

HA NOI BEER ALCOHOL AND BEVERAGE
JOINT STOCK CORPORATION
HA NOI BEER TRADING JSC

No: *55* /HAT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, date 28 month 7 year 2025

PERIODIC INFORMATION DISCLOSURE

To: - *The State Securities Commission*
- *Ha Noi Stock Exchange*

Company: Hanoi Beer Trading Joint Stock Company

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

Tel: +84 24 3728 1476

Fax: +84 24 3728 1106

Stock Code: HAT

Disclosed Information:

Semi-Annual Corporate Governance Report for the First 6 Months of 2025 of Hanoi Beer Trading Joint Stock Company.

This information was disclosed on the Company's website on July 28, 2025, at the following address: <http://www.biahoihanoi.com.vn>.

We hereby certify that the disclosed information is true and accurate, and we take full legal responsibility for the content of the disclosed information.

Enclosed Document:

Corporate Governance Report for the
First 6 Months of 2025;

**ON BEHALF OF THE ORGANIZATION
AUTHORIZED INFORMATION
DISCLOSURE OFFICER
DEPUTY GENERAL DIRECTOR**



Nguyen Hai Quan

No: 55/HAT

Ha Noi, date 28 month 7 year 2025

REPORT ON CORPORATE GOVERNANCE
(For the First Six Months of 2025)

To: - *The State Securities Commission*
- *Ha Noi Stock Exchange*

- Name of company: Ha Noi Beer Trading Joint Stock Company
- Address of headoffice: 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ha Noi City
- Telephone: 024.37281476
- Charter capital: 31.230.000.000 VND
- Stock code: HAT
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1	01/NQ-ĐHĐCĐ.HAT	22/04/2025	Approval of the 2024 business performance report and the 2025 plan of the Board of Management. Approval of the report of the Board of Directors and the report of the Supervisory Board. Approval of the 2024 financial statements. Approval of the 2024 profit distribution plan and the 2025 plan. Approval of the 2025 business targets. Approval of the 2024 remuneration finalization and the 2025 remuneration and salary levels for the Board of Directors and the Supervisory Board. Approval of the selection of the audit firm for 2025.

			Election of members to the Board of Directors and the Supervisory Board for the 2025–2030 term. Approval of contracts and transactions with the parent company and related parties
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II. Board of Directors (Six month Report):

1. Information about the members of Board of Directors (BOD)

No.	Board of Directors' member	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Manh Hung	Non-executive members of the BOD	22/04/2025	-
2	Mr. Nguyen Van Minh	Executive members of the BOD	22/04/2025	-
3	Mr. Tran Minh Tuan	Non-executive members of the BOD	22/04/2025	-

2. Meetings of the BOD:

No.	Board of Directors' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr Nguyen Mạnh Hung	08/08	100%	-
2	Mr Nguyen Văn Minh	08/08	100%	-
3	Mr Tran Minh Tuan	08/08	100%	-

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

In its capacity, the Board of Directors (BOD) issues Resolutions for implementation by the Executive Board.

The BOD regularly supervises the execution of Resolutions and Decisions passed by the General Meeting of Shareholders (GMS) and the BOD itself, as well as monitors the activities of the General Director and supporting departments.

The Executive Board frequently reports to and seeks guidance from the BOD to ensure effective

leadership and management of all operational aspects of the Company in compliance with applicable laws, the Company's charter, and internal regulations.

4. Activities of the Board of Directors' subcommittees (If any): None

5. Resolutions/Decisions of the Board of Directors (Annual report): Details in Appendix 01

III. Board of Supervisors (Six month report):

1. Information about members of Board of Supervisors (BOS):

No.	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors	Qualification
1	Ms. Tran Phan Nguyet Minh	Head of the BOS	22/04/2025	University
2	Ms. Le Thu Trang	Members of the BOS	22/04/2025	Master
3	Ms. Vu Thi Quyen	Members of the BOS	22/04/2025	Master

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Ms. Tran Phan Nguyet Minh	02/02	100%	100%	-
2	Ms. Le Thu Trang	02/02	100%	100%	-
3	Ms. Vu Thi Quyen	02/02	100%	100%	-

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

- Supervising the governance activities of the Board of Directors (BOD) by participating in BOD meetings, reviewing BOD resolutions, and examining regulations issued by the BOD.
- Organizing meetings of the Supervisory Board in accordance with the provisions of the Enterprise Law.

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

The coordination between the Board of Directors, the Board of Management, and the Supervisory Board is effective, with regular exchanges of work, proactive collaboration to resolve difficulties, and the creat favorable conditions for members in accordance with the

provisions of the Charter and internal regulations, all aimed at the overall development of the Company.

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

- Reviewing and verifying the process of organizing the 2025 Annual General Meeting of Shareholders in accordance with the Charter and the Enterprise Law.
- Reviewing the accounting books and other documents to ensure compliance with legal regulations, the Company's Charter, and the internal policies of the Company.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment of members of the Board of Management
1	Mr. Nguyen Van Minh – CEO	04/03/1966	Master of Business Administration	22/06/2022
2	Mr. Nguyen Hai Quan – Deputy CEO	11/12/1970	Master of Business Administration	28/12/2022
3	Ms. Mai Thi Phuong Lien – Deputy CEO	28/10/1974	Bachelor of Economics	28/12/2022
4	Mr. Bui Bao Ngoc - Deputy CEO	10/05/1989	Master of Business Administration	11/02/2025

V. Chief Accountant:

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mr. Nguyen Cao Tuong	20/07/1982	Master of Construction Management	28/12/2022

VI. Training courses on corporate governance:

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

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

1. The list of affiliated persons of the Company: Details in Appendix 02.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None.
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None.
4. Transactions between the Company and other objects:
 - 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting: None.
 - 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director and other managers as a member of Board of Directors, Director: None.
 - 4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons (Annual report):

1. The list of internal persons and their affiliated persons of the company: Details in Appendix 03.
2. Transactions of internal persons and affiliated persons with shares of the company: None.

IX. Other significant issues: None

Recipients:

- SSC;
- HNX
- Stored: Administrative office.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN OF BOARD OF DIRECTORS



Mr. Nguyen Manh Hung

Appendix 01: Resolutions/Decisions of the Board of Directors (Annual report)

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/NQ-HĐQT-HAT	05/03/2025	Approved the reappointment of Mr. Bui Bao Ngoc to the position of Deputy General Director, effective from February 11, 2025	100%
2	02/NQ-HĐQT-HAT	25/02/2025	<p>Approved the plan to organize the 2025 Annual General Meeting of Shareholders (AGM), specifically:</p> <ul style="list-style-type: none"> - Record date for shareholders to exercise their rights to attend the 2025 AGM: March 20, 2025. - Expected date of the 2025 AGM: April 22, 2025. - Assigned the General Director to instruct relevant departments to prepare the agenda and supporting documents for the 2025 AGM and submit them to the Board of Directors for review and approval. 	100%
3	03/NQ-HĐQT-HAT	11/03/2025	Approved the proposal No. 11/TTTr-HAT dated March 7, 2025 by the General Director regarding the salary fund for 2024 applicable to the Board of Directors (BOD), Supervisory Board (SB), Executive Board, Chief Accountant, and employees	100%
4	04/NQ-HĐQT-HAT	31/03/2025	Approved the agenda and meeting documents for the 2025 AGM (attached). AGM materials will be published and updated in accordance with regulations	100%
5	05/NQ-HĐQT-HAT	22/04/2025	Elected Mr. Nguyen Manh Hung , a BOD member of Hanoi Beer Trading JSC, as Chairman of the Board of Directors for the 2025-2030 term	100%
6	06/NQ-HĐQT-HAT	16/05/2025	<ul style="list-style-type: none"> - Approved the assignment of responsibilities among BOD members. - Approved proposal No. 31/TTTr-HAT dated May 5, 2025 by the General Director on finalizing the remuneration fund for the BOD and SB for 2024. - Approved proposal No. 32/TTTr-HAT dated May 5, 2025 on the planned salary, remuneration, and bonus fund for 2025. - Approved proposal No. 33/TTTr-HAT dated May 5, 2025 on bonus allocation for the Executive Board, Supervisory Board, and Chief Accountant for the year 2024. 	100%

			- Assigned the General Director to coordinate with relevant departments to implement the above in compliance with the Company's internal regulations and applicable laws	
7	07/NQ-HDQT-HAT	11/06/2025	Approved to assign the Executive Board to organize the selection of an independent auditing firm from the list approved by the State Securities Commission (SSC) to perform the review and audit of the Company's financial statements for fiscal year 2025	100%
8	08/NQ-HDQT-HAT	20/06/2025	Approved proposal No. 40/TTr-HAT dated June 16, 2025 by the General Director on the selection of NVA Auditing Co., Ltd. as the independent auditor to conduct the review and audit of the Company's financial statements for 2025 . The General Director is authorized to negotiate and sign a contract with the auditing firm in accordance with Company rules and current laws	100%





Appendix 02: The list of affiliated persons of the Company

No.	Name of organization Individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Nguyen Manh Hung	-	Chairman of the Board of Directors			22/04/2025	-	-	Internal person
2	Nguyen Van Minh	030C014757	Members of the BOD, CEO			22/04/2025	-	-	Internal person
3	Tran Minh Tuan	-	Members of the BOD			22/04/2025	-	-	Internal person
4	Tran Phan Nguyet Minh	03C014750	Head of the BOS			22/04/2025	-	-	Internal person
5	Vu Thi Quyen	-	Members of the BOS			22/04/2025	-	-	Internal person
6	Le Thu Trang	-	Members of the BOS			22/04/2025	-	-	Internal person
7	Nguyen Hai Quan	-	Deputy CEO, Authorized Representative for Information Disclosure			28/12/2022	-	-	Internal person

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
8	Mai Thi Phuong Lien	030C014742	Deputy CEO			28/12/2022	-	-	Internal person
9	Bui Bao Ngoc	-	Deputy CEO			10/02/2025	-	-	Internal person
10	Nguyen Cao Tuong	-	Chief Accountant			28/12/2022	-	-	Internal person
11	Nguyen Tra My	-	Corporate Governance Officer, Company Secretary			12/10/2023	-	-	Internal person
12	Hanoi Beer Alcohol And Beverage Joint Stock Corporation	-	-			08/12/2006	-	-	Shareholders owning more than 10% of the shares have voting rights
13	Hanoi - Hung Yen 89 Beer Trading Joint Stock Company	-	-			01/09/2018	-	-	Hanoi Beer Trading Joint Stock Company invests capital

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company contribution



Appendix 03: The list of internal persons and their affiliated persons of the Company

No.	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
I	Board of Directors						
1	Nguyen Manh Hung	Chairman of the Board of Directors					
1.1	Nguyen Hong Cuong	-			-	-	Biological Father - Deceased
1.2	Pham Thi Nhat Tan	-			-	-	Biological Mother - Deceased
1.3	Phan Viet Diem	-			-	-	Father - in - law - Deceased
1.4	Hoang Thi Nay	-			-	-	Mother - in - law
1.5	Phan Thi Loc	-			-	-	Wife
1.6	Nguyen Anh Quan	-			-	-	Biological Child

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
1.7	Nguyen Quoc Hung	-	-			-	-	Biological Child
1.8	Nguyen Nu Hoan	-	-			-	-	Brothers
1.9	Nguyen Nu Han	-	-			-	-	Brothers
1.10	Nguyen Duy Hoan	-	-			-	-	Brothers
1.11	Hoang Duy Tai	-	-			-	-	Brother-in-law
1.12	Tran Xuan Thanh	-	-			-	-	Brother-in-law
1.13	Hanoi Beer Alcohol And Beverage Joint Stock Corporation	-	-			1.561.500	50	Internal person is capital representative
2	Nguyen Van Minh		Members of the BOD, CEO					
2.1	Nguyen Van The	-	-			-	-	Biological Father-

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
								Deceased
2.2	Nguyen Thi Mui	-	-					Biological Mother
2.3	Nguyen Tam Linh	-	-					Biological Child
2.4	Nguyen Thuc Huyen Anh	-	-					Biological Child
2.5	Nguyen Tien Khang	-	-					Biological Child
2.6	Hanoi Beer Alcohol And Beverage Joint Stock Corporation	-	-			156.150	5	Internal person is capital representative
3	Tran Minh Tuan		Members of the BOD			-	-	
3.1	Tran Huu Dang					-	-	Biological Father
3.2	Pham Thi Chien					-	-	Biological

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
								Mother
3.3	Pham Ngoc Tai					-	-	Father - in-law - Deceased
3.4	Vu Thi Kim Lien					-	-	Mother - in-law
3.5	Pham Thi Lien Ngoc					-	-	Wife
3.6	Tran Huu Ngoc Quang					-	-	Biological Child
3.7	Tran Huu Quang Huy					-	-	Biological Child
3.8	Tran Minh Thanh					-	-	Brothers
3.9	Tran Thi Mai Huong					-	-	Sister
3.10	Nguyen Cong Minh					-	-	Brother-in-law
3.11	Do Thi Thuy Chung					-	-	Sister-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
3.12	Hanoi Beer Alcohol And Beverage Joint Stock Corporation (HABECO)	-	-			156.150	5	Internal Person HABECO's Internal Person
II	Board of Supervisors							
1	Tran Phan Nguyet Minh	030C014750	Head of the BOS					
1.1	Tran Quoc Hung							Biological Father
1.2	Phan Thi Viet Nga							Biological Mother
1.3	Ngo Duc Nghiem							Father-in-law
1.4	Bui Thi Teo							Mother-in-law
1.5	Ngo Duc Nghi							Husband
1.6	Ngo Nam Hai							Biological Child

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
1.7	Tran Quoc Cong							Brothers
1.8	Tran Thanh Hao							Sister-in-law
2	Le Thu Trang		Member of the BOS					
2.1	Le Quang Trung							Biological Father - Deceased
2.2	Nguyen Thi Thoa							Biological Mother
2.3	Dang Ngoc Thich							Father-in-law- Deceased
2.4	Nguyen Thi Kha							Mother-in-law- Deceased
2.5	Dang Ngoc Hai							Husband
2.6	Dang Tran Bao Nhi							Biological Child

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
2.7	Dang Minh Tung							Biological Child
2.8	Le Duc Tuan							Brother
2.9	Le Thu Hoai							Sister-in-law
3	Vu Thi Quyen		Member of the BOS					
3.1	Vu Trong Cuong							Biological Father - Deceased
3.2	Dinh Kim Thai							Biological Mother
3.3	Nguyen Nhanh							Father-in-law- Deceased
3.4	Nguyen Thi Nga							Mother-in-law
3.5	Nguyen Duc Son							Husband

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
3.6	Nguyen Dieu Huong							Biological Child
3.7	Nguyen Dieu Linh							Biological Child
III	Board of Management							
1	Nguyen Van Minh	As per item 2, section I						
2	Nguyen Hai Quan		Deputy CEO					
2.1	Nguyen Huu Duc							Biological Father-Deceased
2.2	Pham Kim Loan							Biological Mother-Deceased
2.3	Nguyen Sy Nang							Father - in-law-Deceased

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
2.4	Do Thi Thang							Mother - in - law
2.5	Nguyen Thanh Tu							Wife
2.6	Nguyen Thao Vi							Biological Child
2.7	Nguyen Thao Ngoc							Biological Child
2.8	Nguyen Thi Thanh Binh							Brothers
2.9	Nguyen Thi Hoang Yen							Brothers
2.10	Nguyen Dang Vinh							Brother-in-law
2.11	Hanoi - Hung Yen 89 Beer Trading Joint Stock Company	-	-				-	Internal person - Mr Nguyen Hai Quan is the member

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
								of the BOD -
3	Mai Thi Phuong Lien	030C014742	Deputy CEO			800	0,025%	
3.1	Mai Xuan Cu							Biological Father
3.2	Nguyen Thi Kich							Biological
3.3	Mai Anh Dao							Brothers
3.4	Mai Thi Phuong Hoa							Brothers
3.5	Pham Dinh Nam							Brother-in-law
4	Bui Bao Ngoc		Deputy CEO					
4.1	Bui Duy Hien							Biological Father

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
4.2	Le Thi Thuan							Biological Mother - Deceased
4.3	Bui Ngoc Bao An							Biological Child
4.4	Bui Dang Huong Linh							Brothers
5	Nguyen Cao Tuong	021C777635	Chief Accountant			2.000	0,064%	
5.1	Nguyen Cao Hung							Biological Father
5.2	Le Thi Thu							Biological Mother
5.3	Nguyen Trong Hai							Father - in - law
5.4	Vu Thi Teo							Mother - in - law
5.5	Nguyen Thi Hung							Wife
5.6	Nguyen Cao Son							Biological

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
								Child
5.7	Nguyen Hong Van							Biological Child
5.8	Nguyen Hung Manh							Brothers
5.9	Nguyen Cao Luyen							Brothers
5.10	Le Thi Hoang Quy							Sister-in-law
5.11	Nguyen Thi Dieu Thuy							Sister-in-law
6	Nguyen Tra My		Corporate Governance Officer, Company Secretary					
6.1	Nguyen Dang Thanh							Biological Father
6.2	Nguyen Xuan Mai							Biological Mother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
6.3	Nguyen Binh Khanh							Biological Child
6.4	Nguyen Khanh Ly							Brothers
6.5	Hoang Tung							Brother-in-law