

Thanh Hoa, April ..., 2025

REPORT OF THE BOARD OF SUPERVISORS IN 2024 AND PLAN IN 2025

- Pursuant to the Law on Enterprises, Charter of Hanoi - Thanh Hoa Beer Joint Stock Company;*
- Pursuant to the duties and rights specified in the Company's Governance Charter;*
- Pursuant to the Audit Report of Nam Viet Auditing and Accounting Financial Consulting Services Company Limited;*
- Pursuant to the Company's Financial Reports for 2024;*

Our Board of Supervisors includes:

- **Mr. Nguyen Duy Ha:** Head of Board of Supervisors
- **Mr. Tran Duc Giang:** Member of the Board of Supervisors
- **Mr. Nguyen Minh The:** Member of the Board of Supervisors

The Board of Supervisors reports to the Annual General Meeting of Shareholders (AGM) the results of inspection and supervision of the Company's operations in 2024 as follows:

A/ GENERAL ACTIVITIES

1. Key activities:

- Supervised the operations of the Board of Directors and the Executive Board, and participated in the meetings of the Board of Directors;
- Supervised financial activities and the preparation of the Company's financial statements;
- Supervised compliance with the law, adherence to the Charter, and implementation of the Resolutions of the General Meeting of Shareholders; handled complaints from shareholders and related parties within the authority of the Board of Supervisors.
- Supervised the activities of the Board of Directors and the Executive Board in 2024 and the 2025 operation plan of the Board of Supervisors.

- Coordinated well with Listing management units in monitoring and managing Shareholders according to the list, regularly supervised the dividend payment situation to Shareholders according to the Resolution of the Annual General Meeting of Shareholders.

- Updated information on the stock exchange, especially the stock codes of the Beer, Alcohol and Beverage industry for more documents and reference information.

2. Unified contents:

- Agreed with the financial statements prepared and audited by the Company in 2024;

- The Board of Directors agreed to select Nam Viet Auditing and Accounting Financial Consulting Services Company Limited to audit the company's financial statements in 2024.

- Agreed on main contents at Board of Directors meetings;

- The Company's operations in 2024 complied with the provisions of law and the Charter.

- The company strictly complied with regulations on information disclosure for companies listed on the Hanoi Stock Exchange. Management staff and internal shareholders strictly complied with regulations on information disclosure when trading THB shares.

- Quarterly, semi-annual and annual separate financial statements were published on time.

- The General Meeting of Shareholders was held in accordance with regulations. Dividends were paid to shareholders within 06 months from the date of closing of the Annual General Meeting of Shareholders.

3. Financial monitoring results

- The Company prepared and published periodic financial reports in accordance with the regulations of the State Securities Commission and the Hanoi Stock Exchange. The semi-annual financial reports and the 2024 financial reports were reviewed and audited by an independent auditing company in accordance with current regulations.

- The 2024 financial statements presented fairly and fairly the financial situation as of December 31, 2024, the results of business operations, and cash flows during the year, in accordance with the current Vietnamese Enterprise Accounting Regime and relevant legal regulations.

- The allocation of funds and remuneration for the Board of Directors and the Board of Supervisors during the year complied with the Resolution of the 2024 Shareholders' Meeting.

- Pursuant to the review of the Company's 2024 Financial Report data, the Board of Supervisors confirms the following issues:

- + Charter capital: 114,245,700,000 VND.

+ Total shares: 11,424,570 shares (par value 10,000 VND).

Charter capital structure according to the latest closing list by holding ratio is as follows:

- + HABECO shareholders: 6,283,510 shares, account for 55%
- + Foreign shareholders: 707,961 shares, account for 6,19%
- + Domestic shareholders: 4,443,099 shares, account for 38.81%

Basic financial indicators:

No.	Indicators	Unit	Implementation 2023	Plan 2024	Implementation 2024
1	Net revenue	Billion VND	1,503.77	1,638.80	1,624.58
2	Profit before tax	Billion VND	6.44	3.51	5.94
3	Total payment to the State budget	Billion VND	263.48	302.83	299.46

4. Supervising results for members of the Board of Directors & Board of Management.

- Up to now, the Board of Supervisors has not recorded any cases of violations of regulations on responsibilities and obligations of the Company's managers. Transactions with managers and related persons are fully disclosed according to regulations.

- The Board of Directors and the Executive Board have also supported and facilitated the Board of Supervisors to perform its functions. The Board of Supervisors has received all documents and invitations to attend the meetings of the Board of Directors and has attended the meetings of the Board of Directors.

5. Evaluation of the coordination between the Board of Supervisors, the Board of Directors, the General Director, and Shareholders

In accordance with their respective functions, duties, and authorities, the Board of Directors, the Board of Management, the Board of Supervisors, and shareholders maintain a cooperative relationship that respects and facilitates each other's efforts to fulfill their responsibilities.

- In 2024, the Board of Supervisors received strong cooperation from shareholders, the Board of Directors, the Board of Management, and management staff from various functional departments, ensuring the provision of all necessary documents and information for supervision and inspection activities of the Board of Supervisors.

- The operations of the Board of Supervisors were carried out in compliance with Legal regulations, the Company's Charter, and Resolutions of the General Meeting of Shareholders.

- In 2024, the Board of Supervisors held two regular meetings on January 30, 2024, and June 27, 2024, as well as one meeting to elect the Head of the Board of Supervisors. All quarterly Board of Supervisors' meetings were attended by all members of the Board. These meetings aimed to review the implementation of the Board of Supervisors' proposals and assess the company's semi-annual and annual business performance.

6. Remuneration, operating expenses, and other benefits of the Board of Supervisors and BOS's members

In accordance with the resolution of the 2024 General Meeting of Shareholders:

Head of the Board of Supervisors: 4,000,000 VND/month

Member of the Board of Supervisors: 3,000,000 VND/month

7. Report on transactions between the company, subsidiaries, and controlled public companies (over 50% ownership) with Board of Directors' members and their related people, and transactions with companies in which Board of Directors' members are founders or managers within the latest three years

The company has the following transactions:

a) Transactions Between the Company and Hanoi Beer Alcohol and Beverage Joint Stock Corporation (HABECO):

- Purchasing raw materials for the production of contract-manufactured and Licensed beer.

- Selling bottled and canned beer (contract-manufactured products) to Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

- Technology transfer fees and fees for the right to use the "Hanoi Draft Beer" trademark.

b) Transactions Between the Company and HABECO Central Trading Company Limited:

Leasing warehouse space to HABECO Central Trading Company Limited.

B/ BOARD OF SUPERVISORS ACTIVITIES PLAN IN 2025

- Review the regulations, rules and internal management documents issued by the Company.

- Check the implementation of state regulations, resolutions issued by the General Meeting of Shareholders and the Board of Directors.

- Review financial reports and implementation of business production plans in 2025

- Supervise the signing and implementation of economic contracts and investment projects.

- Participate in meetings of the Board of Directors and coordinate to organize the General Meeting of Shareholders well.
- Update information on regulations of the State Securities Commission and Hanoi Stock Exchange, so that the unit can properly disclose information to ensure the rights of investors.

C/ RECOMMENDATIONS OF THE BOARD OF SUPERVISORS.

- 2025 is considered to be another difficult year for the Company due to the impact of tax policies, macro policies prescribed by the State, the competitive situation of brands in the industry, and the domestic situation with many unfavorable contexts for production and business. Therefore, the Board of Directors and the Board of Management of the Company need to proactively propose appropriate business plans; reduce costs both inside and outside production, research and develop appropriate markets, and ensure the completion of the set plan;
- In the following year, the Board of Supervisors recommends that the Board of Directors and the Board of Management continue to improve the management apparatus and review internal regulations and rules to ensure compliance with the company's actual operations and current Law provisions;
- Focus on improving the corporate governance level of the company's key staff, directing and coordinating between functional departments to increase competitiveness in the market, increasingly meeting the strict regulations of the Law on Enterprises, Law on Securities, etc.
- The Board of Directors and the Executive Board need to research and develop the market and brand for products under the brands of Hanoi Beer and Thanh Hoa Beer to develop market share, increase consumption output and improve the efficiency of the Company's production and business activities;
- There needs to be a long-term plan for training and fostering young and high-quality human resources according to the trend of the times and the development trend of the Company as a foundation for internal management.
- Review and properly implement procedures and processes for consulting and reporting according to the Regulations on management of HABECO's representatives at member companies with capital contributions from HABECO. Strictly comply with and actively coordinate with the specialized departments/offices of the Corporation in reviewing and approving periodic financial reports according to the Financial Supervision Regulations.
- Internal documents, regulations, and periodic reports issued at the Company and one-member companies must be simultaneously sent to the Board of Supervisors as soon as possible to grasp the situation and propose solutions to protect the rights of shareholders and employees.
- During one year of operation of the term, according to their functions, tasks and powers, the Board of Directors - Board of Management - Board of Supervisors

carry out the management and inspection relationship, respect and create conditions to jointly complete the tasks.

The Board of Supervisors would like to sincerely thank the Board of Directors, the Board of Management, the Departments of Hanoi - Thanh Hoa Beer Joint Stock Company and the shareholders of Thanh Hoa Beer for their cooperation and creating favorable conditions for the Board of Supervisors to complete the assigned tasks.

**O/B. THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

NGUYEN DUY HA