

**MEETING MINUTES**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**HANOI – THANH HOA BEER JOINT STOCK COMPANY**

Company name: Hanoi – Thanh Hoa Beer Joint Stock Company  
Business registration no: 2800791192, initially issued by the Department of Planning and Investment of Thanh Hoa Province on March 29, 2004 (11th amendment dated May 14, 2024)  
Address: No. 152 Quang Trung Street, Ngoc Trao Ward, Thanh Hoa City, Thanh Hoa Province  
Meeting time: Starting at 08:30 am on April 25, 2025  
Ending at 10:15 am on the same day.  
Meeting location: Hall of Hanoi – Thanh Hoa Beer Joint Stock Company  
Meeting agenda: According to the agenda of the General Meeting of Shareholders was approved by the Meeting (attached).  
Chairman of the General Meeting: Mr. Bui Truong Thang – Chairman of the Board of Directors.  
Secretaries of the General Meeting: Mr. Le Gia Phu  
Ms. Le Quynh Mai  
Number of participants: 53 shareholders and authorized representatives (collectively referred to as the “delegates”), representing 7,969,110 shares equivalent to 7,969,110 votes, accounting for 69.7541% of the total voting shares of all shareholders entitled to vote of the Company.

**I. PARTICIPANTS AND LEGALITY & VALIDITY OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**1. Participants:**

- Shareholders and representatives of shareholders of Hanoi – Thanh Hoa Beer Joint Stock Company.

**2. Legality and validity:**

- Mr. Nguyen Duy Ha – Head of the Shareholder Eligibility Verification Committee – presented the Report on shareholder eligibility to attend the meeting.

- Total number of shareholders according to the shareholders list as of March 26, 2025: 516 shareholders (including: 505 institutional shareholders and 11 individual shareholders). Total number of voting shares: 11,424,570 shares.

- At 08:30 am on April 25, 2025:

+ Total number of shareholders and authorized representatives present: 50, representing 7,961,840 shares, equivalent to 7,961,840 votes, accounting for 69.6905% of the total votes of all shareholders entitled to vote of the Company.

All shareholder representatives met the eligibility requirements to attend the General Meeting.

- Pursuant to the provisions of the Law on Enterprises No. 59/2020/QH14, the Charter, and the Charter and Internal Corporate Governance Regulations of Hanoi – Thanh Hoa Beer Joint Stock Company, the 2025 Annual General Meeting of Shareholders satisfied all conditions for valid convening.

## **II. MEETING CONTENT**

### **1. Introduction of the Presidium and Secretariat**

1.1. The Presidium includes:

- Mr. Bui Truong Thang – Chairman of the Board of Directors, Chairman of the Meeting
- Mr. Nguyen Kien Cuong – Member of the Board of Directors, Director of the Company
- Mr. Le Anh Tuan – Member of the Board of Directors

1.2. The Secretariat includes:

- Mr. Le Gia Phu – Member
- Ms. Le Quynh Mai – Member

The General Meeting of Shareholders conducted a vote by voting card and approved the Presidium and the Secretariat; Result: 100% of delegates attended and voted approve.

### **2. Approval of the Vote Counting Committee, concurrently the Election Committee**

- The Vote Counting Committee and Election Committee include:

- + Ms. Nguyen Thi Be
- + Ms. Doan Thi Nhu Hoa
- + Ms. Le Thi Minh Tam

The General Meeting of Shareholders conducted a vote by voting card and approved the list of the Vote Counting Committee (also serving as the Election Committee); Result: 100% of delegates attended and voted approve.

### **3. Approval of the Meeting Agenda; Working Regulations; and Voting Regulations at the 2025 Annual General Meeting of Shareholders**

The General Meeting of Shareholders conducted a vote by voting card: approved the Meeting Agenda; Result: 100% of delegates attended and voted approve.

The General Meeting of Shareholders conducted a vote by voting card and approved the Working Regulations and Voting Regulations of the 2025 Annual General Meeting of Shareholders; Result: 100% of delegates attended and voted approve.

### **4. Presentation of reports and proposals at the meeting**

**4.1. Mr. Do Truong Giang – Deputy Director – presented the Report of the Executive Board on the 2024 Business results and 2025 Business plan (documents at the meeting attached)**

**4.2. Mr. Bui Truong Thang – Chairman of the Board of Directors – presented the Report of the Board of Directors on the 2024 Operation and 2025 Plan** (documents at the meeting attached)

**4.3. Mr. Nguyen Duy Ha – Head of the Board of Supervisors – presented the Report of the Board of Supervisors in 2024 and Plan in 2025** (documents at the meeting attached)

**4.4. Mr. Phung Sy Huu – Chief Accountant of the Company – presented the proposals:**

**- Proposal regarding:**

+ Approval of the 2024 Audited Financial Statement

+ Approval of the 2024 Profit Distribution Plan

+ Approval of the 2025 Profit Plan And The Proposed Profit Distribution

+ Approval of the remuneration for the Board of Directors' members; Board of Supervisors; BOD's Secretary; Salary of executive managers in 2024; Remuneration payment plan in 2025.

(Details of the proposal are attached to the meeting documents)

**- Proposal on the Selection of an independent auditing firm to audit semi-annual and full-year financial statements for 2025** (documents at the meeting)

**4.5. Mr. Nguyen Kien Cuong – Director of the Company – presented: the Proposal regarding the Approval of 2025 contract between the Company and Hanoi Beer Alcohol And Beverage Joint Stock Corporation** (documents at the meeting).

**4.6. Mr. Le Anh Tuan – Member of the Board of Directors – presented: the Proposal regarding Approval of the dismissal of 01 member of the Board of Supervisors due to the end of the term and electing an additional member of the Board of Supervisors for the 2025 - 2030 term** (documents at the meeting).

## **5. Election content**

**5.1. Mr. Le Anh Tuan – Member of the Board of Directors – presented: the official letter from HABECO nominating personnel for the Board of Supervisors: Official Letter No. 193/HABECO- HĐQT dated March 27, 2025, regarding the nomination to the Board of Supervisors** (documents at the meeting).

**5.2. The Presidium presented to the General Meeting the list of candidates nominated for election:**

- Candidates for the member of the Board of Supervisors for the 2025–2030 term, including the following individuals:

1. Mr. Nguyen Minh The – candidate for the Board of Supervisors

The General Meeting of Shareholders conducted a vote by voting card and approved the list of candidates nominated for the Board of Supervisors (2025–2030 term); Result: 100% of delegates attended and voted approve.

**5.3. Regulations on Nomination, Candidacy, and Election of additional members of the Board of Supervisors (Term 2025 – 2030)**

The General Meeting of Shareholders conducted a vote by voting card and approved the Regulations on Nomination, Candidacy, and Election of additional members of the Board of Supervisors (Term 2025 – 2030); Result: 100% of delegates attended and voted approve.

## **6. Opinions and discussions at the General Meeting**

Mr. Tran Dinh Thanh – Chairman of the Board of Directors of Hanoi Beer Alcohol And Beverage Joint Stock Corporation (HABECO):

In recent years, Vietnam’s economy in general and the beer industry in particular have faced many challenges; notably the COVID-19 pandemic and government-issued decrees and laws on the prevention of alcohol-related harm, which have significantly changed consumer habits.

Objectively speaking, the beer industry as a whole has experienced a decline in recent times. However, Hanoi Beer and Thanh Hoa Beer remain among the few products that have maintained stable output without significant decreases, thus preserving their market share. Moreover, we are a national brand and have received active support from government agencies throughout our operations, providing us with further motivation for development.

Amid the general difficulties, Hanoi - Thanh Hoa Beer Joint Stock Company achieved its targets for profit and dividends in 2024. This is a commendable effort by the company’s leadership. The 2025 plan set by Thanh Hoa Beer also shows a positive growth trend.

We call upon our valued shareholders, in the spirit of shared societal and corporate challenges, to actively encourage friends and family to use the company’s products, thereby contributing to the economic growth of Thanh Hoa Province in general, and of Hanoi - Thanh Hoa JSC in particular.

As for Hanoi - Thanh Hoa Beer JSC, the leadership is encouraged to continue leveraging the company’s advantages and resources, and to build and strengthen a professional, streamlined sales team to ensure effective production and business operations.

**7. The General Meeting conducted voting to approve the Reports and Proposals presented at the Meeting, and to elect a member of the Board of Supervisors for the 2025–2030 term.**

**8. Announcement of vote-counting and election results**

**8.1. Results of vote counting on matters submitted for approval**

- Ms. Nguyen Thi Be – Head of the Vote Counting Committee – announced the vote-counting results as follows:

At the time: 09:50 am, the number of delegates attending the meeting was: 53 delegates, representing 7,969,110 votes, accounting for 69,7541% of the total votes of all shareholders entitled to vote. Accordingly:

- Total number of ballots issued: 56, representing 7,969,100 votes, accounting for 100% of the total votes of delegates attended.
- Total number of ballots collected 53, representing 7,965,900 votes, accounting for 99.9597% of the total votes of delegates attended.
- Total number of ballots not collected: 03, representing 3,210 votes, accounting for 0,0403% of the total votes of delegates attended.

**a. Voting on the approval of the Report of the Board of Directors on the 2024 operation and 2025 plan**

Results as follows:

Option	Number of ballots	Number of votes represented	% of total votes of delegates attended and voted
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Valid	53	7,965,900	100
- Approve	53	7,965,900	100
- Disapprove	0	0	0
- Abstain	0	0	0
Invalid	0	0	0

Thus, the Report of the Board of Directors on the 2024 Operation and 2025 Plan was approved.

**b. Voting on the approval of the Report of the Executive Board on the 2024 Business results and 2025 Business plan**

Results as follows:

Option	Number of ballots	Number of votes represented	% of total votes of delegates attended and voted
Valid	53	7,965,900	100
- Approve	53	7,965,900	100
- Disapprove	0	0	0
- Abstain	0	0	0
Invalid	0	0	0

Thus, the Report of the Executive Board on the 2024 Business results and 2025 Business plan was approved.

**c. Voting on the approval of the Report of the Board of Supervisors in 2024 and Plan in 2025**

Results as follows:

Option	Number of ballots	Number of votes represented	% of total votes of delegates attended and voted
Valid	53	7,965,900	100
- Approve	53	7,965,900	100
- Disapprove	0	0	0
- Abstain	0	0	0
Invalid	0	0	0

Thus, the Report of the Board of Supervisors in 2024 and Plan in 2025 was approved.

**d. Voting on the approval of the 2024 Audited Financial Statement**

Results as follows:

Option	Number of ballots	Number of votes represented	% of total votes of delegates attended and voted
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Valid	53	7,965,900	100
- Approve	53	7,965,900	100
- Disapprove	0	0	0
- Abstain	0	0	0
Invalid	0	0	0

Thus, the 2024 Audited Financial Statement were approved.

**e. Voting on the approval of the 2024 Profit Distribution Plan**

Results as follows:

Option	Number of ballots	Number of votes represented	% of total votes of delegates attended and voted
Valid	53	7,965,900	100
- Approve	53	7,965,900	100
- Disapprove	0	0	0
- Abstain	0	0	0
Invalid	0	0	0

Thus, the 2024 Profit Distribution Plan was approved.

**f. Voting on the approval of the 2025 Profit Plan And The Proposed Profit Distribution**

Results as follows:

Option	Number of ballots	Number of votes represented	% of total votes of delegates attended and voted
Valid	53	7,965,900	100
- Approve	53	7,965,900	100
- Disapprove	0	0	0
- Abstain	0	0	0
Invalid	0	0	0

Thus, the 2025 Profit Plan And The Proposed Profit Distribution was approved.

**g. Voting on the approval of the remuneration for the Board of Directors' members; Board of Supervisors; BOD's Secretary; Salary of executive managers in 2024; Remuneration payment plan in 2025**

Results as follows:

Option	Number of ballots	Number of votes represented	% of total votes of delegates attended and voted
Valid	53	7,965,900	100

- Approve	53	7,965,900	100
- Disapprove	0	0	0
- Abstain	0	0	0
Invalid	0	0	0

Thus, the remuneration for the Board of Directors' members; Board of Supervisors; BOD's Secretary; Salary of executive managers in 2024; Remuneration payment plan in 2025 was approved.

**h. Voting on the approval of the Proposal regarding Selection of an independent auditing firm to audit semi-annual and full-year financial statements for 2025**

Results as follows:

Option	Number of ballots	Number of votes represented	% of total votes of delegates attended and voted
Valid	53	7,965,900	100
- Approve	53	7,965,900	100
- Disapprove	0	0	0
- Abstain	0	0	0
Invalid	0	0	0

Thus, the Proposal regarding Selection of an independent auditing firm to audit semi-annual and full-year financial statements for 2025 was approved.

**i. Voting on the approval of the Proposal regarding the 2025 contract between the Company and Hanoi Beer Alcohol And Beverage Joint Stock Corporation**

Results as follows:

Option	Number of ballots	Number of votes represented	% of total votes of delegates attended and voted (*)
Valid	47	849,440	100
- Approve	47	849,440	100
- Disapprove	0	0	0
- Abstain	0	0	0
Invalid	0	0	0

(\*) As 06 delegates attending the meeting (representing 7,116,460 votes) were not entitled to vote due to their related-party status with the parties involved in the contract, after deducting these votes in accordance with regulations, the total number of votes entitled to vote of delegates attended and voted on the Proposal regarding 2025 contract between the Company and Hanoi Beer Alcohol And Beverage Joint Stock Corporation was 849,440 votes.

Thus, the Proposal regarding 2025 contract between the Company and Hanoi Beer Alcohol And Beverage Joint Stock Corporation was approved.

**j. Voting on the Proposal regarding the dismissal of 01 member of the Board of Supervisors due to the end of the term and electing an additional member of the Board of Supervisors for the 2025 - 2030 term**

Results as follows:

Option	Number of ballots	Number of votes represented	% of total votes of delegates attended and voted
Valid	53	7,965,900	100
- Approve	53	7,965,900	100
- Disapprove	0	0	0
- Abstain	0	0	0
Invalid	0	0	0

Thus, the Proposal regarding the dismissal of 01 member of the Board of Supervisors due to the end of the term and electing an additional member of the Board of Supervisors for the 2025 - 2030 term was approved.

**8.2. Result of vote counting for the election content**

At the time: 09:50, the number of delegates attending the meeting was: 53 delegates, representing 7,969,110 votes, accounting for 69,7541% of the total votes of all shareholders entitled to vote. Accordingly:

- Total number of ballots issued: 53, representing 7,969,110 votes.
- Total number of ballots collected: 50, representing 7,965,900 votes.
  - + Total number of valid ballots: 50, representing 7,965,900 votes.
  - + Total number of invalid ballots: 0, representing 0 votes.
- Total number of ballots not collected: 03, representing 3,210 votes.

**❖ Result of the election of a member of the Board of Supervisors for the 2025 – 2030 term:**

No.	Full Name	Number of votes
1	Nguyen Minh The	7,965,900

Thus, Mr. Nguyen Minh The was elected as a member of the Board of Supervisors of Hanoi – Thanh Hoa Beer Joint Stock Company.

**III. CLOSING PROCEDURES OF THE GENERAL MEETING**


1. Ms. Le Quynh Mai – on behalf of the Secretariat – read the Meeting Minutes and the draft Resolution of the General Meeting.
2. Mr. Bui Truong Thang – Chairman of the Meeting – called for shareholders to vote on the approval of the Minutes and the Resolution of the General Meeting.
3. Mr. Bui Truong Thang – on behalf of the Organizing Committee – carried out the procedures and declared the closing of the General Meeting.

This Minutes was presented and approved by the General Meeting of Shareholders of Hanoi – Thanh Hoa Beer Joint Stock Company with 100% of delegates attended and voted approve.

The Meeting concluded at 10:15 am on April 25, 2025.

**SECRETARIES**

**CHAIRMAN**



**LE QUYNH MAI**



**LE GIA PHU**



**BUI TRUONG THANG**

CCP