



*Hai Phong, April 8<sup>th</sup>, 2026*

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS  
Regarding the Selection of an Auditing Firm for the 2026  
Financial Statements**

**To: - The 2026 Annual General Meeting of Shareholders  
- Hai Phong Habeco Joint Stock Company**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the XIV National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the Law on Enterprises No. 59/2020/QH14, adopted by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020.

Pursuant to Decree No. 71/2017/ND-CP dated June 6, 2017 on corporate governance applicable to public companies; Pursuant to the Charter on Organization and Operation of HABECO – Hai Phong Joint Stock Company.

Pursuant to Decree No. 71/2017/ND-CP dated June 6, 2017 on corporate governance applicable to public companies; Pursuant to the Charter on Organization and Operation of HABECO – Hai Phong Joint Stock Company.

The Supervisory Board of HABECO – Hai Phong Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the authorization of the Board of Directors to select a reputable, qualified, and experienced auditing firm, licensed to operate in Vietnam, from the list of auditing firms approved by the State Securities Commission, to audit the 2026 financial statements.

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

**ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE SUPERVISORY BOARD**

**Recipients:**

- 2026 Annual General Meeting of Shareholders;
- Supervisory Board.

**Bui Thi Huyen**

*Hai Phong, April 8<sup>th</sup>, 2026*

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**  
**Re: Approval of the 2025 remuneration settlement and 2026 planned remuneration  
for the Board of Directors and the Supervisory Board**

**To: - The 2026 Annual General Meeting of Shareholders  
- Hai Phong Habeco Joint Stock Company**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the XIV National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the Charter of Hai Phong Habeco Joint Stock Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;

Pursuant to the 2025 Financial Statements;

Pursuant to the 2026 business and production plan of Hai Phong Habeco Joint Stock Company;

The Board of Directors of Hai Phong Habeco Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the 2025 remuneration settlement and the 2026 planned remuneration for the Board of Directors and the Supervisory Board as follows:

**I. 2025 Remuneration Settlement for the Board of Directors and Supervisory Board:**

No.	Description	Amount (VND)
1	Planned remuneration per Resolution of 2025 AGM	445,428,000
2	Actual amount implemented in 2025	534,528,000
3	Difference vs. approved plan by the 2025 AGM	89,100,000

**II. 2026 Planned Remuneration for the Board of Directors and Supervisory Board:**

**1. Board of Directors:**

- Chairman: VND 10,804,000/month
- Members: VND 8,750,000/month

## 2. Supervisory Board:

- Head: VND 4,614,000/month

- Members: VND 3,186,000/month

Total planned remuneration fund for 2026: VND 614,712,000

Remuneration will be paid quarterly, starting from Quarter 2 of 2026.

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

Sincerely,

### *Recipients:*

- 2026 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



**Pham Anh Tuan**

Hai Phong, April 8<sup>th</sup>, 2026

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**  
**Re: Approval of the 2025 Financial Statements and the Profit**  
**Distribution Plan**

**To: - The 2026 Annual General Meeting of Shareholders**  
**- Hai Phong Habeco Joint Stock Company**

Pursuant to:

- The Law on Enterprises No, 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;
- The Charter of Hai Phong Habeco Joint Stock Company;
- The Resolution of the 2025 Annual General Meeting of Shareholders;
- The 2025 Financial Statements audited by NVA Auditing Co., Ltd.;

The Board of Directors of Hai Phong Habeco Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the 2025 financial statements and the profit distribution plan as follows:

**1, The 2025 Financial Statements audited by Nhan Tam Viet Auditing Co., Ltd,**

The financial report for the year 2025 has been audited by NVA Auditing Company Limited in accordance with the Vietnamese Accounting Standards, the Vietnamese Accounting Regime, and the state regulations, It has been disclosed by the Board of Directors of Habeco - Hải Phòng Joint Stock Company as required, and is also published on the website: <http://www.habecohaiphong.com.vn>.

The Board of Directors respectfully presents the audited financial report to the General Shareholders' Meeting for approval, with the following key indicators:

*Unit: VND*

ITEMS	31/12/2025	31/12/2024
<b>BALANCE SHEET</b>		
<b>ASSETS</b>		
A, Current assets	189,866,956,051	193,728,633,674
B, Non-current assets	77,533,259,888	100,607,736,322



ITEMS	31/12/2025	31/12/2024
<b>TOTAL ASSETS</b>	<b>267,400,215,939</b>	<b>294,336,369,996</b>
<b>LIABILITIES</b>		
<b>A, Liabilities</b>	<b>96,303,785,893</b>	<b>124,464,688,485</b>
I, Short-term liabilities	96,303,785,893	124,464,688,485
II, Long-term liabilities		
<b>B, Owner's equity</b>	<b>171,096,430,046</b>	<b>169,871,681,511</b>
I, Owner's capital	171,096,430,046	169,871,681,511
Owner's contributions	160,000,000,000	160,000,000,000
Other funds and reserves		
<b>TOTAL LIABILITIES &amp; EQUITY</b>		
<b>OPERATING RESULTS</b>	<b>267,400,215,939</b>	<b>294,336,369,996</b>
1, Sales revenue and service income		
2, Total pre-tax accounting profit	251,654,960,064	245,805,228,803
3, Total after-tax accounting profit	3,631,076,728	340,964,779

The data above is extracted from the audited financial report for the year 2024 of Habeco - Hải Phòng Joint Stock Company,

## 2, Approval of the accumulated profit distribution plan,

No,	Content	Amount (VND)	Notes
<b>1</b>	<b>Total undistributed profit as of 01/01/2026</b>	<b>7,386,132,906</b>	
1,1	Undistributed profit accumulated until 01/01/2025	4,561,384,371	
1,2	Undistributed profit for the year 2025	2,824,748,535	
<b>2</b>	<b>Allocation to funds and dividend payment</b>	<b>7,142,228,704</b>	
2.1	Dividend distribution (rate: 2.6% × VND 160,000,000,000)	4,160,000,000	
2.2	Appropriation of funds	2,982,228,704	
2.2.1	Bonus and Welfare Fund	2,522,445,704	Three month of the average salary actually paid in 2025
2.2.2	Executive Management Incentive Fund	326,151,000	Three month of the average salary actually paid in 2025

No,	Content	Amount (VND)	Notes
2.2.3	Bonus Fund for BOD & BOS	133,632,000	Three month of the average salary actually paid in 2025
<b>3</b>	<b>Remaining profit to be carried forward to 2026</b>	<b>243,904,202</b>	

We respectfully submit to the General Shareholders' Meeting for consideration and approval,

Sincerely,

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

**Recipients:**

- 2026 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives,



**Pham Anh Tuan**



Hai Phong, April 8<sup>th</sup>, 2026

**PROPOSAL TO THE GENERAL SHAREHOLDERS' MEETING**  
**Regarding the Approval of the Key Targets for the 2026**  
**Production and Business Plan**

**To: The General Shareholders' Meeting of Habeco - Hải Phòng Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14, which was passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17th, 2020; Pursuant to the Charter of Organization and Operations of Habeco - Hải Phòng Joint Stock Company;

The Board of Directors of Habeco - Hải Phòng Joint Stock Company respectfully submits to the General Shareholders' Meeting for approval the key targets of the 2026 Production and Business Plan as follows:

- **Revenue from main product sales:** 243 billion VND
- **Profit before tax:** 1.37 billion VND
- **Profit after tax:** 1.02 billion VND

In the process of implementing the 2026 Production and Business Plan, if necessary, adjustments to the cost plan may be required. The Board of Directors respectfully requests the General Shareholders' Meeting to authorize the Board of Directors and the Executive Board to adjust the cost plan to ensure that the profit targets are achieved.

We respectfully submit for the General Shareholders' Meeting to consider and vote for approval.

Sincerely,

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

**Recipients:**

- 2026 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives,



**Phạm Anh Tuan**

*Hai Phong, April 8<sup>th</sup>, 2026*

**PROPOSAL**

**Regarding the Profit Distribution Plan for 2026**

**To: - The 2026 Annual General Shareholders' Meeting  
- Habeco - Hải Phòng Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14, which was passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17th, 2020; Pursuant to the Charter of Organization and Operations of Habeco - Hải Phòng Joint Stock Company;

The Board of Directors respectfully submits to the General Shareholders' Meeting the profit distribution plan for the year 2026 as follows:

No.	Content	Amount (VND)	Notes
<b>1</b>	<b>Total estimated undistributed profit</b>	<b>1,266,789,065</b>	
1.1	Undistributed profit from the previous year	243,904,202	
1.2	Undistributed profit for this year	1,022,884,863	
<b>2</b>	<b>Allocation to funds and dividend payment</b>	<b>1,600,000,000</b>	
2.1	Dividend distribution (rate: 0.5% × VND 160,000,000,000)	800,000,000	
2.2	Appropriation of funds	311,850,000	
2.2.1	Bonus and Welfare Fund	252,245,000	0.3 month of the average salary actually paid in 2026
2.2.2	Executive Management Incentive Fund	44,237,000	0.3 month of the average salary actually paid in 2026
2.2.3	Bonus Fund for BOD & BOS	15,368,000	0.3 month of the average salary actually paid in 2026

No.	Content	Amount (VND)	Notes
3	Estimated remaining profit to be carried forward to 2026	154,939,065	

We respectfully submit for the General Shareholders' Meeting to consider and vote for approval.

Sincerely,

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

***Recipients:***

- 2026 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives,



**Pham Anh Tuan**

*Hai Phong, April 8<sup>th</sup>, 2026*

**PROPOSAL TO THE GENERAL SHAREHOLDERS' MEETING**  
**Regarding: Approval of the Contract and Transactions between**  
**the Company and Related Parties**

**To: - The 2026 Annual General Shareholders' Meeting**  
**- Habeco - Hải Phòng Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the current Charter of Habeco - Hải Phòng Joint Stock Company;

The Board of Directors of Habeco - Hải Phòng Joint Stock Company respectfully submits to the General Shareholders' Meeting for approval the following contracts between the Company and related parties:

**1. Sales Contract and Asset Lease Agreement with Hanoi Beer - Alcohol - Beverage Joint Stock Corporation (HABECO Group):**

Currently, the Hanoi Beer - Alcohol - Beverage Joint Stock Corporation (hereinafter referred to as "HABECO Group") holds 66.69% of the total ordinary shares of the Company:

- Since its establishment and commencement of operations, the Company has annually signed contracts for the sale and processing of Hanoi Beer products for the HABECO Group.
- From 2026 to the end of 2027, the Company will provide transportation support for products of the Corporation processed at the Company, in order to facilitate the Company in undertaking additional processing orders, maintaining continuous production, creating more jobs to retain employees, reducing costs, and increasing profits.

In compliance with the provisions of the Law on Enterprises No. 59/2020/QH14 and the Company's Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Sales Contracts and their Appendices on transportation support with the Corporation through the end of 2027 (draft contracts attached).

## 2. Sales Contract with Hanoi - Hai Phong Beer Joint Stock Company:

Currently, Hanoi - Hai Phong Beer Joint Stock Company holds 14.06% of the total ordinary shares of Habeco – Hai Phong Joint Stock Company. To increase income and employment for workers, the Company has signed annual sales contracts to process products of Hai Phong Beer brand for Hanoi - Hai Phong Beer Joint Stock Company. In compliance with the provisions of the Enterprise Law No. 59/2020/QH14 and the Company's Charter, the Board of Directors respectfully requests the General Shareholders' Meeting to approve the Sales Contract for the year 2027 with Hanoi - Hai Phong Beer Joint Stock Company.

We respectfully submit for the General Shareholders' Meeting to consider and vote for approval.

Sincerely,

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

***Recipients:***

- 2026 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives,



**Pham Anh Tuan**

*Hai Phong, April 8<sup>th</sup>, 2026*

**PROPOSAL**

**Dismissal of a Member of the Board of Supervisors for the 2021–2026 Term  
and Nomination of a Member of the Board of Supervisors for the 2026–2031  
Term**

**To: The General Shareholders’ Meeting of Habeco - Hải Phòng Joint  
Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the Charter of Organization and Operation of Habeco – Hải Phòng Joint Stock Company;

Pursuant to Official Letter No. 228/HABECO-HĐQT dated 26/03/2026 of Hanoi Beer - Alcohol - Beverage Joint Stock Corporation;

The Board of Directors of Habeco – Hai Phong Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the dismissal and nomination of a member of the Board of Supervisors as follows:

- To dismiss Mr. Nguyen Nhu Khue from the position of Member of the Board of Supervisors for the 2021–2026 term.
- To nominate Ms. Duong Thi Bich Phuong as a candidate for election to the position of Member of the Board of Supervisors for the 2026–2031 term.

(The candidate’s curriculum vitae is attached to this proposal.)

Respectfully submitted to the General Shareholders’ Meeting for review and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

**Recipients:**

- 2026 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives,



**Pham Anh Tuan**



**LIST OF NOMINATED MEMBERS OF THE BOARD OF DIRECTORS  
AT HABECO – HẢI PHÒNG JOINT STOCK COMPANY**

No.	Full Name	Shareholder Entity Nominating	Date of Birth	Citizen ID No.	Place of Origin	Permanent Address	Professional Qualification	Political Qualification	Work Experience	Current Position/Title
1	2		3	4	5	6	7	8	9	10
1	Duong Thi Bich Phuong	Hanoi Beer – Alcohol – Beverage Joint Stock Corporation	03/03/1998	036198003540, issued on June 10, 2021, by the Administrative Management of Social Order Police Department.	Ninh Binh	Hamlet 5, Nghia Hung Commune, Ninh Binh	Bachelor of Accounting		From June 2024 to present: Internal Audit Specialist, Office of the Board of Directors, Hanoi Beer – Alcohol – Beverage Joint Stock Corporation	- Internal Audit Specialist, Office of the Board of Directors, Hanoi Beer – Alcohol – Beverage Joint Stock Corporation

**REGULATIONS ON NOMINATION, ELECTION,  
AND VOTING FOR BOARD MEMBERS  
FOR THE 2026–2031 TERM  
AT THE 2026 ANNUAL GENERAL SHAREHOLDERS' MEETING**

Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the Charter on the Organization and Operations of Habeco – Hai Phong Joint Stock Company;

The 2026 Annual General Shareholders' Meeting of Habeco – Hai Phong Joint Stock Company (hereinafter referred to as the Company) will conduct the election of 01 (one) Board member as follows:

**I. OBJECTS AND SCOPE OF APPLICATION**

- This regulation guides the procedures for the nomination, candidacy, and election of Board members of Habeco – Hai Phong Joint Stock Company.
- Candidates for the Board are responsible for adhering to the contents of this regulation.
- Shareholders who own shares with voting rights, and representatives authorized by shareholders with voting rights (based on the list of shareholders as of March 18, 2026), are entitled to participate in the election of Board members.

**II. REGULATION ON NOMINATION AND SELF-NOMINATION FOR MEMBERS OF THE BOARD OF SUPERVISORS**

**1. Composition and Term of the Board**

- Number of members of the Board of Supervisors to be elected: 01 member
- Term of the elected member of the Board of Supervisors: 2026-2031
- Number of candidates for membership of the Board of Supervisors: No limit

**2. Eligibility Criteria for Members of the Board of Supervisors**

- Have full legal capacity for civil acts and not fall under the categories prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises.
- Possess professional qualifications, as well as experience and capability in business management and corporate governance.



- May concurrently serve as a member of the Board of Supervisors of another company.
- Must not be related persons (family members) of the General Director or other managers of the Company; or of managers and persons having the authority to appoint managers of the parent company.

### **3. Procedures for Nomination and Self-Nomination of Members of the Board of Supervisors.**

- Shareholders meeting the eligibility requirements for nomination and self-nomination of candidates for election to the Board of Supervisors in accordance with the Charter of Habeco - Hai Phong Joint Stock Company are entitled to nominate or self-nominate candidates at least three (03) days prior to the date of the General Meeting of Shareholders.
- Shareholders holding voting shares may aggregate their voting rights to nominate candidates to the Board of Supervisors.
- Shareholders or groups of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.
- In the event that the number of candidates nominated and self-nominated is still insufficient, the incumbent Board of Directors or the incumbent Board of Supervisors may nominate additional candidates for the remaining positions, subject to approval by the General Meeting of Shareholders prior to such nomination (such additional candidates must meet the criteria specified in Clauses 3 and 4, Section II of this Regulation).

### **4. Dossier for Nomination and Self-Nomination of Members of the Board of Supervisors**

The nomination and self-nomination dossier for members of the Board of Supervisors includes:

- Nomination/Candidacy Form (attached to these regulations).
- Candidate's Curriculum Vitae (CV) (attached to these regulations).
- A notarized copy of identification, certification of professional qualifications, and education if applicable. These documents must be submitted to the Company's headquarters before 5:00 PM on April 1<sup>st</sup>, 2026, at the following address:

- General Office, Habeco – Hai Phong Joint Stock Company.
- Address: Xuan Ang Hamlet, An Lao Commune, Hai Phong City, Vietnam.

### **III. INSTRUCTIONS ON HOW TO ELECT BOARD MEMBERS**

#### **1. Principles for the Election of Members of the Board of Supervisors**

- Board elections will be conducted at the Meeting using a cumulative voting method with secret ballots.
- Cumulative voting method: Each shareholder/representative has a total number of votes equal to the number of shares they own (or represent), multiplied by the number of Board members to be elected.
- Shareholders may allocate all or part of their votes to one or several candidates, and the remaining votes may be withheld.

#### **2. Ballot Papers and How to Vote**

- Each shareholder/representative will receive a ballot according to their registered shareholder ID number.
- The ballot paper will be stamped by the Company, with the total number of shares owned/represented and the corresponding maximum number of votes based on the cumulative voting method.
- Shareholders should check the information on the ballot upon receiving it. Any discrepancies should be reported immediately.

Shareholders/representatives must fill in all required information on the ballot.

**Example:** Shareholder A owns 2,000 shares. The total number of members of the Board of Supervisors to be elected is four (04). Accordingly, Shareholder A will have a total of voting rights equivalent to  $2,000 \times 4 = 8,000$  votes to elect the four (04) candidates for the Board of Supervisors.

Shareholder A may allocate all 8,000 votes to Candidate X; or allocate 3,000 votes and 5,000 votes to Candidate X and Candidate Y, respectively; or allocate 1,000 votes, 5,000 votes, and 2,000 votes to Candidate X, Candidate Y, and Candidate Z, respectively; or distribute the total votes equally among four (04) candidates; or cast no votes for any candidate.

#### **3. Invalid Ballots**

- Ballots not issued by the Organizing Committee.
- Torn, altered, or containing names not listed as candidates.
- Ballots where the total number of votes exceeds the allowed number.
- Ballots without the signature of the shareholder/representative.
- Invalid ballots will not be counted during the vote.

#### **4. Vote Counting Committee**

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- The Vote Counting Committee shall be nominated by the Chairperson and approved by the General Meeting of Shareholders.
  - Members of the Vote Counting Committee must not be included in the list of nominees or candidates for the Board of Supervisors.
  - The Vote Counting Committee shall have the following responsibilities:
    - Adopting the Election Regulation
    - Introducing and distributing ballot papers
    - Supervising and monitoring the voting process
    - Conducting the vote counting
    - Preparing minutes and announcing the election results before the General Meeting
  - The Vote Counting Committee must ensure honesty and confidentiality during the vote counting process. It shall be responsible to the General Meeting for the accuracy of the vote counting results. After completing the vote counting, the Committee shall prepare the vote counting minutes, announce the results before the General Meeting, then seal the ballots and hand over all election-related documents to the Chairperson of the Meeting.
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▪ **Principles of Voting and Vote Counting**

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders.
  - Voting shall commence after the final list of candidates for the Board of Supervisors has been confirmed and shall end when the last shareholder casts their ballot into the ballot box.
  - Vote counting must be conducted immediately after the voting process is completed.
  - The vote counting results shall be recorded in writing and announced by the Head of the Vote Counting Committee before the General Meeting.
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▪ **Principles for Determining Elected Candidates**

**Voting percentage = (Total votes received by a candidate / Total voting shares of attending shareholders) × 100%**

- Elected members of the Board of Supervisors shall be determined based on the total number of votes received, ranked from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached.

- In the event that candidates receive an equal percentage of votes and it is necessary to select among them to meet the required number of elected members, the candidate who owns or represents a larger number of shares shall be selected. If the number of shares owned or represented is equal, a re-election shall be conducted among such candidates to make the final selection.

▪ **Preparation and Announcement of Vote Counting Minutes**

- After vote counting, the Vote Counting Committee must prepare the vote counting minutes. The contents shall include: total number of attending shareholders, total number of shareholders participating in voting, number of valid ballots, invalid ballots, blank ballots, and the number and percentage of votes for each candidate to the Board of Supervisors.
- The full text of the vote counting minutes must be announced before the General Meeting.
- Any complaints regarding the election results shall only be considered immediately at the General Meeting; shareholders may not challenge the validity of the results at any other time. In case of disputes regarding the election procedures or results, the Vote Counting Committee shall re-examine the matter and seek the decision of the General Meeting.

**IV. IMPLEMENTATION TERMS**

These regulations serve as the legal basis for the procedures of nominating, applying, and electing Board members at Habeco – Hai Phong Joint Stock Company. They were drafted by the Board of Directors and will be approved at the 2026 Annual General Shareholders' Meeting, scheduled for April 8<sup>th</sup>, 2026.

**Recipients:**

- Board Members, Supervisory Board;
- The Organizing Committee of the General Meeting;
- Shareholders of the Company;
- Archives.

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



**Pham Anh Tuan**