

Thanh Hoa, March..05.., 2026

REPORT OF THE BOARD OF SUPERVISORS IN 2025 AND PLAN IN 2026

- 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 NVA Auditing Company Limited;
- Pursuant to the Company's Financial Reports for 2025;

Our Board of Supervisors includes:

- **Mr. Nguyen Duy Ha:** Head of the 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 2025 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.
- 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 2025;

- Agreed with The Board of Directors to select NVA Auditing Company Limited to audit the company's financial statements in 2025.

- Agreed on main contents at Board of Directors meetings;

- The Company's operations in 2025 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. Managers 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 statement and the 2025 financial statement were reviewed and audited by an independent auditing company in accordance with current regulations.

- The 2025 financial statements presented fairly and fairly the financial situation as of December 31, 2025, 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 2025 Annual General Meeting of Shareholders.

- Pursuant to the review of the Company's 2025 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 2024	Plan 2025	Implementation 2025
1	Net revenue	Billion VND	1,624.58	1,693.79	1,677.57
2	Profit before tax	Billion VND	5.94	4.83	6.12
3	Total payment to the State budget	Billion VND	299.46	302.04	265.17
4	Dividend	%	2.5%	2%	2.5%

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

- 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. Coordination among the Board of Supervisors, Board of Directors, Directors and Shareholders.

According to their respective functions, duties and powers, the Board of Directors - Executive Board - Board of Supervisors and shareholders maintained a relationship of management and supervision, respecting and creating conditions for one another to jointly fulfill their duties.

- In 2025, the Board of Supervisors coordinated with and received good cooperation from shareholders, the Board of Directors, the Executive Board, and managers in functional departments, creating conditions by providing sufficient information and documents necessary for the inspection and supervision activities of the Board of Supervisors.

- The activities of the Board of Supervisors were carried out in accordance with regulations on organization and operation, in compliance with the laws, the Company's Charter, and the Resolutions of the General Meeting of Shareholders.

- In 2025, the Board of Supervisors held 02 periodic meetings on January 30, 2025 and June 27, 2025. The quarterly meetings of the Board of Supervisors were attended by all members. The meetings reviewed the implementation of the recommendations of the Board of Supervisors in each period; the Board of Supervisors unified its evaluation opinions on the results of the Company's semi-annual and full-year business operations.

6. Remuneration, operating expenses and other benefits of the Board of Supervisors and its members.

Implemented in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders:

Chairman of the Board of Supervisors: 4,000,000 VND/month.

Members of the Board of Supervisors: 3,000,000 VND/month.

7. Report on transactions between the company, subsidiaries, companies in which the public company holds control of over fifty percent (50%) or more of the charter capital with members of the Board of Directors and related persons of such members; transactions between the company and companies in which members of the Board of Directors are founding members or business managers within the most recent three (03) years prior to the time of the transaction.

The Company had the following transactions:

a/ Transactions between the Company and Hanoi Beer - Alcohol - Beverage Joint Stock Corporation:

- Purchase of raw materials for the production of processed beer and licensed beer.

- Sale of bottled beer and canned beer products (processed beer products) to Hanoi Beer - Alcohol - Beverage Joint Stock Corporation.

- Fee for Technology Transfer and Transfer of the Right to Use the "Ha Noi Beer" trademark.

b/ Transactions between the Company and HABECO Central Trading One Member Company Limited:

Lease of warehouse to HABECO Central Trading One Member Company Limited.

B/ BOARD OF SUPERVISORS ACTIVITIES PLAN IN 2026

- 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 2026
- 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.

- 2026 is considered to be another difficult year for the Company due to the impact of macro policies and regulations prescribed by the State, the competitive situation among brands in the industry, and the domestic situation with many unfavorable contexts for production and business. Therefore, the Board of Directors and the Executive Board 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;
- The Board of Supervisors recommends that the Board of Directors and the Executive Board continue to improve the management apparatus, 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 - Executive Board - 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 Executive Board, the Departments of Hanoi - Thanh Hoa Beer Joint Stock Company and the shareholders of Thanh Hoa Beer for cooperating 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

