

HANOI BEER-ALCOHOL-BEVERAGE JOINT
STOCK CORPORATION
**HANOI LIQUOR AND BEVERAGE JOINT
STOCK COMPANY**

No.: 599/TB - HALICO

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, December 31, 2025

INFORMATION DISCLOSURE

To: - State Securities Commission of Viet Nam,
- Hanoi Stock Exchange.

- Organization name: Hanoi Liquor and Beverage Joint Stock Company (HALICO)
- Securities code: HNR
- Head office address: No. 94 Lo Duc Street, Hai Ba Trung Ward, Hanoi City
- Telephone: +84 243 9763 763 Fax: +84 243 821 2662
- Person in charge of information disclosure: Mr. Tran Hau Cuong
- Position: Director
- Type of disclosed information: Periodic Extraordinary Within 24 hours Upon request

Contents of disclosed information:

The Vote Counting Minutes for collecting shareholders' written opinions, the Resolution of the General Meeting of Shareholders dated December 31, 2025 of Hanoi Liquor and Beverage Joint Stock Company, and enclosed documents.

This information was disclosed on the Company's website on December 31, 2025 at the following link: <http://www.halico.com.vn>.

I hereby certify that the disclosed information above is true and accurate and take full legal responsibility for the contents of the disclosed information.

Enclosed documents:

- Resolution No.: 6.01/NQ-GMS-HALICO dated December 31, 2025 of the General Meeting of Shareholders of HALICO;
- Vote Counting Minutes for collecting shareholders' written opinions dated December 31, 2025 and enclosed documents.



Tran Hau Cuong

Hanoi, December 31, 2025

RESOLUTION

GENERAL MEETING OF SHAREHOLDERS HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020;

Pursuant to the current Charter on organization and operation of Hanoi Liquor and Beverage Joint Stock Company;

Pursuant to the Shareholders' Written Opinion Ballots dated December 15, 2025 of Hanoi Liquor and Beverage Joint Stock Company;

Pursuant to the Vote Counting Minutes for collecting shareholders' written opinions dated December 31, 2025 of Hanoi Liquor and Beverage Joint Stock Company.

HEREBY RESOLVES:

Article 1. To approve the removal of members of the Board of Directors of the Company for the 2021–2026 term, namely Mr. Nguyen Anh Thi and Mr. Murugavel Shanmugam, in accordance with Proposal No. 15/TTr-HDQT dated December 15, 2025 of the Board of Directors, with approval votes representing 19.972.072 shares, equivalent to 99,99% of the total voting shares.

Article 2. To approve the additional election of members of the Board of Directors of the Company for the 2021–2026 term, with the number of Board members being two (02), in accordance with Proposal No. 16/TTr-HDQT dated December 15, 2025 of the Board of Directors, with approval votes representing 19.972.072 shares, equivalent to 99,99% of the total voting shares.

Article 3. To approve the election results of members of the Board of Directors of Hanoi Liquor and Beverage Joint Stock Company for the 2021–2026 term as follows:

Mr. Anoop Saxena and Mr. Philip Garden are elected as members of the Board of Directors of Hanoi Liquor and Beverage Joint Stock Company for the 2021–2026 term, with approval votes representing 19.972.072 shares, equivalent to 99,99% of the total voting shares.

Article 4. This Resolution shall take effect from the date of signing.

Members of the Board of Directors, the Supervisory Board, the Board of Management, and all shareholders of Hanoi Liquor and Beverage Joint Stock Company shall be responsible for the implementation of this Resolution./.



Recipients:

- As stated in Article 4;
- State Securities Commission of Viet Nam (SSC), Hanoi Stock Exchange (HNX);
- Archived: Administration Office, HALICO Secretary.

FOR AND ON BEHALF OF THE
GENERAL MEETING OF
SHAREHOLDERS

CHAIRMAN OF THE BOARD OF

DIRECTORS



Pham Trung Kien





Hanoi, December 31, 2025

VOTE COUNTING MINUTES FOR COLLECTING SHAREHOLDERS' WRITTEN OPINIONS – 2025

Enterprise name: Hanoi Liquor and Beverage Joint Stock Company

Address: No. 94 Lo Duc Street, Hai Ba Trung Ward, Hanoi

Enterprise Registration Certificate No.: 0100102245

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020;
- Pursuant to the current Charter of Hanoi Liquor and Beverage Joint Stock Company;
- Pursuant to the Minutes of the Meeting of the Board of Directors of Hanoi Liquor and Beverage Joint Stock Company dated November 06, 2025;
- Pursuant to the Shareholders' Written Opinion Ballots dated December 15, 2025 of Hanoi Liquor and Beverage Joint Stock Company.

Today, on December 31, 2025, at the Meeting Room of Hanoi Liquor and Beverage Joint Stock Company (No. 94 Lo Duc Street, Hai Ba Trung Ward, Hanoi), we include:

- Mr. Pham Trung Kien – Chairman of the Board of Directors
- Mr. Tran Hau Cuong – Member of the Board of Directors, Director
- Ms. Pham Thi Lan Anh – Head of the Supervisory Board
- Ms. Hoang Thi Thu Ha – Administration & Human Resources Department – Secretary of the Board of Directors
- Mr. Nguyen Van Tu – ISO Department – Head of the Vote Counting Committee
- Mr. Nguyen Anh Tuan – Administration & Human Resources Department – Member of the Vote Counting Committee
- Mr. Bui Tien Hung – ISO Department – Member of the Vote Counting Committee, Secretary.

As of 4:00 PM on December 30, 2025, the total number of shareholders who submitted written opinion ballots to the Company's Administration & Human Resources Department was: 15 shareholders (including direct ownership and authorized representation), representing 19,972,185 shares, equivalent to 99.86% of the total outstanding shares of the Company.

At 10:30 AM on December 31, 2025, the Vote Counting Committee conducted the counting of the shareholders' written opinion ballots and prepared these Vote Counting Minutes under the witnessing and supervision of the Supervisory Board:

Total ballots issued: 116 ballots

Total ballots received: 17 ballots

Valid ballots: 16 ballots

Invalid ballots: 01 ballots

After consolidating the shareholders' voting opinions on the matters stated in the written opinion ballots, the specific results are as follows:

1. Voting Results:

1.1. Approval of the removal of members of the Board of Directors for the 2021–2026 term, namely Mr. Nguyen Anh Thi and Mr. Murugavel Shanmugam:

- Shares in favor: 19,972,072 shares, representing 99.99943% of the total voting shares.
- Shares against: 0 shares, representing 0% of the total voting shares.
- Shares with no opinion: 113 shares, representing 0.00057% of the total voting shares.

1.2. Approval of the additional election of Mr. Anoop Saxena and Mr. Philip Garden as members of the Board of Directors for the 2021–2026 term:

- Shares in favor: 19,972,072 shares, representing 99.99943% of the total voting shares.
- Shares against: 0 shares, representing 0% of the total voting shares.
- Shares with no opinion: 113 shares, representing 0.00057% of the total voting shares.

2. Election Results:

No.	Full name	Number of votes (ballots)	Percentage (%) / Total voting ballots	Remarks
1	Mr. Anoop Saxena	20,085,579	100.57%	
2	Mr. Philip Garden	19,858,553	99.43%	



All members participating in the vote counting hereby sign this Minutes.

Pham Trung Kien



Nguyen Van Tu



Tran Hau Cuong



Nguyen Anh Tuan



Pham Thi Lan Anh



Bui Tien Hung



Hoang Thi Thu Ha

