

HANOI BEER-ALCOHOL-BEVERAGE
JOINT STOCK CORPORATION

**HABECO – HAI PHONG
JOINT STOCK COMPANY**

No: 07/TB-HHP

V/v: *Record Date for Exercising
Shareholders' Rights*

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hai Phong, February 25th, 2026

NOTICE

**Re: Record date for exercising the right to attend the 2026
Annual General Meeting of Shareholders**

To: Vietnam Securities Depository and Clearing Corporation (VSDC)

Issuer: Habeco – Hai Phong Joint Stock Company.

Head office: Xuan Ang Hamlet, An Lao Commune, Hai Phong City.

Tel: 0225.3667163

**We hereby notify VSDC of the record date for preparing the list of securities
holders as follows:**

Security name: Shares of Habeco – Hai Phong Joint Stock Company

Ticker: HBH

Type of security: Ordinary shares

Par value: VND 10,000 per share

Trading market: UPCOM

Record date: **18/03/2026**

1. Purpose

- To organize the 2026 Annual General Meeting of Shareholders.

2. Detailed contents

Exercise of shareholders' rights by attending the General Meeting of
Shareholders:

- Exercise ratio: 01 share – 01 voting right.

- Time: To be specified in the invitation letter.

- Venue: Hall of Habeco – Hai Phong Joint Stock Company, Xuan Ang Hamlet,
An Lao Commune, Hai Phong City.

- Meeting agenda: To be notified to shareholders later.

**We kindly request VSDC to prepare and send the list of securities holders to
the Company via the electronic communication portal.**

We hereby undertake that the information regarding the owners listed will be used for proper purposes and in compliance with the regulations of Vietnam Securities Depository and Clearing Corporation. Our Company shall bear full responsibility before the law for any violations.

Recipients:

- Archives;
- UBCKNN, SGDCK HN (CBTT);
- Filed: VTh.



Nguyễn Hoàng Giang

****Attachments:***

- Resolution of the Board of Directors No. 03/NQ-HĐQT/HHP dated February 25, 2026.

Hai Phong, February 25th, 2026

RESOLUTION OF THE BOARD OF DIRECTORS

**BOARD OF DIRECTORS
HABECO – HAI PHONG JOINT STOCK COMPANY**

Pursuant to the Charter of Habeco – Hai Phong Joint Stock Company;

Pursuant to the Minutes of Meeting No. 03/BB-HĐQT-HHP dated February 25, 2026;

The Board of Directors of Habeco – Hai Phong Joint Stock Company unanimously:

RESOLVES:

Article 1. To approve the record date for finalizing the list of shareholders to organize the 2026 Annual General Meeting of Shareholders (AGM) and the tentative date of the 2026 AGM of Habeco – Hai Phong Joint Stock Company as follows:

- The record date for finalizing the list of shareholders to attend the 2026 AGM: March 18, 2026.

- / The tentative date for holding the 2026 AGM: April 8, 2026.

Article 2. To assign the Director of the Company to implement and direct relevant departments to prepare the draft documents to be submitted to the 2026 AGM. After the capital representative division reviews and seeks approval from the Board of Directors of the Corporation, the Company's Board of Directors shall convene to finalize the contents to be submitted to the AGM.

Article 3. To approve the engagement of a consulting firm to restructure and develop a new salary scale and payroll system for Habeco – Hai Phong Joint Stock Company. The Board of Management is assigned to review and select a qualified and

experienced consulting firm to carry out the development and implementation of the new salary scale and payroll system in accordance with regulations.

Article 4. This Resolution takes effect from the date of signing. Members of the Board of Directors, the Board of Management, and relevant departments and individuals shall be responsible for implementing this Resolution.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- Office of the Corporation's Board of Directors (for reporting);
- As stated in Article 4;
- Supervisory Board;
- Filed at the Secretariat of the Board of Directors.



Phạm Anh Tuấn