

*Hai Phong, Date ... Month ... Year 2025*

**DRAFT**

**REPORT  
OF THE BOARD OF DIRECTORS FOR 2024  
AND ORIENTATION FOR 2025**

**To: - Distinguished Delegates  
- Esteemed Shareholders and the General Meeting**

Report of the Board of Directors of Habeco – Hai Phong Joint Stock Company to the General Meeting of Shareholders on the Activities in 2024 and Operational Directions for 2025:

**I. OPERATING RESULTS IN 2024**

**1. General Situation**

The year 2024 witnessed numerous global upheavals. Ongoing conflicts continued to evolve complexly, while new disputes emerged. The global economy in 2024 was profoundly influenced by these conflicts and the intensifying competition among major powers. Beyond causing significant human and material losses, these wars disrupted financial markets and drove up global commodity prices. Input material costs, such as aluminum cans and paper boxes, saw continuous increases.

In Vietnam, the Consumer Price Index (CPI) in 2024 rose by 3.63% compared to 2023, aligning with the National Assembly's target. However, trade competition among major countries became increasingly fierce. As Vietnam imports many raw materials for production, high global commodity prices affected production costs and prices, exerting pressure on businesses and leading to increased domestic consumer goods prices. Additionally, the government's stringent regulations on blood alcohol concentration for drivers contributed to the less-than-optimistic beer consumption in 2024. Moreover, in 2024, Habeco – Hai Phong Joint Stock Company suffered severe damages from Super Typhoon Yagi, significantly impacting employees' lives. Nevertheless, the company's collective efforts led to notable achievements in production and business operations.

**2. Performance of Key Business Indicators in 2024**

With the trust of shareholders and especially the scientific planning and coordination from the Hanoi Beer – Alcohol – Beverage Joint Stock Corporation, along with support from various departments and agencies in Hai Phong city, the Board of Directors and Management demonstrated unity and effective leadership. Coupled with

the dedication and enthusiasm of the workforce, Habeco – Hai Phong Joint Stock Company achieved the following production and business results in 2024:

No.	Item	Unit	Actual 2023	Plan 2024	Actual 2023	Actual 2024/Annual Plan 2024	Actual 2024/Actual 2023
<i>A</i>	<i>B</i>	<i>C</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4=3/2 (%)</i>	<i>5=3/1 (%)</i>
1	Industrial Production Value	Billio n VND	243.92	255.11	245.81	96.35	100.77
2	Total Revenue	Billio n VND	442.61	466.57	448.55	96.14	101.34
3	Tax Contribution	Billio n VND	225.38	237.27	235.51	99.26	104.49
4	Profit Before Tax	Billio n VND	1.25	1.27	0.34	26.77	27.20
5	Employee wages	Millio n/Per/ month	10.09	10.26	10.78	105.07	106.84

### 3. Activities of the Board of Directors in 2024

The Board of Directors convened the Annual General Meeting of Shareholders on April 24, 2024. During this meeting, the shareholders approved the dismissal of one Board member whose term (2019–2024) had ended and elected one new member for the 2024–2029 term. Specifically:

- **Dismissed Board Member:**
  - Ms. Quach Thi Thu Huyen
- **Newly Elected Board Member:**
  - Ms. Quach Thi Thu Huyen.

In 2024, to fulfill the tasks assigned by the 2024 General Meeting of Shareholders, the Board of Directors held six in-person meetings to implement activities in accordance with the Company's Charter, the Law on Enterprises, and current legal regulations. These meetings focused on key issues such as development strategies, business plans, preparations for the Annual General Meeting of Shareholders, leadership personnel arrangements, and implementation of directives from the Parent Company. All matters discussed were voted on by Board members, and the resulting resolutions were duly executed. Meeting minutes and resolutions were properly documented and archived.

#### Key Resolutions Passed by the Board in 2024:

- **Personnel Matters:**
  - Approved the reappointment of Mr. Nguyen Hoang Giang, a seconded officer from the Hanoi Beer – Alcohol – Beverage Joint Stock Corporation, as General Director of Habeco – Hai Phong Joint Stock Company, effective August 2, 2024.

- Approved the resignation of Mr. Nguyen Tien Quyet from the position of Deputy General Director, effective January 1, 2025.
- Approved the temporary appointment of Mr. Pham Thai Hung, a food technology engineer from the Parent Company's Technical Department, as Deputy General Director, effective January 1, 2025.
- **Production Activities:**
  - Approved the 2024 production and business plan.
  - Issued consumption norms and production line productivity standards for 2024.
  - Approved measures to address challenges due to relatively low output in the first six months.
  - Implemented cost-saving measures by reducing unnecessary expenses.
  - Enhanced enterprise management and promoted savings across all stages to improve production and business efficiency.
  - Executed maintenance plans to ensure stable production and continued efforts to maintain productivity and improve product quality.
  - Encouraged innovation and production rationalization initiatives.
- **Financial Matters:**
  - Approved the selection of Nhan Tam Viet Auditing Co., Ltd. to provide review and audit services for the Company's 2024 financial statements, including the semi-annual review and annual audit.
  - Executed the payment of remuneration to the Board of Directors and the Supervisory Board for 2024, totaling VND 330,432,000.

#### **4. Other Activities:**

- Fulfilled tax obligations to the State budget.
- Ensured employee incomes remained relatively high compared to the city's average.
- Focused on improving the material and spiritual well-being, health, and working conditions of employees.
- Launched initiatives promoting workplace safety, hygiene, fire prevention, and the application of ISO systems among all staff.
- Organized sports activities to enhance employee health and foster engagement, including regular football matches within the company and with neighboring units.
- Actively participated in Parent Company initiatives, such as blood donation drives and tree-planting campaigns.
- Emphasized technological mastery and technical improvements to reduce consumption and save materials.
- Maintained equipment effectively, preventing production disruptions.
- Strengthened production management, technical oversight, equipment maintenance, and product quality control.
- Diligently implemented cost-saving measures and ensured compliance with safety, hygiene, and fire prevention standards.

#### **5. Supervision and Support of the Executive Board:**

The Board of Directors closely monitored the Company's production and business activities, effectively performing its supervisory role. It provided timely and accurate guidance to the Executive Board, ensuring consistent, flexible, and efficient implementation of plans in line with resolutions from the General Meeting of Shareholders and Board meetings. Executive Board representatives were regularly

invited to Board meetings, and they consistently reported on production and business results, facilitating informed decision-making and oversight.

**6. Supervision of the General Director:**

- Adhered to the duties, powers, and responsibilities outlined in the Law on Enterprises and the Company's Charter.
- Diligently implemented resolutions from the General Meeting of Shareholders and the Board of Directors.
- Demonstrated flexibility, creativity, caution, determination, and enthusiasm in managing production and business operations.
- Regularly reported to and sought guidance from the Board of Directors, ensuring leadership and management activities complied with legal regulations and company policies.
- No management or operational errors occurred in 2024.

**7. Supervision of Deputy General Directors and Management Staff:**

- Fulfilled assigned duties, responsibilities, and powers within their respective areas.
- Exhibited high responsibility and exemplary leadership in management and operations.
- The Executive Board and management staff formed a cohesive and supportive team, collaboratively achieving effective company governance and operations.

**II. STRATEGIC ORIENTATION FOR 2025**

**1. Corporate Governance**

Facing continued challenges in the beverage industry, including rising raw material costs, decreased consumption, and stringent alcohol regulations, the Board of Directors and executive management have outlined the following strategic directions:

- Implement shareholder resolutions and strive to meet 2025 production and business targets.
- Enhance governance capabilities, clearly define responsibilities, and monitor task execution.
- Leverage national brand advantages, focusing on improving product quality to meet consumer preferences.
- Adopt new technologies to reduce material consumption, increase recovery rates, and enhance operational efficiency.
- Emphasize cost-saving measures and technical improvements to lower production costs.
- Strengthen quality management systems to ensure all products meet established standards.
- Rigorously supervise management activities to ensure legal compliance, aim for shareholder dividends, and improve employee livelihoods.

**2. 2025 Business Plan Key Targets**

- Revenue from main product sales: VND 254.83 billion
- Pre-tax profit: VND 1.07 billion
- Post-tax profit: VND 0.8 billion

**3. Organizational Development and Training**

- Prioritize professional training and skill development for management personnel.

- Establish strong relationships with local authorities to stay abreast of new regulations.
- Attract and retain highly qualified professionals to enhance human resource quality.
- Organize exchange programs with exemplary units within the parent corporation to share best practices.

#### **4. Investment Activities**

- Regularly maintain and upgrade facilities and equipment to ensure safety and product quality.
- Encourage workplace cleanliness and environmental improvements to boost employee morale.
- Promote innovation focused on production optimization and cost-effective material alternatives to improve profitability for both the parent company and subsidiaries.

This report summarizes the Board of Directors' activities in 2024 and outlines the strategic direction for 2025. We respectfully submit this to the General Meeting of Shareholders for review and feedback to enhance the effectiveness of the Board's operations, contributing to the stable and sustainable development of Habeco – Hai Phong Joint Stock Company.

**Sincerely,**

**ON BEHALF OF THE BOARD  
OF DIRECTORS  
CHAIRMAN**

***Recipients:***

- As above;
- Members of the Board of Directors and the Supervisory Board;
- To be archived by the Secretary to the Board of Directors.

**Pham Anh Tuan**