

No: 06./HAT-BC

Ha Noi, date 23. month 1. year 2025

REPORT ON CORPORATE GOVERNANCE
(Year 2024)

To: - The State Securities Commission
- Ha Noi Stock Exchange

- Name of company: Ha Noi Beer Trading Joint Stock Company
- Address of headoffice: 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Ha Noi City
- Telephone: 024.37281476 Fax: Email:
- Charter capital: 31.230.000.000 VND
- Stock code: HAT
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1	01/NQ-ĐHĐCĐ.HAT	24/04/2024	Approval of the 2023 business performance report and the 2024 plan of the Board of Management. Approval of the report of the Board of Directors and the report of the Supervisory Board. Approval of the 2023 financial statements. Approval of the 2023 profit distribution plan and the 2024 plan. Approval of the 2024 business targets. Approval of the 2023 remuneration finalization and the 2024 remuneration and salary levels for the Board of Directors and the Supervisory Board. Approval of the selection of the audit firm for 2024. Approval of the annual contracts with HABECO Corporation. Approval of the beer purchase and sale contract between the Company and HABECO Co., Ltd

II. Board of Directors (Annual Report):

1. Information about the members of Board of Directors (BOD)

No.	Board of Directors' member	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Manh Hung	Non-executive members of the BOD	24/06/2020	
2	Mr. Nguyen Van Minh	Executive members of the BOD	24/06/2020	
3	Mr. Tran Minh Tuan	Non-executive members of the BOD	26/04/2022	

2. Meetings of the BOD:

No.	Board of Directors' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr Nguyen Mạnh Hung	09/09	100%	-
2	Mr Nguyen Văn Minh	09/09	100%	-
3	Mr Tran Minh Tuan	09/09	100%	-

3. Supervising the Board of Management by the Board of Directors:

In its role, the Board of Directors issues Resolutions for the Executive Board to implement.

The Board of Directors has regularly supervised the implementation of the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors, overseeing the activities of the CEO and the management team supporting the CEO.

The Executive Board frequently reports to and seeks guidance from the Board of Directors, ensuring leadership and direction in all areas of the Company's operations in compliance with legal regulations, the company's rules, and policies.

4. Activities of the Board of Directors' subcommittees (If any): None

5. Resolutions/Decisions of the Board of Directors (Annual report): Details in Appendix 02

III. Board of Supervisors (Annual report):

1. Information about members of Board of Supervisors (BOS):

No.	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors	Qualification
1	Ms. Tran Phan Nguyet Minh	Head of the BOS	24/06/2020	University
2	Ms. Le Thu Trang	Members of the BOS	24/06/2020	Master
3	Ms. Vu Thi Quyen	Members of the BOS	24/06/2020	Master

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Ms. Tran Phan Nguyet Minh	02/02	100%	100%	-
2	Ms. Le Thu Trang	02/02	100%	100%	-
3	Ms. Vu Thị Quyen	02/02	100%	100%	-

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

- Supervising the governance activities of the Board of Directors (BOD) by participating in BOD meetings, reviewing BOD resolutions, and examining regulations issued by the BOD.
- Organizing meetings of the Supervisory Board in accordance with the provisions of the Enterprise Law.

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

The coordination between the Board of Directors, the Board of Management, and the Supervisory Board is effective, with regular exchanges of work, proactive collaboration to resolve difficulties, and the creat favorable conditions for members in accordance with the provisions of the Charter and internal regulations, all aimed at the overall development of the Company.

5. Other activities of the Board of Supervisors (if any):

- Reviewing and verifying the process of organizing the 2024 Annual General Meeting of Shareholders in accordance with the Charter and the Enterprise Law.
- Evaluating the completeness, legality, and accuracy of the Company's annual and semi-annual financial statements; reviewing the accounting books and other documents to ensure compliance with legal regulations, the Company's Charter, and the internal policies of the Company.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment of members of the Board of Management
1	Mr. Nguyen Van Minh – CEO	04/03/1966	Master of Business Administration	22/06/2022
2	Mr. Nguyen Hai Quan – Deputy CEO	11/12/1970	Master of Business Administration	28/12/2022
3	Ms. Mai Thi Phuong Lien – Deputy CEO	28/10/1974	Bachelor of Economics	28/12/2022
4	Mr. Bui Bao Ngoc – Vice Deputy CEO	10/05/1989	Master of Business Administration	10/02/2022

V. Chief Accountant:

Name	Date of birth	Qualification	Date of appointment/dismissal
Mr. Nguyen Cao Tuong	20/07/1982	Master of Construction Management	28/12/2022

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director, other managers and secretaries in accordance with regulations on corporate governance: None.

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: Details in Appendix 02.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None.
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: None.
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 Supervisors, Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting: None.

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director and other managers as a member of Board of Directors, Director: None.

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons (Annual report):

1. The list of internal persons and their affiliated persons of the company: Details in Appendix 03.
2. Transactions of internal persons and affiliated persons with shares of the company: Details in Appendix 04.

IX. Other significant issues: None.

Recipients:

- SSC;
- HNX
- Stored: Administrative office.

CHAIRMAN OF BOARD OF DIRECTORS



Mr. Nguyen Manh Hung

Appendix 01: Resolutions/Decisions of the Board of Directors (Annual report)

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/NQ-HDQT-HAT	05/03/2024	<ol style="list-style-type: none"> Approval of the plan for organizing the 2024 Annual General Meeting of Shareholders. Approval of the content of Proposal No. 11/TTTr-HAT dated February 26, 2024, from the Company's CEO regarding the approval of the wage fund for 2023. Approval of the representative of the parent company's capital to report and seek guidance from the parent company in accordance with the content of Proposal No. 12/TTTr-HAT dated February 26, 2024, from the Company's CEO. 	100%
2	02/NQ-HDQT-HAT	20/05/2024	<ol style="list-style-type: none"> Approval of the wage fund and remuneration plan for 2024 for the Board of Directors, Supervisory Board, Board of Management, Chief Accountant of the Company, and the wage fund plan for employees in 2024, as proposed by the CEO in Proposal No. 29/TT-HAT dated May 10, 2024. Approval of the amendments and supplements to replace the Personnel Management Regulations of Ha Noi Beer Trading Joint Stock Company (accompanying documents). Approval of the performance bonus for the Executive Management Board, Supervisory Board, and Chief Accountant, as proposed by the CEO in Proposal No. 30/TT-HAT dated May 10, 2024. 	100%
3	03/NQ-HDQT-HAT	12/06/2024	Approval of assigning the Board of Management to direct the selection of a reputable independent auditing firm from the list of audit organizations approved by the State Securities Commission to conduct the review and audit of the Company's financial statements for the 2024 fiscal year.	100%
4	04/NQ-HDQT-HAT	20/06/2024	<p>Approval of the proposal by the Company's CEO in Proposal No. 30/TTTr-HAT dated June 17, 2024, regarding the selection of an independent auditing firm to conduct the review and audit of the Company's financial statements for the 2024 fiscal year, specifically:</p> <p>The selection of Nhan Tam Viet Auditing Co., Ltd. as the independent auditing firm to review and audit the Company's financial statements for the 2024 fiscal year. The CEO is assigned to oversee the negotiation and execution of the contract with the auditing firm in compliance with the Company's regulations and applicable laws</p>	100%
5	05/NQ-HDQT-HAT	11/07/2024	Approval in principle of the proposal by the Company's CEO in Proposal No. 36/TTTr-HAT dated July 9, 2024, regarding the procurement of 2-liter keg shells for business operations.	

			<p>Assignment of the Board of Management to organize the procurement of keg shells in accordance with the Company's Procurement Regulations and legal requirements, ensuring efficiency in procurement, business growth, market expansion, and capital preservation. The Board of Management is responsible for reporting the implementation results to the Board of Directors..</p>	
6	06/NQ-HDQT-HAT	10/09/2024	<p>1. Execution of the 2023 dividend payment by Ha Noi Beer Trading Joint Stock Company as follows:</p> <ul style="list-style-type: none"> - Dividend payout ratio: 30% per share (equivalent to VND 3,000 per share). - Dividend payment method: In cash. - Total dividend payout: VND 9,369,000,000 (In words: Nine billion three hundred sixty-nine million dong only) - Record date for shareholder entitlement: September 23, 2024 - Dividend payment date: October 23, 2024 <p>2. The Company's CEO is assigned to direct and implement the dividend payment in compliance with applicable regulations.</p>	
7	07/NQ-HDQT-HAT	10/09/2024	<p>1. Approval of organizing overseas market study and survey trips as proposed in Proposal No. 53/TTr-HAT dated September 5, 2024, by the Company's CEO.</p> <p>2. The Company's CEO is assigned to oversee the implementation in compliance with the Company's regulations and policies and to report the results upon completion of the program.</p>	
8	08/NQ-HDQT-HAT	26/11/2024	Approval of the issuance of the Financial Management Regulations of Ha Noi Beer Trading JSC	
9	09/NQ-HDQT-HAT	16/12/2024	<p>Approval of the policy and plan for procuring 1-liter keg shells, labels, and crates to support the business operations of Ha Noi Beer Trading Joint Stock Company in 2025, as outlined in Proposal No. 65B/TTr-HAT dated November 4, 2024, by the Company's CEO.</p> <p>The Board of Management is assigned to execute the procurement in accordance with the Company's procurement regulations and legal requirements, ensuring that the quantity is appropriately calculated for each phase based on market demand to achieve optimal efficiency</p>	

Appendix 02: The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Nguyen Manh Hung	-	Chairman of the Board of Directors			24/06/2020	-	-	Internal person
2	Nguyen Van Minh		Members of the BOD, CEO			24/06/2020	-	-	Internal person
3	Tran Minh Tuan	-	Members of the BOD			26/04/2022	-	-	Internal person
4	Tran Phan Nguyet Minh		Head of the BOS			24/06/2020	-	-	Internal person
5	Vu Thi Quyen	-	Members of the BOS			24/06/2020	-	-	Internal person
6	Le Thu Trang	-	Members of the BOS			24/06/2020	-	-	Internal person
7	Nguyen Hai Quan	-	Deputy CEO, Authorized Representative for Information Disclosure			28/12/2022	-	-	Internal person

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
8	Mai Thi Phuong Lien		Deputy CEO			28/12/2022	-	-	Internal person
9	Bui Bao Ngoc	-	Deputy CEO			10/02/2022	-	-	Internal person
10	Nguyen Cao Tuong	-	Chief Accountant			28/12/2022	-	-	Internal person
11	Nguyen Tra My	-	Corporate Governance Officer, Company Secretary			12/10/2023	-	-	Internal person
12	Hanoi Beer Alcohol And Beverage Joint Stock Corporation	-	-			08/12/2006	-	-	Shareholders owning more than 10% of the shares have voting rights
13	Hanoi - Hung Yen 89 Beer Trading Joint Stock Company	-	-			-	-	-	Internal person - Mr Nguyen Hai Quan is the member of the BOD

Appendix 03: The list of internal persons and their affiliated persons of the Company

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
I	Board of Directors							
I	Nguyen Manh Hung	-	Chairman of the Board of Directors					
1.1	Nguyen Hong Cuong	-	-			-	-	Biological Father - Deceased
1.2	Pham Thi Nhat Tan	-	-			-	-	Biological Mother - Deceased
1.3	Phan Viet Diem	-	-			-	-	Father - in - law - Deceased
1.4	Hoang Thi Nay	-	-			-	-	Mother - in - law
1.5	Phan Thi Loc	-	-			-	-	Wife
1.6	Nguyen Anh Quan	-	-			-	-	Biological

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
								Child
1.7	Nguyen Quoc Hung	-	-			-	-	Biological Child
1.8	Nguyen Nu Hoan	-	-			-	-	Brothers
1.9	Nguyen Niu Han	-	-			-	-	Brothers
1.10	Nguyen Duy Hoan	-	-			-	-	Brothers
1.11	Hoang Duy Tai	-	-			-	-	Brother-in-law
1.12	Tran Xuan Thanh	-	-			-	-	Brother-in-law
1.13	Hanoi Beer Alcohol And Beverage Joint Stock Corporation	-	-			-	-	Internal person is capital representative
2	Nguyen Van Minh		Members of the BOD, CEO					
2.1	Nguyen Van The	-	-			-	-	Biological

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
								Father-Deceased
2.2	Nguyen Thi Mui	-	-					Biological Mother
2.3	Nguyen Tam Linh	-	-					Biological Child
2.4	Nguyen Thuc Huyen Anh	-	-					Biological Child
2.5	Nguyen Tien Khang	-	-					Biological Child
2.6	Hanoi Beer Alcohol And Beverage Joint Stock Corporation	-	-					Internal person is capital representative
3	Tran Minh Tuan		Members of the BOD			-	-	
3.1	Tran Huu Dang					-	-	Biological Father
3.2	Pham Thi Chien					-	-	Biological

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
								Mother
3.3	Pham Ngoc Tai					-	-	Father - in - law - Deceased
3.4	Vu Thi Kim Lien					-	-	Mother - in - law
3.5	Pham Thi Lien Ngoc					-	-	Wife
3.6	Tran Huu Ngoc Quang					-	-	Biological Child
3.7	Tran Huu Quang Huy					-	-	Biological Child
3.8	Tran Minh Thanh					-	-	Brothers
3.9	Tran Thi Mai Huong					-	-	Sister
3.10	Nguyen Cong Minh					-	-	Brother-in-law
3.11	Do Thi Thuy Chung					-	-	Sister-in-law
3.12	Hanoi Beer Alcohol	-	-					Internal

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	And Beverage Joint Stock Corporation (HABECO)							Person HABECO's Internal Person
II	Board of Supervisors							
1	Tran Phan Nguyet Minh		Head of the BOS					
1.1	Tran Quoc Hung							Biological Father
1.2	Phan Thi Viet Nga							Biological Mother
1.3	Ngo Duc Nghiem							Father-in-law
1.4	Bui Thi Teo							Mother-in-law
1.5	Ngo Duc Nghi							Husband
1.6	Ngo Nam Hai							Biological Child
1.7	Tran Quoc Cong							Brothers

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.8	Tran Thanh Hao							Sister-in-law
2	Le Thu Trang		Member of the BOS					
2.1	Le Quang Trung							Biological Father - Deceased
2.2	Nguyen Thi Thoa							Biological Mother
2.3	Dang Ngoc Thich							Father-in-law- Deceased
2.4	Nguyen Thi Kha							Mother-in-law- Deceased
2.5	Dang Ngoc Hai							Husband
2.6	Dang Tran Bao Nhi							Biological Child
2.7	Dang Minh Tung							Biological

[illegible]

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.7	Nguyen Dieu Linh							Biological Child
III	Board of Management							
1	Nguyen Van Minh							
2	Nguyen Hai Quan		Deputy CEO					
2.1	Nguyen Huu Duc							Biological Father-Deceased
2.2	Pham Kim Loan							Biological Mother-Deceased
2.3	Nguyen Sy Nang							Father - in - law-Deceased
2.4	Do Thi Thang							Mother - in - law
2.5	Nguyen Thanh Tu							Wife

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.6	Nguyen Thao Vi							Biological Child
2.7	Nguyen Thao Ngoc							Biological Child
2.8	Nguyen Thi Thanh Binh							Brothers
2.9	Nguyen Thi Hoang Yen							Brothers
2.10	Nguyen Dang Vinh							Brother-in-law
3	Mai Thi Phuong Lien		Deputy CEO			800	0,0256%	
3.1	Mai Xuan Cu							Biological Father
3.2	Nguyen Thi Kich							Biological

[illegible]

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.2	Le Thi Thu							Biological Mother
5.3	Nguyen Trong Hai							Father - in - law
5.4	Vu Thi Teo							Mother - in - law
5.5	Nguyen Thi Hung							Wife
5.6	Nguyen Cao Son							Biological Child
5.7	Nguyen Hong Van							Biological Child
5.8	Nguyen Hung Manh							Brothers
5.9	Nguyen Cao Luyen							Brothers
5.10	Le Thi Hoang Quy							Sister-in-law
5.11	Nguyen Thi Dieu Thuy							Sister-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
6	Nguyen Tra My		Corporate Governance Officer, Company Secretary					
6.1	Nguyen Dang Thanh							Biological Father
6.2	Nguyen Xuan Mai							Biological Mother
6.3	Nguyen Binh Khanh							Biological Child
6.4	Nguyen Khanh Ly							Brothers
6.5	Hoang Tung							Brother-in-law

Appendix 04: Transactions of internal persons and affiliated persons with shares of the company

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Nguyen Cao Tuong	Chief Accountant	3.900	0,125%	2.000	0,064%	Selling