

HA NOI BEER ALCOHOL AND BEVERAGE  
JOINT STOCK CORPORATION  
HA NOI BEER TRADING JSC

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

No: 06/HAT

Ha Noi, date 29 month 01 year 2026

### PERIODIC INFORMATION DISCLOSURE

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

1. Company: Hanoi Beer Trading Joint Stock Company

- Head office: 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Ba Dinh District, Hanoi
- Telephone: +84 24 3728 1476
- Stock code: HAT

2. Details of the disclosed information:

The Corporate Governance Report 2025 of Hanoi Beer Trading Joint Stock Company.

3. This information was disclosed on the Company's website on January 29, 2026 at the following link: <http://www.biahoihanoi.com.vn>

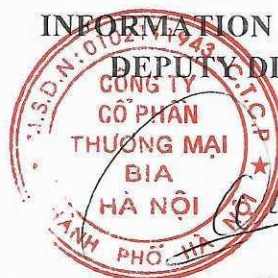
We hereby certify that the above-disclosed information is true and accurate, and we take full legal responsibility for the contents of this disclosure.

#### Attachments::

- Corporate Governance Report 2025;

ON BEHALF OF THE ORGANIZATION  
AUTHORIZED PERSON FOR  
INFORMATION DISCLOSURE

DEPUTY DIRECTOR



Nguyen Hai Quan

Số: 06/HAT

*Ha Noi, date 29 month 01 year 2026*

**REPORT ON CORPORATE GOVERNANCE  
(Year 2025)**

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, Ha Noi City*
- *Telephone: 024.37281476*
- *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	22/04/2025	Approval of the report on the business performance in 2024 and the business plan for 2025 of the Board of Management. Approval of the report of the Board of Directors and the report of the Board of Supervisors (BOS). Approval of the financial statements for the year 2024. Approval of the profit distribution plan for 2024 and the business plan for 2025. Approval of the key targets of the business plan for 2025. Approval of the finalization of remuneration for 2024 and the remuneration and salaries for 2025 of the Board of Directors and the Board of Supervisors. Approval of the selection of the audit firm for 2025. Election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term. Approval of contracts and transactions with the parent company and related parties..

**II. Board of Directors (6 months Report):**



1. Information on members of the 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	22/04/2025	-
2	Mr. Nguyen Van Minh	Executive members of the BOD	22/04/2025	-
3	Mr. Tran Minh Tuan	Non-executive members of the BOD	22/04/2025	-

2. Các cuộc họp HĐQT:

No.	Board of Directors' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr Nguyen Manh Hung	12/12	100%	-
2	Mr Nguyen Văn Minh	12/12	100%	-
3	Mr Tran Minh Tuan	12/12	100%	-

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

Within its scope of authority, the Board of Directors directed the successful organization of the Company's Annual General Meeting of Shareholders held on 22 April 2025, ensuring compliance with the provisions of law and the Company's Charter.

In 2025, the Board of Directors held 12 meetings and regularly supervised the implementation of the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors, as well as the operations of the General Director and the management apparatus.

The Board of Directors fully performed its supervisory reporting duties regarding the financial supervision of the State capital representative(s).

The Executive Management regularly reported to and sought instructions from the Board of Directors, ensuring leadership and direction over all areas of the Company's operations in accordance with applicable laws and the Company's internal regulations.

4. Activities of subcommittees under the Board of Directors (if any): None

5. Resolutions/Decisions of the Board of Directors (Annual report): Details are provided in Appendix 01

**III. Board of Supervisors (6 months Report):**

1. Information on members of the 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	22/04/2025	University

2	Ms. Le Thu Trang	Members of the BOS	22/04/2025	Master
3	Ms. Vu Thi Quyen	Members of the BOS	22/04/2025	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	03/03	100%	100%	-
2	Ms. Le Thu Trang	03/03	100%	100%	-
3	Ms. Vu Thi Quyen	03/03	100%	100%	-

3. Supervisory activities of the Board of Supervisors over the Board of Directors, Executive Management, and shareholders

- Supervising the governance activities of the Board of Directors by attending meetings of the Board of Directors, reviewing resolutions of the Board of Directors, and regulations promulgated by the Board of Directors.
- Organizing meetings of the Board of Supervisors in accordance with the provisions of the Law on Enterprises.
- Reviewing and examining the procedures for organizing the 2025 General Meeting of Shareholders to ensure compliance with the Company's Charter and the Law on Enterprises.
- Reviewing accounting books and other documents in accordance with applicable laws, the Company's Charter, and the Company's internal regulations.

4. Coordination between the Board of Supervisors and the Board of Directors, Executive Management, and other managerial staff

The coordination among the Board of Directors, the Board of Management, and the Board of Supervisors was effective, with regular work exchanges and proactive cooperation to resolve difficulties and create favorable conditions for members in accordance with the Charter and internal regulations, for the overall development of the Company.

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

Professional activities in accordance with the functions, duties, and authorities of the Board of Supervisors.

**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	31/12/2025
3	Ms. Mai Thi Phuong Lien – Deputy CEO	28/10/1974	Bachelor of Economics	31/12/2025
4	Mr. Bui Bao Ngoc – Vice Deputy CEO	10/05/1989	Master of Business Administration	06/02/2025



#### ***V. Chief Accountant***

<b>Name</b>	<b>Date of birth</b>	<b>Qualification</b>	<b>Date of appointment</b>
Mr. Nguyen Cao Tuong	20/07/1982	Master of Construction Management	31/12/2025

#### **VI. Corporate governance training:**

Corporate governance training courses attended by members of the Board of Directors, members of the Board of Supervisors, the General Director, other managerial staff, and the Company Secretary in accordance with corporate governance regulations:

In 2025, no corporate governance training courses were attended.

#### **VII. List of affiliated persons of the public company 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 parties:
  - 4.1. Transactions between the Company and companies in which members of the Board of Directors, members of the Board of Supervisors, the General Director, or other managers have been or are founding members, members of the Board of Directors, or executive officers within the last three (03) years (as at the reporting date): None.
  - 4.2. Transactions between the Company and companies in which affiliated persons of members of the Board of Directors, members of the Board of Supervisors, the General Director, or other managers are members of the Board of Directors or executive officers: None.
  - 4.3. Other transactions of the Company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Board of Supervisors, the General Director, or other managers: None.

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

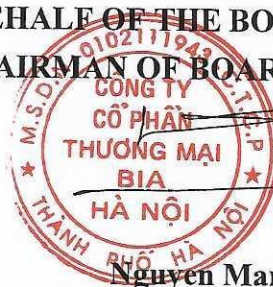
1. The list of internal persons and their affiliated persons of the company: Details in Appendix 03.
2. Transactions of internal persons and affiliated persons with Company's shares: None

#### **IX. Other significant issues: None.**

#### ***Recipients:***

- SSC;
- HNX;
- Archived: Office.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN OF BOARD OF DIRECTORS**



**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-HĐQT-HAT	06/02/2025	The meeting unanimously approved the reappointment of Mr. Bui Bao Ngoc as Deputy General Director of the Company, effective from 11/02/2025	100%
2	02/NQ-HĐQT-HAT	25/02/2025	To unanimously approve the plan for organizing the Company's 2025 Annual General Meeting of Shareholders as follows: - Record date for determining shareholders entitled to attend the 2025 Annual General Meeting of Shareholders: 20/03/2025. - Time of the 2025 Annual General Meeting of Shareholders: Expected to be 22/04/2025. The General Director is assigned to direct and allocate relevant departments to prepare the agenda and documents for the organization of the 2025 Annual General Meeting of Shareholders and to submit them to the Board of Directors for review and approval.	100%
3	03/NQ-HĐQT-HAT	11/03/2025	To unanimously approve the contents of Proposal No. 11/TTr-HAT dated 07/03/2025 submitted by the Company's General Director regarding the approval of the actual salary fund of the Board of Directors, the Supervisory Board, the Board of Management, the Chief Accountant, and employees for the year 2024	100%
4	04/NQ-HĐQT-HAT	31/03/2025	To unanimously approve the agenda and meeting documents to be submitted to the Company's 2025 Annual General Meeting of Shareholders (enclosed). The AGM meeting documents shall be published and updated with any amendments and supplements (if any) in accordance with applicable regulations	100%
5	05/NQ-HĐQT-HAT	22/04/2025	Elect Mr. Nguyen Manh Hung, a member of the Board of Directors, as Chairman of the Board of Directors of Hanoi Beer Trading Joint Stock Company for the 2025–2030 term	100%
6	06/NQ-HĐQT-HAT	16/05/2025	- To unanimously approve the assignment of duties to the members of the Board of Directors. - To unanimously approve the contents of Proposal No. 31/TTr-HAT dated 05/05/2025 submitted by the Company's General Director regarding the approval of the actual remuneration fund of the Board of Directors and the Board of Supervisors for the year 2024. - To unanimously approve the contents of Proposal No. 32/TTr-HAT dated 05/05/2025 submitted by the Company's General Director regarding the approval of the planned salary, remuneration, and bonus fund for the year 2025.	100%



No.	Resolution/Decision No.	Date	Content	Approval rate
			- To unanimously approve the contents of Proposal No. 33/TTr-HAT dated 05/05/2025 submitted by the Company's General Director regarding the payment of bonuses to the Executive Management, the Board of Supervisors, and the Chief Accountant for the year 2024. The General Director is assigned to direct the relevant departments to implement the above resolutions in accordance with the Company's regulations and applicable laws.	
7	07/NQ-HĐQT-HAT	11/06/2025	To unanimously authorize the Board of Management to organize and carry out the selection of a reputable independent auditing firm from the list of audit organizations approved by the State Securities Commission to perform the review and audit of the Company's financial statements for the fiscal year 2025	100%
8	08/NQ-HĐQT-HAT	20/06/2025	To unanimously approve the proposal of the Company's Director set out in Submission No. 40/TTr-HAT dated 16/06/2025 regarding the selection of an independent auditing firm to perform the review and audit of the Company's financial statements for 2025. Accordingly, NVA Auditing Company Limited is selected as the independent auditor to conduct the review and audit of the Company's financial statements for the fiscal year 2025. The Director is assigned to negotiate and execute the audit engagement contract in accordance with the Company's regulations and applicable law	100%
9	09/NQ-HĐQT-HAT	28/8/2025	To implement the payment of dividends for 2024 of Hanoi Beer Trading Joint Stock Company with the following details: <ul style="list-style-type: none"> <li>- Dividend payment rate: 30% per share (VND 3,000 per share).</li> <li>- Form of dividend payment: In cash.</li> <li>- Total dividend payment amount: VND 9,369,000,000 (in words: Nine billion three hundred and sixty-nine million Vietnamese dong only).</li> <li>- Record date for shareholders entitled to receive dividends: 17 September 2025.</li> <li>- Dividend payment date: 17 October 2025.</li> </ul>	100%
10	10/NQ-HĐQT-HAT	24/9/2025	To approve the organization of overseas study and market survey delegations in accordance with Proposal No. 78/TTr-HAT dated 11/09/2025 submitted by the Company's General Director	100%
11	11/NQ-HĐQT-HAT	22/12/2025	To unanimously approve the proposal of the Company's General Director set out in Submission No. 91/TTr-HAT dated 10 December 2025 regarding the amendment, supplementation and promulgation of the Internal	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			<p>Expenditure Regulations to replace the Regulations issued under Decision No. 16/QĐ-HĐQT.HAT dated 01 August 2019 of the Board of Directors (the draft Regulations attached).</p> <p>During the implementation process, the Board of Management shall be responsible for ensuring business efficiency and full compliance with applicable laws and regulations.</p>	
12	12/NQ-HĐQT-HAT	30/12/2025	<p>To reappoint Mr. Nguyen Hai Quan and Ms. Mai Thi Phuong Lien to the position of Deputy General Director of the Company.</p> <p>To reappoint Mr. Nguyen Cao Tuong to the position of Chief Accountant of the Company.</p> <p>The reappointments shall take effect from 01/01/2026</p>	100%



**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	Nguyễn Mạnh Hùng	-	Chairman of the Board of Directors			22/04/2025	-	-	Internal person
2	Nguyễn Văn Minh	030C014757	Members of the BOD, CEO			22/04/2025	-	-	Internal person
3	Trần Minh Tuấn	-	Members of the BOD			22/04/2025	-	-	Internal person
4	Trần Phan Nguyệt Minh	03C014750	Head of the BOS			22/04/2025	-	-	Internal person
5	Vũ Thị Quyen	-	Member of the BOS			22/04/2025	-	-	Internal person
6	Lê Thu Trang	-	Member of the BOS			22/04/2025	-	-	Internal person
7	Nguyễn Hải Quân	-	Deputy CEO, Authorized Representative for Information Disclosure			31/12/2025	-	-	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 Thị Phương Liên	030C014742	Deputy CEO			31/12/2025	-	-	Internal person
9	Bùi Bảo Ngọc	-	Deputy CEO			06/02/2025	-	-	Internal person
10	Nguyễn Cao Tường	021C777635	Chief Accountant			31/12/2025	-	-	Internal person
11	Nguyễn Trà My	-	Corporate Governance Officer, Company Secretary			12/10/2023	-	-	Internal person
12	Ha Noi Beer, Alcohol and Beverage JSC	-	-	0101376672, 07/09/2020, Ha Noi Department of Planning and Investment	183 Hoang Hoa Tham, Ngoc Ha, Ha Noi	08/12/2006	-	-	Shareholders owning more than 10% of the shares have voting rights
13	Ha Noi – Hung Yen 89 Beer Trading JSC	-	-	0900270055, 04/04/2019, Ha Noi Department of Planning and Investment	206 Road, Trung Trac Commune, Hung Yen Province, Vietnam	01/09/2018	-	-	Capital contribution investment by Hanoi Beer Trading Joint Stock



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
									Company

**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	Hội đồng quản trị							
1	Nguyễn Mạnh Hùng	-	Chairman of the Board of Directors					
1.1	Nguyễn Hồng Cương	-	-	-	-	-	-	Father - Deceased
1.2	Phạm Thị Nhật Tân	-	-	-	-	-	-	Mother - Deceased
1.3	Phan Viết Điềm	-	-	-	-	-	-	Father-in-law - Deceased
1.4	Hoàng Thị Nậy	-	-			-	-	Mother-in-law
1.5	Phan Thị Lộc	-	-			-	-	Wife
1.6	Nguyễn Anh Quân	-	-			-	-	Child
1.7	Nguyễn Quốc Hưng	-	-			-	-	Child
1.8	Nguyễn Nữ Hoàn	-	-			-	-	Sibling



1.9	Nguyễn Nữ Hân	-	-						-	Sibling
1.10	Nguyễn Duy Hoan	-	-						-	Sibling
1.11	Hoàng Duy Tài	-	-						-	Brother-in-law
1.12	Trần Xuân Thành	-	-						-	Brother-in-law
1.13	Tổng Công ty Cổ phần Bía - Rượu - Nước giải khát Hà Nội	-	-	0101376672, 07/09/2020, Hà Nội Department of Planning and Investment	183 Hoàng Hoa Thám, Ngoc Ha, Ha Noi	1.561.500	50			Internal person is capital representative
2	Nguyễn Văn Minh	030C014757	Members of the BOD, CEO							
2.1	Nguyễn Văn Thế	-	-				-			Father - Deceased
2.2	Nguyễn Thị Mùi	-	-							Mother
2.3	Nguyễn Tâm Linh	-	-							Child
2.4	Nguyễn Thục Huyền Anh	-	-							Child
2.5	Nguyễn Tiến Khang	-	-							Child
2.6	Tổng Công ty Cổ phần Bía - Rượu - Nước	-	-	0101376672, 07/09/2020, Hà Nội Department of Planning and Investment	183 Hoàng Hoa Thám, Ngoc Ha, Ha Noi	156.150	5			Internal person is

	giải khát Hà Nội			Investment			capital representative
3	Trần Minh Tuấn		Members of the BOD			-	-
3.1	Trần Hữu Đăng					-	Father
3.2	Phạm Thị Chiến					-	Mother
3.3	Phạm Ngọc Tài					-	Father-in-law - Deceased
3.4	Vũ Thị Kim Liên					-	Mother-in-law
3.5	Phạm Thị Liên Ngọc					-	Wife
3.6	Trần Hữu Ngọc Quang					-	Child
3.7	Trần Hữu Quang Huy					-	Child
3.8	Trần Minh Thành					-	Sibling
3.9	Trần Thị Mai Hương					-	Sister
3.10	Nguyễn Công Minh					-	Brother-in-law
3.11	Đỗ Thị Thuý Chung					-	Sister-in-law



3.12	Tổng Công ty Cổ phần Bia - Rượu - Nước giải khát Hà Nội (HABECO)	-	-	0101376672, 07/09/2020, Hà Nội Department of Planning and Investment	183 Hoang Hoa Tham, Ngoc Ha, Ha Noi	156.150	5	Internal Person is HABECO 's Internal Person
II	Ban Kiểm soát							
1	Trần Phan Nguyệt Mình	030C014750	Head of the BOS					
1.1	Trần Quốc Hùng							Father
1.2	Phan Thị Việt Nga							Mother
1.3	Ngô Đức Nghiêm							Father-in- law - Deceased
1.4	Bùi Thị Tẹo							Mother- in-law
1.5	Ngô Đức Nghị							Husband
1.6	Ngô Nam Hải							Child
1.7	Trần Quốc Công							Sibling
1.8	Trần Thanh Hào							Sister-in- law
2	Lê Thu Trang		Member of the BOS					

2.1	Lê Quang Trung									Father - Deceased
2.2	Nguyễn Thị Thoa									Mother
2.3	Đặng Ngọc Thích									Father-in-law - Deceased
2.4	Nguyễn Thị Kha									Mother-in-law - Deceased
2.5	Đặng Ngọc Hải									Husband
2.6	Đặng Trần Bảo Nhi									Child
2.7	Đặng Minh Tùng									Child
2.8	Lê Đức Tuấn									Sibling
2.9	Lê Thu Hoài									Sister-in-law
3	Vũ Thị Quyên						Member of the BOS			
3.1	Vũ Trọng Cường									Father - Deceased
3.2	Đinh Kim Thái									Mother
3.3	Nguyễn Nhânh									Father-in-law -





2.7	Nguyễn Thảo Ngọc												Child
2.8	Nguyễn Thị Thanh Bình												Sister
2.9	Nguyễn Thị Hoàng Yến												Sister
2.10	Nguyễn Đăng Vĩnh												Brother-in-law
2.11	Công ty CPTM Bìa Hà Nội-Hung Yên 89				0900270055, 04/04/2019, Hung Yen Department of Planning and Investment	Provincial Road 206, Trung Trac Commune, Hung Yen Province, Viet Nam							Internal Person is the member of BOD
3	Mai Thị Phương Liên	030C014742	Deputy CEO				800	0,025					
3.1	Mai Xuân Cư												Father
3.2	Nguyễn Thị Kịch												Mother
3.3	Mai Anh Đào												Sister
3.4	Mai Thị Phương Hoa												Sibling
3.5	Phạm Đình Nam												Brother-in-law
4	Bùi Bảo Ngọc		Deputy CEO										
4.1	Bùi Duy Hiến												Father

4.2	Lê Thị Thuận											Mother - Deceased
4.3	Bùi Ngọc Bảo An											Child
4.4	Bùi Đăng Hương Linh											Sibling
5	Nguyễn Cao Tường	021C777635	Chief Accountant					2.000	0,064			
5.1	Nguyễn Cao Hùng											Father
5.2	Lê Thị Thu											Mother
5.3	Nguyễn Trọng Hải											Father-in- law
5.4	Vũ Thị Tèo											Mother- in-law
5.5	Nguyễn Thị Hưng											Wife
5.6	Nguyễn Cao Sơn											Child
5.7	Nguyễn Hồng Vân											Child
5.8	Nguyễn Hùng Mạnh											Brother
5.9	Nguyễn Cao Luyện											Sibling
5.10	Lê Thị Hoàng Quy											Sister-in- law



