

HANOI BEER, LIQUOR AND
BEVERAGE JOINT STOCK
CORPORATION
HANOI LIQUOR AND BEVERAGE
JOINT STOCK COMPANY

No: 355/HALICO

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, July 22, 2026

REPORT ON CORPORATE GOVERNANCE (First Half-Year of 2026)
(Promulgated with the Circular No. 96/2020/TT-BTC on November 16, 2020 of the
Minister of Finance)

To: - The State Securities Commission,
- The Hanoi Stock Exchange,

Name Listed company: HANOI LIQUOR AND BEVERAGE JOINT STOCK
COMPANY (HALICO)

Head office address: 94 Lo Duc, Hai Ba Trung Ward, Hanoi, Vietnam.

Tel: 0243.9763.763 Fax: 0243.8212662

Email: vanthu@halico.com.vn

Charter capital: 200,000,000,000 VND (Two hundred billion VND)

Stock code: HNR

Company governance model: General meeting of shareholders, Board of
Management, Board of Control and Board of Directors.

Regarding the implementation of internal audit function: Implement the function of
compliance audit and audit of sales department activities.

I. Activities of the General Meeting of Shareholders:

Information on meetings and Resolutions/Decisions of the General Meeting of
Shareholders:

No.	Resolution/ Decision No.	Date	Content
1	202/NQ-DHDCD	23/4/2026	1. Approval of Report No. 166/HALICO dated March 31, 2026, submitted by the Board of Management, summarizing the 2025 business operations and outlining the operational plan for 2026. 2. Approval of Report No. 12/BC-HDQT dated March 31, 2026, submitted by the Company's Board of Directors, evaluating the 2025 operating results and outlining

			the operational plan for 2026. 3. Approval of Report No. 133/BKS-BC dated March 13, 2026, submitted by the Supervisory Board, on the 2025 operating results and the operational plan for 2026. 4. Approval of the audited 2025 Financial Statements in accordance with Proposal No. 08/TTr-HDQT dated March 10, 2026, submitted by the Company's Board of Directors. 5. Approval of the 2026 business plan targets in accordance with Proposal No. 13/TTr-HDQT dated March 31, 2026, submitted by the Company's Board of Directors. 6. Approval of the 2026 salary and remuneration scheme for the Board of Management, Supervisory Board, and Secretary of Hanoi Liquor and Beverage Joint Stock Company (2025 final settlement and 2026 proposed plan), in accordance with Proposal No. 10/TTr-HDQT dated March 10, 2026, submitted by the Company's Board of Directors. 7. Approval of the authorization for the Board of Management to select the auditing firm for the 2026 Financial Statements of Hanoi Liquor and Beverage Joint Stock Company, in accordance with Proposal No. 132/BKS-TTr dated March 13, 2026, submitted by the Supervisory Board. 8. Approval of the dismissal of members of the Board of Management and the Supervisory Board for the 2021-2026 term, and the election of members of the Board of Management and the
--	--	--	--

			Supervisory Board for the 2026-2031 term, in accordance with Proposal No. 14/TTr-HDQT dated March 31, 2026, submitted by the Company's Board of Management.
--	--	--	---

II. Board of Management (First Half-Year Report of 2026):

1. Information about members of the Board of Management (BOM):

No.	Board of Management's Member	Position (Independent BOM Member, Non-Executive BOM Member)	Date of commencement/no longer being a BOM's Member/ Independent BOM's Member	
			Date of appointment	Date of dismissal
1	Mr. Pham Trung Kien	Chairman of the BOM	29/6/2018	29/4/2021
			29/4/2021	23/4/2026
			23/4/2026	Until the Resolution of the General Meeting of Shareholders on replacement
2	Mr. Phan Minh Son	Non-Executive BOM Member	21/4/2023	23/4/2026
			23/4/2026	Until the Resolution of the General Meeting of Shareholders on replacement
3	Mr. Tran Hau Cuong	BOM Member	2014	29/4/2021
			29/4/2021	23/4/2026
			23/4/2026	Until the Resolution of the General Meeting of Shareholders on replacement
4	Mr. Anoop Saxena	Non-Executive BOM Member	31/12/2025	23/4/2026
			23/4/2026	Until Resolution of the General Meeting of

				Shareholders on replacement
5	Mr. Philip Garden	Non-executive BOM Member	31/12/2025	23/4/2026
			23/4/2026	Until Resolution of the General Meeting of Shareholders on replacement

2. Board of Management meetings:

No.	Board of Management members	Number of meetings attended by the Board of Management	Attendance rate	Reason for not attending the meeting
1	Mr. Pham Trung Kien	4/4	100%	
2	Mr. Phan Minh Son	4/4	100%	
3	Mr. Tran Hau Cuong	4/4	100%	
4	Mr. Anoop Saxena	4/4	100%	
5	Mr. Philip Garden	4/4	100%	

3. Supervisory activities of the Board of Management over the Board of Directors:

- Correctly perform the duties and powers of the Company's Director as prescribed in the Enterprise Law and the Charter of organization and operation of Hanoi Liquor and Beverage Joint Stock Company.

- Organize the implementation of the Board of Management's Resolutions, operate production and business activities to gradually achieve efficiency and strengthen the implementation of measures to promote sales.

- Regularly report and seek direction from the Board of Management, ensure leadership and direction of the Company's fields of operation in accordance with the provisions of law, State policies and the Company's Charter.

4. Activities of subcommittees under the Board of Management:

The Company's Secretary (01 member) currently holds the position of Company's Administrator from April 29, 2021 (date of reappointment: April 23, 2026), with the task of advising and assisting the Board of Management in

exercising the powers and duties of the Board of Management in accordance with the provisions of the Charter and the law.

5. Resolutions/Decisions of the Board of Management (First Half-Year of 2026):

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	01/BB- HALICO- HDQT	14/01/2026	Evaluation of HABECO's Capital Representatives at HALICO in 2025.	100%
2	02/NQ- HALICO- HDQT	02/3/2026	Approved the record date for determining the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders as March 24, 2026.	100%
3	04/NQ- HALICO- HDQT	10/3/2026	Approval of the documents to be submitted to the 2026 Annual General Meeting of Shareholders: 1. Report of the Board of Management on the review of production and business performance in 2025 and the operational direction for 2026. 2. Report on the activities of the Company's Board of Directors in 2025 and the operational direction for 2026. 3. Report on the activities of the Supervisory Board in 2025 and the operational direction for 2026. 4. Audited financial statements for 2025. 5. Proposal on the 2026 business plan targets. 6. Proposal on the 2026 salary and remuneration scheme for the Board of Management, Supervisory Board, and Secretary of Hanoi Liquor and Beverage Joint Stock Company (final	100%

			settlement for 2025 and proposed plan for 2026). 7. Proposal on the selection of the auditor for the 2026 financial statements. 8. Proposal on the dismissal of members of the Board of Management and Supervisory Board for the 2021 -2026 term, and the election of members of the Board of Management and Supervisory Board for the 2026 -2031 term.	
4	11/NQ-HALICO-HDQT	24/3/2026	Approval of the submission to the 2026 Annual General Meeting of Shareholders regarding Mrs. Pham Thi Lan Anh, Head of the Supervisory Board of Hanoi Liquor and Beverage Joint Stock Company for the 2021-2026 term, to continue serving as a member of the Company's Supervisory Board for the 2026 - 2031 term, and the nomination of Mrs. Pham Thi Lan Anh for election as Head of the Company's Supervisory Board for the 2026 - 2031 term, in accordance with Proposal No. 131/TTr-HALICO dated March 12, 2026, submitted by the Company's Director.	100%
5	16/NQ-HALICO-HDQT	23/4/2026	Reappointed Mr. Tong Nguyen Long for a fixed term to the position of Deputy General Director of Hanoi Liquor and Beverage Joint Stock Company.	100%
6	17/NQ-HALICO-HDQT	23/4/2026	- Approved the election of Mr. Pham Trung Kien, Member of the Board of Management and Head of HABECO's Capital Management	100%

			Section at HALICO, to serve as Chairman of the Board of Management of Hanoi Liquor and Beverage Joint Stock Company, effective from April 23, 2026. - Approved the appointment of Mrs. Hoang Thi Thu Ha, Company Secretary, to serve as the Company's Governance Officer, effective from April 23, 2026.	
7	19/NQ-HALICO-HDQT	11/6/2026	Approved the selection of KPMG Limited Liability Company as the auditor of the 2026 Financial Statements of Hanoi Liquor and Beverage Joint Stock Company, in accordance with Proposal No. 283/BKS-TTr dated June 4, 2026, submitted by the Supervisory Board. Assigned the Executive Board to direct the relevant departments to implement and carry out this resolution.	100%

III. Board of Control (First Half-Year of 2026):

1. Information about members of Board of Control:

No.	Members of Board of Control	Position	The date becoming/ceasing to be the member of Board of Control	Qualification
1	Mrs. Pham Thi Lan Anh	Head of Board of Control	Date becoming Head of Board of Control: 15/4/2016	Bachelor of Finance, Accounting and Economic Law
			Date ceasing: 29/4/2021	
			Date becoming: 29/4/2021	
			Date ceasing: 23/4/2026	
			Date becoming: 23/4/2026	

2	Mr. Tran Duc Giang	Member of Board of Control	Date becoming Member of Board of Control: 28/11/2019	Bachelor of Business Administration
			Date ceasing: 29/4/2021	
			Date becoming: 29/4/2021	
			Date ceasing: 23/4/2026	
			Date becoming: 23/4/2026	
3	Mr. Ha Trieu Cuong	Member of Board of Control	Date becoming Member of Board of Control: 29/04/2021	Finance
			Date ceasing: 23/4/2026	
			Date becoming: 23/4/2026	

2. Meetings of Board of Control:

No.	Members of Board of Control	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mrs. Pham Thi Lan Anh	5	100%	100%	
2	Mr. Tran Duc Giang	5	100%	100%	
3	Mr. Ha Trieu Cuong	5	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Control:

The Board of Control attends meetings of the Board of Management and meetings of the Executive Board in the Company's weekly working schedule when necessary.

4. The coordination among the Board of Control, the Board of Management, Board of Directors and other managers:

The Board of Management and the Executive Board have created favorable conditions to support the Board of Control in fulfilling its task of supervising the management and operation of the Company.

5. Other activities of the Board of Control:

Supervising the information disclosure of Hanoi Liquor and Beverage Joint Stock Company.

IV. Board of Director:

No.	Members of Board of Director	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Director
1	Mr. Tran Hau Cuong	24/01/1969	Master of Economics, Business Administration	Date of appointment: 16/8/2018
				Date of reappointment: 16/8/2023
2	Mr. Tong Nguyen Long	03/12/1978	Master of Automation	Date of appointment: 27/4/2021
				Date of reappointment: 27/4/2026

V. Chief Accountant:

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mr. Do Thanh Luan	02/08/1986	Master of Accounting, Auditing and Analysis	Date of appointment: 18/7/2023

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Management, the Board of Control, Director, other managers and secretary in accordance with regulations on corporate governance: No.

VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company:

*** INTERNAL PERSONS:**

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Gender	Address	Type of ID (ID Card/Passport/ Business Registration Certificate)	Số ID	Date of issue	Place of issue	Number of individual/representative shares owned	Possession rate
I- Members of Board of Management											
1	Pham Trung Kien		Head of BOM	Male						8.858.041	44,29%
2	Phan Minh Son		Member of BOM	Male						1.000.000	05%
3	Tran Hau Cuong		Member of BOM	Male						1.000.062	05,0000031%
4	Anoop Saxena		Member of BOM	Male						4.556.756	22,78%
5	Philip Garden		Member of BOM	Male						4.556.756	22,78%
II- Members of Board of Director											
1	Tran Hau Cuong		Director	Male						1.000.062	05,0000031%
2	Tong Nguyen Long		Vice Director	Male						6	0.0000003%
III- Members of Board of Control											
1	Pham Thi Lan Anh		Head of BOC	Female						30	0.0000015%
2	Tran Duc Giang		Member of BOC	Male						0	0%
3	Ha Trieu Cuong		Member of	Male						0	0%

1	Hanoi Beer Liquor and Beverage Joint Stock Corporation (Habeco)				183 Hoang Hoa Tham, Ba Dinh, Hanoi	0101376672				10.858.041	54,29%
	Ownership representative										
	Pham Trung Kien		Head of BOM	Male							
	Phan Minh Son		Member of BOM	Male							
	Tran Hau Cuong		Member of BOM	Male							
2	Streetcar Investment Holding Pte. Ltd				112 Robinson Road, 06 Singapore, Singapore	CA4537				9.113.513	45,57%
	Ownership representative										
	Anoop Saxena		Member of BOM	Male							
	Philip Garden		Member of BOM	Male							

*** LIST OF INTERNAL RELATED PERSONS**

No.	Full name (Name of internal person and internal related person)	Securities trading account (if any)	Position /Relationship	Gender	ID Card/Passport, Date of issue, Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
1	Pham Trung Kien		Chairman of	Male					



No.	Full name (Name of internal person and internal related person)	Securities trading account (if any)	Position /Relationship	Gender	ID Card/Passport, Date of issue, Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
			BOM						
1.1	Nguyen Thi Mai Hanh		Wife	Female			0	0%	
1.2	Pham Mai Khanh		Daughter	Female			0	0%	
1.3	Pham Duy Tung		Son	Male			0	0%	
1.4	Bui Thi Ty		Mother	Female			0	0%	
1.5	Nguyen Thi The		Sister in law	Female			0	0%	
1.6	Pham Hong Quang		Older Brother	Male			0	0%	
1.7	Le Thi Hien		Sister in law	Female			0	0%	
1.8	Pham Phu Cuong		Older Brother	Male			0	0%	
1.9	Pham Thi Huong		Sister in law	Female			0	0%	
1.10	89 Hanoi - Hung Yen Beer Trading Joint Stock Company		Member of BOM						
1.11	Hanoi - Kim Bai Beer Joint Stock Company		Chairman of BOM						
1.12	Hanoi - Thai Binh Beer Joint Stock Company		Member of BOM						
2	Phan Minh Son		Member of BOM	Male					

No.	Full name (Name of internal person and internal related person)	Securities trading account (if any)	Position /Relationship	Gender	ID Card/Passport, Date of issue, Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
2.1	Phan Van Tue		Father	Male			0	0%	
2.2	Nguyen Thi Thu		Mother	Female			0	0%	
2.3	Le Thi Xuan Hong		Wife	Female			0	0%	
2.4	Phan Quoc Phong		Son	Male			0	0%	
2.5	Phan Khanh Xuan		Daughter	Female			0	0%	
2.6	Phan Thi Thu Hien		Older Sister	Female			0	0%	
2.7	Hanoi - Hong Ha Beer Joint Stock Company		Member of BOM						
3	Tran Hau Cuong		Member of BOM and Director	Male					
3.1	Tran Hau Nhan		Father	Male			0	0%	
3.2	Nguyen Thi Can		Mother	Female			0	0%	
3.3	Tran Hau Kien		Older Brother	Male			0	0%	
3.4	Tran Hau Trung		Younger Brother	Male			0	0%	
4	Anoop Saxena		Member of BOM	Male					
5	Philip Garden		Member of	Male					

No.	Full name (Name of internal person and internal related person)	Securities trading account (if any)	Position /Relationship	Gender	ID Card/Passport, Date of issue, Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
			BOM						
5.1	Ralph Garden		Father	Male			0	0%	
5.2	Margaret Garden		Mother	Female			0	0%	
5.3	Diageo Vietnam Co., Ltd.		Finance Director of Strategic Partnerships for Diageo						
5.4	Streetcar Investment Holding Pte. Ltd.		Representative of Streetcar's shareholding in Halico						
6	Pham Thi Lan Anh		Head of BOC	Female					
6.1	Pham Duc Hai		Father	Male			0	0%	
6.2	Nguyen Thi Bich Ngoc		Mother	Female			30	0.0000015%	
6.3	Pham Duc Trung		Younger Brother	Male			0	0%	
6.4	Pham Viet Khoi		Son	Male			0	0%	
7	Tran Duc Giang		Member of BOC	Male					
7.1	Tran Quoc Bao		Father	Male			0	0%	

No.	Full name (Name of internal person and internal related person)	Securities trading account (if any)	Position /Relationship	Gender	ID Card/Passport, Date of issue, Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
7.2	Nguyen Hien Luong		Mother	Female			0	0%	
7.3	Tran Thu Giang		Older Sister	Female			0	0%	
7.4	Pham Thu Ha		Wife	Female			0	0%	
7.5	Tran Ha An		Daughter	Female			0	0%	
7.6	Tran Pham An Thuy		Daughter	Female			0	0%	
7.7	Tran Pham Hai Binh		Son	Male			0	0%	
8	Ha Trieu Cuong		Member of BOC	Male					
8.1	Hoang My Dung		Wife	Female			0	0%	
8.2	Ha Trieu Hoang Viet Bryant		Son	Male			0	0%	
8.3	Ha Trieu Vy Alice		Daughter	Female			0	0%	
8.4	Vo Thi Ky Thanh		Mother	Female			0	0%	
8.5	Ha Tran Hoang		Father	Male			0	0%	
8.6	Ha Thanh Hai		Older Sister	Female			0	0%	
9	Tong Nguyen Long		Vice Director	Male					
9.1	Tong Nguyen Ai		Father	Male			0	0%	
9.2	Luu Thi Phuc		Mother	Female			0	0%	
9.3	Vu Thi Minh Hue		Wife	Female			0	0%	

No.	Full name (Name of internal person and internal related person)	Securities trading account (if any)	Position /Relationship	Gender	ID Card/Passport, Date of issue, Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
9.4	Tong Hanh Lien		Older Sister	Female			0	0%	
9.5	Tong Khanh Giang		Daughter	Female			0	0%	
9.6	Tong Huy Nam		Son	Male			0	0%	
10	Do Thanh Luan		Chief Accountant	Male					
10.1	Do Van Toan		Father	Male			0	0%	
10.2	Nguyen Thi Chau		Mother	Female			0	0%	
10.3	Do Hoai Bac		Older brother	Male			0	0%	
10.4	Vu Thi Ly		Wife	Female			0	0%	
10.5	Do Minh Khue		Daughter	Female			0	0%	
10.6	Do Tan Phat		Son	Male			0	0%	

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: No.
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: No.
4. Transactions between the Company and other objects:
- 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Control, Director have been founding members or members of Board of Directors, or CEOs: No.
- 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Management, Board of Control, Director and other managers as a member of Board of Directors, Director: No.
- 4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Management, members of the Board of Control, Director and other managers: No.

VIII. Share transactions of internal persons and their affiliated persons (Annual report): No.

IX. Other significant issues: No.

Recipients:

- As above,
- BOM,
- Filed, Secretary.

**CHAIRMAN OF THE BOARD
OF MANAGEMENT**



PHAM TRUNG KIEN