

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

Số: 01/BB-ĐHĐCĐ-HHP

**MINUTES  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
HABECO – HAI PHONG JOINT STOCK COMPANY**

**Company Name:** Habeco – Hai Phong Joint Stock Company  
**Head Office Address:** Xuan Ang Hamlet, An Lao Commune, Hai Phong City  
**Enterprise Registration Certificate No.:** 0200761964, First amendment: April 26, 2013, Second amendment: July 4, 2018, Third amendment: June 13, 2019, Fourth amendment: May 17, 2022, Fifth amendment: July 31, 2024, Sixth amendment: October 3, 2025.

Today, on April 8, 2026, at the head office of Habeco – Hai Phong Joint Stock Company, located in Xuan Ang Hamlet, An Lao Commune, Hai Phong City, the 2026 Annual General Meeting of Shareholders (AGM) of the Company was held.

**A. Attendance and Validity of the Meeting**

**I. Attendees:**

**+ Board of Directors of Habeco – Hai Phong Joint Stock Company**

1. Mr. Pham Anh Tuan – Chairman of the Board
2. Mr. Nguyen Hoang Giang – Board Member / General Director
3. Ms. Quach Thi Thu Huyen – Board Member
4. Mr. Tran Van Trung – Board Member

**+ Supervisory Board:**

1. Ms. Bui Thi Huyen – Head of Supervisory Board
2. Mr. Nguyen Nhu Khue – Member
3. Ms. Vu Thi Luyen – Member
4. Ms. Nguyen Thi Anh Dao – Member

**+ Shareholders of Habeco – Hai Phong Joint Stock Company.**

**II. Validity of the Meeting:**

The organizing committee conducted registration of attending shareholders, introduced participants, and stated the purpose of the 2026 AGM.

The Meeting heard Ms. Bui Thi Huyen, Head of the Shareholder Eligibility Verification Committee, report the following:



- Total number of shareholders as of March 18, 2026: 271 shareholders, holding 16,000,000 shares.

Total number of shareholders attending in person or by proxy as of 9:00 AM on April 8, 2026: 35 shareholders, representing 13,572,580 voting shares, accounting for 84.83% of total voting shares of the Company.

In accordance with the Law on Enterprises and the Company's Charter, the attendance ratio of 84.83% (over 50% of total voting shares) satisfies the conditions to convene the Meeting.

## **B. Agenda and Proceedings of the Meeting**

### ***1. Election of the Presidium, Secretariat, and Vote Counting Committee:***

Mr. Pham Anh Tuan – Chairman of the Board, on behalf of the organizing committee, introduced the proposed members as follows:

#### Presidium

1. Mr. Pham Anh Tuan – Chairman of the Board (Chairman of the Meeting)
2. Mr. Nguyen Hoang Giang – Board Member / General Director
3. Mr. Tran Van Trung – Board Member

#### *Secretariat:*

1. Ms. Tran Thi Thuy – Board Secretary
2. Mr. Pham Vinh Loc – Member

#### *Vote Counting Committee:*

1. Ms. Bui Thi Huyen – Head of Supervisory Board (Head)
2. Mr. Dao Van Thanh – Member
3. Ms. Pham Thuy Vinh – Member

The Meeting approved the above members.

*Voting results: 100% in favor; 0% against; 0% abstained.*

Under the direction of the Presidium, the AGM proceeded with the agenda.

### ***Agenda and Meeting Regulations:***

Mr. Pham Anh Tuan, on behalf of the Presidium, presented the Meeting rules and agenda.

The Meeting approved the agenda and regulations..

*Voting results: 100% in favor; 0% against; 0% abstained..*

## **III. Reports Presented at the Meeting:**

1. Mr. Nguyen Hoang Giang – General Director: Report on 2025 business performance and 2026 plans (details attached).
2. Mr. Pham Anh Tuan – Chairman: Report of the Board of Directors for 2025 and orientation for 2026 (details attached)
3. Ms. Bui Thi Huyen – Head of Supervisory Board: Supervisory Board report (details attached).

### **Proposals Submitted:**

1. Ms. Bui Thi Huyen presented a proposal on selecting an auditing firm for the 2026 financial statements.

2. The Presidium presented proposals on:

- Approval of the 2025 audited financial statements and accumulated profit distribution plan
- Approval of key business targets for 2026
- Approval of the 2026 profit distribution plan
- Approval of remuneration for Board and Supervisory Board members (2025 actual and 2026 plan)
- Approval of contracts and transactions with related parties.

3. Ms. Quach Thi Thu Huyen – Board Member presented:

- Proposal to dismiss Supervisory Board members for the 2021–2026 term and nominate members for the 2026–2031 term.

+ Dismissal of current Supervisory Board members (end of term 2021–2026)

Nomination of Ms. Duong Thi Bich Phuong as Supervisory Board member for the 2026–2031 term (profile attached).

### **IV. Discussion:**

All shareholders agreed with the reports and proposals presented. No additional questions or requests for clarification were raised.

### **V. Voting and Resolutions:**

Mr. Pham Anh Tuan, Chairman of the Meeting, requested voting by show of voting cards. Results are as follows:

**Article 1:** Approval of the 2025 business performance report and 2026 plan by the Management Board.

*Voting results: 100% in favor; 0% against; 0% abstained.*

**Article 2:** Approval of the Board of Directors' 2025 report and 2026 orientation.

*Voting results: 100% in favor; 0% against; 0% abstained %.*

**Article 3:** Approval of the Supervisory Board report.

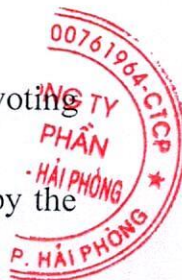
*Voting results: 100% in favor; 0% against; 0% abstained %.*

**Article 4:** Approval of authorization for the Board of Directors to select an auditing firm for the 2026 financial statements in accordance with the law.

*Voting results: 100% in favor; 0% against; 0% abstained %.*

**Article 5:** Approval of the audited 2025 financial statements and accumulated profit distribution plan, with key contents as follows:

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	Dividend payment from accumulated profits up to the end of 2025
2.2	Appropriation of funds	2,982,228,704	
2.2.1	Bonus and Welfare Fund	2,522,445,704	3 months of the average planned 2026 salary of employees
2.2.2	Executive Management Incentive Fund	326,151,000	3 months of the average planned 2026 salary of the Management Board
2.2.3	Bonus Fund for BOD & BOS	133,632,000	3 months of the average planned 2026 remuneration of the Board of Directors and Supervisory Board
<b>3</b>	<b>Remaining profit to be carried forward to 2025</b>	<b>243,904,202</b>	

*Voting results: 100% in favor; 0% against; 0% abstained %.*

**Article 6:** Approval of the report on remuneration for members of the Board of Directors and the Supervisory Board in 2025, and the plan for 2026, as follows:

**Finalization of remuneration for 2025 of the Board of Directors and the 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

**Remuneration plan for 2026:**

No.	Position	Remuneration (VND/month)
1	Chairman of the Board of Directors	10,804,000
2	Board Member	8,750,000
3	Head of the Supervisory Board	4,614,000
4	Supervisory Board Member	3,186,000

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

Remuneration will be paid quarterly, starting from Q2/2026.

*Voting results: 100% in favor; 0% against; 0% abstained %.*

**Article 7:** Approval of key targets for the 2026 production and business plan (attached), as follows:

- Revenue from main products: VND 243 billion
- Profit before tax: VND 1.37 billion
- Profit after tax: VND 1.02 billion

During the implementation of the 2026 business plan, if adjustments to the cost plan are necessary, the General Meeting of Shareholders authorizes the Board of Directors and the Management Board to make such adjustments to ensure that the planned profit targets are achieved.

**Article 8:** Approval of the profit distribution plan for 2026:

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>1,111,850,000</b>	
2.1	Dividend distribution: 0.5% of VND 160,000,000,000	800,000,000	
2.2	Allocation to funds	311,850,000	
2.2.1	Bonus and Welfare Fund	252,245,000	0.3 months of the average planned 2026 salary of employees
2.2.2	Executive Management Incentive Fund	44,237,000	0.3 months of the average planned 2026 salary of the Management Board
2.2.3	Bonus Fund for BOD & BOS	15,368,000	0.3 months of the average planned 2026 remuneration of the Board of Directors and Supervisory Board
<b>3</b>	<b>Estimated remaining profit to be carried forward to 2027</b>	<b>154,939,065</b>	

*Voting results: 100% in favor; 0% against; 0% abstained %.*

**Article 9:** Approval of contracts and transactions between the Company and related parties.

*Voting results: 100% in favor; 0% against; 0% abstained %.*

**Article 10:** Approval of the proposal to dismiss Supervisory Board members whose term ended in 2021–2026 and to nominate members for the 2026–2031 term.

*Voting results: 100% in favor; 0% against; 0% abstained %.*

#### **VI. Election of Supervisory Board Member for the 2026–2031 Term:**

Ms. Bui Thi Huyen – Head of the Shareholder Eligibility Verification Committee, reported the number of shareholders attending in person and by proxy participating in the election: 35 shareholders, representing 13,572,580 voting shares, accounting for 84.83% of the total voting shares of Habeco – Hai Phong Joint Stock Company. She also announced the number of candidates and finalized the election list.

- **List of candidates for the Supervisory Board:**

1. Ms. Duong Thi Bich Phuong – Internal Audit Specialist, Office of the Board of Directors, Hanoi Beer – Alcohol – Beverage Joint Stock Corporation.

Ms. Bui Thi Huyen, Head of the Vote Counting Committee, presented the election rules and guidelines for electing the Supervisory Board member for the 2026–2031 term.

*Voting results: 100% in favor; 0% against; 0% abstained %.*

Election process:

The Meeting conducted the election of 01 Supervisory Board member by ballot.

The Vote Counting Committee carried out the vote counting and announced the results. Ms. Bui Thi Huyen read out the election results (minutes attached):

- **Supervisory Board Member:**

No.	Candidate Name	Total Votes	Voting Ratio
1	Duong Thị Bích Phương	35	100%

Mr. Pham Anh Tuan – Chairman of the Board, introduced the elected Supervisory Board member for the 2026–2031 term..

#### **VII. Adoption of the 2026 AGM Resolution**

Ms. Tran Thi Thuy, on behalf of the Secretariat, presented the draft Resolution of the 2026 Annual General Meeting of Shareholders for approval.

*Voting results: 100% in favor; 0% against; 0% abstained %.*

The Chairman delivered closing remarks and officially declared the Meeting adjourned.

The Meeting concluded at 11:00 AM on April 8, 2026.

**Secretary of the General Meeting**

**Trần Thị Thủy**

**Phạm Vĩnh Lộc**

**Chairperson of the Meeting**



**Phạm Anh Tuấn**