

Article 14. Complaints and Resolution of Complaints

Complaints regarding the election and vote counting will be resolved by the Presidium of the General Meeting and will be recorded in the minutes of the General Meeting of Shareholders.

This regulation consists of 5 pages and 14 articles. It comes into effect immediately upon approval by the General Meeting and serves as the basis for the election of members of the Board of Directors and Supervisory Board for the term 2025-2030.

On behalf of the Board of Directors



Mr. Nguyen Manh Hung

APPENDIX 1: VOTING GUIDELINES

VOTING FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

(According to the cumulative voting method)

- Each shareholder has a total number of votes equivalent to the total number of voting shares (including ownership and authorized shares) multiplied by the number of members to be elected to the Board of Directors/Supervisory Board.
- Shareholders may distribute their total votes among all candidates or accumulate all their votes for one or a few candidates, but the total number of votes for all candidates must not exceed the shareholder's total vote capacity.

Example:

The general assembly votes to elect 03 members to the Board of Directors out of a total of 04 candidates. Shareholder Nguyen Van A holds (including ownership and authorized shares) 10,000 voting shares. In this case, the total votes of shareholder Nguyen Van A will be:

10,000 shares x 3 = 30,000 votes.

Shareholder Nguyen Van A may accumulate votes in the following way:

Case 1: Shareholder Nguyen Van A distributes his votes equally among 3 candidates (equivalent to each candidate receiving 10,000 votes)

Candidate Name	Number of Votes
1. Candidate 1	7.500
2. Candidate 2	7.500
3. Candidate 3	7.500
4. Candidate 4	7.500
Total Votes	30.000

Case 2: Shareholder Nguyen Van A accumulates all his votes for 1 candidate

Candidate Name	Number of Votes
1. Candidate 1	0
2. Candidate 2	30.000
3. Candidate 3	0



Candidate Name	Number of Votes
4. Candidate 4	0
Total Votes	30.000

Case 3: Shareholder Nguyen Van A casts his votes for several candidates (but not equally)

Candidate Name	Number of Votes
1. Candidate 1	10.000
2. Candidate 2	10.000
3. Candidate 3	10.000
4. Candidate 4	0
Total Votes	30.000

Invalid Votes

- *Votes not issued by the General Meeting Organizing Committee, or those without the company seal.*
- *Votes that have been crossed out, corrected without the signature of the shareholder beside them, or votes that list additional candidates outside the published list.*
- *Votes where the total number of votes for the candidates exceeds the total number of votes held by the shareholder or their representative*

Candidate Name	Number of Votes
1. Candidate 1	10.000
2. Candidate 2	10.000
3. Candidate 3	10.000
4. Candidate 4	10.000
Total Votes	40.000

- *Votes that are not signed or do not have the shareholder's name written on them.*



Ha Noi, date 21 month 04 year 2025

REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024 AND ORIENTATION FOR 2025

Dear Shareholders of Hanoi Beer Trading Joint Stock Company!

The Board of Directors is honored to present this report to the General Meeting of Shareholders on the activities of the Board over the past year and the strategic direction for 2025 as follows:

In 2024, the Company continued to face numerous challenges due to objective factors such as global political instability, increasing competition between domestic and foreign beer enterprises, and the impact of various government policies on the prevention of alcohol abuse. Additionally, consumer purchasing power declined.

Despite these difficulties, Hanoi Beer Trading Joint Stock Company successfully fulfilled its assigned business plan. This achievement was made possible thanks to the close guidance and favorable conditions provided by the Parent Company, the solidarity and consensus of all employees, as well as the support and trust of our partners and esteemed shareholders.

1. Evaluation of the Board of Directors' performance in 2024:

At the 2024 General Meeting of Shareholders, the Board of Directors was assigned specific targets, and the results achieved in 2024 are as follows:

- Production volume: Achieved 100.61% of the target, equivalent to 105.53% of the same period last year.
- Revenue and income: Reached VND 1,357.49 billion.
- Profit before tax: Achieved VND 23.47 billion, equivalent to 100.51% of the target.
- Profit after tax: Achieved VND 18.76 billion, equivalent to 100.43% of the target.
- Proposed dividend payout for 2024: 30% (to be presented to the General Meeting of Shareholders).

The Board of Directors highly appreciates the efforts of the Executive Board and the management team in achieving the 2024 targets. Throughout the year, the Board, in collaboration with the Executive Board, maintained strict oversight and control over monthly and quarterly business performance. Additionally, it worked closely with the Supervisory Board to ensure operational safety and compliance with legal regulations and the Company's Charter.

In 2024, the Board of Directors directed the implementation of profit distribution, remuneration payments for the Board of Directors and the Supervisory Board, in accordance with the resolutions of the General Meeting of Shareholders. Additionally, the Board appointed Nhan Tam Viet Auditing Co., Ltd. as the auditor for the 2024 financial statements. However, the Investment Fund remained unused during the year due to the lack of an effective and feasible investment plan.

With a strong sense of responsibility towards shareholders, employees, and the long-term development of the Company, it can be affirmed that the Board of Directors has effectively fulfilled its duties as prescribed by law. The Board has closely monitored the Executive Board and support teams in implementing the resolutions of the General Meeting of Shareholders, as well as the resolutions and decisions issued by the Board of Directors.

2. Activities of the Board of Directors in 2024

In 2024, in addition to holding regular quarterly meetings to review and decide on matters within its authority, the Board of Directors also conducted ad hoc and strategic meetings to make investment and strategic planning decisions.

The implementation of Decree 100 continued to pose challenges for product consumption. In response, the Board of Directors, in collaboration with the Executive Board, remained united, closely adhered to the targets set by the General Meeting of Shareholders, analyzed business trends, and devised comprehensive solutions to address the challenges. These strategic directions included:

- + Expanding sales points, market coverage, and distribution channels.
- + Focusing on the development of small-volume product lines.
- + Managing brand image and product quality from production to consumption.
- + Recruiting, training, and enhancing the skills and knowledge of the market development team.
- + Actively developing sales points and promoting products directly to consumers.
- + Evaluating and optimizing the distribution system.
- + Selecting and refining marketing programs to improve cost efficiency.

The synchronization of these solutions, combined with the active participation of trade unions and youth organizations, resulted in the highest production volume since the Company's establishment.

Investment and Leasing Activities.

- Leasing business: The leasing of warehouse and office space at Habeco Trading 33 Commercial Center in Thach That Industrial Zone, Hanoi, generated a stable annual profit for the Company.

- Equity investment: The Company invested VND 7.5 billion in Hanoi - Hung Yen 89 Beer Trading Joint Stock Company.

- Capital representation: Habeco Trading appointed and assigned representatives to exercise rights and responsibilities as capital contributors in the Board of Directors of the investee company, ensuring compliance with the Habeco Trading Charter and the Charter of the investee company. The appointed representatives effectively followed strategic directives, safeguarded the interests and rights of Habeco Trading, and ensured sound business operations.

Other Activities Within the Authority of the Board of Directors:

- Developed and approved the 2024 business plan for submission to the General Meeting of Shareholders.

- Organized, supervised, and managed the execution of the 2024 targets assigned by the General Meeting of Shareholders and the Board of Directors.

- Approved the 2023 payroll fund and the 2024 planned payroll fund.

- Approved the staff management regulations and financial regulations.

- Carried out other responsibilities within the scope of the Board's authority.

Salary and Remuneration Report for the Board of Directors in 2024:

No	Full name	Term of Service in 2024	Position	Amount (VND)
1	Nguyen Manh Hung	From 01/01/2024 – to 31/12/2024	Full-time Chairman	920.111.500
2	Nguyen Van Minh	From 01/01/2024 – to 31/12/2024	Part-time Member	203.040.000
3	Tran Minh Tuan	From 01/01/2024 – to 31/12/2024	Part-time Member	203.040.000
	Total			1.326.191.500

3. Results of the Board of Directors' supervision and support for the executive board

The Board of Directors has closely monitored all activities of HABECO, providing timely directives and support to the Executive Board in managing business operations.

The Executive Board has consistently and comprehensively provided information and reports to the Board of Directors, ensuring timely guidance and supervision.

The resolutions of the General Meeting of Shareholders and the Board of Directors have been implemented systematically, consistently, and effectively by the Executive Board. Reports have been promptly submitted, and necessary adjustments have been made in response to real-time business conditions.

4. Results of supervision over the General Director

The General Director has fulfilled the duties and responsibilities as stipulated by the Enterprise Law and the Company Charter.

Successfully implemented the resolutions of the General Meeting of Shareholders and the Board of Directors, overseeing all business operations and investment activities.

Regularly reported and sought guidance from the Board of Directors in compliance with legal regulations, state policies, and the Company Charter.

5. Report on the activities of each member of the board of directors

5.1 Chairman of the board of directors – Mr Nguyen Manh Hung

- Fulfilled the duties and responsibilities of the chairman of the board of directors as stipulated in the Enterprise Law and the Company Charter.

- Actively provided close guidance and oversight in the company's management and operations.

- Collaborated with the executive board to implement comprehensive strategies, laying the foundation for synchronized development and maintaining the company's market share.

- Developed and refined the company's regulations and policies to enhance corporate governance.

5.2 Board member and general director – Mr Nguyen Van Minh

- Performed the duties and responsibilities of a board member and general director in accordance with the Enterprise Law and the Company Charter.

- Implemented the resolutions of the general meeting of shareholders and the board of directors, overseeing all business operations.

- Regularly reported to and sought guidance from the board of directors, ensuring that leadership and decision-making processes align with legal regulations and the company charter.

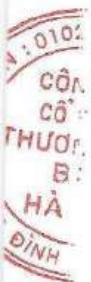
- Worked closely with the board of directors and the executive board to enhance management efficiency.

- Proactively led and executed key initiatives to stabilize the company's business operations.

5.3 Board member – Mr Tran Minh Tuan

- Fulfilled the responsibilities and obligations of a board member as prescribed by law, the company charter, and internal corporate regulations.

- Contributed valuable recommendations on corporate management, enhancing governance efficiency and business performance.



6. Report on transactions between the company, its subsidiaries, and affiliated entities with board members and their related parties.

The company has compiled a detailed report on corporate governance activities for 2024, which has been submitted to the State Securities Commission of Vietnam and the Hanoi Stock Exchange. Information disclosure has been carried out in compliance with applicable regulations.

7. Business orientation for 2025

Building on the achievements from the previous year, and acknowledging the favorable yet challenging political and socio-economic environment for 2025, the company will continue to maintain stable business operations, proactively seek consumption opportunities, develop distribution channels, leverage its reputation and brand, gradually expand the market, and maintain the continuous improvement of the sales service system to enhance competitiveness and market share. In 2025, the Board of Directors defines the company's business direction as follows:

- Fulfill the functions, duties, and powers of the Board of Directors as stipulated in the Company Charter and internal regulations; enhance management capacity, and monitor the performance of the Board members.
- Direct and manage the company's operations to ensure stability and growth, and complete the targets set for 2025 by the General Shareholders' Meeting.
- Strengthen forecasting efforts and continue to improve financial management, legal risk management, internal control, ensuring the company's finances remain secure and efficient.
- Conduct flexible management of business operations to align with market dynamics, proposing specific solutions for target markets: maintain the primary market in Hanoi, expand into provincial markets, and broaden retail outlets for products in 30L, 50L, 2L, and 1L volumes.
- In 2025, the Company will expand its 1-liter keg business in accordance with directives from the Parent Corporation. To ensure the targeted growth in sales volume and market development, the Company will invest in various types of keg containers to support sales activities. Invest in personnel management and training.
- Carry out management functions in line with the scope of powers and responsibilities.
- Oversee corporate information disclosure in compliance with current legal regulations. Continue to review and amend the Charter and Regulations in accordance with legal requirements.
- Seize opportunities in state external relations to promote the company's products.
- Propose additional support from the parent company: product support, market development costs, and increased advertising for Hanoi Beer.

In 2025, the Board of Directors has agreed on the following key business targets for submission to the General Shareholders' Meeting for approval:

Indicator	2025 Plan	Unit
Total revenue	1.571,99	Billion VND
Total profit before tax	16,08	Billion VND
Total profit after tax	12,86	Billion VND
Proposed dividend rate	20	%

On behalf of the Board of Directors, I would like to express sincere gratitude to the Habeco Corporation and our partners, shareholders, and especially the significant contributions of the company's employees, who have played a crucial role in the growth and success of Habeco Trading in the past year.

This report on the activities of the Board of Directors in 2024 and the business direction for 2025 is submitted for your consideration, and we look forward to receiving valuable feedback from shareholders to approve the resolutions.

On behalf of the Board of Directors, I send my best wishes for your health and the success of the General Meeting.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Nguyen Manh Hung



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HANOI BEER TRADING JOINT STOCK COMPANY
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Hanoi, day 21 month 04 year 2025

REPORT ON BUSINESS PERFORMANCE IN 2024 AND IMPLEMENTATION PLAN FOR 2025

To: Annual General Meeting of Shareholders 2025

PART I

BUSINESS PERFORMANCE IN 2024

1. General Assessment:

Vietnam's economy grew by approximately 7% in 2024, and the beer industry saw positive growth. However, competition between domestic and imported beer brands continued to intensify. Regulations aimed at reducing the harmful effects of alcohol have increased public awareness, especially among drivers, but also led to a decline in alcohol consumption.

In response to these challenges, the Management Board made efforts to boost market expansion in suburban and provincial areas and implemented a multi-channel sales strategy.

Despite difficulties, the Company has consistently received timely support and guidance from the Parent Corporation, along with favorable conditions and policies to support business operations. The Company's leadership and all employees made great efforts to fulfill the targets set by the 2024 General Meeting of Shareholders.

2. Business Results in 2024:

In 2024, the Company successfully met the targets assigned by the General Meeting of Shareholders, with the following performance indicators:

No.	Description	Unit	Plan 2024	Actual 2024	Achievement Rate (%)
1	Total Revenue and Income	VND billion	1,351.28	1,357.49	100.46
2	Total Profit Before Tax	VND billion	23.35	23.47	100.51
3	Net Profit After Tax	VND billion	18.68	18.76	100.43
4	Dividend	%	30	Estimated 30	100

Achieved Results

- **Financial and Investment Activities:** Leasing of warehouse and operations area at Habeco Trading Center 33 in Thach That Industrial Park, Hanoi, continued to generate part of the Company's revenue.

The investment in associated company – Hanoi Beer Trading Joint Stock Company Hung Yen 89 – brought dividend income to the Company (total capital contribution: VND 7.5 billion, equivalent to 12.5% of equity).

- **Market Development Activities:** Hanoi's urban areas remained the core market, contributing 55% of total consumption volume. Suburban and provincial areas accounted for 29% and 16%, respectively, a 2% increase year-over-year.

In 2024, the Company expanded product distribution to most provinces in North Central Vietnam, built a model restaurant in Nghe An, where products received enthusiastic support from both restaurant owners and consumers, with many seeking partnerships.

The Company also conducted a comprehensive review of Hanoi Draught Beer keg shells in the market, recalling damaged or substandard kegs to ensure the highest product quality. Support was provided to restaurants on proper storage and dispensing to maintain beer quality. Product visibility and brand presence were also enhanced, driving up sales volume.

Facing increasing pressure from competitors, the Company continued offering maximum support policies for customers:

- Opened over 1,000 new large-volume beer points of sale
 - Established and maintained close service for nearly 1,500 small-volume shops and convenience stores
 - Expanded into convenience store chains
 - Provided assistance to key and large-scale restaurants in Hanoi
 - Cooperated on events and beer festivals
- **Other Operational Aspects:** Throughout the year, the Company ensured sufficient working capital at all times, cutting or suspending non-essential expenditures to allocate resources for sales activities, thereby enhancing competitiveness.

Employee compensation policies were effectively implemented, with salaries and bonuses based on job roles, performance, and Company results, ensuring fairness and effectiveness in reward distribution.

Security, safety, and order were well maintained. The Company continued operating its collective kitchen to support workers' health, implemented noise reduction solutions in loading/unloading operations, provided safety equipment and training, and organized regular health check-ups for employees.

Corporate culture development was promoted as a strategic mission alongside business operations. Efforts were also made to support trade unions and youth unions, improving the spiritual well-being of staff members.

PART II

ORIENTATION AND TASKS FOR 2025

1. Context and Outlook:

The year 2025 is expected to continue posing significant challenges for the beer industry, in the context of consumer purchasing power not yet recovering. The anticipated roadmap for an increase in excise tax further adds pressure to beer trading companies. Therefore, in order to maintain sales volume and achieve the 2025 targets, the Company must proactively and flexibly introduce new solutions to retain and expand its market share.

2. Business Orientation and Targets for 2025:

2.1. Key Targets for 2025:

- **Total revenue and income:** VND 1,571,990,387,873
- **Total profit before tax:** VND 16,085,613,443
- **Net profit after tax:** VND 12,868,490,755
- **Expected dividend rate:** 20%

2.2. Implementation Solutions:

The Company will continue to pursue five groups of solutions to increase sales volume in 2025:

- **Building a professional sales team:** Recruit professional sales staff, provide training in sales techniques, and apply KPI-based salary schemes to encourage individual performance and increase sales volume per employee.
- **Strengthening the coverage and brand image in traditional sales channels:** Support customers with POSM materials, signage for restaurant systems, door-to-door delivery for distributors and customers with registered delivery routes, free product samples, grand opening support, etc.
- **Expanding multi-channel sales models:** In addition to traditional sales channels, the Company will expand into modern channels such as supermarkets, branded stores, grocery shops, and e-commerce platforms. These are considered important solutions to boost revenue and overcome difficulties.
- **Expanding into provincial markets:** Broaden the distribution network by partnering with new distributors with good warehousing and sales capabilities, while also opening more small-scale retail outlets in central areas.
- **Increasing sales volume of small-capacity products:**

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Focus resources on brand building and market development activities, including branding, product, distribution and consumption strategies in line with consumption trends. At the same time, restructure the distribution system toward professionalism, increased efficiency, and enhanced support for channel- and product segment-based management.

- **Integrate Human Resource Management Methods** and implement performance evaluation systems for employees.
- **Enhance business efficiency** by leveraging existing capabilities and actively promoting the Company's key products in the market. Ensure the completion of assigned sales targets by optimizing all stages of the business process.
- **Focus on quality control**, food safety, and proper storage procedures to maintain product standards. Post-sale quality control will be implemented, including a hotline for customer complaints and direct market quality surveys.
- **Maintain brand awareness** and promotional activities at points of sale, converting outlets of other beer brands into Habeco Beer outlets.

In 2025, the Company aims to **continue expanding its market coverage**, distribution channels, and number of outlets. A new product—**1-liter keg**—will be launched. It is essential to strengthen product recognition of the 1-liter keg at Hanoi Draft Beer sales outlets in the Company's system, particularly ensuring 100% coverage at key Hanoi Draft Beer restaurants.

To achieve the target of increasing sales volume in 2025 and the following years, the Company plans to procure 1-liter keg containers and supplement 50-liter keg containers in alignment with market demand.

Continue applying flexible keg deposit policies tailored to demand, under strict management to ensure proper usage.

- **Strictly manage and effectively utilize working capital** to preserve capital and drive business growth. Optimize costs and ensure high efficiency.
- **Expand and develop the market and sales system** with a focus on deepening presence in Hanoi's inner city while expanding to suburban and neighboring provinces, establishing a "market protection belt" around Hanoi.
- Given the restrictions on alcohol consumption at large outlets on main streets, the Company will focus on **online sales, delivery, and smaller neighborhood stores** in residential areas and alleyways.
- **Support and retain the distribution network**, while reducing business in non-core products and focusing on supporting dedicated distributors.
- **Strengthen brand image** across the market in alignment with the corporate identity system of the Parent Company. Boost digital media efforts via the website, Facebook, fan pages, and digital advertising (including PG activities) to increase visibility and brand recognition for Hanoi Draft Beer.



- **Streamline and enhance the workforce:** Provide professional training for sales staff, sales supervisors, and marketing personnel. Rejuvenate the management team by combining valuable experience from senior employees with the dynamism and creativity of younger personnel. Emphasize practical training and the application of real-world experience.

2.3. Other Activities:

- **Enhance asset, capital, and cash flow management** as well as cost planning implementation oversight, closely monitoring and analyzing fluctuations in key business factors in order to provide timely forecasts and proactively manage operations.
- **Develop and train a succession team of key personnel**, appoint qualified and experienced staff, and recruit highly skilled professionals to support marketing and sales activities.
- **Continue reviewing and adjusting salary and bonus policies**, linking them with responsibility and job performance, while also improving employee welfare.
- **Fulfill social responsibilities** through initiatives such as honoring those who have served the country and participating in community support programs.

In 2025, the Executive Board and all employees of the Company will continue to strive to fulfill the Company's mission, elevate the **Hanoi Draft Beer** brand to new heights, ensure and enhance the long-term benefits of our esteemed shareholders, and contribute more to society.

We respectfully submit this to the General Meeting of Shareholders for consideration and feedback to further improve the efficiency of the Executive Board's operations.

We wish the General Meeting great success.



Mr. Nguyen Van Minh



Ha Noi, date 21 month 04 year 2025

**REPORT OF THE BOARD OF THE SUPERVISORS
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

- Based on the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam, XIV Legislature, on June 17, 2020;
- Based on the Charter of Hanoi Beer Trading Joint Stock Company;
- Based on the Resolution of the Annual General Meeting of Shareholders in 2024 of Hanoi Beer Trading Joint Stock Company;
- Based on the 2024 Financial Report audited by Nhân Tâm Việt Auditing Company Limited.

The Board of the Supervisors of Hanoi Beer Trading Joint Stock Company (hereinafter referred to as Habeco Trading) reports to the Annual General Meeting of Shareholders on the results of inspecting and supervising the activities of Habeco Trading in 2024 as follows:

I. Activities of the Board of the Supervisors of Hanoi Beer Trading Joint Stock Company (Habeco Trading) in 2024

The Board of the Supervisors has carried out its functions and responsibilities in accordance with the law and the bylaws of Habeco Trading in 2024, specifically:

- Fully participated in the meetings of the Board of Directors of the Company.
- Monitored the compliance with the obligations of Habeco Trading under the law (such as tax obligations to the State, social insurance, health insurance for employees, and other obligations...).
- Reviewed the transparency of the information disclosure process to ensure the rights of shareholders and employees.
- Appraised the financial reports for the first six months and the annual financial report of the Company.
- Approved the draft of the Board of the Supervisors' report at the Annual General Meeting of Shareholders.
- During the year, the Board of the Supervisors held meetings to assess the results of the Company's business operations, governance, and management.

II. Results of Monitoring Habeco Trading's Business Activities in 2024

The Board of the Supervisors of Hanoi Beer Trading Joint Stock Company

(Habeco Trading) agrees with the figures presented in the financial statements for the accounting period from January 1, 2024, to December 31, 2024, prepared by the Board of Directors and audited by Vietnam Human Tâm Audit Company Limited. The summarized financial data is as follows:

No	Indicator	Amount (VND)
	Balance Sheet	
	Total Assets	215.392.464.620
A	Current Assets	165.660.193.121
I	Cash and cash equivalents	8.258.746.114
II	Short-term financial investments	140.000.000.000
III	Short-term receivables	4.477.652.561
IV	Inventory	2.539.351.266
V	Other current assets	10.384.443.180
B	Long-term Assets	49.732.271.499
I	Long-term receivables	
II	Fixed assets	14.086.677.658
III	Investment properties	
IV	Construction in progress	
V	Long-term financial investments	7.500.000.000
VI	Other long-term assets	28.145.593.841
	Total Resource	215.392.464.620
A	Liabilities	138.307.423.179
I	Short-term liabilities	138.307.423.179
II	Long-term liabilities	
B	Equity	77.085.041.441
	Business Results	
1	Net revenue from sales and services	1.349.283.371.633
2	Cost of goods sold	1.243.479.726.821
3	Gross profit	105.803.644.812
4	Financial revenue	6.653.078.249
5	Financial expenses	
6	Selling expenses	68.052.493.340
7	General and administrative expenses	22.488.974.078
8	Operating profit	21.915.255.643
9	Other income	1.562.950.327
10	Other expenses	4.597.828
11	Other profit	1.558.352.499
12	Total accounting profit before tax	23.473.608.142
13	Net profit after tax	18.760.974.989

- Revenue from sales and services reached 1,357.49 billion VND, 108.85% compared to 2023.
- Total pre-tax profit reached 23.47 billion VND, 75.44% compared to 2023.
- Total net profit after tax reached 18.76 billion VND, 75.55% compared to 2023.
- Return on equity (net profit after tax/equity) reached 24.34%.
- Return on assets (net profit after tax/total assets) reached 8.71%.
- Liabilities/equity ratio: 1.79 times.
- Current ratio: 1.56 times.

The financial indicators show that the Company has a healthy financial situation, with preserved and growing capital.

III/ Results of Monitoring the Board of Directors and Management Board

Currently, the total number of outstanding shares of Habeco Trading is 3,123,000 shares, with the shareholder structure as follows:

Shareholder	Total Shares Held	Percentage/Charter Capital
A. State Shareholders	1.873.800	60%
HANOI BEER, ALCOHOL AND BEVERAGE JSC	1.873.800	60%
B. Other Shareholders	1.249.200	40%
Total	3.123.000	100%

- Board of Directors and Board of Management

The Board of Directors (BOD) organizes regular meetings to discuss and reach consensus among members. In addition to the regular meetings, the BOD holds special meetings. In 2024, the BOD organized 9 in-person meetings.

The major issues within the BOD's authority were handled according to the functions, duties, and powers prescribed by the Law on Enterprises, the Company's Charter, and other legal regulations.

The management operates in a transparent, democratic manner in the Company's information disclosure activities, fulfilling all obligations according to the law, including tax obligations to the State and other obligations for employees.

IV/ Report on the Evaluation of Coordination Between the Board of the Supervisors, the Board of Directors, the Management Board, and Shareholders

- The Board of the Supervisors operates based on the provisions of the Law on Enterprises, the Company's Charter, and other regulations in the internal management system to carry out supervisory tasks.

- The Board of the Supervisors is provided with all favorable conditions by the Board of Directors and the Management Board to fulfill its duties.

- The Board of the Supervisors monitors the compliance with the Company's information disclosure regulations in accordance with legal provisions to ensure the interests of shareholders.

V/ Conclusion and Recommendations

In 2024, the beer industry continued to face numerous challenges, including global political instability and increasing competition between domestic and foreign beer companies. The Board of the Supervisors recommends the following:

- Build a professional and dedicated team to enhance service quality in order to meet customer demands.

- Strengthen the management of assets, capital, cash flow, and cost planning to closely monitor and analyze fluctuations in factors affecting business results, providing timely forecasts for proactive management. Continue reviewing essential business costs, reduce unnecessary expenses, and ensure efficient business operations.

VI/ Self-Assessment Report on the Performance of the Board of supervisors and Supervisors.

1. Report on the Performance of the BOS

Based on the rights and responsibilities outlined in the Company's Charter, and the performance results mentioned above, the Board of the Supervisors self-assesses as follows:

- The Board of the Supervisors has effectively performed its role in overseeing the Board of Directors (BOD) and the Executive Board in managing and operating the Company.

- Successfully completed the review of the Company's semi-annual and annual financial reports.

- The BOS has organized regular meetings in compliance with the Law on Enterprises and the Company's Charter. The Board frequently exchanges opinions and seeks input from the Supervisors.

- The BOS has operated within its authorized rights and responsibilities.

2. Assessment of the Performance of the Supervisors:

Based on the Company's Charter and the regulations governing the activities of the BOS, each Supervisor has fulfilled their assigned duties well.

The Supervisors have attended all the BOS meetings as required.

The BOS evaluates the performance of each Supervisor as follows:

2.1 Head of the BOS – Ms Tran Phan Nguyet Minh:

- Effectively directed and managed the activities of the BOS, convening and presiding over meetings.

- Reviewed and supervised the implementation of the Annual General Shareholders' Meeting (AGM) resolutions, dividend distribution, and fund allocations.

- Collaborated with other Supervisors in reviewing the semi-annual and annual financial reports of the Company.

- Led the drafting and presentation of the BOS's report to the AGM on the activities and plans of the BOS.

2.2 Supervisor – Ms Vu Thi Quyen:

Performed the duties assigned by the BOS, including:

- Collaborated with other Supervisors in reviewing the semi-annual and annual financial reports of the Company.
- Attended meetings as required.
- Successfully carried out other tasks as assigned by the Head of the BOS.

2.3 Supervisor – Ms Le Thu Trang

Performed the duties assigned by the BOS, including:

- Collaborated with other Supervisors in reviewing the semi-annual and annual financial reports of the Company.
- Attended meetings as required.
- Successfully carried out other tasks as assigned by the Head of the BOS.

VII/ ORIENTATION AND TASKS OF THE BOARD OF THE SUPERVISORS IN 2025

In recent years, the Board of the Supervisors has effectively carried out its functions of oversight, inspection, evaluation, and recommending actions to ensure compliance with the law and the Company's Charter. The Board of the Supervisors outlines the following direction and tasks for 2025:

- The Board of the Supervisors will carry out its duties and functions as approved by the General Shareholders' Meeting in accordance with the Company's Charter.

- Reviewing the Company's financial reports.
- Inspecting the legality and appropriateness of the Company's business operations and financial activities, and verifying the implementation of the resolutions passed by the General Shareholders' Meeting and the decisions of the Board of Directors.

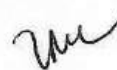
- Monitoring compliance with information disclosure regulations in accordance with the law.

This report has been unanimously approved by all Supervisors and is submitted for consideration by the General Shareholders' Meeting.

The Board of the Supervisors sincerely thanks the Board of Directors, the Executive Board, the functional departments, and esteemed shareholders for their cooperation and facilitation in enabling the Board of the Supervisors to perform its assigned tasks.

We wish good health to all delegates and shareholders attending the meeting.

**ON BEHALF OF THE BOARD OF THE
SUPERVISORS
HEAD OF THE BOARD OF THE
SUPERVISORS**



Tran Phan Nguyet Minh

Hanoi, day 21, month 03 year 2025

PROPOSAL

Re: Approval of Salary, Remuneration Settlement for 2024; Salary and Remuneration Plan for 2025 for Members of the Board of Directors and Supervisory Board

To: The 2025 Annual General Meeting of Shareholders

Pursuant to:

- Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;
- Securities Law No. 54/2019/QH14 dated November 26, 2019, and the guiding documents for its implementation
- The current Charter on the organization and operation of Hanoi Beer Trading Joint Stock Company;
- Resolution of the 2024 Annual General Meeting of Shareholders;
- Audited 2024 financial statements by Vietnam Human Tam Auditing Co., Ltd.
- 2025 production and business plan of Hanoi Beer Trading Joint Stock Company

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the salary, remuneration settlement for 2024, and salary and remuneration plan for 2025 for members of the Board of Directors and Supervisory Board as follows:

1. Salary, Remuneration Settlement for 2024 of the Board of Directors and Supervisory Board:

No.	Description	Amount (VND)
	Salary Fund of the Board of Directors and Supervisory Board	
1	Salary and remuneration plan according to 2024 AGM Resolution	1.006.800.000
2	Actual implementation	1.010.727.128
	<i>Salary for full-time members of the Board and Supervisory Board</i>	614.000.000
	<i>Remuneration for part-time members of the Board and Supervisory Board</i>	396.727.128
3	Conclusion: Difference between actual and planned implementation	3.927.128

2. Salary, Remuneration, Bonus Plan for the Board of Directors in 2025:

a) Salary and Remuneration Plan:

- Salary for full-time members of the Board of Directors and Supervisory Board: 1.260.000.000 VND
- Remuneration for part-time members of the Board of Directors and Supervisory Board: 500.000.000 VND
- **Total: 1.760.000.000 VND**

b) The plan will be applied based on the principles outlined in Decree No. 44/2025/ND-CP dated February 28, 2025, by the Government regarding the management of labor, salary, remuneration, and bonus in State-owned enterprises, with adjustments considering the objective factors that affect productivity and profitability for 2025.

We respectfully request the General Meeting to review and approve this proposal./.

On behalf of the Board of Directors



Chairman

Mr. Nguyen Manh Hung



Hanoi, day 21 month 09 year 2025

PROPOSAL

Re: Approval of the 2024 Financial Statements and Profit Distribution Plan

To: The 2025 Annual General Meeting of Shareholders

Pursuant to:

- Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;
- The current Charter on the organization and operation of Hanoi Beer Trading Joint Stock Company;-
- Resolution of the 2024 Annual General Meeting of Shareholders
- Current state regulations on finance and accounting
- Audited 2024 financial statements by Vietnam Human Tam Auditing Co., Ltd.

1. Approval of the 2024 Financial Statements:

The 2024 financial statements have been audited by Vietnam Human Tam Auditing Co., Ltd. and published by the Board of Directors of Hanoi Beer Trading Joint Stock Company as required, and are also available on the website: <http://www.biahoihanoi.com.vn>.

Hội đồng quản trị kính trình Đại hội đồng cổ đông thông qua Báo cáo tài chính năm 2024 của công ty với một số chỉ tiêu chủ yếu sau:

Indicator	Value (VND)
Total revenue and income	1.357.499.400.209
Profit before tax	23.473.608.142
Profit after tax	18.760.974.989
Basic earnings per share	4.186
Current assets	165.660.193.121
Non-current assets	49.732.271.499
Total assets	215.392.464.620
Liabilities	138.307.423.179
Equity	77.085.041.441
Total capital sources	215.392.464.620



2. Approval of the 2024 Profit Distribution Plan:

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 2024 profit distribution plan as follows:

No.	Description	Amount (VND)
1	Distribution of Profit after Tax (PAT)	27.584.396.317
	- Retained earnings from previous year	8.823.421.328
	- PAT of the current year	18.760.974.989
2	Allocation to funds	5.628.292.500
	- Reward and welfare fund	5.291.984.000
	- Reward fund for the Executive Board	336.308.500
3	Dividend distribution for 2024	9.369.000.000
	Dividend payout ratio (%)	30
4	Unallocated profit	12.587.103.817

We respectfully request the General Meeting to review and approve this proposal./.

On behalf of the Board of Directors

Chairman



Mr. Nguyen Manh Hung





HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HANOI BEER TRADING JOINT STOCK COMPANY
183 Hoang Hoa Tham, Ba Dinh, Hanoi, Tel: 84 4 37281476, Fax: 84 4 37281106
Website: biahoihanoi.com.vn, Stock code: HAT

Hanoi, day 21 month 01/year 2025

PROPOSAL

Re: Approval of the Business Targets for 2025

To: The 2025 Annual General Meeting of Shareholders

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;*
- *The current Charter on the organization and operation of Hanoi Beer Trading Joint Stock Company;*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the business targets for 2025 as follows:

No.	Target	Unit	2025 Plan
1	Total revenue and income	VND	1.571.990.387.873
2	Total profit before tax	VND	16.085.613.443
3	Total profit after tax	VND	12.868.490.755
4	Dividend payout ratio	%	20

Depending on market conditions, the Company will proactively adjust expenses in line with revenue to ensure the achievement or overachievement of the above targets.

Respectfully submitted to the General Meeting for consideration and approval.

On behalf of the Board of Directors

Chairman



Mr. Nguyen Manh Hung



HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HANOI BEER TRADING JOINT STOCK COMPANY
183 Hoang Hoa Tham, Ba Dinh, Hanoi, Tel: 84 4 37281476, Fax: 84 4 37281106
Website: biahoihanoi.com.vn, Stock code: HAT

Hanoi, day 21 month 04 year 2025

PROPOSAL

Re: The proposed profit distribution plan for 2025

To: The 2025 Annual General Meeting of Shareholders

Pursuant to:

- Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;
- The current Charter on the organization and operation of Hanoi Beer Trading Joint Stock Company;
- The current state regulations in the field of financial accounting

The Board of Directors respectfully submits for approval to the General Meeting of Shareholders the proposed profit distribution plan for 2025 as follows:

No.	Description	Amount (VND)
I	Distribution of Profit After Tax (PAT) for 2025	25.455.594.572
	- Unallocated PAT carried forward from previous period	12.587.103.817
	- Unallocated PAT for the current period	12.868.490.755
1	Allocation to reserves	3.860.547.000
	Employee reward and welfare fund	3.195.224.000
	Executive reward fund	665.323.000
2	Dividend payment for 2025	6.246.000.000
	Dividend payout ratio (%)	20
3	Unallocated profit	15.349.047.572

We respectfully request for your review and approval.

On behalf of the Board of Directors



Mr. Nguyen Manh Hung



HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION

HANOI BEER TRADING JOINT STOCK COMPANY

183 Hoang Hoa Tham, Ba Dinh, Hanoi, Tel: 84 4 37281476, Fax: 84 4 37281106

Website: biahoihanoi.com.vn, Stock code: HAT

Hanoi, day 01 month 07 year 2025

PROPOSAL

Re: Selection of Auditing Firm for 2025

To: The 2025 Annual General Meeting of Shareholders

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020, providing guidance on corporate governance applicable to public companies;*
- *The current Charter on the organization and operation of Hanoi Beer Trading Joint Stock Company;*

Regarding the Audit of the 2025 Financial Statements of Hanoi Beer Trading Joint Stock Company.

The Supervisory Board of Hanoi Beer Trading Joint Stock Company proposes that the General Meeting of Shareholders authorize the Board of Directors to select a reputable auditing firm from the list of auditing firms approved by the State Securities Commission to audit the financial statements for the 2025 fiscal year.

We respectfully request the General Meeting to review and approve this proposal./.

On behalf of the Supervisory Board

Chairman of the Board

Ms. Tran Phan Nguyet Minh

Hanoi, day *M* month *04* year 2025

PROPOSAL

(Re: Election of Members of the Board of Directors and the Supervisory Board for the 2025-2030 Term)

To: The 2025 Annual General Meeting of Shareholders

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;*
- *Securities Law No. 54/2019/QH14 dated November 26, 2019, and the guiding documents for its implementation*
- *The current Charter on the organization and operation of Hanoi Beer Trading Joint Stock Company;*

In order to ensure the organizational structure of Hanoi Beer Trading Joint Stock Company in accordance with regulations, the Board of Directors of Hanoi Beer Trading Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the election of members of the Board of Directors and the Supervisory Board for the 2025-2030 term, as follows:

1. **Number of Board of Directors members for the 2025-2030 term:** 03 members.
2. **Number of Supervisory Board members for the 2025-2030 term:** 03 members

Detailed information about the candidates has been sent to the shareholders at the Meeting. We kindly request the General Meeting to proceed with the election of the Board of Directors and Supervisory Board members in accordance with regulations.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

On behalf of the Board of Directors



Mr. Nguyen Manh Hung



HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION

HANOI BEER TRADING JOINT STOCK COMPANY

183 Hoang Hoa Tham, Ba Dinh, Hanoi, Tel: 84 4 37281476, Fax: 84 4 37281106

Website: biahoihanoi.com.vn, Stock code: HAT

Hanoi, day 24 month 04 year 2025

PROPOSAL

Re: The approval of contracts and transactions with Hanoi Beer, Alcohol, and Beverage Joint Stock Corporation and related parties

To: The 2025 Annual General Meeting of Shareholders

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 dated November 26, 2019, and the guiding documents for its implementation*
- *The current Charter on the organization and operation of Hanoi Beer Trading Joint Stock Company;*
- *Based on the fact that Hanoi Beer, Alcohol, and Beverage Joint Stock Corporation (HABECO) holds 60% of the charter capital of the Company;;*
- *Based on the fact that HABECO Trading Single Member LLC and HABECO Packaging Joint Stock Company are related parties of the HABECO shareholder*

To ensure the signing of contracts and transactions with HABECO and related parties of the HABECO shareholder is conducted in accordance with the provisions of the Enterprise Law No. 59/2020/QH14, the Board of Directors respectfully submits the following for consideration by the General Meeting of Shareholders:

1. Approval of the draft Sales Agreement for 2026, Office Lease Agreement for 2026, Asset Lease Agreement for 2025, and Keg Shell Repair Service Agreement for 2025 with HABECO (draft agreements attached).
2. Approval of the draft Sales Agreement for 2026 with HABECO Trading Single Member LLC.
3. Approval of the draft Sales Agreement for 2025 and 2026 with HABECO Packaging Joint Stock Company.

The draft agreements are attached to this proposal.

The Board of Management is tasked with implementing the signing of these contracts and transactions in compliance with legal regulations.



We respectfully request the General Meeting to review and approve this proposal./.

On behalf of the Board of Directors

Chairman

Mr. Nguyen Manh Hung





THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

DRAFT

GOODS SALE AND PURCHASE CONTRACT

Số: /HABECO - HHT TRADING/HĐMB – 2026

- Based on the Civil Code of 2015, which was passed by the National Assembly of the Socialist Republic of Vietnam on November 24, 2015, effective from January 1, 2017, and its guiding documents;
- Based on the Commercial Law of 2005, which was passed by the National Assembly of the Socialist Republic of Vietnam on June 14, 2005, effective from January 1, 2006, and its guiding documents;
- Based on the capabilities and needs of both parties.

Today, on [date], at 183 Hoàng Hoa Thám, Ba Đình, Hanoi, we, the undersigned:

Seller (Party A): HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION

Address: 183 Hoàng Hoa Thám, Ngọc Hà Ward, Ba Đình District, Hanoi

Account Number: [Account number]

Bank: [Bank name]

Phone: [Phone number]

Tax Code: [Tax code]

Representative: [Name] Position: [Position]

Buyer (Party B): HANOI BEER TRADING JOINT STOCK COMPANY

Address: 183 Hoàng Hoa Thám, Ngọc Hà Ward, Ba Đình District, Hanoi

Account Number: [Account number]

Bank: [Bank name]

Phone: [Phone number]

Tax Code: [Tax code]

Representative: [Name] Position: [Position]

The parties agree to enter into a Sales Contract with the following terms and conditions:

Article 1: Work Content

Party A will sell to Party B, and Party B will organize the business and consumption of the product "HANOI DRAFT BEER" from Party A, from January 1, 2026, to December 31, 2026, in the quantity specified in Appendix 01 attached to this contract.

Article 2: Product Specifications and Quality

The products sold by Party A to Party B shall have specifications and quality according to the self-declared product information on Party A's website <https://www.habeco.com.vn>.

Article 3: Sales Price

3.1 The sales price for Party A's products to Party B is outlined in Appendix 02 of this contract.

3.2 In the event of a price change, Party A will notify Party B in writing at least 15 days before the new price becomes effective. The new price will be mutually agreed upon by both parties through an appendix to the contract.

Estimated total value: 1,500,000,000,000 VND

In words: One thousand five hundred billion VND.

Article 4: Payment Method

Party B will pay 100% of the product value before receiving the goods. Payment for goods will be made via bank transfer to Party A's account or offset against debts between the two parties. Party A's account details: [Account details].

Article 5: Delivery Location and Method

5.1 Delivery will take place at Party A's warehouse or a location designated by Party A.

5.2 The delivery process between Party A and Party B is specified in Appendix 03 of this contract.

Article 6: Consumption Area

Party B is responsible for organizing the system to consume the products purchased from Party A in the designated consumption area as specified in detail [here].

Article 7: Sales System Organization

Party B is authorized by Party A and is responsible for organizing the system to consume Party A's products...

Article 8: Use of Party A's Brand Identifiers

Party A allows Party B to use Party A's brand identifiers, and Party B is obliged to use them according to Party A's standards and instructions...

Article 9: Installation of Signboards and Advertising Materials

Party B is responsible for installing signboards and advertising materials (according to Party A's guidance) for the members of the consumption system at Party B's expense...

Article 10: Trade Promotion, Sales Support, and Market Development Activities

To support Party B in sales, sales system building, and promoting trade programs, Party A will assist with sales-related expenses for Party B. The content, conditions, costs, and methods of support (if applicable) will be agreed upon by both parties in the contract appendices...

Article 11: Confidentiality Obligations

Both parties are responsible for keeping confidential any information related to this contract and may only disclose such information to third parties with prior consent from the other party or as required by the competent authorities.



Article 12: Rights and Obligations of Party A

12.1 Rights of Party A:

12.1.1 To adjust the product specifications and packaging;

12.1.2 To adjust sales promotion policies, product advertising, and brand promotion of Party A's products.

12.1.3 To inspect and monitor Party B's implementation of brand promotion and market development programs for Hanoi Draft Beer.

12.2 Obligations of Party A:

12.2.1 To provide the full quantity of goods to Party B as outlined in Appendix 01 of this contract and ensure the quality and specifications as committed in Article 2 of this contract;

12.2.2 To receive and handle product defects or customer complaints about the quality of products.

Article 13: Rights and Obligations of Party B

13.1 Rights of Party B:

13.1.1 To request Party A to provide products according to the correct specifications, quantity, and quality as outlined in this contract;

13.1.2 To propose policies, programs, and distribution, marketing, and product promotion activities to Party A.

13.2 Obligations of Party B:

13.2.1 To ensure food safety and maintain product quality during storage and transportation as per Party A's regulations;

13.2.2 To cooperate with Party A in product exchange procedures and customer complaints handling as per Party A's current regulations.

Article 14: Force Majeure

Force majeure includes but is not limited to strikes, fires, floods, natural disasters, earthquakes, epidemics, changes in laws, or other events beyond the control of the parties, which prevent either or both parties from fulfilling one or more obligations under this contract, without the intentional actions or fault of any party.

Article 15: Termination of the Contract

15.1 This contract terminates under the following circumstances:

15.1.1 At the end of the contract term, if the parties do not agree on an extension; or

15.1.2 The contract is terminated prematurely as specified in Clause 15.2 of this article.

15.2 This contract can be terminated prematurely under the following circumstances:

15.2.1 By mutual written agreement signed by the legal representatives of both parties and sealed (if applicable); or

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15.2.2 If the subject matter of this contract is no longer available or cannot continue due to a decision from the competent government authority; or

15.2.3 If one of the parties is dissolved or declared bankrupt.

Article 16: Compensation for Damages

The party in violation shall be responsible for compensating all damages incurred by the other party due to direct or indirect violations.

Article 17: Effectiveness of the Contract and Dispute Resolution

17.1 The following documents are considered an integral part of this contract:

17.1.1 This contract document;

17.1.2 Appendices attached to the contract:

- Appendix 01: Estimated purchase order for 2025.
- Appendix 02: Unit prices.
- Appendix 03: Delivery process.

Other appendices (if any).

17.2 This contract takes effect from January 1, 2026, until December 31, 2026.

11/03/2025
H. H.

Appendix 01 - Contract No. 01/HABECO - HHT TRADING/HĐMB - 2026

ESTIMATED PURCHASE ORDER FOR 2026

No.	Product Name	Quantity (Unit: Liters)
1	Hanoi Draft Beer 30L MB and Hanoi Draft Beer 50L MB	[Quantity]
2	Hanoi Draft Beer 2L MB	[Quantity]
3	Hanoi Draft Beer 1L PET Bottle	[Quantity]
4	Hanoi Draft Beer 1L Keg	[Quantity]

Total [Total Quantity]

Note: The quantity of each type may vary based on actual performance.

Representatives of Party A | Representatives of Party B

Appendix 02 - Contract No. 01/HABECO - HHT TRADING/HĐMB - 2026

PRICE LIST

1. The selling prices of the products under this contract are as follows:

No.	Product Name	Unit	Selling Price	VAT 10%	Payment Price (Column 6) = (Column 4 + Column 5)
1	Hanoi Draft Beer 30L MB / Hanoi Draft Beer 50L MB	VND/Liter	[Price]	[VAT]	[Total Price]
2	Hanoi Draft Beer 2L MB	VND/Liter	[Price]	[VAT]	[Total Price]
3	Hanoi Draft Beer 1L PET Bottle (6-bottle Pack)	VND/Pack	[Price]	[VAT]	[Total Price]

2. The selling price of the above products is the price delivered at Party A's warehouse or a location designated by Party A and does not include the cost of keg containers, caps, and labels.

Representatives of Party A | Representatives of Party B

Appendix 03 - Contract No. 01/HABECO - HHT TRADING/HĐMB - 2026

DELIVERY AND RECEIPT PROCESS

I. General Principles:

1. Party A authorizes the Branch of Hanoi Beer, Alcohol, and Beverage Corporation - Hanoi Beer Factory Hoang Hoa Tham to be responsible for managing the delivery and receipt of goods under this contract.
2. The parties directly involved in the delivery and receipt process according to the provisions of the contract include: Representatives of the Hanoi Beer Factory Hoang Hoa Tham (warehouse keeper, warehouse staff, security) and Representatives of Party B (warehouse keeper, warehouse staff, transport staff).
3. Finished Hanoi Draft Beer and keg containers are collectively referred to as "goods."

II. Delivery and Receipt Process:

1. Receiving Goods:

- [Details of receiving goods process.]

2. Shipping Goods:

- [Details of shipping goods process.]

III. Procedure for Returning Defective Hanoi Draft Beer:

- [Details of the return process for defective beer.]

Representatives of Party A | Representatives of Party B



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SERVICE CONTRACT

No:/HDDV/HABECO-TRADING/2025

- Based on the Civil Code No. 91/2015/QH13 adopted by the National Assembly of the Socialist Republic of Vietnam, on November 24, 2015, effective from January 1, 2017;
- Based on the Commercial Law No. 36/2005/QH11 adopted by the National Assembly of the Socialist Republic of Vietnam, on June 14, 2005, effective from January 1, 2006;
- Based on the needs and capabilities of both parties,

Today, on / / at the Hanoi Beer, Alcohol, and Beverage Corporation, the parties have agreed to enter into a service contract under the following terms and conditions:

Party A (BUYER): HANOI BEER TRADING JOINT STOCK COMPANY

Address: [Address]

Phone: [Phone]

Tax Code: [Tax Code]

Representative: [Representative Name]

Party B (SELLER): HANOI BEER, ALCOHOL, AND BEVERAGE CORPORATION

Address: [Address]

Phone: [Phone]

Tax Code: [Tax Code]

Representative: [Representative Name]

Both parties agree to enter into the service contract under the following terms:

Article 1: SCOPE OF WORK

Party B will perform repairs for Keg containers at the branch of the Hanoi Beer, Alcohol, and Beverage Corporation - Hanoi Beer Factory, 183 Hoang Hoa Tham.

Article 2: CONTRACT FORM

The contract is a fixed-price contract.

Article 3: LOCATION AND TIME OF CONTRACT EXECUTION

3.1 The contract execution period:/...../..... to...../...../.....

3.2 Work location: Branch of Hanoi Beer, Alcohol, and Beverage Corporation - Hanoi Beer Factory Hoang Hoa Tham (Address: 183 Hoang Hoa Tham, Ngoc Ha Ward, Ba Dinh District, Hanoi).

3.3 Payment documentation:



- Legal VAT invoice from Party B.
- Acceptance certificate confirming the quantity of repaired Keg containers delivered and handed over by both parties.
- Payment value confirmation signed by Party B and the director of Hanoi Beer Factory Hoang Hoa Tham (including the quantity of repaired Keg containers and the unit cost of replacement materials).

Article 4: CONTRACT VALUE

4.1 Service repair fees:

Service	Unit Price (VND) (excluding VAT)
1. Replace gasket set	VND
2. Replace valve set	VND
3. Repair bottom rim	VND
4. Repair valve neck	VND
5. Weld top rim	VND
6. Weld bottom rim	VND
7. Weld valve neck	VND

4.2 Replacement material costs: Party A is responsible for paying for the replacement materials (gaskets, new valves, etc.) according to the actual purchase price from the supplier, plus 3% management fee (excluding VAT).

Replacement materials will be purchased by Party B from Micro Matic (EU) or equivalent suppliers.

Estimated total value: VND 1,500,000,000

In words: One billion five hundred million VND

Article 5: QUALITY REQUIREMENTS AND HANDOVER PROCEDURES

5.1 Product quality requirements:

Replacement materials must be 100% new, genuine, correctly sourced, and meet the manufacturer's standards.

5.2 Handover and acceptance:

Upon completion of the work, the two parties will carry out a handover, acceptance, and confirm the quantity of repaired Keg containers.

Article 6: PAYMENT METHOD

6.1 Payment method:

6.2 Payment deadline:

- Party A will pay 100% of the contract value within 30 days from the date Party A receives Party B's payment documents.

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Article 7: RESPONSIBILITIES OF EACH PARTY

7.1 Responsibilities of Party A:

7.1.1 Facilitate the delivery and receipt process.

7.1.2 Check the quality and quantity of goods during each delivery. Party A has the right to refuse to accept goods or make payments if Party B fails to meet the requirements of the contract.

7.2 Responsibilities of Party B:

7.2.1 Deliver goods in the correct type, quantity, quality, and within the agreed time.

7.2.2 Replace materials ensuring quality, technical standards, and timely delivery as per Party A's requirements.

7.2.3 If Party A requests, Party B must provide detailed technical consultation about the equipment, goods, and operation methods.

Article 8: RESPONSIBILITIES FOR BREACHING THE CONTRACT

If either party violates the contract (fails to perform or performs incorrectly or incompletely), the aggrieved party has the right to refuse to accept the goods and/or demand the other party to implement the following penalties:

8.1 Compel the performance of contractual commitments (if requested) or unilaterally terminate the contract.

8.2 Pay a penalty for breach at 8% (eight percent) of the contract value violated.

Article 9: FORCE MAJEURE

Force majeure is understood as any unexpected events beyond the control of one or both parties, which may affect the execution of the contract. These events may include wars, riots, floods, strikes, or any events outside the reasonable control of the parties that may cause damage, delay, or prevent performance of this contract.

Article 10: DISPUTE RESOLUTION

In case of disputes arising from this contract, both parties will negotiate in a cooperative manner. If they cannot reach a mutual agreement, either party may file a lawsuit with the competent court for resolution.

Court fees and any other costs incurred in the dispute resolution process will be borne by the losing party.

Article 11: WARRANTY

Party B is responsible for providing a 12-month warranty (as per the manufacturer's rules) from the date both parties sign the acceptance document for the work.

Article 12: GENERAL TERMS

12.1 This contract is effective from the date it is signed.

12.2 This contract will terminate when:

- Both parties fulfill their obligations and there are no complaints/claims. The contract will automatically terminate 30 days after Party A completes the payment to Party B.
- Both parties agree in writing to terminate the contract.
- One party breaches the contract, leading to the aggrieved party unilaterally suspending the contract.
- Other cases as per the law.

12.3 This contract has 06 pages, made in 04 (four) copies, all of equal legal value, with each party retaining 02 (two) copies.

Representatives of Party B

Representatives of Party A



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DRAFT

SALES CONTRACT

No: /2025/TRADING-HBCP

Based on the Civil Code No. 91/2015/QH13 of the National Assembly of the Socialist Republic of Vietnam, promulgated on November 24, 2015, effective from January 1, 2017;
Based on the Commercial Law No. 36/2005 QH11 of the Socialist Republic of Vietnam, promulgated on June 14, 2005, and effective from January 1, 2006;
Based on the needs and capabilities of the Parties.

Today, on the date of _____, 2025, at Hanoi Beer Trading Joint Stock Company, we, the Parties, have agreed as follows:

BUYER: HANOI BEER TRADING JOINT STOCK COMPANY

Address:

Phone:

Tax code:

Bank account number:

Representative:

SELLER: HABECO PACKAGING JOINT STOCK COMPANY

Address: 183 Hoang Hoa Tham, Ngoc Ha Ward, Ba Dinh District, Hanoi

Phone:

Fax:

Tax code:

Bank account number:

Representative: Position:

The two Parties mutually agree and sign this sales contract with the following terms and conditions:

Article 1: PRODUCT NAME - QUANTITY - UNIT PRICE - TOTAL PRICE

No.	Product Name	Unit	Quantity ± 2%	Unit Price Excluding VAT (VND)	Total Price Excluding VAT (VND)
1	2-layer plastic keg holder (12 kegs of 1 liter)	Unit			

VAT 8%:	
Total Price Including VAT:	

The contract price excludes VAT. VAT will be applied according to the State regulations and includes transportation costs from the Seller's location to the Buyer's requested location, along with other related costs (if any).

The price shall remain stable throughout the term of the contract and cannot be changed.

Article 2: QUALITY - SPECIFICATIONS – PACKAGING

2.1 The goods are brand new 100%.

2.2 The plastic keg holder is covered by a 36-month warranty from the production date stated on the product. The product delivered shall not exceed two months from the production date at the time of delivery. The Seller is responsible for a 100% warranty if the Buyer proves the goods' defects are due to the Seller's fault.

2.3 Quality, specifications, and packaging: The 2-layer plastic keg holder for 12 kegs of 1 liter shall comply with the quality standards and specifications approved by HABECO. Any changes related to specifications, quality, and appearance must be agreed upon in writing by both Parties.

Article 3: DELIVERY LOCATION AND TIME

3.1 Delivery time in stages:

Details on quantity and delivery times must be notified by the Buyer (representative from the Materials Department) to the Seller at least 3 business days before the scheduled delivery. The Buyer is not responsible for receiving or accepting any goods beyond the quantity ordered.

3.2 Delivery location:

At the Buyer's warehouse:

- Hanoi Beer Factory - Me Linh (Tien Phong Commune, Me Linh District, Hanoi)

3.3 Transportation: The Seller will bear transportation costs.

3.4 Loading and unloading: Each Party will bear the loading and unloading costs at their respective warehouses.

3.5 Delivery documents: Valid VAT invoices from the Seller, Delivery Acceptance Report.

Article 4: PAYMENT METHOD

4.1 Payment method: Bank transfer in Vietnamese Dong.

4.2 Payment documents for each delivery:

- The Buyer's inspection results confirming that the delivered goods meet the required standards.
- Delivery documents as per Clause 3.5 of Article 3 of this contract.

4.3 Payment deadline:

- The Buyer will pay the Seller for each delivery.

- Within 30 business days from the date the Buyer receives the payment documents, the Buyer will transfer payment to the Seller's bank account: 0491001485741 at Vietcombank, Thang Long Branch.

Article 5: RESPONSIBILITIES

5.1 Buyer's responsibilities and rights:

- Facilitate the delivery and receipt of goods.
- Make full and timely payments.
- Have the right to inspect the quality and quantity of the goods with each delivery. The Buyer has the right to refuse the goods and payment if the Seller fails to meet the contract requirements.
- In cases where there are changes in specifications or quality standards, both Parties may mutually agree to terminate the contract early without requiring the full quantity.
- Other rights as stipulated in the contract.

5.2 Seller's responsibilities and rights:

- Deliver the correct type, quantity, and quality of goods in accordance with the contract.
- Food safety: The Seller must not store or transport goods together with hazardous chemicals (lye, gasoline, oil), or environmental waste.
- Environmental protection: The Seller's transport vehicles (or those hired by the Seller) must have a valid inspection certificate from the Ministry of Transport, be well-maintained, not emit black smoke, and avoid spilling oil during transport and when entering the Buyer's warehouse.
- Provide the Buyer with valid invoices and legal documents.
- If the goods do not meet the standards in the Quality Standard Document (TCCL), the Seller is responsible for promptly coordinating with the Buyer to resolve technical issues so that the goods can be used in production. In the case that the goods cannot be used in the Buyer's production line, the Buyer must immediately notify the Seller (in writing/email/phone). At that point, both parties will prepare a Non-Conforming Product Report (according to the sample in the TT.09 regulation of the Buyer), signed by both parties, before the Buyer proceeds to return the goods to the Seller or destroy the goods at the delivery location. The Seller is responsible for all costs arising from the process of handling the defective batch. In addition, the Seller must bear the penalties for violations as specified in Article 6.
- The goods specified in this contract must not be provided to any third party without the prior written consent of the Buyer.

Article 6: WARRANTY, COMPLAINTS, AND PENALTIES FOR BREACH OF CONTRACT

6.1 Warranty:

- The Seller warrants 100% of the goods if the Buyer can prove that the defect is due to the Seller's fault.



6.2 Late payment penalty:

- If the Buyer violates the payment deadline as specified in Article 4.3, the Buyer will be subject to a penalty at the lending interest rate of Vietcombank applicable at the time of the violation.
- The penalty amount is calculated by multiplying the overdue payment by the lending interest rate and the number of overdue days. However, the overdue period shall not exceed 15 days. The total penalty for late payment shall not exceed 8% of the value of the violated payment.
- The late payment penalty is calculated based on working days (excluding Saturdays, Sundays, and holidays)

6.3 Late delivery penalty:

- If the Seller fails to deliver the goods or delivers late for any reason, the Seller must notify the Buyer in writing/email/fax and follow up with a courier service explaining the reason for the delay, no later than 24 hours from the scheduled delivery date.
- Except for cases of force majeure, the Seller must pay a penalty for late delivery as per the time specified in Article 3, Clause 3.1, as follows:
- The Buyer has the right to terminate the contract if the delivery is delayed by more than 30 days

6.4 Quality violation penalty:

- If the Seller delivers goods that do not meet the quality standards specified in Article 2 and such failure affects the Buyer's production, the Seller shall compensate for all damages caused by such impact and shall be subject to contractual penalties.
- In the event the Seller violates 2 or more quality criteria, the Seller must pay penalties and compensation according to the quality standard code CL.02a1/KT.

The total penalty amount shall not exceed 8% of the contract value related to the violation. In addition, the violating party must compensate for all damages, including but not limited to: incurred costs, actual and direct losses suffered by the non-breaching party due to the breach, economic benefits that the non-breaching party would have received if the breach had not occurred, compensation paid to third parties due to the breach, lawyer and consulting fees (if any). All incurred costs must be mutually agreed upon in writing by both parties to be valid for execution.

The penalty and compensation amounts shall be paid within 15 days from the date the two parties sign the minutes/report. Otherwise, the non-breaching party has the right to offset the amounts against any outstanding debts (if applicable). Any overdue amounts will bear interest according to the lending interest rate announced by Vietcombank at the time of calculation.

Article 7: FORCE MAJEURE

In the event that either party fails to fulfill its obligations under this contract due to force majeure events such as war, riot, flood, strike, natural disaster, fire, epidemic, or any other event beyond the reasonable control of either Party, resulting in damages, delays, or the inability to perform this Contract (in whole or in part), neither Party shall be held liable.

When a force majeure event occurs, the affected Party must promptly — and no later than forty-eight (48) hours — notify the other Party in writing of the occurrence and causes of the force

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majeure event. The affected Party must also commit to making all reasonable efforts to prevent or minimize the impact of the force majeure event to the greatest extent possible.

Upon receiving written notice from the affected Party, both Parties shall discuss and mutually agree on the subsequent plan for contract performance

Article 8: DISPUTE RESOLUTION

In the course of performing this contract, any dispute or disagreement between the Seller and the Buyer that cannot be resolved through mutual negotiation shall be submitted to a competent court for resolution. All court fees shall be borne by the losing party.

Article 9: GENERAL PROVISIONS

9.1 This Contract shall be effective from the date of signing until [end date].

9.2 This Contract shall be terminated in the following cases:

9.2.1. The Parties have fulfilled all contractual obligations and no complaints/claims remain; in this case, the Contract shall be automatically liquidated 30 working days after the Buyer completes payment obligations to the Seller; or

9.2.2. Both Parties mutually agree to terminate the Contract in writing; or

9.2.3. One Party breaches the Contract, which results in the other Party unilaterally terminating the Contract; or

9.2.4. Other cases as prescribed by law.

9.3 Both Parties undertake to strictly and fully perform the terms of this Contract. In the event that the delivery volume does not match the agreement under Article 1 upon the expiration of the delivery period as stated in Clause 3.1, Article 3, the two Parties shall adjust the delivery time and quantity. Any amendments or modifications to the terms of this Contract must be agreed upon in writing by both Parties and duly signed and sealed by authorized representatives.

9.4 This Contract is made in four (04) copies of equal legal value, each Party keeps two (02) copies.

SELLER'S REPRESENTATIVE

BUYER'S REPRESENTATIVE



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OFFICE LEASE AGREEMENT

No. ____/HD/2026/HABECO-TRADING

Lease agreement for office space, premises, and services at 183 Hoàng Hoa Thám, Ngọc Hà Ward, Ba Đình District, Hanoi

- Pursuant to the Civil Code No. 91/2015/QH13 dated November 24, 2015 of the Socialist Republic of Vietnam, adopted by the National Assembly on November 24, 2015 and effective from January 1, 2017;
- Pursuant to the capabilities and needs of both parties.

Today, on _____, at the Hanoi Beer, Alcohol, and Beverage Joint Stock Corporation (HABECO), we, the undersigned:

Party A (LESSOR): HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION

Representative:

Address:

Phone:

Tax Code:

Account Number:

(According to Power of Attorney No. 164/GUQ-HABECO dated April 29, 2020.)

Party B (LESSEE): HANOI BEER TRADING JOINT STOCK COMPANY

Representative:

Address:

Phone:

Tax Code:

Account Number:

Both parties agree and mutually sign the following terms and conditions of the lease agreement:

ARTICLE 1: LEASE LOCATION, AREA, AND LEASE TERM

1.1 Lease Location and Area:

- **Location:** In the land area of Party A at 183 Hoàng Hoa Thám, Ngọc Hà Ward, Ba Đình District, Hanoi.
- **Leased objects:** Party A leases to Party B for use of office space and warehouse area with the following categories and areas:

No.	Content	Area (m ²)	Location
1	Office building		183 Hoàng Hoa Thám, Ngọc Hà Ward, Ba Đình District, Hanoi
2	Auxiliary office area		
3	Warehouse		
4	Worker rest room		
5	Auxiliary area		
6	Parking area for vehicles, loading and unloading area (with roof)		

The warehouse, office, and accompanying equipment (electricity, water, lighting, office equipment, etc.) are in normal working condition.

1.2 Purpose of Lease:

Party B will use the premises for business sales, warehouse, and office purposes.

1.3 Lease Term:

The lease term is from January 1, 2026, to December 31, 2026.

Upon expiration of the contract, based on the actual situation, both parties may negotiate and sign an addendum to extend the lease.

ARTICLE 2: RENT, PAYMENT

2.1 Office and Warehouse Rental Price:

No.	Content	Area (m ²)	Unit Price (VND/m ² /month)	Total Amount (VND/month)
1	Office building			
2	Auxiliary office area			
3	Warehouse			
4	Worker rest room			
5	Auxiliary area			
6	Parking area for vehicles, loading and unloading area			
Total before VAT				
VAT (10%)				
Total after VAT				

Estimated rent price: 3,000,000,000 VND/year

In words: Three billion VND.

The rent does not include: electricity, water, telecommunications services, and other costs incurred by Party B's use.



2.2 Service Fees:

2.3 Payment Method:

Payment will be made **monthly**. Party B will pay Party A the office rental cost monthly. Payment evidence documents: *[Specify payment documents, such as bank transfer receipts, etc.]*

ARTICLE 3: RIGHTS, RESPONSIBILITIES, AND OBLIGATIONS OF BOTH PARTIES

3.1 Party A's Responsibilities:

- Party A ensures the stable use of the property for Party B. In case of any dispute over the ownership of the leased property, which prevents Party B from using the property in a stable manner, Party B has the right to unilaterally terminate the contract and demand compensation for damages.
- Party A must hand over the full area of the warehouse, office, and associated equipment attached to the property to Party B.

3.2 Party B's Responsibilities:

- Party B shall use the leased property according to the intended purpose and in accordance with the agreement. Party B commits not to use the leased property for any illegal purposes, nor bring in or store explosives, flammable materials, toxic gases, or any other dangerous substances. In the event that Party B uses the property for improper purposes or against the intended use, Party A has the right to unilaterally terminate the contract and demand compensation for damages.

ARTICLE 4: FORCE MAJEURE

a) Force majeure refers to an unforeseeable and unavoidable event that occurs and cannot be prevented, and cannot be anticipated at the time of signing the contract, such as: earthquakes, storms, floods, landslides, tsunamis, volcanic eruptions, war, epidemics, changes in laws, and other force majeure factors.

b) When either party faces a force majeure situation, they must notify the other party in writing as soon as possible.

ARTICLE 5: GENERAL TERMS

Both parties commit to fulfilling the terms set forth in this contract. Any changes will be made through an appendix or a document that is mutually agreed upon by both parties.

In the event the contract expires and Party B does not wish to extend it, the contract will automatically terminate upon the expiration date, and both parties will have completed their obligations to each other.

This contract is made in 04 (four) copies of equal legal value, with each party holding 02 copies, and is effective from the date of signing.

REPRESENTATIVE OF PARTY A

REPRESENTATIVE OF PARTY B



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ASSET LEASE AGREEMENT

No: .../ Habeco – Trading/2025

- Pursuant to the Civil Code No. 91/2015/QH13 of the National Assembly of the Socialist Republic of Vietnam, enacted on November 24, 2015, and effective from January 1, 2017;
- Pursuant to the Commercial Law No. 36/2005/QH11 of the Socialist Republic of Vietnam, enacted on June 14, 2005, and effective from January 1, 2006;
- Based on the ability and needs of both parties,

Today, on the ... day of ..., 20..., we, the undersigned, agree to the terms outlined as follows:

Party A (Lessor): HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION

Address:

Phone:

Account:

Tax Code:

Representative:

Position:

Party B (Lessee): HANOI BEER TRADING CORPORATION

Address: 183 Hoang Hoa Tham, Ngoc Ha Ward, Ba Dinh District, Hanoi City

Phone:

Account No.:

Tax Code:

Representative:

Position:

After mutual agreement, the two parties hereby sign the asset lease agreement under the following terms and conditions:

Article 1. NAME OF ASSET, QUANTITY, RENTAL PRICE:

No.	Asset Name	Unit	Quantity	Rental Price (VAT included) (VND)
1	Two-layer plastic keg mold (holds 12 kegs of 1 liter)	Set	01	

- Estimated rental value: 750,000,000 VND
(In words: Seven hundred fifty million VND)
- The rental price includes VAT.
- Asset condition: 100% new mold.

Article 2. PURPOSE OF LEASE:

Party B leases the two-layer plastic keg mold holding 12 kegs of 1 liter from Party A to serve the production of plastic kegs holding 1-liter kegs (according to HABECO's design) and to engage in the business of selling 1-liter keg beer.

Article 3. LEASE TERM:

3.1. Lease duration:

For the entire period of use or equivalent to the production of 250,000 plastic kegs.

3.2. Asset delivery location:

At Party A's warehouse where the asset is stored.

3.3. Documentation for asset delivery:

- VAT invoice from Party A.
- A confirmation record of asset use signed by both parties' representatives.

Article 4. PAYMENT METHOD

4.1. Payment form: Transfer in Vietnamese Dong.

4.2. Payment documents:

- VAT invoice from Party A.
- Confirmation record of asset use signed by both parties' representatives.

4.3. Payment timeline:

- Party B will pay Party A 100% of the rental value immediately after signing this contract.
- Payment will be made by Party B within 30 working days from the date Party B receives the full payment documents as specified in Article 4.2.
- Here is the English translation for the provided text:

Article 5. RIGHTS AND RESPONSIBILITIES OF EACH PARTY

5.1. Rights and responsibilities of Party A:

Party A allows Party B to use the plastic keg mold at the designated warehouse location for producing plastic kegs and provides necessary information regarding the use of the asset (such as storage, maintenance, and repair requirements during use). Party A should clearly specify the asset's condition and any defects (if any).

Party A guarantees that the leased asset remains in the agreed condition and is suitable for the agreed purpose throughout the lease period.

Party A ensures stable use of the asset for Party B during the lease term.

5.2. Rights and responsibilities of Party B:

Party B is entitled to use the leased asset according to its intended purpose and in compliance with the agreed-upon use.

Party B is responsible for paying the full rental amount according to the timeline and method specified in Article 4 of this contract, with the payment deadline being no later than 30 working days from the date of contract signing.

Party B has the right to return the leased asset to Party A at any time when it no longer needs to use it or when the asset does not meet Party B's requirements.

Article 6. LIABILITY FOR BREACH OF CONTRACT

If either party violates the contract (by failing to perform or improperly or incompletely fulfilling the commitments under the contract—except in cases of force majeure as defined by law or due to the direct fault of the other party), the non-breaching party has the right to request that the breaching party fulfill the commitments under the contract (if requested) or unilaterally terminate the contract.

Article 7. FORCE MAJEURE

7.1 The concept of force majeure is agreed upon by both parties as events that occur beyond the control of one or both parties, which may affect the performance of the contract and could not have been foreseen (such as war, violence, floods, strikes, epidemics, etc.), or any other event beyond the reasonable control efforts of one party, resulting in damages, delays, or an inability to perform this contract.

7.2 In the event of force majeure, the affected party must immediately notify the other party in writing within 48 (forty-eight) hours about the force majeure event and its cause. The affected party must also commit to making all reasonable efforts to prevent or minimize the impact of the force majeure event. After receiving the written notification from the affected party, both parties will discuss and agree on the next steps to implement the contract.

Article 8. DISPUTE RESOLUTION

If the parties are unable to resolve the dispute themselves, either party or both parties have the right to file a lawsuit at the competent court in Vietnam for resolution. The court's decision is final and binding, requiring both parties to comply.

Article 9. GENERAL PROVISIONS

9.1 This contract is effective from the date of signing.

9.2 This contract will terminate in any of the following cases:

- a. Upon expiration of the term as specified in Article 3 of the contract, and both parties have fulfilled all commitments under the contract, signed the contract liquidation report, and no complaints/lawsuits are pending.
- b. Both parties mutually sign a written agreement to terminate the contract before the expiration date as specified in Article 3 of the contract; or
- c. One party breaches the contract, leading to the other party unilaterally suspending the contract.

9.3 Both parties commit to fully and strictly implementing the terms of this contract. If the lease term expires as per Clause 3.1 of Article 3, the two parties will proceed to negotiate the adjustment of the time.

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9.4 Any amendments or adjustments to the terms of this contract must be agreed upon in writing by both parties and signed and sealed by the authorized representatives of both parties.

REPRESENTATIVE OF PARTY A

REPRESENTATIVE OF PARTY B





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GOODS SALE AND PURCHASE CONTRACT

Số /HĐMB-2026/HNB – TRADING

Pursuant to:

- *The Civil Code No. 91/2015/QH13 promulgated by the National Assembly on November 24, 2015;*
- *The Commercial Law No. 36/2005/QH11 promulgated by the National Assembly on June 14, 2005;*
- *The Enterprise Law No. 59/2020/QH14 promulgated by the National Assembly on June 17, 2020;*
- *The cooperation needs and capabilities of both Parties;*

Today, on the ... day of ..., 20..., at the head office of **HABECO Trading One Member Limited Liability Company**, we, the undersigned, hereby enter into this Contract:

Seller (Party A): HABECO TRADING ONE MEMBER LIMITED LIABILITY COMPANY

Address: _____

Bank Account 1: _____

Bank: _____

Tax Code: _____

Phone: _____

Email: _____

Represented by: Mr. _____

Title: _____

Buyer (Party B): HANOI BEER TRADING JOINT STOCK COMPANY

Address: 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi City

Bank Account: _____

Bank: _____

Tax Code: _____

Represented by: Mr. _____

Title: _____

After mutual discussion, both Parties agree to enter into this **Goods Sale and Purchase Contract** (“Contract”) with the following terms and conditions:

ARTICLE 1: PRODUCT NAME AND UNIT PRICE

No.	Product Name	Unit	Unit Price (VND) (Excl. VAT)	VAT (VND)	Unit Price (VND) (Incl. VAT)	Packaging Specification (Cans/Box, Bottles/Crate)
1	Filtered Water 500ml bottle (24 bottles/box)	Box				
2	Filtered Water 350ml bottle (24 bottles/box)	Box				
3	Hanoi Beer 450ml red-label bottle (20 bottles/crate)	Crate				
4	Hanoi Beer Can 330ml (24 cans/box)	Box				
5	Hanoi Premium Beer 330ml bottle (20 bottles/crate)	Crate				
6	Hanoi Beer Can 330ml (Green Label)	Box				
7	Truc Bach Beer 330ml bottle (24 bottles/crate)	Crate				
8	Hanoi Bold Beer 355ml bottle (20 bottles/crate)	Crate				
9	Hanoi Light Beer 355ml bottle (20 bottles/crate)	Crate				
10	Hanoi Draught Beer 500ml (24 cans/box, without shrink wrap)	Box				
11	Hanoi Beer 1890 (20 bottles/crate)	Crate				
12	Truc Bach Sleek Can Beer 330ml (24 cans/box)	Box				

No.	Product Name	Unit	Unit Price (VND) (Excl. VAT)	VAT (VND)	Unit Price (VND) (Incl. VAT)	Packaging Specification (Cans/Box, Bottles/Crate)
13	Hanoi Premium Sleek Can Beer 330ml (24 cans/box)	Box				
14	Hanoi Bold Sleek Can Beer 330ml (24 cans/box)	Box				
15	Hanoi Light Sleek Can Beer 330ml (24 cans/box)	Box				
16	Truc Bach IPA Craft Beer (06 bottles/box, including bottle deposit)	Box				

The unit prices above are not fixed and may be adjusted based on market conditions or Party A's policies.

Party A reserves the full right to adjust the prices and shall notify Party B in writing and/or via fax and/or via email (as per Party B's contact details stated in the beginning of this Contract) **at least 15 days prior to the intended effective date** of the new pricing.

The **new prices shall apply to the next delivery batch** from the effective date of the new pricing. Such pricing notice shall **automatically become an Appendix to this Contract**.

ARTICLE 2: SPECIFICATIONS & QUALITY STANDARDS.

The products sold by Party A to Party B shall conform to the specifications and quality standards as publicly announced on the manufacturer's official website: <https://www.habeco.com.vn/>.

ARTICLE 3: DELIVERY METHOD AND LOCATION.

3.1. Delivery location:

Within Hanoi city (urban area), depending on each specific order placed by Party B, with a minimum condition of 10 crates/boxes per delivery location.

Party B is responsible for sending order information and recipient details (full name, phone number, and ID card number) via email to Party A (email address as stated at the beginning of this Contract).

3.2. Delivery time:

Party A shall deliver the goods within **02 (two) working days** from the date of receiving the order from Party B via email, provided that Party B has made payment in accordance with Article 4 of this Contract.

Party A shall deliver goods to Party B during **working hours on weekdays**, excluding Saturday afternoons, Sundays, public holidays, and in accordance with Party B's designated time.

3.3. Bottle and crate exchange:

Party B shall prepare an equivalent quantity of empty bottles and plastic crates corresponding to the quantity of products to be received and exchange them with Party A during delivery. In the event that Party B does not have sufficient empty bottles or crates, the Parties may agree on a **deposit payment method** for the bottles and crates.

The deposit price is regulated under **Appendix No. 01 – Regulations on Bottle and Crate Deposit** of this Contract.

ARTICLE 4: PAYMENT METHOD

4.1. Before each delivery, Party B is responsible for paying the full value of the order to Party A. Party A will only deliver the goods after having received the full payment, based on the unit prices specified in Article 1 of this Contract.

4.2. Party B shall make the payment via bank transfer to Party A's designated bank account. The payment description must include the customer code provided by Party A.

ARTICLE 5: RESPONSIBILITIES OF EACH PARTY

5.1. Responsibilities of Party A:

- Arrange transportation and deliver the goods to Party B's warehouse.
- Supply the full quantity and correct quality of goods as committed.
- Authorize its warehouses to release goods to Party B; authorize its branches to issue VAT invoices for sales to Party B.

5.2. Responsibilities of Party B:

- Appoint a representative to inspect the goods prior to receipt and sign all related documents concerning the purchase and bottle/crate deposit.
- From the moment the goods are received, Party B shall be responsible for storing the goods in a **dry, well-ventilated place**, away from **direct sunlight or heat sources**, and must follow other storage instructions provided by Party A.
- Make full and timely payment to Party A as stipulated in this Contract.

ARTICLE 6: SALES POLICY

6.1. During the implementation of this Contract, Party A will introduce a sales policy based on specific business conditions, which includes terms and criteria to support sales and provide commercial discounts to Party B. The content of the sales policy will be communicated to Party B in writing and/or via Fax and/or Email at each relevant time.

6.2. Within 03 days from the date of notification specified in Clause 6.1 of this Article, if Party B does not provide a written objection, the new sales policy will automatically become an

inseparable part of this Contract, and its application will not affect other agreements in the Contract between both Parties.

ARTICLE 7: TERMINATION OF CONTRACT

This Contract shall be terminated in the following cases:

- (i) The Contract expires without being extended by the Parties;
- (ii) The Parties agree in writing to terminate the Contract prematurely;
- (iii) Either Party is dissolved or declared bankrupt;
- (iv) Either Party unilaterally terminates the Contract according to the provisions of this Contract;
- (vi) The subject matter of this Contract no longer exists or cannot be continued due to a decision from a competent government authority

ARTICLE 8: GENERAL PROVISIONS

8.1. This Contract is effective from the date of until the end of

8.2. In case of any arising issues during the implementation of this Contract, both Parties shall discuss and negotiate to resolve them. If an agreement cannot be reached, the Parties agree to bring the matter to the competent People's Court for resolution. Court fees will be borne by the Party at fault.

8.3. This Contract is made in 04 (four) copies, each with equal legal validity. Party A holds 02 copies and Party B holds 02 copies.

REPRESENTATIVE OF PARTY A

REPRESENTATIVE OF PARTY B

1/1/2020

THE SOCIALIST REPUBLIC OF VIETNAM

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APPENDIX NO. 01 TO THE CONTRACT

Regulations on Deposit for Bottle Caps and Plastic Crates

(Attached to the Contract No. HDMB-2026/HNB – TRADING signed on)

ARTICLE 1. DEPOSIT PRICE FOR BOTTLE CAPS AND PLASTIC CRATES.

1.1. The deposit price for bottle caps and plastic crates is determined as follows:

No.	Type of Bottle/Crate	Deposit Price for Plastic Crate (VND/crate) (Including VAT)	Deposit Price for Bottle (VND/bottle) (Including VAT)	Number of Bottles in 1 Crate	Deposit Price for Complete Set (VND/set) (Including VAT)
1	Hà Nội Premium 330ml (20 bottles/crate)				
2	Trúc Bạch 330ml (24 bottles/crate)				
3	Hanoi Bold 355ml (20 bottles/crate)				
4	Hanoi Light 355ml (20 bottles/crate)				
5	Hà Nội 1890 (20 bottles/crate)				
6	Hà Nội 450ml Red Label (20 bottles/crate)				

1.2. The above prices include all applicable taxes according to legal regulations.

ARTICLE 2. GENERAL PROVISIONS

2.1. This Appendix is an integral part of the Contract for the Sale of Goods No. HDMB-2026/HNB – TRADING, effective from to

2.2. This Appendix is made in 04 (four) copies, all of equal legal value. Party A keeps 02 copies, and Party B keeps 02 copies.

REPRESENTATIVE OF PARTY A

REPRESENTATIVE OF PARTY B



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APPENDIX NO. 02 TO THE CONTRACT

Regulations on Sales Support Policy

(Attached to the Contract No. HDMB-2026/HNB – TRADING signed on)

ARTICLE 1: SALES SUPPORT POLICY

1.1 Commercial Discount

1.1.1 Fixed Commercial Discount Rate

Discount Rate	Applied Product	Notes
10%	Hanoi Premium Sleek Can 330ml (24 cans/box)	Direct discount on the invoice (excluding VAT)

1.1.2 How to Calculate the Commercial Discount

The discount amount per order = Discount percentage × Purchase value (excluding VAT)

Where:

- Purchase value = Quantity of goods × Unit price of goods as stated in Article 1 of the Contract (excluding VAT).

1.1.3 Payment of Discount

- Discount will be applied directly on each purchase invoice.

1.2 Other Support Policies

- Promotional programs at specific times (Party A will notify Party B).
- Party A reserves the right to change the sales support policy (commercial discounts or other support policies) at any time depending on the actual business situation and Party A's decision. Party A must notify Party B in writing by Fax or Email at least 5 days before the new sales support policy is implemented. The notification of the new sales support policy will automatically become an annex to the Contract.

ARTICLE 2. GENERAL PROVISIONS

2.1 This Appendix is an integral part of the Contract for the Sale of Goods No. HDMB-2026/HNB – TRADING, effective from

2.2 In case of conflict between the Contract and this Appendix, the provisions in this Appendix shall take precedence.

2.3 The other terms of the Contract not mentioned in this Appendix will remain valid and unchanged.

2.4 This Appendix is made in 04 (four) copies, all of equal legal value. Party A keeps 02 copies, and Party B keeps 02 copies.

REPRESENTATIVE OF PARTY A

REPRESENTATIVE OF PARTY B