HANOI BEER-ALCOHOL-BEVERAGE JOINT STOCK CORPORATION

HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Hanoi, December 15th, 2025

No.: 566/TB - HALICO

EXTRAORDINARY INFORMATION DISCLOSURE

To: - State Securities Commission of Vietnam,

- Hanoi Stock Exchange

- Name of organization: Hanoi Liquor and Beverage Joint Stock Company (HALICO)
- Stock 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 □ 24h □ Upon request

Content of the disclosed information:

Documents for collecting shareholders' written opinions regarding the dismissal and election of replacement members of the Board of Directors of Hanoi Liquor and Beverage Joint Stock Company.

This information was published on the Company's official website on December 15, 2025 at the following link: http://www.halico.com.vn.

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

Recipients:

- As addressed;
- Filing archive.

00102DIRECTOR

Tran Hau Cuong

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

Independence - Freedom - Happiness

THE SOCIALIST REPUBLIC OF VIETNAM

Hanoi, December 15th, 2025

No.: 15/TTr-HDOT

PROPOSAL

Regarding the dismissal of members of the Board of Directors for the 2021–2026 term

To: Esteemed Shareholders of 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 17th, 2020;

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

Pursuant to the official letter of Streetcar Investment Holding Pte. Ltd. dated October 8th, 2025;

Pursuant to the minutes of the meeting of the Board of Directors of Hanoi Liquor and Beverage Joint Stock Company dated November 6th, 2025,

The Board of Directors of Hanoi Liquor and Beverage Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the dismissal of members of the Board of Directors as follows:

Dismissal of Mr. Nguyen Anh Thi and Mr. Murugavel Shanmugam from their positions as members of the Board of Directors for the 2021–2026 term.

Reason for dismissal: As requested in the official letter of shareholder Streetcar Investment Holding Pte. Ltd.

Respectfully submitted to the Shareholders for voting and approval of the above contents./.

Recipients:

- HALICO shareholders according to the shareholder list as of the record date of December 9, 2025;
- Board of Directors;
 Supervisory Board;
- Filing archive.

FOR AND ON BEHALF OF THE BOARD OF DIRECTORS

CÔNG TY CÓ PHẨN C

RUOU

A NUCC GIALK

Pham Trung Kien

STREETCAR INVESTMENT HOLDING PTE. LTD. Company No: 201012096N

Re: Replacing the representative and introducing new representatives to participate in the BOM

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Hanoi, 8 October 2025

Respectfully addressed to:

- General Shareholders Meeting of Ha Noi Liquor and Beverage Joint Stock Company (Halico)
- The Board of Management of Ha Noi Liquor and Beverage Joint Stock Company

Pursuant to the Articles of Association of Streetcar Investment Holding Pte. Ltd. (Streetcar), Streetcar hereby makes the following proposal to replace the current representative of Streetcar's shareholding in Halico as follows:

- Mr. Thi Nguyen, the former General Manager of Diageo Vietnam Co., Ltd. and Mr. Murugavel Shanmugam, Finance Director of Diageo Vietnam Co., Ltd., shall cease being the representatives of Streetcar's shareholding in Halico and the members of the Board of Management of Halico, as of 30 September 2025;
- Mr. Anoop Saxena the new General Manager of Diageo Vietnam and Mr. Philip Garden, Finance
 Director of Strategic Partnerships for Diageo are nominated by Streetcar to become the
 representative of Streetcar's shareholding in Halico and participate in the Board of Management
 of Halico, commencing from 1 October 2025.

Streetcar would like to notify to Halico its proposal for Halico's awareness and further action as regulated by Halico's Charter and Vietnamese Law accordingly.

Receipts:

- As above
- BOM
- BOC
- Filing

ON BEHALF OF STREETCAR INVESTMENT HOLDING PTE. LTD.

(signed and sealed)

TANYA CHATURVEDI

STREETCAR DIRECTOR

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

THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Hanoi, December 15th, 2025

No.: 16/TTr-HDQT

PROPOSAL

Regarding the election of replacement members of the Board of Directors for the 2021–2026 term

To: Esteemed Shareholders of 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 17th, 2020;

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

Pursuant to the official letter of Streetcar Investment Holding Pte. Ltd. dated October 8th, 2025;

Pursuant to the minutes of the meeting of the Board of Directors of Hanoi Liquor and Beverage Joint Stock Company dated November 6th, 2025,

The Board of Directors of Hanoi Liquor and Beverage Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the election of replacement members of the Board of Directors for the 2021–2026 term as follows:

1. Number of additional members of the Board of Directors to be elected:

02 members.

2. Term of office of the additionally elected members of the Board of Directors:

The remaining duration of the 2021-2026 term.

3. Eligibility criteria:

Shareholders who fully meet the conditions stipulated in the Law on Enterprises and the Charter on the organization and operation of the Company.

4. Approval of the list of candidates for election as additional members of the Board of Directors for the 2021–2026 term:

CÔNG CÔNG CÔ PH RƯC VÀ NƯỚC CÔ HÀ HÀ The Board of Directors proposes the list of candidates nominated to participate in the Board of Directors of the Company for the 2021–2026 term, as introduced and nominated by shareholder Streetcar Investment Holding Pte. Ltd., including:

- · Mr. Anoop Saxena
- Mr. Philip Garden

(The curriculum vitae of Mr. Anoop Saxena and Mr. Philip Garden are enclosed with this Proposal.)

The Board of Directors respectfully submits the above contents to the Shareholders for consideration and approval./.

Recipients:

- HALICO shareholders according to the shareholder list as of the record date of December 9, 2025;
- Board of Directors;
 Supervisory Board;
- Filing archive.

FOR AND ON BEHALF OF THE BOARD OF DIRECTORS

CÔ PHÂN

RUOU

CHAIRMAN

A NOI

Pham Trung Kien







NCOP6T055Z

NOTARIAL CERTIFICATE

TO ALL TO WHOM these presents shall come

I, Seah Seow Kang Steven, NOTARY PUBLIC duly admitted, authorised to practise in the Republic of Singapore, DO HEREBY CERTIFY

that the relevant pages of the REPUBLIC OF INDIA Passport No. Z7578750 of SAXENA ANOOP are true copies of the original pages which I have seen.

IN FAITH AND TESTIMONY whereof I the said notary have subscribed my name and set and affixed my seal of office at Singapore, this 2nd day of September 2025.



NOTARY PUBLIC SINGAPORE

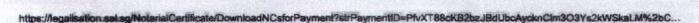


By virtue of Rule 8(3)(c) of the Notaries Ruble Rules of Notariel Certificate authenticated by the Singapore Academy of Law in order to be valid.

With effect from 16 September 2021, a Notarial Certificate shall be deemed to be valid authenticated by the affixing of an Apostille to the back of the Notarial Certificate.

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(Convention de La Haye du 5 Octobre 1961)

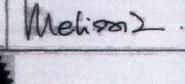
This Apostille only certifies the authenticity of the signature, seal or stamp and the capacity of the person who has signed the attached Singapore public document, and, where appropriate, the identity of the seal or stamp, it does not certify the authenticity of the underlying document.

If this document is to be used in a country no parry to the Hague Convention of the 5th of October 1961, it should be presented to the consular section of the mission representing that country. To verify this Apastifle, go to https://legalisation.sal.sg or scan QR code:

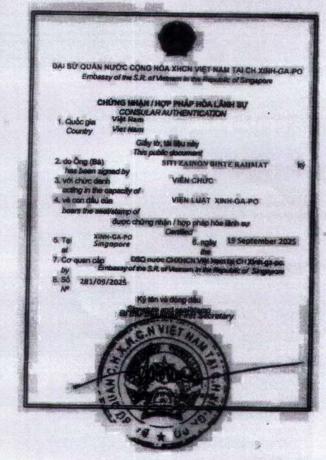


Verification code: 51854931

1. Country:	Singapore	
This public document		
2. Has been signed by:	Seah Seow Kang Steven	
3. Acting in the capacity of:	Notary Public	
4. Bears the seal/stamp of:	Notary Public	
	Certified	
5. At:	Singapore Academy of Law	
6. The:	3rd September 2025	
7. By:	Melissa Gob, Director, Trust Services, SAL	
3. No.: ACOPGUDOCE		
9. Seal/Stump:	10. Signature:	







CHỨNG NHẬN CÔNG CHỨNG

KÍNH GÜI các quí vị có liên quan

Tôi, Seah Seow Kang Steven, CÔNG CHÚNG VIÊN được thừa nhận hợp pháp, được ủy quyền hành nghề tại Cộng hòa Singapore, CHÚNG NHẬN

rằng các trang liên quan của Hộ chiếu CỘNG HÒA ẨN ĐỘ số Z7578750 của SAXENA ANOOP là bản sao đúng của các trang gốc mà tôi đã thấy.

VỚI ĐÚC TIN VÀ SỰ LÀM CHỨNG CỦA MÌNH, tôi xin ký tên vào Chúng nhận công chúng này vào ngày 02 tháng 09 năm 2025 và đóng dấu của văn phòng công chúng.

(đã ký) CÔNG CHỨNG VIÊN SINGAPORE

Seah Seow Kang Steven NP2025/0253 01/04/2025 - 31/03/2026

Theo điều 8(3)(c) của Luật công chứng Chứng nhận Công chứng chỉ có hiệu lực khi được chứng thực tại Viện Luật Singapore.

Kể từ ngày 16 tháng 9 năm 2021, Chứng nhận Công chứng được cơi là xác thực hợp lệ bằng cách dán tem Apostilie vào mặt sau của Chứng nhận công chứng.

LÒI CHÚNG

Ngày 18 tháng 09 năm 2025, tại Đại sứ quán Việt Nam tại Singapore; địa chỉ: số 10 Leedon Park, Singapore 267887. Tôi, Nguyễn Hồng Trang, Bí thư thứ Nhất, cam đoạn đã dịch chính xác nội dung của văn bản này từ tiếng Anh sang tiếng Việt và đã ký vào văn bản này.

S6: 18.09-6.1 /LS-CN

Singapore, ngày 18 tháng 09 năm 2025





TEM CHUNG NHẬN APOSTILLE

(Công ước La Hay ngày 05/10/1961)

Apostille này chỉ xác nhận tính xác thực của chữ ký, con dấu hoặc tem và năng lực của người đã ký vào tài liệu công của Singapore đính kèm, và, nếu thích họp, xác nhận danh tính của con dấu hoặc tem đó. Apostille này không xác nhận tính xác thực của văn bản gốc.

Để sử dụng tại một quốc gia không phải thành viên Công ước La Hay ngày 05/10/1961, văn bản này phải được trình tại bộ phận lãnh sự thuộc Cơ quan đại diện của quốc gia đó.

De xác minh tem Apostille này, truy cấp
https://legalisation.sal.sg
hoặc quét mã QR
Mã xác minh: 51854931

1. Quốc gia:	Singapore		
Tài liệu công này			
2. Được ký bởi:	Seah Seow Kang Steven		
3. Với tư cách là:	Công chứng viên		
4. Mang con dâu/tem của:	Công chứng viên		
	Chứng nhận		
5. Tale	Học viện Luật Singapore		
6. Ngày, tháng:	03/09/2025		
7. Böj:	Melissa Goh, Giám đốc, Bộ phận các dịch vụ tín thác, Học viện Luật Singapore		
8. Số:	ACOP6UOOOE		
9. Con dâu/Tem:	10. Chr ký:		



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URA REMAIN WALLD

ANOOP SAXENA

Mobile: +65 81282187; Email: anoopsaxena83@gmail.com

Sales - Business Development - Marketing - Channel Management

A result oriented professional with 18 years of experience in Sales, Marketing, Business Development, and Channel Management.

Presently associated with Diageo Vietnam as General Manager, before this was with Diageo Philippines as Commercial Director, with Diageo India as General Manager – Sales Excellence

An Out-of-the-Box thinker with a flair for charting out marketing strategies and contributing towards enhancing business volumes & growth and achieving revenue and profitability norms. Competent in assessing and implementing effective solutions to the consumer needs, with an aim to improve consumer contentment and consequently consumer loyalty, repeat and referral business.

A quick learner with a good understanding of market dynamics and was responsible for successfully establishing new channels & driving results

An effective communicator with excellent relationship building & interpersonal skills; strong analytical, problem solving & organizational abilities.

Diageo Vietnam General Manager Singapore Jun'25 On wards

Taken responsibility to drive Diageo Vietnam business

Diageo Singapore PTE Commercial Director Singapore Api'22 till Jun'25

- Responsible for handling a business of net sales value of 60 Million GBP for SG & MY via JV & Distributor & Local TR customers
- Handling a team of 6 Direct reports responsible for developing channel/area specific selling strategy to deliver the business objectives.
- Delivered the business via JV partners & Distributors through Join Up Business Planning & win-win strategy.
- · Successfully launched E commerce Channel in SG & pivoted the focus on execution of luxury.
- Leading commercial transformation projects needed for future ready commercial organization.

Diageo Philippines Inc Commercial Director Taguig, Manila July'19 till date

- Responsible for handling a business of 70 Million GBP turnover per year & a net sales value of 35 Million GBP via traditional trade, HORECA, Modern Tarde, Private Clients & E commerce.
- Handling a team of 7 Direct reports, 22 Executives & 24 TCS (3rd party) to develop channel/area specific selling strategy to deliver the business objectives.
- Successfully launched E commerce Channel for DPI, currently contributing 8% to the entire business.
- Driven Sales force automation & reporting along with implementation & adoption of QDVP3 (Diageo Way of Selling)
- Led Commercial Transformation right from design phase to implementation phase, introduction & training of 3 P manpower

Diageo India General Manager - Sales Excellence Gurgaon, India May'18 June'19

- Responsible for developing Business case, problem/opportunity analysis & helping COO in formulating the strategy to ensure sustainable growth of business.
- Successfully implemented NRM along with Trade Promotion Management platform roll out.
- Acting as a project lead & is responsible for end to end implementation of all business process projects in the region.
- Driven Sales force automation & reporting along with implementation & adoption of QDVP3 (Diageo Way of Selling)
- Led Organization restructuring right from design phase to implementation phase, introduction & training of 3 P manpower

AB In Bev (Earlier SAB Miller India Ltd) Sales Manager - Rest of Maharashtra

Pune, India Dec'15 to May'18

- Responsible for handling a business of 100 Million US\$ (600cr INR) turnover per year & 4 Million cases in sales across 6 beer brands through 25 distributors pan ROM (NSV of INR 250-300 Cr).
- Handling a team of 4 ASMs, 20 TSEs & 40 CSR to develop channel/area specific selling strategy to deliver the business objectives.
- Successfully launched new avatar of Fosters Beer, giving double digit growth in areas where it is launched.
- · Conceptualized Knock Out beer revival strategy & implementation in market with good results.
- Introduced Ageing tracker to ensure fresh beer stocks are maintained at Distributor point. Rigorously implemented outlet wise sales reporting software (Osmosys) across DB for accurate secondary sales reporting.

UNITED SPIRITS LIMITED (DIAGEO PLC)

Sr. Brand Manager (White Mischief Vodka & Vladivar Vodka)

Bangalore, India Oct'12 to Dec'15

- Responsible for developing brand plans, goal setting, problem/opportunity analysis, competition mapping & implementing all ATL/BTL communication for White Mischief Vodka (20 Million US\$ brand).
- Successfully launched Vladivar Vodka in India, with a net sale of 25000cs in 1st year of launch & a revenue of 1 million US\$.
- · Implemented and managed digital marketing strategies and tactical execution plans across all online channels.
- Successfully implemented marketing campaigns across online and offline media using a budget of 0.8 Million US\$.
- · Successfully launched 360 degree brand campaigns for IPL.
- · Worked on new product development, conceptualizing innovation & portfolio restructuring.
- Coordinated with sales, product, advertising, research & development, and finance teams, to understand the needs of business and internal customers.

UNITED SPIRITS LIMITED

Sr. Branch Manager (Telangana)

Hyderabad, India Apl'10 to Oct'12

- Productively handled a business of 6 Million US\$ revenue & 1.5 Million cases in sales across 33 brands.
- Launched McDowell's Platinum Whisky and achieved a penetration of 90% within first six month of launch. Did various consumer activities which lead the brand to achieve 15 % market share highest in India.
- Was successful in reviving McDowell's No.1. Whisky brand in Telangana, with a share gain of 10%

Area Sales Manager - PTO/MTO (Hyderabad)

Apl'09 to Mar'10

 Successfully launched Four Seasons Wine & Zinzi Wine in Hyderabad Twin Cities and achieved a penetration of 70% and a market share of 25% within three months of launch.

Area Sales Manager - HORECA (Hyderabad)

Feb'08 to Mar'09

Successfully established the new sales channel – On premise channel (i.e. bar & restaurant) in Hyderabad Twin cities

Management Trainee (United Spirits Ltd.)

June'07 to Feb'08

Was campus recruited by USL & trained across India across functions to take up managerial role. Played a key
role in launching range of imported spirits for the first time in Delhi & Mumbai Market and successfully managed
supply & distribution of the brand.

KEY FUNCTIONAL STRENGTHS

<u>Business Development:</u> Business planning, forecasting and analysis for assessment of revenue potential in business opportunities. Conducting competitor analysis by keeping abreast of market trends & achieving market share. Devising & effectuating competitive selling programs/strategies to improve product awareness & enhance business growth

Sales & Marketing: Conceptualizing & implementing strategies as a part of brand building and market development. Setting monthly/annual sales targets for company Executives, Distributors and driving them to achieve those targets without compromising on brand imagery. Undertaking activities regarding Monthly primary and secondary sales

forecasting. Handling activities regarding Competitor sales figures collection, validation and compilation of market share movement trackers.

<u>Team Management:</u> Recruiting, monitoring, training and development of the field functionaries to ensure sales and operational efficiency. Making them aware of new challenges of selling in different channels & help them learn and adapt to new channel needs. Handling activities regarding training & development of distributor sales men and company sales executives & merchandisers on various aspects like portfolio selling, visual merchandising, consumer centric selling etc

New Product Launches: Implementing promotional activities in coordination with external agencies to spearhead product launches, brand promotions and event management initiatives. Coordinating Sales, Premium On Premise and Trade Marketing teams in achieving higher depth and width of brand availability and overviewed all aspects of launch plan viz. Penetration, Visual Merchandising (Eye level displays, POP material usage, window hiring and signage negotiations), Trial Generation activities, Consumer Contact program etc.

Master in Business Administration (M.B.A) in Marketing & Finance from FORE 2007 School of Management, New Delhi – Full Time (2.8/4)

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	Bachelor of Sciences (Honors in Physics) from Hindu College, Delhi University - Full
2005	Time (70%)
2002	Gentleman Cadet, Indian Military academy, Dehradoon - Full time
2000	12th (CBSE) from Central Academy School, Khetri Nagar (84%), Rajasthan
1998	10 th (CBSE) from Sophia Secondary School, Khetri Nagar (79%), Rajasthan

Date of Birth: 2nd January, 1983

Contact Address: 220 Depot Road, The Interlace, Singapore 109691

A5/ 803 Cleo County apartment Sector 121, Noida, UP

Permanent Address:

Linguistic Proficiency: English, Hindi

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SEE PAGE ABOVE

PHILIP GARDEN

PROFESSIONAL QUALIFICATIONS:

Aug 2009

Institute of Chartered Accountants of Scotland (CA)

CAREER SUMMARY:

March 2022 - Present	Diageo (Singapore)	SEA Strategic Partnerships Finance Director
Jan 2020 - Feb 2022	Diageo (Singapore)	Head of Planning & RGM, APAC
July 2016 - Dec 2019	Diageo (London)	WwW and Pricing Manager
July 2015 - June 2016	Diageo (Edinburgh)	NAM Supply Accounting Manager
Aug 2010 - Dec 2014	Diageo (Edinburgh)	SSC CFM / Costing / Decision Support Manager
Aug 2006 - Aug 2010	Deloitte (Edinburgh)	Assistant Manager – Audit

UNIVERSITY:

Sept 2000 - June 2004

Edinburgh University

2:1 M.A. Geography

HANOI BEER-ALCOHOL-BEVERAGE JOINT STOCK CORPORATION

Independence - Freedom - Happiness

THE SOCIALIST REPUBLIC OF VIETNAM

HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY

Hanoi, December 15th, 2025

WRITTEN SHAREHOLDER OPINION FORM

Regarding the dismissal and election of Members of the Board of Directors of Hanoi Liquor and Beverage Joint Stock Company for the 2021–2026 term

I. COMPANY INFORMATION:

- Company name: HANOI LIQUOR AND BEVERAGE JOINT STOCK COMPANY
- Abbreviated name: HALICO
- Head office: No. 94 Lo Duc Street, Hai Ba Trung Ward, Hanoi City.
- Telephone: (84-24) 3976 3763 Fax: (84-24) 3821 2662
- Enterprise Registration Certificate No.: 0100102245, first issued by the Hanoi Department of Planning and Investment on December 6, 2006; 14th amendment registered on March 15, 2023.

II. PURPOSE OF COLLECTING OPINIONS:

To collect shareholders' written opinions for the dismissal and election of Members of the Board of Directors of Hanoi Liquor and Beverage Joint Stock Company for the 2021–2026 term.

III. SHAREHOLDER INFORMATION

- ID Card/Citizen ID/Passport/Enterprise Registration Certificate No.:
- Permanent address / Head office:
- Full name of legal representative (for institutional shareholders):
 Nationality of legal representative (for institutional shareholders):
- ID Card/Citizen ID/Passport of legal representative (for institutional shareholders): ...

IV. VOTING CONTENTS:

No.	Matters for Voting	Approve	Disapprove	No opinion
1	Dismissal of Members of the Board of Directors for the 2021–2026 term: Mr. Nguyen Anh Thi and Mr. Murugavel Shanmugam			



2	Election of Mr. Anoop Saxena and Mr. Philip Garden as Members of the Board of	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\
	Directors for the 2021–2026 term	

V. VOTING INSTRUCTIONS:

- 1. Shareholders shall mark only one box (★) or (✓) corresponding to one of the following options: "Approve", "Disapprove", or "No Opinion".
- 2. Invalid ballots include:
- Ballots not issued by HALICO or without HALICO's seal;
- Marking two (02) or more boxes for one voting item;
- Ballots that are erased, altered, or contain additional symbols;
- Ballots without the shareholder's signature;
- Envelopes opened prior to vote counting;
- Ballots returned to HALICO after the prescribed deadline.

Ballots returned due to shareholders changing their address without notice shall be deemed as non-participation in voting.

VI. DEADLINE AND ADDRESS FOR SUBMISSION OF BALLOTS:

Shareholders are kindly requested to send the Written Shareholder Opinion Form in a sealed envelope to HALICO no later than 4:00 PM on December 30, 2025 (based on postmark or direct submission) to the following address:

Administration and Human Resources Department - Hanoi Liquor and Beverage Joint Stock Company

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

Sincerely!

SHAREHOLDER / AUTHORIZED REPRESENTATIVE

(Signature, full name / seal)

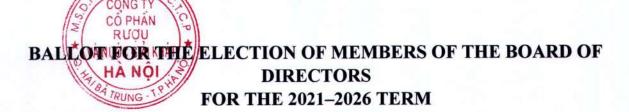
CHAIRMAN

CONG

CÔ PHAN

NUOC GIALKHA

Pham Trung Kien



- Full name of shareholder:
- Shareholder ID number:
- Number of shares owned and represented:
- Total number of voting ballots:

(Total number of voting ballots = Number of shares owned and represented \times 02)

I hereby agree to vote for the members of the Board of Directors for the 2021 – 2026 term as follows:

No.	Full name of candidate	Number of votes	
1	Mr. Anoop Saxena		
2	Mr. Philip Garden		

Hanoi, December ,2025
SHAREHOLDER/AUTHORIZED REPRESENTATIVE
(Signature and full name)

APPENDIX

GUIDELINES FOR THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

UNDER THE CUMULATIVE VOTING METHOD

- Each shareholder shall have a total number of voting rights corresponding to the total number of voting shares owned and represented (including shares owned and shares held by proxy), multiplied by **02** (two), which is equivalent to the number of members of the Board of Directors to be elected for the **2021–2026 term**.
- Shareholders may distribute their total number of voting ballots among both 02 (two) candidates, or allocate all voting ballots to 01 (one) candidate; however, the total number of votes cast for all candidates must not exceed the total number of voting ballots to which the shareholder is entitled.

Example:

CÔ PHẨN

A shareholder votes to elect 02 members of the Board of Directors from a total of 02 candidates. Shareholder Nguyen Van A holds (including owned shares and shares represented by proxy) 10,000 voting shares. Accordingly, the total number of voting ballots to which Shareholder Nguyen Van A is entitled is:

10.000 shares x 2 = 20.000 voting ballots

Shareholder Nguyen Van A may cast votes under the cumulative voting method as follows:

<u>Case 1:</u> Equal distribution of votes among 02 candidates

Shareholder Nguyen Van A distributes his voting ballots equally to both candidates (each candidate receives 10,000 votes).

No.	Candidate's name	Total voting ballots entitled	Votes cast for each candidate
1	Candidate 1	20.000	10.000
2	Candidate 2		10.000

Case 2: Allocation of all voting ballots to 01 candidate

Shareholder Nguyen Van A allocates all of his voting ballots to one candidate.

No.	Candidate's name	Total voting ballots entitled	Votes cast for each candidate
1	Candidate 1	20,000	20.000
2	Candidate 2	20.000	0

Case 3: Unequal distribution of votes among 02 candidates

Shareholder Nguyen Van A distributes his voting ballots unevenly between the two candidates.

No.	Candidate's name	Total voting ballots entitled	Votes cast for each candidate
1	Candidate 1	20.000	5.000
2	Candidate 2		15.000

Invalid ballots:

- Ballots not issued in accordance with the prescribed form or not bearing the official seal of **HALICO**.
- Ballots that are erased, altered, amended, supplemented, or that contain incorrect names or names not included in the officially announced list of candidates.
- Ballots in which the total number of votes cast for all candidates exceeds the total number of voting ballots to which the shareholder is entitled.

No.	Candidate's name	Total voting ballots entitled	Votes cast for each candidate
1	Candidate 1	20.000	10.000
2	Candidate 2		20.000

HANOI BEER ALCOHOL-BEVERAGE THE SOCIALIST REPUBLIC OF VIETNAM JOINT STOCK CORPORATION HANOI EQUOR AND BEVERAGE JOINT STOCK COMPANY

Independence - Freedom - Happiness

Hanoi, December .2025

NO-DHOCD-HALICO No.:

DRAFT 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 17th, 2020;

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

Pursuant to the written collection of shareholders' opinions dated December 15th, 2025 of Hanoi Liquor and Beverage Joint Stock Company;

Pursuant to the vote-counting minutes dated December 31st, 2025 of Hanoi Liquor and Beverage Joint Stock Company regarding the written collection of shareholders' opinions.

RESOLVES:

- Article 1. Approval of the dismissal of members of the Company's Board of Directors for the 2021-2026 term, namely Mr. Nguyen Anh Thi and Mr. Murugavel Shanmugam, in accordance with Proposal No. 15/TTr-HDQT dated December 15th, 2025 of the Board of Directors.
- **Article 2.** Approval of the election of additional members of the Company's Board of Directors for the 2021-2026 term, in accordance with Proposal No. 16/TTr-HDQT dated December 15th, 2025 of the Board of Directors.

The results of the election of members of the Board of Directors of Hanoi Liquor and Beverage Joint Stock Company for the 2021–2026 term are as follows:

- Mr. Anoop Saxena is elected as a member of the Board of Directors for the 2021-2026 term.
- Mr. Philip Garden is elected as a member of the Board of Directors for the 2021-2026 term.
- Article 3. Members of the Board of Directors, the Supervisory Board, the Board of Management, and all shareholders of the Company shall be responsible for the implementation of this Resolution./.

Recipients:

- As stated in Article 3;
- Board of Directors, Supervisory Board:
- Filing: Administration Department, Secretary.

FOR AND ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN OF THE BOARD OF DIRECTORS

Pham Trung Kien