HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION **HA NOI - THANH HOA BEER JOINT STOCK COMPANY**	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence – Freedom – Happiness**
No.: 20 /BB - ĐHĐCĐ -THB	*Thanh Hoa, September 11, 2026*

MINUTES
2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
HANOI – THANH HOA BEER JOINT STOCK COMPANY

Company Name:	Ha Noi – Thanh Hoa Beer Joint Stock Company.
Enterprise Identification Number:	2800791192, initially issued by the Department of Planning and. Investment of Thanh Hoa Province on March 29, 2004 *(14th amendment dated 10/08/2026).*
Address:	No. 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa Province, Vietnam.
Meeting Time:	Start at 08:24 September 11, 2026 End at 10:30 on the same day.
Meeting Venue:	Hall of Hanoi - Thanh Hoa Beer Joint Stock Company
Meeting Agenda:	According to the agenda and contents of the General Meeting of Shareholders of the Company, approved by the Meeting *(the agenda is attached hereto).*
Chairman:	Mr. Nguyen Kien Cuong – Chairman of the Board of Directors.
Secretariat:	Mr. Le Gia Phu Ms. Le Quynh Mai
Number of Voters:	66 shareholders and authorized representatives (referred to as the "Voters"); representing 8,741,040 shares equivalent to 8,741,040 voting ballots, accounting for 76.5109% of the total votes of all shareholders entitled to vote of the Company.

I. ATTENDEES AND VALIDITY OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

1. Attendees

- Shareholders and their authorized representatives of Hanoi – Thanh Hoa Beer Joint Stock Company.

2. Legitimacy and Validity

- Mr. Nguyen Duy Ha – Head of the Voter Eligibility Examination Committee, presented the Report on voter eligibility.

- According to the shareholder list as of July 20, 2026, the total number of shareholder of the Company is: **524** shareholders (including **12** institutional shareholders and **512** individual shareholders). Total number of voting shares of the Company: 11,424,570 voting shares.

- At 08:24 a.m September 11, 2026:

+ Total number of shareholders and authorized representatives attending: 59; representing 8,709,000 shares equivalent to 8,709,000 voting ballots, accounting for 76.2304% of the total votes of all shareholders entitled to vote of the Company.

All attending representatives satisfied the eligibility requirements to attend the Meeting.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and its amendments, supplements, and implementing regulations, the Company's Charter, and the Internal Corporate Governance Regulations of Hanoi – Thanh Hoa Beer Joint Stock Company, the 2026 Extraordinary General Meeting of Shareholders (GMS) was duly convened and qualified to proceed.

II. MEETING PROCEEDINGS

1. Introduction of the Presidium and the Secretariat

1.1. Presidium:

- Mr. Nguyen Kien Cuong – Chairman of the Board of Directors, Chairman of the Meeting

- Mr. Bui Truong Thang – Member of the Board of Directors

- Mr. Le Anh Tuan – Member of the Board of Directors

1.2. Secretariat:

- Mr. Le Gia Phu – Member

- Ms. Le Quynh Mai – Member

The General Meeting of Shareholders voted by Voting Cards to approve the Presidium and the Secretariat; Result: 100% of the total votes of the voters attended and voted approve.

2. Approval of the Vote Counting Committee (also serving as the Election Committee)

- Vote Counting Committee, Election Committee includes:

+ Ms. Nguyen Thi Be

+ Ms. Doan Thi Nhu Hoa

+ Ms. Le Thi Minh Tam

The General Meeting of Shareholders voted by Voting Cards: to approve the Vote Counting Committee (also serving as the Election Committee), Result: 100% of the total votes of the voters attended and voted approve.

3. Approval of the Meeting Agenda; Meeting Regulations; Voting Regulations; Regulations on the Nomination, Self-Nomination and Election of Additional Members of the Board of Directors (Term 2026 – 2031) at the 2026 Extraordinary General Meeting of Shareholders

The General Meeting of Shareholders voted by Voting Cards to approve the **Meeting Agenda of the 2026 Extraordinary General Meeting of Shareholders,** Result: 100% of the total votes of the voters attended and voted approve.

The General Meeting of Shareholders voted by Voting Cards: to approve the **Meeting Regulations; Voting Regulations; Regulations on the Nomination, Self-Nomination and Election of Additional Members of the Board of Directors (Term 2026 – 2031)** at the 2026 Extraordinary General Meeting of Shareholders; Result: 100% of the total votes of the voters attended and voted approve.

4. Presentation of Proposals

The General Meeting heard the Organizing Committee and the Presiding Committee present the proposals regarding:

+ The Adjustment of the number of members of the Board of Directors; dismissal of members of the Board of Directors and election of additional members of the Board of Directors for the 2026–2031 term

+ The Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate

+ The Amendment and Supplementation of the Company's Business Lines

+ The Amendment and Supplementation of the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors

(Details are provided in the proposals enclosed with the Meeting Materials)

5. Discussions at the Meeting

** Comments by Mr. Tran Dinh Thanh – Chairman of the Board of Directors of HABECO*

- The economy continues to face many difficulties, including rising interest rates and declining household incomes, which have affected the production and business activities of HABECO and Thanh Hoa Beer. Nevertheless, HABECO continues to implement solutions to achieve growth in line with the Government's orientation, including improving product quality, diversifying product designs, and strengthening market development in the southern region.

- For Hanoi – Thanh Hoa Beer Joint Stock Company, the Company will focus on improving the efficiency of its production and business activities and strengthening personnel management, including the appointment of a Director and an Independent Member of the Board of Directors.

- In 2026 and the following years, Thanh Hoa Beer is expected to achieve growth. In 2026, the Company is determined to fulfill all targets approved by the Annual General Meeting of Shareholders.

6. The General Meeting conducted voting to approve the proposals presented at the Meeting and to elect two (02) additional members of the Board of Directors for the remainder of the 2026–2031 term.

7. Announcement of Voting and Election Results

7.1. Voting results of each proposal:

- Ms. Nguyen Thi Be – Head of the Vote Counting Committee – announced the vote counting results as follows:

At 09:47 am, the number of Voters attended was 66, representing 8,741,040 voting shares, accounting for 100% of the total voting shares of all shareholders entitled to vote. Accordingly:

- Total ballots issued: 66 represent for: 8,741,040 voting, account for: 100% on total number of votes of Voters attended.
- Total ballots collected: 63 represent for: 8,736,320 voting, account for: 99.9460% on total number of votes of Voters attended.
- Total ballots uncollected: 03 represent for: 4,720 voting, account for: 0.0540% on total number of votes of Voters attended.

a. Voting to approve the adjustment of the number of members of the Board of Directors; dismissal of members of the Board of Directors and election of additional members of the Board of Directors for the 2026–2031 term.

Results:

Option	**Number of ballots**	**Number of representing voting shares**	**% on total number of voting ballots of Voters attended and voted**
Valid	63	8,736,320	100
- Approval	63	8,736,320	100
- Disapproval	0	0	0
- Abstention	0	0	0
Invalid	0	0	0

Accordingly, the adjustment of the number of members of the Board of Directors; dismissal of members of the Board of Directors and election of additional members of the Board of Directors for the 2026–2031 term was duly approved with 100% of the total votes of the voters attended and voted approve.

b. Approval of the Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate

Results:

Option	**Number of ballots**	**Number of representing voting shares**	**% on total number of voting ballots of Voters attended and voted and voted**
Valid	63	8,736,320	100
- Approval	63	8,736,320	100
- Disapproval	0	0	0
- Abstention	0	0	0
Invalid	0	0	0

As a result, the Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate was duly approved with 100% of the total votes of the voters attended and voted approve.

c. Approval of the Amendment and Supplementation of the Company's Business Lines

Results:

Option	**Number of ballots**	**Number of representing voting shares**	**% on total number of voting ballots of Voters attended and voted**
Valid	63	8,736,320	100

Option	Number of ballots	Number of representing voting shares	% on total number of voting ballots of Voters attended and voted
- Approval	63	8,736,320	100
- Disapproval	0	0	0
- Abstention	0	0	0
Invalid	0	0	0

As a result, the Amendment and Supplementation of the Company's Business Lines was duly approved with 100% of the total votes of the voters attended and voted approve.

d. Approval of the Amendment and Supplementation of the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors

Results:

Option	Number of ballots	Number of representing voting shares	% on total number of voting ballots of Voters attended and voted
Valid	62	8,723,470	99.8529
- Approval	62	8,723,470	99.8529
- Disapproval	0	0	0
- Abstention	0	0	0
Invalid	1	12,850	0.1471

As a result, the Amendment and Supplementation of the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors was duly approved with 99.8529% of the total votes of the voters attended and voted approve.

7.2. Election Vote Counting Results

At 09:47, total number of shareholders and authorized representatives attending: 66; representing 8,741,040 shares equivalent to 8,741,040 voting ballots, accounting for 76,5109% of the total voting shares of all shareholders entitled to vote. Accordingly:

- Total ballots issued: 66 represent for: 8,741,040 votes

- Total ballots collected: 63 represent for: 8,736,320 votes

  + Total valid ballots: 60 represent for: 8,733,960 votes

  + Total invalid ballots: 03 represent for: 2,360 votes

- Total ballots uncollected: 03 represent for: 4,720 votes

(*) Note: The election of members of the Board of Directors was conducted using the cumulative voting method in accordance with Clause 3, Article 148 of the 2020 Law on Enterprises, the

Company's Charter, and the Regulations on the Nomination, Self-Nomination and Election of Additional Members of the Board of Directors (Term 2026 – 2031). Each meeting attendee was entitled to a total number of votes for the election of Board members equal to the total number of voting shares represented by such attendee multiplied (×) by the number of additional Board members to be elected. The number of additional members to be elected to the Board of Directors was two (02). The detailed election results are as follows:

❖ **Election Results for the additional members of the Board of Directors for the remainder of the 2026–2031 term:**

No.	Full name	Number of Votes
1	Le Van Hieu	8,505,590
2	Vu Dinh Duc	8,962,330

As a result, Mr. Le Van Hieu and Mr. Vu Dinh Duc were duly elected to the Board of Directors of Hanoi – Thanh Hoa Beer Joint Stock Company.

III. CLOSING PROCEDURES

1. Mrs. Le Quynh Mai – On behalf of the Secretariat, read the Minutes and the Draft Resolution of the Meeting.
2. Mr. Nguyen Kien Cuong – Chairman, requested the General Meeting of Shareholders to vote on the approval of the Minutes and the Resolution by Voting Cards.
3. Mr. Nguyen Kien Cuong – On behalf of the Organizing Committee, carried out the procedures to declare the closing of the Meeting.

This Minutes was read and approved by the General Meeting of Shareholders of Hanoi – Thanh Hoa Beer Joint Stock Company with 100% of the total votes of the voters attended and voted approve.

The Meeting ended at 10:30 am on September 11, 2026.

SECRETARIAT **CHAIRMAN**

LE QUYNH MAI **LE GIA PHU** **NGUYEN KIEN CUONG**

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HANOI - THANH HOA BEER JOINT STOCK COMPANY

No.: 81/NQ-ĐHĐCĐ-THB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thanh Hoa, September 11, 2026

RESOLUTION

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026
HANOI - THANH HOA BEER JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted on January 11, 2022, and Law No. 76/2025/QH15 adopted on June 17, 2025, together with the implementing regulations and guiding documents;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 adopted on November 29, 2024, together with the implementing regulations and guiding documents;*
- *Pursuant to the The Charter of Hanoi – Thanh Hoa Beer Joint Stock Company (the "Company Charter");*
- *Pursuant to the Minutes of the Extraordinary General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company in 2026, which were approved by the General Meeting of Shareholders on September 11, 2026.*

RESOLUTION:

Article 1. Approval of The adjustment of the number of members of the Board of Directors; dismissal of members of the Board of Directors and election of additional members of the Board of Directors for the 2026–2031 term. Details are as follows:

1. Approval of the adjustment of the number of members of the Company's Board of Directors for the 2026–2031 term from five (05) members to seven (07) members, and authorization for the Board of Directors to amend the provisions on the number of members of the Board of Directors in the Company Charter from five (05) members to seven (07) members and sign the issuance of the amended Company Charter.

2. Approval of the dismissal of Mr. Do Truong Giang from the position of Member of the Board of Directors of the Company, effective from September 11, 2026, due to his resignation.

3. Approval of the election of two (02) additional members of the Board of Directors for the 2026–2031 term, including at least one (01) Independent Member of the Board of Directors.

The remaining vacancy on the Board of Directors shall be filled in accordance with applicable regulations.

4. Approval of the list of candidates for election as members of the Board of Directors for the 2026–2031 term, including:

- Mr. Vu Dinh Duc – candidate for election as a member of the Board of Directors of Hanoi Beer – Thanh Hoa Joint Stock Company for the 2026–2031 term.

- Mr. Le Van Hieu – candidate for election as an Independent Member of the Board of Directors of Hanoi Beer – Thanh Hoa Joint Stock Company for the 2026–2031 term.**Article 2.** Approval of the Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate. Details are as follows:

1. Approval of the addition of the abbreviated name on the Enterprise Registration Certificate as "HABECO – HTH".

2. Approval of the amendment and supplementation of the provisions relating to the abbreviated name in Article 2 of the Company Charter to reflect the matters presented in Clause 1 of Article 2 of this Resolution.

3. Authorization and delegation:

- To authorize the Company's Legal Representative(s) to sign and promulgate the amended and supplemented Company Charter in accordance with the matters approved under Clause 1 and 2 of Article 2 of this Resolution.

- To authorize and empower the Chairman of the Board of Directors and/or any person authorized by the Chairman of the Board of Directors to:

+ Finalize, sign, and issue documents, records, and other decisions within their authority to facilitate the registration of changes to the enterprise registration information with the Business Registration Authority in accordance with the matters approved under Clause 1 of Article 2 of this Resolution and applicable laws;

+ Carry out all necessary tasks and procedures within the scope of their functions and authority to complete the registration of changes to the enterprise registration information with the Business Registration Authority in accordance with the matters approved under Clause 1 of Article 2 of this Resolution, including handling any related or arising matters (if any)

Article 3. Approval of the Amendment and Supplementation of the Company's Business Lines. Details are as follows:

1. Addition of the following business lines:

No.	Business Line Code	Business Line
1	20111	Manufacture of Industrial Gases

2. Amendment of the detailed descriptions of the business lines as follows:

No.	Current Business Line Code	Current Business Line	Adjusted Business Line Code	Adjusted Current Business Line
1	4659	Wholesale of Machinery, Equipment and Other Machine Parts	4659	Wholesale of Machinery, Equipment and Other Machine Parts (except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).
2	4632	Wholesale of Food	4632	Wholesale of Food (except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign investors and

No.	Current Business Line Code	Current Business Line	Adjusted Business Line Code	Adjusted Current Business Line
				foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).
3	4633	Wholesale of Beverages **Details:** Trading in alcoholic beverages, beer, carbonated and non-carbonated soft drinks, mineral water, and purified natural drinking water.	4633	Wholesale of Beverages Details: Trading in alcoholic beverages, beer, carbonated and non-carbonated soft drinks, mineral water, and purified natural drinking water. (except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).
4	4679	Other Specialized Wholesale Not Elsewhere Classified **Details:** Trading in raw materials, supplies, equipment and spare parts serving the Company's production and business activities, including the manufacture and trading	4679	Other Specialized Wholesale Not Elsewhere Classified **Details:** Trading in raw materials, supplies, equipment and spare parts serving the Company's production and business activities, including the manufacture and trading

No.	Current Business Line Code	Current Business Line	Adjusted Business Line Code	Adjusted Current Business Line
		of alcoholic beverages, beer and soft drinks.		of alcoholic beverages, beer and soft drinks. Wholesale of carbon dioxide (CO_2) (except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).

3. Amendment of the Company Charter: Approval of the amendment and supplementation of the provisions in Article 3 of the Company Charter to reflect the addition of the business lines as presented in Clause 1 and 2 of Article 3 of this Resolution.

4. Authorization and implementation:

The General Meeting of Shareholders authorizes the Board of Directors or the Company's Legal Representative to carry out procedures for notifying changes to the Company's business lines and procedures for amending the Enterprise Registration Certificate of the Company (due to changes in business lines) in accordance with applicable laws.

Article 4. Approval of the Amendment and Supplementation of the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors (according to the Proposal No. 135/TTr-THB dated August 10, 2026)

Article 5. The General Meeting unanimously elected the following person as a member of the Board of Directors for the 2026–2031 term:

- Mr. Vu Dinh Duc

- Mr. Le Van Hieu

Article 6. The General Meeting of Shareholders assigns the Board of Directors and the Director of Hanoi – Thanh Hoa Beer Joint Stock Company the responsibility to monitor, urge, and organize the implementation of the Resolution of the General Meeting of Shareholders in accordance with applicable laws and the Company Charter.

Article 7. The General Meeting of Shareholders assigns the Board of Supervisors of Hanoi – Thanh Hoa Beer Joint Stock Company to supervise and inspect the activities of the Board of Directors and the Director of the Company in implementing the Resolution of the General Meeting of Shareholders in accordance with applicable laws and the Company Charter.

This Resolution consists of seven (07) Articles and was fully approved by the General Meeting of Shareholders at the 2026 Extraordinary General Meeting of Shareholders held on September 11, 2026.

CHAIRPERSON

M.S.D.N: 2800791192 - C.T.C.P
CÔNG TY CỔ PHẦN BIA HÀ NỘI-THANH HÓA
P.HẠC THÀNH T.THANH HÓA

NGUYEN KIEN CUONG

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HANOI - THANH HOA BEER JOINT STOCK COMPANY

No.: 156 /TTr-THB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thanh Hoa, August 26, 2026

PROPOSAL OF THE GENERAL MEETING OF SHAREHOLDERS

Re: The adjustment of the number of members of the Board of Directors; dismissal of members of the Board of Directors and election of additional members of the Board of Directors for the 2026–2031 term

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted on January 11, 2022, and Law No. 76/2025/QH15 adopted on June 17, 2025, together with the implementing regulations and guiding documents;*
- *Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 adopted on November 29, 2024, together with the implementing regulations and guiding documents;*
- *The Charter of Hanoi – Thanh Hoa Beer Joint Stock Company (the "Company Charter");*
- *Resignation Letter of Mr. Do Truong Giang dated August 20, 2026*

The Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company respectfully submits the following to the General Meeting of Shareholders for consideration and approval:

1. The adjustment of the number of members of the Board of Directors

Pursuant to Clause 1, Article 27 of the Company Charter, the Board of Directors currently consists of five (05) members. However, based on the Company's practical requirements for governance, management, and supervision, the Board of Directors considers it necessary to increase the number of Board members.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the adjustment of the number of members of the Company's Board of Directors for the 2026–2031 term from five (05) members to seven (07) members, and authorizes the Board of Directors to amend the provision on the number of members of the Board of Directors in the Company's Charter from five (05) members to seven (07) members and to sign and promulgate the amended Charter.

2. The dismissal of members of the Board of Directors

Approval of the dismissal of Mr. Do Truong Giang from the position of Member of the Board of Directors of the Company, effective from September 11, 2026, due to his resignation.

3. The election of additional members of the Board of Directors

Approval of the election of two (02) additional members of the Board of Directors for the 2026–2031 term, including at least one (01) Independent Member of the Board of Directors.

The remaining vacancy on the Board of Directors shall be filled in accordance with applicable regulations.

4. Approval of the list of candidates for election as members of the Board of Directors:

Based on the results of the nomination and self-nomination process conducted by the shareholders and groups of shareholders in accordance with the Company's Charter and the Regulations on the Nomination, Self-Nomination and Election of Additional Members of the Board of Directors (Term 2026 – 2031); based on the candidates' capacity, qualifications, reputation, and ability to fulfill the duties and responsibilities of a member of the Board of Directors if elected; and upon comparison with the standards applicable to members of the Board of Directors under the Company's Charter and applicable laws, the Board of Directors hereby submits to the General Meeting of Shareholders the following list of candidates for election as members of the Board of Directors for the 2026–2031 term:

- Mr. Vu Dinh Duc – candidate for election as a member of the Board of Directors of Hanoi Beer – Thanh Hoa Joint Stock Company for the 2026–2031 term.

- Mr. Le Van Hieu – candidate for election as an Independent Member of the Board of Directors of Hanoi Beer – Thanh Hoa Joint Stock Company for the 2026–2031 term.

(Information relating to the candidates has been duly disclosed on the Company's website in accordance with applicable laws. The curricula vitae of the candidates are attached to this Proposal.)

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

Recipient:
- GMS;
- HABECO Board of Directors;
- Members of the BOD and BOS;
- Archived: Clerical Department, BOD.

O/B. BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN BIA HÀ NỘI - THANH HÓA

Nguyen Kien Cuong

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HANOI - THANH HOA BEER JOINT STOCK COMPANY

No.: 133 /TTr-THB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thanh Hoa, August 10, 2026

PROPOSAL OF THE GENERAL MEETING OF SHAREHOLDER
Re: The Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted on January 11, 2022, and Law No. 76/2025/QH15 adopted on June 17, 2025, together with the implementing regulations and guiding documents;*
- *Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 adopted on November 29, 2024, together with the implementing regulations and guiding documents;*
- *The Charter of Hanoi – Thanh Hoa Beer Joint Stock Company (the "Company Charter");*

The Board of Directors of Hanoi – Thanh Hoa Beer Joint Stock Company respectfully submits to the Company's General Meeting of Shareholders for consideration and approval of the following matters:

1. Approval of the addition of the abbreviated name on the Enterprise Registration Certificate as "HABECO – HTH".

2. Approval of the amendment and supplementation of the provisions relating to the abbreviated name in Article 2 of the Company Charter to reflect the matters presented in Sections 1 of this Proposal.

3. Authorization and delegation:

- To authorize the Company's Legal Representative(s) to sign and promulgate the amended and supplemented Company Charter in accordance with the matters approved under Sections 1 and 2 of this Proposal.

- To authorize and empower the Chairman of the Board of Directors and/or any person authorized by the Chairman of the Board of Directors to:

+ Finalize, sign, and issue documents, records, and other decisions within their authority to facilitate the registration of changes to the enterprise registration information with the Business Registration Authority in accordance with the matters approved under Sections 1 of this Proposal and applicable laws;

+ Carry out all necessary tasks and procedures within the scope of their functions and authority to complete the registration of changes to the enterprise registration information with the Business Registration Authority in accordance with the matters approved under Sections 1 of this Proposal, including handling any related or arising matters (if any)

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

O/B. BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 2800791192 - C.T.C.P
CÔNG TY CỔ PHẦN BIA HÀ NỘI - THANH HÓA
PHẠC THÀNH - THANH HÓA

Nguyen Kien Cuong

Recipient:
- GMS;
- HABECO Board of Directors;
- Members of the BOD and BOS;
- Archived: Clerical Department, BOD.

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HANOI - THANH HOA BEER JOINT STOCK COMPANY

No.: 134/TTr-THB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thanh Hoa, August 10, 2026

PROPOSAL OF THE GENERAL MEETING OF SHAREHOLDERS
Re: The Amendment and Supplementation of the Company's Business Lines

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted on January 11, 2022, and Law No. 76/2025/QH15 adopted on June 17, 2025, together with the implementing regulations and guiding documents;*
- *Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 adopted on November 29, 2024, together with the implementing regulations and guiding documents;*
- *The Charter of Hanoi – Thanh Hoa Beer Joint Stock Company (the "Company Charter");*

The Board of Directors of Hanoi – Thanh Hoa Beer Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the amendment and supplementation of the Company's business lines as follows:

1. Addition of the following business lines:

No.	Business Line Code	Business Line
1	20111	Manufacture of Industrial Gases

2. Amendment of the detailed descriptions of the business lines as follows:

No.	Current Business Line Code	Current Business Line	Adjusted Business Line Code	Adjusted Current Business Line
1	4659	Wholesale of Machinery, Equipment and Other Machine Parts	4659	Wholesale of Machinery, Equipment and Other Machine Parts

No.	Current Business Line Code	Current Business Line	Adjusted Business Line Code	Adjusted Current Business Line
				(except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).
2	4632	Wholesale of Food	4632	Wholesale of Food (except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).
3	4633	Wholesale of Beverages **Details:** Trading in alcoholic beverages, beer, carbonated and non-carbonated soft drinks, mineral water, and purified natural drinking water.	4633	Wholesale of Beverages Details: Trading in alcoholic beverages, beer, carbonated and non-carbonated soft drinks, mineral water, and purified natural drinking water. (except for the exercise of export rights, import rights, and distribution rights with respect to

No.	Current Business Line Code	Current Business Line	Adjusted Business Line Code	Adjusted Current Business Line
				goods included in the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).
4	4679	Other Specialized Wholesale Not Elsewhere Classified **Details:** Trading in raw materials, supplies, equipment and spare parts serving the Company's production and business activities, including the manufacture and trading of alcoholic beverages, beer and soft drinks.	4679	Other Specialized Wholesale Not Elsewhere Classified **Details:** Trading in raw materials, supplies, equipment and spare parts serving the Company's production and business activities, including the manufacture and trading of alcoholic beverages, beer and soft drinks. Wholesale of carbon dioxide (CO_2) (except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).

Reason: Addition of provisions regarding the exclusion of business lines that fall under the category of business sectors not accessible to foreign investors in accordance with applicable laws and in accordance with the Company's actual needs.

3. Amendment of the Company Charter: Approval of the amendment and supplementation of the provisions in Article 3 of the Company Charter to reflect the addition of the business lines as presented in Sections 1 and 2 of this Proposal.

4. Authorization and implementation:

The General Meeting of Shareholders authorizes the Board of Directors or the Company's Legal Representative to carry out procedures for notifying changes to the Company's business lines and procedures for amending the Enterprise Registration Certificate of the Company (due to changes in business lines) in accordance with applicable laws.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

O/B. BOARD OF DIRECTORS
CHAIRMAN

Recipient:
- GMS;
- HABECO Board of Directors;
- Members of the BOD and BOS;
- Archived: Clerical Department, BOD.

M.S.D.N: 2800791192 - CÔNG TY CỔ PHẦN BIA HÀ NỘI - THANH HÓA - P.HẠC THÀNH T.THANH HÓA

Nguyen Kien Cuong

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION **HANOI - THANH HOA BEER JOINT STOCK COMPANY** No.: 135 /TTr-THB	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness** *Thanh Hoa, August 10 , 2026*

PROPOSAL OF THE GENERAL MEETING OF SHAREHOLDERS

Re: The Amendment and Supplementation of the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted on January 11, 2022, and Law No. 76/2025/QH15 adopted on June 17, 2025, together with the implementing regulations and guiding documents;*
- *Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 adopted on November 29, 2024, together with the implementing regulations and guiding documents;*
- *The Charter of Hanoi – Thanh Hoa Beer Joint Stock Company (the "Company Charter");*

Based on the review of the Company Charter, the Internal Regulations on Corporate Governance, the Operation Regulations of the Board of Directors, and the proposal to amend and supplement the Operation Regulations of the Board of Supervisors, the Board of Directors of Hanoi – Thanh Hoa Beer Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the following matters:

1. Amendment and supplementation of certain provisions of the Company Charter (details provided in Appendix 01 attached to this Proposal). The full draft of the amended Company Charter has been fully and publicly disclosed on the Company's website at: https://biathanhhoa.com.vn/cong-bo-thong-tin/. The amended and supplemented provisions of the Company Charter shall take effect from the date of approval by the General Meeting of Shareholders.

2. Amendment and supplementation of certain provisions of the Internal Regulations on Corporate Governance (details provided in Appendix 02 attached to this Proposal). The full draft of the amended Internal Regulations on Corporate Governance has been fully and publicly disclosed on the Company's website at: https://biathanhhoa.com.vn/cong-bo-thong-tin/. The amended and supplemented provisions of the Internal Regulations on Corporate Governance shall take effect from the date of approval by the General Meeting of Shareholders.

3. Amendment and supplementation of certain provisions of the Operation Regulations of the Board of Directors (details provided in Appendix 03 attached to this Proposal). The full draft of the amended Operation Regulations of the Board of Directors has been fully and publicly disclosed on the Company's website at: https://biathanhhoa.com.vn/cong-bo-thong-tin/. The amended and supplemented provisions of the Operation Regulations of the Board of Directors shall take effect from the date of approval by the General Meeting of Shareholders.

4. Amendment and supplementation of certain provisions of the Operation Regulations of the Board of Supervisors (details provided in Appendix 04 attached to this Proposal). The full draft of the amended Operation Regulations of the Board of Supervisors has been fully and publicly disclosed on the Company's website at: https://biathanhhoa.com.vn/cong-bo-thong-tin/. The amended and supplemented provisions of the Operation Regulations of the Board of Supervisors shall take effect from the date of approval by the General Meeting of Shareholders.

5. The General Meeting of Shareholders authorizes and delegates as follows:

- The Legal Representative shall carry out the amendment and supplementation and sign the issuance of the Company Charter based on the amended and supplemented contents approved by the General Meeting of Shareholders under Section 1 of this Proposal.

- The Board of Directors shall carry out the amendment and supplementation and sign the issuance of the Internal Regulations on Corporate Governance based on the amended and supplemented contents approved by the General Meeting of Shareholders under Section 2 of this Proposal.

- The Board of Directors shall carry out the amendment and supplementation and sign the issuance of the Operation Regulations of the Board of Directors based on the amended and supplemented contents approved by the General Meeting of Shareholders under Section 3 of this Proposal.

- The Board of Supervisors shall carry out the amendment and supplementation and sign the issuance of the Operation Regulations of the Board of Supervisors based on the amended and supplemented contents approved by the General Meeting of Shareholders under Section 4 of this Proposal.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

O/B. BOARD OF DIRECTORS
CHAIRMAN

Nguyen Kien Cuong

Recipient:
- GMS;
- HABECO Board of Directors;
- Members of the BOD and BOS;
- Archived: Clerial Department, BOD.

APPENDIX 01: AMENDMENTS AND ADDITIONS TO THE CHARTER OF HANOI - THANH HOA BEER JOINT STOCK COMPANY

(Attached to the Proposal No. 135/TTr-THB, dated August 10, 2026)

Note:

- *Provisions not detailed in this appendix remain unchanged.*
- *The proposed amendments under the section "Current Charter Provisions" are indicated by* ***<u>bold and underlined text</u>****.*
- *The amendments and supplements under the section "Amended Charter Provisions" are indicated by* ***<u>bold and underlined text</u>****.*
- *The "Law on Enterprises" means Law No. 59/2020/QH14 on Enterprises, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and Law No. 76/2025/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, together with the amendments, supplements and implementing regulations thereto.*
- *The "Law on Enterprises" means Law No. 76/2025/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025.*
- *The "Law on Securities" means Law No. 54/2019/QH14 on Securities, adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, together with the amendments, supplements and implementing regulations thereto.*
- *Decree No. 155/2020/ND-CP means Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025, together with the amendments, supplements and implementing regulations thereto.*
- *Circular No. 116/2020/TT-BTC means Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, providing guidance on a number of provisions relating to corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.*

Current Charter Provisions	Amended Charter Provisions	Note
HANOI BEER - THANH HOA JOINT STOCK COMPANY **Address: 152 Quang Trung Street, Ngoc Trao Ward, Thanh Hoa City, Thanh Hoa Province** **Phone:** (84) 0237.3 852 503 **Fax:** (84) 0237.3 853 270	**HANOI BEER - THANH HOA JOINT STOCK COMPANY** **Address: 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa Province** **Phone:** (84) 0237.3 852 503 **Fax:** (84) 0237.3 853 270	Update the company address.
(Issued together with the Resolution of the General Meeting of Shareholders) **Resolution No. 17/NQ-ĐHĐCĐ-THB dated April 26,** 2024	(Issued together with the Resolution of the General Meeting of Shareholders) **No. ……………………….... September 11, 2026**	Update the legal basis of the Charter.
INTRODUCTION **This Charter of Hanoi - Thanh Hoa Beer Joint Stock Company (hereinafter referred to as "the Company"), serves as the legal basis for the Company's operation in accordance with the Law on Enterprise No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines; and the Law on Securities No. 59/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and Decree No. 155/2020/ND-CP guiding corporate governance applicable to public companies.**	**INTRODUCTION** **This Charter of Hanoi - Thanh Hoa Beer Joint Stock Company (hereinafter referred to as the "Company") constitutes the legal basis for the organization and operation of the Company in accordance with the Law on Enterprises, the Law on Securities, and other relevant legal documents, including any amendments, supplements, and implementing regulations (if any).** **This Charter was adopted pursuant to Resolution No. …………………… of the General Meeting of Shareholders dated September 11, 2026.** The company's charter, regulations, and resolutions of the General Meeting of Shareholders and the Board of Directors, if duly adopted in accordance with relevant laws, shall be the binding rules and regulations governing the company's business operations.	Update legal references. Update the timeframe for amending the Charter.

Current Charter Provisions	Amended Charter Provisions	Note
The company's charter, regulations, and resolutions of the General Meeting of Shareholders and the Board of Directors, if duly adopted in accordance with relevant laws, shall be the binding rules and regulations governing the company's business operations.		
I. DEFINITION OF TERMS IN THE STATUTES	**I. DEFINITION OF TERMS IN THE STATUTES**	
Article 1. Explanation of Terms 1. In these Regulations, the following terms shall be understood as follows:	**Article 1. Explanation of Terms** 1. In these Regulations, the following terms shall be understood as follows:	
b) "Law on Enterprise" refers to **Law on Enterprise No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines.** **c)** “Law on Securities” refers to **Law on Securities No. 54/2019/QH14, adopted by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019.**	b) b) "Law on Enterprises" refers to **the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted by the National Assembly of the Socialist Republic of Viet Nam on January 11, 2022, and Law No. 76/2025/QH15 adopted by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2025, together with any amendments, supplements, and implementing regulations.** **c)** “Law on Securities” refers to **the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 adopted by the National Assembly of the Socialist Republic**	Update legal references.

Current Charter Provisions	Amended Charter Provisions	Note
	<u>of Viet Nam on November 29, 2024, together with any amendments, supplements, and implementing regulations;</u>	
<u>e) "Company Manager" refers to a person who manages the company, including the Chairman of the Board of Directors, members of the Board of Directors, Chief Executive Officer, Deputy Chief Executive Officer, Chief Accountant, and other management positions in the Company approved by the Board of Directors;</u>	**<u>e) "Company Managers" refers to the managers of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, the Director, the Deputy Director;</u>**	Update the definition of "Company Manager" to reflect the company's current situation and Clause 24, Article 4 of the Law on Enterprise.
h) "Operating period" means the operating period of the Company as stipulated **<u>in Article 0 of this Charter</u>** and any extension period (if any) approved by the Company's General Meeting of Shareholders through a resolution;	h) "Operating period" refers to the operating period of the Company as stipulated in **<u>Article 2 of this Charter</u>** and any extension period (if any) approved by resolution of the Company's General Meeting of Shareholders;	Update the references.
II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, TERM OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY	**II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, TERM OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY**	
Article 2. Name, form, head office, branches, representative offices, business locations, operating period, and legal representative of the Company.	**Article 2. Name, form, head office, branches, representative offices, business locations, operating period, and legal representative of the Company.**	Edit the title to match the content.
1. Company Name o Vietnamese name: HANOI BEER - THANH HOA JOINT STOCK COMPANY	1. Company Name o Vietnamese name: HANOI BEER - THANH HOA JOINT STOCK COMPANY	Update the Company's abbreviated name (in case **the Proposal regarding The**

Current Charter Provisions	Amended Charter Provisions	Note
○ English name: Ha Noi - Thanh Hoa Beer Joint Stock Company ○ Trade name: Ha Noi - Thanh Hoa Beer Joint Stock Company ○ **Abbreviation: THB**	○ English name: Ha Noi - Thanh Hoa Beer Joint Stock Company ○ Trade name: Ha Noi - Thanh Hoa Beer Joint Stock Company ○ **Abbreviation: HABECO - HTH**	**Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate**is approved by the Extraordinary General Meeting of Shareholders in 2026).
3. The company's registered office is: ○ **Address: Company headquarters – 152 Quang Trung Street, Ngoc Trao Ward, Thanh Hoa City, Thanh Hoa Province.** ○ Phone: (84) 0237 3852 503 ○ Fax: (84) 0237 3853 270 ○ E-mail: thb@biathanhhoa.com.vn ○ Website: biathanhhoa.com.vn	3. The company's registered office is: ○ **Head office address: 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa Province.** ○ Phone: (84) 0237 3852 503 ○ Fax: (84) 0237 3853 270 ○ E-mail: thb@biathanhhoa.com.vn ○ Website: biathanhhoa.com.vn	Update the company's address information.
4. The Company has one (01) legal representative. The Director shall be the legal representative of the Company. The rights and obligations of the legal representative are stipulated in this Charter and the Company's **corporate governance regulations.**	4. The Company has one (01) legal representative. The Director shall be the legal representative of the Company. The rights and obligations of the legal representative are stipulated in this Charter and the Company's **Internal regulations on Corporate governance.**	Rename the Regulations appropriately
III. COMPANY'S OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS	**III. COMPANY'S OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS**	

<table>
<tr><th>Current Charter Provisions</th><th>Amended Charter Provisions</th><th>Note</th></tr>
<tr><td>Article 3. Objectives of the Company's Operations</td><td>Article 3. Objectives of the Company's Operations</td><td></td></tr>
<tr><td>1. Company's business areas:
a) The alcoholic and non-alcoholic beverage industry.
b) Beer of all kinds, carbonated soft drinks, bottled Bordeaux wine, ice blocks, imported raw materials, supplies, and equipment serving the Company's production and business activities.
c) Production, trading, and import/export of alcoholic beverages, soft drinks of all kinds (carbonated, non-carbonated, mineral water, and pure natural drinking water).
d) Importing and trading raw materials, supplies, equipment, and spare parts for the production and sale of alcoholic beverages, beer, and soft drinks.
e) Restaurant and hotel business.
f) Trading in food products, renting warehouses and yards.
g) Construction of civil and industrial works.
h) Real estate business, land use rights belonging to the owner, user or lessee.
Details: Investment in the construction of infrastructure for urban areas, industrial zones, and residential areas.
i) Road freight transport</td><td>1. Company's business areas:
<table>
<tr><th>No.</th><th>Business Line Code</th><th>Business Line</th></tr>
<tr><td>(1)</td><td>(2)</td><td>(3)</td></tr>
<tr><td>1</td><td>5610</td><td>Restaurants and Mobile Food Service Activities</td></tr>
<tr><td>2</td><td>6810</td><td>Real Estate Activities with Own or Leased Property and Land Use Rights
Details: Investment in the construction of infrastructure for urban areas, industrial parks and residential areas.</td></tr>
<tr><td>3</td><td>5210</td><td>Warehousing and Storage
Details: Warehouse and yard leasing services.</td></tr>
<tr><td>4</td><td>4633</td><td>Wholesale of beverages
Details: Trading in alcoholic beverages, beer, carbonated and non-carbonated soft drinks, mineral water and pure natural drinking water</td></tr>
<tr><td>5</td><td>4659</td><td>Wholesale of other machinery, equipment and spare parts
(excluding the exercise of export rights, import rights and distribution rights over goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights and distribution rights)</td></tr>
</table></td><td>Amend and supplement the Company's registered business activities to align with the current registered business activities and the adjusted or additional business activities to be submitted to the Extraordinary General Meeting of Shareholders in 2026 for approval (the business line with corresponding industry codes 20111 can only be added in the case of the Proposal regarding the Amendment and Supplementation of the Company's Business Lines is approved by the Extraordinary General</td></tr>
</table>

Current Charter Provisions	Amended Charter Provisions			Note
	6	**4933**	**Freight transport by road**	Meeting of Shareholders in 2026)
	7	**4679**	**Other specialized wholesale not elsewhere classified** **Details: Trading in raw materials, materials, equipment and spare parts serving the Company's production and business activities and the production and business of alcoholic beverages, beer and soft drinks. Wholesale of carbon dioxide (CO_2).** **(excluding the exercise of export rights, import rights and distribution rights over goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights and distribution rights)**	
	8	**4101**	**Construction of residential buildings**	
	9	**1103 (Main)**	**Manufacture of beer**	
	10	**8299**	**Other business support service activities n.e.c.** **Details: Import and export of alcoholic beverages, beer, carbonated and non-carbonated soft drinks, mineral water and pure natural drinking water; import of raw materials, materials, equipment and spare parts serving the Company's production and business activities and the production and**	

<table>
<tr><th>Current Charter Provisions</th><th>Amended Charter Provisions</th><th>Note</th></tr>
<tr><td></td><td><table>
<tr><td></td><td></td><td>business of alcoholic beverages, beer and soft drinks</td></tr>
<tr><td>11</td><td>4102</td><td>Construction of non-residential buildings</td></tr>
<tr><td>12</td><td>1104</td><td>Manufacture of malt for beer brewing</td></tr>
<tr><td>13</td><td>4299</td><td>Construction of other civil engineering works Details: Construction of industrial works</td></tr>
<tr><td>14</td><td>4632</td><td>Wholesale of food
(excluding the exercise of export rights, import rights and distribution rights over goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights and distribution rights)</td></tr>
<tr><td>15</td><td>1105</td><td>Manufacture of non-alcoholic beverages and mineral water</td></tr>
<tr><td>16</td><td>5510</td><td>Hotels and similar accommodation</td></tr>
<tr><td>17</td><td>5520</td><td>Other short-term accommodation activities</td></tr>
<tr><td>18</td><td>20111</td><td>Manufacture of Industrial Gases</td></tr>
</table></td><td></td></tr>
<tr><td>Article 4. Scope of business and operations</td><td>Article 4. Scope of business and operations</td><td></td></tr>
<tr><td>1. The Company is permitted to plan and conduct all business activities in accordance with the Company's published business lines on the National Business Registration Portal and this Charter in compliance with</td><td>The Company is permitted to conduct business activities in the business lines specified in Article 3 of these Charter, which have been registered with, or for which changes to the registered contents have been notified to, the business registration authority and which have been published on the National Business Registration Portal. In the event that</td><td>Adjustments are made in accordance with Article 5 of Appendix I issued with Circular 116/2020/TT-BTC.</td></tr>
</table>

Current Charter Provisions	Amended Charter Provisions	Note
applicable laws and regulations, and to take appropriate measures to achieve the Company's objectives. **2. The company is free to conduct business in any field not prohibited by law and approved by the General Meeting of Shareholders.**	**the Company conducts business in conditional business investment sectors, the Company must fully satisfy the business conditions prescribed by the Law on Investment and relevant specialized laws.**	
IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS	**IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS**	
Article 10. Share Repurchase	**Article 10. Share Repurchase**	
3. The Board of Directors decides the share repurchase price. For common shares, the repurchase price must not exceed the market price at the time of repurchase. **4. The repurchase of shares by the Company is only permitted if, immediately after the full payment for the repurchased shares, the Company can still ensure that it has sufficient funds to pay all its debts and other financial obligations.** **5. Shares repurchased in accordance with Clauses 1 and 2 of this Article shall be considered unsold shares as stipulated in Clause 4, Article 112 of the Law on Enterprise. The company must carry out the procedure to adjust the charter capital downwards corresponding to the total par value of the repurchased shares within ten (10) days from the date of completion of the share repurchase payment, unless the Law on Securities provides otherwise.**	**3. The Board of Directors shall determine the repurchase price of shares in accordance with Article 133 of the Law on Enterprises and other applicable laws.** **4. The payment conditions for, and the treatment of, repurchased shares shall comply with Article 134 of the Law on Enterprises and other applicable laws**	Amendments in accordance with Articles 133 and 134 of the Law on Enterprise.

Current Charter Provisions	Amended Charter Provisions	Note
6. Share certificates confirming ownership of repurchased shares must be destroyed immediately after the corresponding shares have been fully paid for. **7. After the repurchase of shares is fully paid for, if the total value of assets recorded in the company's accounting books decreases by more than ten percent (10%), the company must notify all creditors within fifteen (15) days from the date of full payment of the repurchase of shares.**		
VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS	**VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS**	
Article 14. General Meeting of Shareholders	**Article 14. General Meeting of Shareholders**	
3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases: …. d) Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of this Charter may request the convening of a General Meeting of Shareholders by submitting a written request. The written request for convening must include the following information: full name, contact address, nationality, and legal document number of the individual shareholder; name, business registration number or legal document number of the organization, and head office address of the organization shareholder; the number of shares and the registration date of each shareholder, the total number of shares of the entire group of shareholders, and their ownership percentage in the total	3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases: …. d) Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of this Charter may request the convening of a General Meeting of Shareholders by submitting a written request. The written request for convening must include the following information: full name, contact address, nationality, and legal document number of the individual shareholder; name, business registration number or legal document number of the organization, and head office address of the organization shareholder; the number of shares and the registration date	This amendment is in accordance with Clause 18, Article 1 of the amended Law on Enterprise 2025 and Point d, Clause 1, Article 140 of the Law on Enterprise.

Current Charter Provisions	Amended Charter Provisions	Note
shares of the company; the basis and reasons for requesting the convening of the General Meeting of Shareholders; and must be signed by all relevant shareholders, or the request may be made in multiple copies and include the signatures of all relevant shareholders. **e) The Board of Supervisors may request a meeting if it has reason to believe that members of the Board of Directors or other executives have seriously violated their obligations under Article 165 of the Law on Enterprise, or that the Board of Directors has acted or intends to act outside the scope of its authority;**	of each shareholder, the total number of shares of the entire group of shareholders, and their ownership percentage in the total shares of the company; the basis and reasons for requesting the convening of the General Meeting of Shareholders; and must be signed by all relevant shareholders, or the request may be made in multiple copies and include the signatures of all relevant shareholders. **In the case of convening a General Meeting of Shareholders pursuant to Clause 3, Article 115 of the Law on Enterprises, the request for convening the meeting must be accompanied by documents and evidence of the Board of Directors' violations, the extent of such violations, or any decision made beyond its authority. The shareholder or group of shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence submitted to the competent authority in support of the request to convene the General Meeting of Shareholders** **e) At the request of the Board of Supervisors;**	
4. Convene an extraordinary general meeting of shareholders. a) The Board of Directors shall convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of the **remaining members of the Board of Directors, or members of the Board of Supervisors as prescribed in point c, clause 3 of this Article, or upon receiving the request prescribed in points d and e, clause 3 of this Article,**	4. Convene an extraordinary general meeting of shareholders. a) The Board of Directors shall convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of the **remaining members of the Board of Directors or the Board of Supervisors falls below the minimum number prescribed by law, or from the date of receipt of a request referred to in Points d and e, Clause 3 of this**	Amended to comply with Articles 140 and 160 of the Law on Enterprises. Update the references.

Current Charter Provisions	Amended Charter Provisions	Note
or upon receiving the request prescribed. Within sixty (60) days from the date the number of Board of Directors members is reduced by more than one-third (1/3) compared to the number of members stipulated in this Charter. If the Board of Directors fails to convene the General Meeting of Shareholders as required, the Chairman of the Board of Directors and the members of the Board of Directors shall be legally liable and shall compensate the Company for any damages incurred in accordance with Clause 2, Article 140 of the Law on Enterprises; b) If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next thirty (30) days, the Board of Supervisors must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Law on Enterprise. **If the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed, the Board of Supervisors must compensate the company for any resulting damages.** c) If the Board of Supervisors fails to convene the General Meeting of Shareholders in accordance with Point b, Clause 4 of this Article, **within the next thirty (30) days,** the shareholder or group of shareholders making the request referred to in **Point d, Clause 3 of this Charter** shall have the right to represent the Company in convening the General Meeting of Shareholders in accordance with Clause 4, Article 140 of the Law on Enterprises.	**Article. The Board of Directors shall convene a General Meeting of Shareholders within sixty (60) days from the date on which the number of members of the Board of Directors is reduced by more than one-third (1/3) of the number prescribed in this Charter**; b) If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next thirty (30) days, the Board of Supervisors must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Law on Enterprise. c) If the Board of Supervisors fails to convene the General Meeting of Shareholders in accordance with Point b, Clause 4 of this Article, the shareholder or group of shareholders making the request referred to in **Clause 3, Article 12 of this Charter** shall have the right to represent the Company in convening the General Meeting of Shareholders in accordance with Clause 4, Article 140 of the Law on Enterprises. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. d) All expenses for convening and conducting the General Meeting of Shareholders will be reimbursed by the company. This excludes expenses incurred by shareholders when	

Current Charter Provisions	Amended Charter Provisions	Note
In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. d) All expenses for convening and conducting the General Meeting of Shareholders will be reimbursed by the company. This excludes expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.	attending the General Meeting of Shareholders, including accommodation and travel expenses.	
Article 15. Rights and obligations of the General Meeting of Shareholders	**Article 15. Rights and obligations of the General Meeting of Shareholders**	
2. The **Annual** General Meeting of Shareholders shall approve the following matters:	2. The General Meeting of Shareholders shall **discuss and** approve the following matters:	Supplemented according to Clause 2, Article 138 of the Law on Enterprise and Clause 2, Article 15 of Appendix I issued with Circular 116/2020/TT-BTC
e) Electing, dismissing, and removing members of the Board of Directors and the Board of Supervisors **and approve the Board of Directors' appointment of the Executive Director;**	e) Electing, dismissing, and removing members of the Board of Directors and the Board of Supervisors;	The amendments are in accordance with Clause 2, Article 138 of the Law on Enterprise and Clause

Current Charter Provisions	Amended Charter Provisions	Note
		2, Article 15 of Appendix I issued with Circular 116/2020/TT-BTC, and are consistent with the operation of enterprises.
Article 16. Authorization to attend the General Meeting of Shareholders	**Article 16. Authorization to attend the General Meeting of Shareholders**	
1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person, authorize one or more other individuals or organizations in writing to attend, or attend meetings through one of the forms stipulated in Clause 3, Article 144 of the Law on Enterprise.	1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person, authorize one or more other individuals or organizations in writing to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Law on Enterprise. **In case a shareholder authorizes one or more individuals or organizations in writing to attend the meeting on its/his/her behalf, the following shall apply:** **- An individual shareholder may authorize one (01) individual to attend and vote at the General Meeting of Shareholders on his or her behalf.** **- An organizational shareholder holding less than ten percent (10%) of the total ordinary shares of the Company may authorize a maximum of one (01) representative to attend and vote at the General Meeting of Shareholders on its behalf.**	The regulations should be supplemented to clearly specify the cases of authorization, in accordance with Clause 1 of Article 144 and Article 14 of the Law on Enterprise.

Current Charter Provisions	Amended Charter Provisions	Note
	- An organizational shareholder holding ten percent (10%) or more of the total ordinary shares of the Company may authorize a maximum of three (03) representatives to attend and vote at the General Meeting of Shareholders on its behalf	
5. Except as provided in Clause 4 of Article 16, the vote of an authorized representative attending the meeting within the scope of their authorization remains valid in the following cases: a) The grantor has died, is restricted in their legal capacity, or has lost their legal capacity; b) The person who granted the authorization has revoked the designation; c) The grantor has revoked the authority of the grantee. This clause shall not apply if the Company receives notice of any of the above events forty-eight hours before the opening of the General Meeting of Shareholders or before the meeting is reconvened.	**5. The vote of an authorized representative attending the meeting within the scope of their authorization remains valid in the following cases:** a) The grantor has died, is restricted in their legal capacity, or has lost their legal capacity; b) The authorizing party has revoked the designation of authorization; c) The grantor has revoked the authority of the grantee. This clause shall not apply if the Company receives notice of any of the above events **less than** forty-eight hours before the opening of the General Meeting of Shareholders or before the meeting is reconvened.	Amendments and additions are made in accordance with the provisions of Clause 2, Article 15, Appendix I issued together with Circular 116/2020/TT-BTC.
Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders	**Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders**	
2. When registration, the Company shall issue to each shareholder or authorized representative entitled to vote one (01) set of voting cards and/or ballot papers and election ballots (if any), indicating the registration number (or	2. **In case the Company convenes the General Meeting of Shareholders in the form of an in-person meeting without applying electronic voting or any other electronic means, upon** registration, the Company shall issue to each shareholder	Amendments and additions are made in accordance with Clause 1, Article 146

Current Charter Provisions	Amended Charter Provisions	Note
shareholder/authorized representative identification code), the full name of the shareholder or the authorized representative, and the number of votes or election votes of such shareholder or authorized representative.	or authorized representative entitled to vote one (01) set of voting cards and/or ballot papers and election ballots (if any), indicating the registration number **(or shareholder/authorized representative identification code),** the full name of the shareholder or the authorized representative, and the number of votes or election votes of such shareholder or authorized representative	of the Law on Enterprise, Clause 1, Article 20 of Appendix I issued with Circular 116/2020/TT-BTC, and the actual implementation by enterprises.
3. In the event that the Company organizes an online General Meeting of Shareholders and electronic voting, shareholders and authorized representatives (if any) access the online General Meeting of Shareholders and electronic voting system, attend and exercise their voting and election rights.	**3. In case the Company convenes the General Meeting of Shareholders in the form of a virtual meeting or a hybrid meeting combining in-person and virtual participation, and/or applies electronic voting, shareholders and their authorized representatives (if any) shall complete the registration for attendance, verify their eligibility to attend, exercise their voting and election rights, and exercise other rights in accordance with the Company's instructions, the Regulation on Organization and Voting adopted for the relevant General Meeting, this Charter, and applicable laws. In such case, the voting cards, ballot papers and election ballots referred to in Clause 2 of this Article may be replaced by electronic means or other methods appropriate to the form in which the General Meeting is conducted.**	Amendments and additions to the regulations applicable in cases of online meetings or meetings combining in-person and online participation.
5. The election of the chairperson, secretary, and vote counting committee is regulated as follows:	5. The election of the chairperson, secretary, and vote counting committee is regulated as follows:	Add a mechanism for implementation in cases where the Head of the Board of

Current Charter Provisions	Amended Charter Provisions	Note
a) The Chairman of the Board of Directors shall act as the chairperson of, or authorize another member of the Board of Directors to chair, the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily unable to perform his or her duties, the remaining members of the Board of Directors shall elect one (01) of their members to serve as the chairperson of the meeting by majority vote. **<u>If no presiding officer can be elected, the Head of the Board of Supervisors shall direct the General Meeting of Shareholders to elect a presiding officer from among those present, and the person with the highest number of votes shall preside over the meeting.</u>**	a) The Chairman of the Board of Directors shall act as the chairperson of, or authorize another member of the Board of Directors to chair, the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily unable to perform his or her duties, the remaining members of the Board of Directors shall elect one (01) of their members to serve as the chairperson of the meeting by majority vote. **<u>If no chairperson can be elected, the Head of the Board of Supervisors shall preside over the meeting for the purpose of enabling the General Meeting of Shareholders to elect the chairperson. The list of candidates for election as chairperson shall be nominated or introduced by the Board of Supervisors, and the candidate receiving the highest number of votes shall serve as the chairperson of the meeting.</u>**	Supervisors presides over the meeting, so that the General Meeting of Shareholders can elect the chairman of the meeting , in accordance with Clause 2, Article 146 of the Law on Enterprise.
Article 22. Authority and procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders.	**Article 22. Authority and procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders.**	
3. The survey form must include the following key information: a) Name, registered office address, business registration number; b) Purpose of soliciting opinions; **<u>c) Full name, permanent address, nationality, Citizen Identification Card number, Citizen Identification Card number, Passport number or other legally valid personal</u>**	3. The survey form must include the following key information: a) Name, registered office address, business registration number; b) Purpose of soliciting feedback; **<u>c) The full name, contact address, nationality and legal document number of an individual shareholder; the name, enterprise identification number or legal document</u>**	Amended in accordance with Clause 3, Article 149 of the Law on Enterprise and Clause 3, Article 22 of Appendix I issued with

Current Charter Provisions	Amended Charter Provisions	Note
<u>identification of the individual shareholder; name, enterprise code or establishment decision number, head office address of the organizational shareholder; or full name, permanent address, nationality, Citizen Identification Card number, Citizen Identification Card number , Passport number or other legally valid personal identification of the authorized representative of the organizational shareholder; number of shares of each class and number of voting rights of the shareholder;</u> d) The issue requires consultation before a decision can be made. e) The voting options include approve, disapprove, and abstain. f) The deadline for submitting the feedback form to the company has been set. **<u>g) Full name and signature of the Chairman of the Board of Directors and the legal representative of the company;</u>**	**<u>number, and the head office address of an organizational shareholder; or the full name, contact address, nationality and legal document number of the representative of an organizational shareholder; the number of shares of each class held and the corresponding number of voting rights of the shareholder;</u>** d) The issue requires consultation before a decision can be made. e) The voting options include approve, disapprove, and abstain. f) The deadline for submitting the feedback form to the company has been set. **<u>g) Full name and signature of the Chairman of the Board of Directors;</u>**	Circular 116/2020/TT-BTC
VII. BOARD OF DIRECTORS	**VII. BOARD OF DIRECTORS**	
Article 26. Nomination and candidacy of Board of Directors members	**Article 26. Nomination and candidacy of Board of Directors members**	
2. A shareholder or group of shareholders holding five percent (5%) or more of the total ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and this Charter. **<u>Shareholders or groups of shareholders holding from 5% (five percent) to</u>**	2. A shareholder or group of shareholders holding five percent (5%) or more of the total ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and this Charter. **<u>A shareholder or group of shareholders holding from five percent (5%) to</u>**	Amendments are made to suit governance needs and Article 115 of the Law on Enterprise, and Clause

Current Charter Provisions	Amended Charter Provisions	Note
less than 10% (ten percent) of the voting shares may nominate one (01) candidate; from 10% (ten percent) to less than 30% (thirty percent) may nominate two (02) candidates; from 30% (thirty percent) to less than 50% (fifty percent) may nominate three (03) candidates; from 50% (fifty percent) to less than 65% (sixty-five percent) may nominate four (04) candidates; and if from 65% (sixty-five percent) or more, they may nominate five (05) candidates.	**less than ten percent (10%) of the voting shares may nominate one (01) candidate; from ten percent (10%) to less than twenty percent (20%), two (02) candidates; from twenty percent (20%) to less than thirty percent (30%), three (03) candidates; from thirty percent (30%) to less than forty percent (40%), four (04) candidates; from forty percent (40%) to less than fifty percent (50%), five (05) candidates; from fifty percent (50%) to less than sixty percent (60%), six (06) candidates; and sixty percent (60%) or more, seven (07) candidates.**	2, Article 274 of Decree No. 155/2020/ND-CP.
Article 27. Composition, term, and qualifications of Board of Directors members:	**Article 27. Composition, term, and qualifications of Board of Directors members:**	
1. The number of Board of Directors members is **five (05) people.**	1. The number of Board of Directors members is **seven (07) people.**	Amendment of the number of Board of Directors members (in case **the Proposal regarding the adjustment of the number of members of the Board of Directors; dismissal of members of the Board of Directors and election of additional members of the Board of Directors for the**

Current Charter Provisions	Amended Charter Provisions	Note
		2026–2031 term is approved by the 2026 Extraordinary General Meeting of Shareholders)
3. The total number of independent board members must constitute at least one-third of the total number of board members. The total number of independent board members must meet the following requirements: **a) There must be at least one independent member in the case of a company with 3 to 5 members on its Board of Directors;** **b) There must be at least two independent members in the case of a company with a Board of Directors consisting of 6 to 8 members;** **c) There must be at least 3 independent members if the company has a Board of Directors with 9 to 11 members.**	**3. The number of independent members and non-executive members of the Board of Directors of the Company must satisfy the following requirements:** **a) At least 02 independent members;** **b) At least 02 non-executive members.**	Amendments and additions are in accordance with the provisions of Clause 4, Article 276 of Decree No. 155/2020/ND-CP dated December 31, 2020, and Clause 79, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025.
4. Criteria for becoming a member of the Board of Directors: **a) Possess full legal capacity and not be subject to the restrictions on managing businesses as stipulated in Clause 2, Article 17 of the Law on Enterprise.** b) Possess professional qualifications and experience in business administration or in the Company's business lines or	4. Criteria for becoming a member of the Board of Directors: **a) Not falling within the categories of persons specified in Clause 2, Article 17 of the Law on Enterprises.** b) Possess professional qualifications and experience in business administration or in the Company's business lines or sectors, and are not required to be shareholders of the Company, unless otherwise provided for in this Charter.	Amendments and additions are in accordance with Clause 1, Article 155 of the Law on Enterprise, Article 275 of Decree 155/2020/ND-CP

Current Charter Provisions	Amended Charter Provisions	Note
sectors, and are not required to be shareholders of the Company, unless otherwise provided for in this Charter. c) Be in good health, possess good moral character, honesty and integrity, and have a sound knowledge of the law. **d) A member of the Board of Directors may not simultaneously be a member of the Board of Directors in more than 05 other companies.**	c) Be in good health, possess good moral character, honesty and integrity, and have a sound knowledge of the law. **d) Concurrently serving as a member of the Board of Directors or the Members' Council of no more than five (05) other companies.**	dated December 31, 2020, and Clause 78, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
Article 28. Rights and obligations of the Board of Directors	**Article 28. Rights and obligations of the Board of Directors**	
3. The rights and obligations of the Board of Directors are stipulated by law, the Charter, the Company's internal regulations, and decisions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties: …. i) Approval of purchase, sale, loan, lending and other contracts and transactions with a value of **fifteen percent (15%)** or more of the total asset value recorded in the company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Law on Enterprise and **clause 2, Article 14 of this Charter;** …	3. The rights and obligations of the Board of Directors are stipulated by law, the Charter, the Company's internal regulations, and decisions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties: …. i) Approval of purchase, sale, loan, lending and other contracts and transactions with a value of **thirty-five percent (35%)** or more of the total asset value recorded in the company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Law on Enterprise and **clause 2, Article 15 of this Charter;** …	Update the references and amend and supplement the provisions to align with Point h, Clause 2, Article 153 of the 2020 Law on Enterprises.Amend and supplement the provisions relating to the authority of the Board of Directors to decide on and promulgate regulations governing finance, investment, procurement, sales, trade credit, and other

Current Charter Provisions	Amended Charter Provisions	Note
q) Decide on the issuance of the Board of Directors' Operating Regulations, the Internal Corporate Governance Regulations following their approval by the General Meeting of Shareholders, and the Company's Information Disclosure Regulations.	q) Decision on the promulgation of the Board of Directors' Operating Regulations and the Internal Corporate Governance Regulations following their approval by the General Meeting of Shareholders; decision on the promulgation of the Company's Information Disclosure Regulations; **and decisions on the issuance of regulations governing finance, investment, procurement, sales, trade credit, credit limits, delegation of authority, and other significant management policies in accordance with applicable laws and the Company's Charter.** **r) The Board of Directors shall approve contracts and transactions between the Company and any of the persons specified in Point n, Clause 2, Article 15 of this Charter, with a value of less than thirty-five percent (35%) of the total assets as recorded in the Company's latest financial statements.**	related matters, in accordance with applicable laws and the Company's governance requirements. Addition of provisions regarding the rights of the Board of Directors in accordance with Clause 84, Article 1 of Decree No. 245/2025/ND-CP, effective from September 11, 2025.
4. The following matters require approval from the Board of Directors: ..... e) The Company's borrowing and the execution of mortgages, guarantees, and compensation, except for matters falling under the authority of the General Meeting of Shareholders as prescribed by law and **Article 14 of this Charter;**	4. The following matters require approval from the Board of Directors: ..... e) The Company's borrowing and the execution of mortgages, guarantees, and compensation, except for matters falling under the authority of the General Meeting of Shareholders as prescribed by law and **Article 15 of this Charter;**	Update the references.

Current Charter Provisions	Amended Charter Provisions	Note
4. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities **as prescribed in Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.** 5. Unless otherwise provided by law and the Articles of Association, the Board of Directors may authorize subordinate staff and executives to act on behalf of the Company.	**5.** The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities **in accordance with the Law on Enterprises, the Law on Securities, and their amendments, supplements, and implementing guidelines.** **6.** Unless otherwise provided by law and the Articles of Association, the Board of Directors may authorize subordinate staff and executives to act on behalf of the Company.	Update the legal references and serial numbers.
Article 30. Chairman and Vice-Chairman of the Board of Directors	**Article 30. Chairman and Vice Chairman of the Board of Directors**	
3. The Chairman of the Board of Directors is responsible for ensuring that the Board of Directors submits the annual financial statements, the company's operational report, the audit report, and the Board of Directors' inspection report to the shareholders at the General Meeting of Shareholders;	**3. The Chairperson of the Board of Directors shall be responsible for ensuring that the Board of Directors prepares and provides shareholders with all documents necessary for the General Meeting of Shareholders in accordance with applicable laws and the Company's Charter, including documents and reports relating to the matters specified in Clause 3, Article 139 of the Law on Enterprises;**	Update the types of reports in accordance with the provisions of Clause 3, Article 139 of the Law on Enterprise.
4. In the event that both the Chairman and the Vice Chairman of the Board of Directors resign or are dismissed, the Board of Directors must elect a replacement within ten (10) days;	**4. In the event that the Chairperson of the Board of Directors submits a resignation letter or is dismissed or removed from office, the Board of Directors must elect a replacement within 10 days from the date of receipt of the resignation letter or the date of dismissal or removal.**	Amendments are made in accordance with Clause 4, Article 29, Appendix I issued with Circular 116/2020/TT-BTC and the structure

Current Charter Provisions	Amended Charter Provisions	Note
		of the Company's Board of Directors.
Article 31. Meetings of the Board of Directors	**Article 31. Meetings of the Board of Directors**	
3. Extraordinary Meetings: The Chairman must convene a meeting of the Board of Directors, without delay unless there is a valid reason, when one of the following parties submits a written request outlining the purpose of the meeting, the matter to be discussed, and the decision falling within the authority of the Board of Directors: **a) The Executive Director or at least five (05) executives;** **b) At least two (02) members of the Board of Directors;** **c) Chairman of the Board of Directors;** **d) The majority of the Board of Supervisors members and the Board of Directors members are independent.**	3. Extraordinary Meetings: The Chairman must convene a meeting of the Board of Directors, without delay unless there is a valid reason, when one of the following parties submits a written request outlining the purpose of the meeting, the matter to be discussed, and the decision falling within the authority of the Board of Directors: **a) Board of Supervisors or an independent member of the Board of Directors;** **b) Director or at least five (05) other managers;** **c) At least two (02) members of the Board of Directors;** **d) Chairman of the Board of Directors.**	Amendments and additions in accordance with Clause 3, Article 157 of the Law on Enterprise.
VIII. EXECUTIVE DIRECTOR, OTHER EXECUTIVE MANAGERS, AND COMPANY SECRETARY	**VIII. EXECUTIVE DIRECTOR, OTHER EXECUTIVE MANAGERS, AND COMPANY SECRETARY**	
Article 33. Organizational structure of the management apparatus	**Article 33. Organizational structure of the management apparatus**	
The Company shall implement a management structure under which the Director, Deputy Directors, Chief Accountant and other managers shall be under the supervision of and accountable to the Board of Directors. The Director, Deputy Directors, **and a Chief Accountant appointed by the Board**	The company will implement a management system under which the management team will be accountable to and under the leadership of the Board of Directors. The company has a Executive Director or several Deputy Executive Directors and **a Chief Accountant and other managers appointed by the**	Amendments are made in accordance with Article 33 of Appendix

Current Charter Provisions	Amended Charter Provisions	Note
<u>of Directors .</u> The Executive Director and Deputy Executive Directors may also be members of the Board of Directors and are appointed or dismissed by the Board of Directors by a formally adopted resolution.	**<u>Board of Directors.</u>** The Executive Director and Deputy Executive Directors may also be members of the Board of Directors and are appointed or dismissed by the Board of Directors by a formally adopted resolution.	I issued with Circular 116/2020/TT-BTC.
Article 35. Appointment, dismissal, duties and rights of the Executive Director	**Article 35. Appointment, dismissal, duties and rights of the Executive Director**	
3. Rights and responsibilities. The Executive Director has the rights and obligations as stipulated in Clause 3, Article 162 of the Law on Enterprise and the following powers and responsibilities: …. b) Decision on purchase, sale, borrowing, lending, and other contracts or transactions with a value of less than **<u>15% (fifteen percent)</u>** of the Company's total assets as stated in the most recent financial statements, excluding transactions and contracts falling within the authority of the General Meeting of Shareholders or the Board of Directors as prescribed in Articles 15 and 28 of the Company's Charter. ….	3. Rights and responsibilities. The Executive Director has the rights and obligations as stipulated in Clause 3, Article 162 of the Law on Enterprise and the following powers and responsibilities: …. b) Decision on purchase, sale, borrowing, lending, and other contracts or transactions with a value of less than **<u>35% (thirty-five percent)</u>** of the Company's total assets as stated in the most recent financial statements, excluding transactions and contracts falling within the authority of the General Meeting of Shareholders or the Board of Directors as prescribed in Articles 15 and 28 of the Company's Charter. ….	Amend and supplement the provisions to be consistent with Article 28 of the Amended Charter and Point h, Clause 2, Article 153 of the 2020 Law on Enterprises.
IX. BOARD OF SUPERVISORS	**IX. BOARD OF SUPERVISORS**	
Article 38. Members of the Board of Supervisors	**Article 38. Members of the Board of Supervisors**	
2. Criteria for membership in the Board of Supervisors:	2. Criteria for membership in the Board of Supervisors:	Updating legal references.

Current Charter Provisions	Amended Charter Provisions	Note
a) Individuals aged 21 and above, with full legal capacity, and not falling under the categories specified in Clause 2, Article 17 of **this Law**;	a) Individuals aged 21 and above, with full legal capacity, and not falling under the categories specified in Clause 2, Article 17 of **Law on Enterprises;**	
X. RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS, BOARD OF SUPERVISORS, EXECUTIVE DIRECTOR AND EXECUTIVE MANAGERS	**X. RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS, BOARD OF SUPERVISORS, EXECUTIVE DIRECTOR AND EXECUTIVE MANAGERS**	
Article 43. Duty of Care of Members of the Board of Directors, the Board of Supervisors, the Executive Director and Other Executive Managers	**(content omitted)**	Consolidate Article 43 and Article 44 of the current Charter into Article 43 of the amended Charter.
Members of the Board of Directors, the Board of Supervisors, the Executive Director and other Executive Managers shall perform their duties, including those performed in their capacity as members of committees of the Board of Directors, honestly and in the manner they reasonably believe to be in the best interests of the Company, and with the degree of care that a prudent person would ordinarily exercise when holding an equivalent position and acting under similar circumstances.		
Article 44. Duty of Loyalty and Avoidance of Conflicts of Interest	**Article 43. Duty of care, honesty, and avoidance of conflicts of interest of members of the Board of Directors, the Supervisory Board, the Chief Executive Officer, and other executives**	Remove the contents of Article 43 of the current Charter; consolidate Article 43 and Article 44 of the current Charter into
1. Members of the Board of Directors, the Board of Supervisors, the Executive Director and Executive Managers	**1. Members of the Board of Directors, the Board of Supervisors, the Executive Director and other Executive**	

Current Charter Provisions	Amended Charter Provisions	Note
shall not use business opportunities that may benefit the Company for their personal interests, nor shall they use information obtained by virtue of their positions for personal gain or for the benefit of any other organization or individual.	**Managers shall perform their duties, including those performed in their capacity as members of committees of the Board of Directors, honestly and in the manner they reasonably believe to be in the best interests of the Company, and with the degree of care that a prudent person would ordinarily exercise when holding an equivalent position and acting under similar circumstances.** Members of the Board of Directors, the Board of Supervisors, the Executive Director and Executive Managers shall not use business opportunities that may benefit the Company for their personal interests, nor shall they use information obtained by virtue of their positions for personal gain or for the benefit of any other organization or individual.	Article 43 of the amended Charter
(None)	**9. The Director must not be a related person of any manager, Supervisor of the Company or its parent company, the State capital representative, or the enterprise capital representative at the Company or its parent company, in accordance with Point d, Clause 46, Article 4 of the Law on Securities.**	Add clause 9 in accordance with Clause 83, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
(None)	**Article 45. Approval of contracts and transactions between the Company and related parties** **1. The General Meeting of Shareholders or the Board of Directors shall approve contracts and transactions between the Company and the following related parties:** **a) Shareholders, authorized representatives of organizational shareholders holding more than 10% of the**	Supplement contents in compliance with Article 167 of the Law on Enterprises

Current Charter Provisions	Amended Charter Provisions	Note
	total ordinary shares of the Company, and their related parties; **b) Members of the Board of Directors, the Director, and their related parties;** **c) Enterprises that members of the Board of Directors, Supervisors, the Director, and other managers of the Company are required to declare in accordance with Clause 2 Article 164 of the Law on Enterprises.** **2. The Board of Directors shall approve contracts and transactions specified in Clause 1 of this Article that have a value of less than 35% of the total asset value of the enterprise recorded in the latest financial statements. In this case, the legal representative of the Company signing the contract or transaction must notify members of the Board of Directors and Supervisors of the related entities in respect of such contract or transaction, accompanied by the draft contract or main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receipt of the notification, unless the Charter provides for a different timeframe; members of the Board of Directors with related interests to the parties involved in the contract or transaction shall not have voting rights.** **3. The General Meeting of Shareholders shall approve the following contracts and transactions:**	

Current Charter Provisions	Amended Charter Provisions	Note
	a) Contracts and transactions other than those specified in Clause 2 of this Article; **b) Contracts and transactions regarding loans, lending, or asset sales valued at more than 10% of the total asset value of the enterprise recorded in the latest financial statements between the Company and shareholders holding 51% or more of the total voting shares, or their related parties.** **4. In case of approval of contracts and transactions specified in Clause 3 of this Article, the legal representative of the Company signing the contract or transaction must notify the Board of Directors and Supervisors of the related entities in respect of such contract or transaction, accompanied by the draft contract or a notification of the main contents of the transaction. The Board of Directors shall submit the draft contract or transaction or explain the main contents of the contract or transaction at the General Meeting of Shareholders or collect written opinions from shareholders. In this case, shareholders with related interests to the parties involved in the contract or transaction shall not have voting rights; the contract or transaction shall be approved in accordance with Clause 3 Article 21 of this Charter, unless the Charter provides otherwise.** **5. Contracts and transactions shall be void pursuant to a court decision and handled in accordance with the law when executed not in compliance with the provisions of this Article; the person executing the contract or transaction,**	

Current Charter Provisions	Amended Charter Provisions	Note
	involved shareholders, members of the Board of Directors, or the Director shall be jointly liable to compensate for damages incurred and return any profits gained from the performance of such contract or transaction to the Company. **6. The Company must disclose related contracts and transactions in accordance with relevant laws.**	
XV. ANNUAL REPORT, INFORMATION DISCLOSURE RESPONSIBILITIES, PUBLIC ANNOUNCEMENTS	**XV. FINANCIAL STATEMENT, ANNUAL REPORT, INFORMATION DISCLOSURE RESPONSIBILITIES, PUBLIC ANNOUNCEMENTS**	Update the Section title to match the detailed regulations.
Article 54. Annual, semi-annual and quarterly reports	**Article 54. Annual, semi-annual and quarterly reports**	
1. The company must prepare annual financial statements in accordance with the law and the regulations of the State Securities Commission, and these statements must be audited as stipulated in Article 56 of this Charter. Within the timeframe prescribed by law from the end of each fiscal year, the company must submit the annual financial statements approved by the General Meeting of Shareholders to the competent tax authority, the State Securities Commission, the Stock Exchange, and the business registration authority. **2. Annual financial statements must include a statement of business results that truthfully and objectively reflects the profit and loss situation of the Company for the financial year, and a balance sheet that truthfully and objectively**	**1. The Company shall prepare annual financial statements, and such annual financial statements shall be audited in accordance with applicable laws. The Company shall disclose the audited annual financial statements in accordance with the regulations on information disclosure in the securities market and submit them to the competent state authorities as required by law.** **2. The annual financial statements shall include all reports, schedules and explanatory notes as required by the laws on corporate accounting. The annual financial statements shall fairly and objectively reflect the Company's financial position and operating results.** **3. The Company shall prepare and disclose the reviewed semi-annual financial statements and the quarterly**	Amendments are made in accordance with Article 55 of Appendix I issued with Circular 116/2020/TT-BTC.

Current Charter Provisions	Amended Charter Provisions	Note
reflects the Company's operations up to the time of preparing the report, a cash flow statement, and notes to the financial statements. If the Company is a parent company, in addition to separate financial statements, it must publish consolidated financial statements. **3. The company must prepare and publish semi-annual and quarterly reports in accordance with the regulations of the State Securities Commission, the Stock Exchange, and other relevant authorities.** **4. If the company has audited financial statements (including the auditor's opinion), the company's quarterly and semi-annual reports must be published on the company's website.** **5. Interested organizations and individuals have the right to examine or copy the audited annual financial statements, semi-annual reports, and quarterly reports during the Company's business hours, at the Company's head office, and must pay a reasonable fee for copying.**	**financial statements in accordance with the regulations on information disclosure in the securities market and submit them to the competent state authorities as required by law.**	
Article 55. Disclosure of information and public notification **Annual financial reports and other supporting documents must be published publicly in accordance with the regulations of the State Securities Commission and submitted to the relevant tax authorities and business registration agencies in accordance with the provisions of the Law on Enterprise.**	**Article 55. Annual Report** The company must prepare and publish an Annual Report in accordance with the laws and regulations on securities and the securities market.	Amendments are made in accordance with Article 56 of Appendix I issued with Circular 116/2020/TT-BTC.

Current Charter Provisions	Amended Charter Provisions	Note
The company must prepare and publish an Annual Report in accordance with the laws and regulations on securities and the securities market.		
Article 58. Information Confidentiality	**Article 58. Information Confidentiality**	
Confidential Information means the Company's trade secrets and technological secrets, including all information, documents and images that have not been publicly disclosed by the Company, relating to technological processes, machinery and equipment operating procedures, the Company's intellectual property rights, personnel policies, internal financial matters, assets, equipment and production lines, business partners and customers, and any other matters relating to the Company's manufacturing and business operations. The categories of Confidential Information constituting trade secrets and technological secrets include, but are not limited to, the following: …..	Confidential Information means the Company's trade secrets and technological secrets, including all information, documents and images that have not been publicly disclosed by the Company, relating to technological processes, machinery and equipment operating procedures, the Company's intellectual property rights, personnel policies, internal financial matters, assets, equipment and production lines, business partners and customers, and any other matters relating to the Company's manufacturing and business operations. **<u>The confidentiality obligation shall not apply to information that has been lawfully disclosed to the public or that is required to be provided upon the written request of superior authorities or competent state authorities in accordance with applicable laws.</u>** The categories of Confidential Information constituting trade secrets and technological secrets include, but are not limited to, the following: …..	Supplement the scope of exclusions from the confidentiality obligation to include information that has been lawfully disclosed to the public or is required to be provided to authorized third parties in accordance with applicable laws.
XXII. EFFECTIVE DATE	**XXII. EFFECTIVE DATE**	
Article 65. Effective Date	**Article 65. Effective Date**	

<table>
<tr><th>Current Charter Provisions</th><th>Amended Charter Provisions</th><th>Note</th></tr>
<tr><td>1. This charter, comprising 21 chapters and 65 articles, was unanimously approved by the General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company on <u>April 26, 2024, and this Charter shall come into effect from April 26, 2024.</u></td><td>1. This charter, comprising 21 chapters and 65 articles, was unanimously approved by the General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company and <u>will come into effect on September 11, 2026</u></td><td>Update information</td></tr>
<tr><td>
APPENDIX I: LIST OF FOUNDING SHAREHOLDERS
<table>
<tr><th>No.</th><th>Shareholders</th><th>Number of shares</th><th>Value (Million VND)</th><th>Proportion hold</th></tr>
<tr><td rowspan="4">1.</td><td>Hanoi Beer-Alcohol-Beverage Joint Stock Corporation and the Corporation's representative holding capital in the Company.</td><td rowspan="4">6,283,510</td><td rowspan="4">62,835.1</td><td rowspan="4">55.0%</td></tr>
<tr><td>+ Luong Xuan Dung</td></tr>
<tr><td>+ Nguyen Hong Linh</td></tr>
<tr><td>+ Le Ngoc Tung</td></tr>
</table>
</td><td>
APPENDIX I: LIST OF FOUNDING SHAREHOLDERS
<table>
<tr><th>No.</th><th>Shareholder Name</th><th>Permanent Residence Registration Address for Individuals; Head Office Address for Organizations</th><th>Nationality</th><th>Share Type</th><th>Number of Shares</th><th>Share Value (VND)</th><th>Ownership (%)</th></tr>
<tr><td>1</td><td>Hanoi Beer - Alcohol - Beverage Joint Stock Corp</td><td>183 Hoang Hoa Tham, Ngoc Ha Ward, Ba Dinh District, Hanoi, Vietnam</td><td>Vietnamese</td><td>Ordinary shares</td><td>6,283,510</td><td>62,835,100,000</td><td>55.00</td></tr>
</table>
</td><td>Update Information on Founding Shareholders</td></tr>
</table>

Current Charter Provisions	Amended Charter Provisions	Note
(see table A below)	(see table B below)	

Table A (Current Charter Provisions):

2.	Nguyen Quang Huynh	**1,863,070**	**18,630.7**	**16.3%**
	Total	**8,146,580**	**81,456.8**	**71.3%**

Table B (Amended Charter Provisions):

	oration						
2	Nguyen Quang Huynh	Hac Thanh Ward, Thanh Hoa City, Vietnam	Vietnamese	Ordinary shares	897	8,965,600,000	7.85
3	Other shareholders	Vietnam	Vietnamese	Ordinary shares	4,244,500	42,445,000,000	37.15
Total					**11,424,570**	**114,245,700,000**	**100**

Note:

- Several other detailed adjustments have been made to the sentence structure, wording, abbreviations, and some references in the Charter to ensure consistency in form and content, but without changing the content of the Articles and Clauses.

APPENDIX 02: AMENDMENTS AND ADDITIONS TO THE INTERNAL REGULATIONS

ON CORPORATE GOVERNANCE OF HANOI - THANH HOA BEER JOINT STOCK COMPANY

(Attached is Report No. 135/TTr-THB, dated August 10 , 2026)

Note:

- *Provisions not detailed in this appendix remain unchanged.*
- *The proposed changes in the section "Regulations in the current Internal Regulations on Corporate Governance" are the lines of text shown **underlined** **and in bold** .*
- *The contents requiring amendments and supplements in the section "Regulations in the Amended Internal Regulations on Corporate Governance" are the lines of text shown **underlined and in bold.**.*
- *The "Law on Enterprises" means Law No. 59/2020/QH14 on Enterprises, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and Law No. 76/2025/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, together with the amendments, supplements and implementing regulations thereto.*
- *The "Law on Enterprises" means Law No. 76/2025/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025.*
- *The "Law on Securities" means Law No. 54/2019/QH14 on Securities, adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, together with the amendments, supplements and implementing regulations thereto.*
- *Decree No. 155/2020/ND-CP means Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025, together with the amendments, supplements and implementing regulations thereto.*

- *Circular No. 116/2020/TT-BTC means Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, providing guidance on a number of provisions relating to corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.*

Regulations in the current Internal Regulations on Corporate Governance	**tions in the Amended Internal Regulations on Corporate Governance**	**Note**
BASE **- The Law on Enterprise No. 59/2020/QH14 was passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines.** **- The Law on Securities No. 54/2019/QH14 was passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019.** **- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.** - Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP	**BASE** **- The Law on Enterprise No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 ("Law on Enterprise"), and its amending, supplementing, and implementing guidelines.** **- The Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 ("Law on Securities"), and its amendments, supplements, and implementing guidelines.** **- Decree No. 155/2020/ND-CP, adopted by the Government on December 31, 2020, provides detailed regulations for the implementation of several articles of the Law on Securities and its amending, supplementing, and guiding documents.** - Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP	Update the legal basis of the Charter.

dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities. - Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.	dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities. - Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.	
CHAPTER I. GENERAL PROVISIONS	**CHAPTER I. GENERAL PROVISIONS**	
Article 3. <u>Corporate Governance Regulations</u>	**Article 3. <u>Internal regulations on corporate governance</u>**	Update the Article title to conform to the terminology used in the Law on Securities.
The Board of Directors is responsible for developing and submitting the **<u>Corporate Governance Regulations to the General Meeting of Shareholders for approval.</u>** **<u>The Corporate Governance Regulations</u>** must not contradict current principles and regulations on corporate governance. The Regulations shall be published on the company's website. **<u>The Corporate Governance Regulations</u>** shall include the following main contents: + Procedures for convening and voting at the General Meeting of Shareholders (Appendix I attached); + Procedures for nominating, electing, dismissing, and removing members of the Board of Directors (Appendix II attached); + Procedures for organizing Board of Directors meetings (Appendix III attached);	The Board of Directors is responsible for developing and submitting to the General Meeting of Shareholders for approval **<u>the Internal Regulations on Corporate Governance.</u>** **<u>The Internal Regulations on Corporate Governance</u>** must not contradict current principles and regulations on corporate governance. The Governance Regulations shall be published on the company's website. **<u>The Internal Regulations on Corporate Governance</u>** shall include the following main contents: + Procedures for convening and voting at the General Meeting of Shareholders (Appendix I attached); + Procedures for nominating, electing, dismissing, and removing members of the Board of Directors (Appendix II attached); + Procedures for organizing Board of Directors meetings (Appendix III attached);	Updated terminology used in the Law on Securities. Update the names of the Appendix.

+ Procedures for nominating, electing, dismissing, and removing the Auditor (Appendix IV attached). + Procedures for selecting the person in charge of **internal management** of the Company (Appendix V attached) + Procedures for selecting, appointing, and dismissing business executives (Appendix VI attached); + Procedures and processes for coordinating activities between the Board of Directors, the Board of Supervisors, and the Director (Appendix VII attached); + **Regulations on annual performance evaluation, rewards and disciplinary actions for members of the Board of Directors, Board of Supervisors, Executive Director and other executives** (Appendix VIII attached); In addition, **the Corporate Governance Regulations** refer to several provisions in the Company's Charter; and the Company's internal governance regulations and procedures.	+ Procedures for nominating, electing, dismissing, and removing the Auditor (Appendix IV attached). + Procedures for selecting the person in charge of company administration (Appendix V attached) + Procedures for selecting, appointing, and dismissing business executives (Appendix VI attached); + Procedures and processes for coordinating activities between the Board of Directors, the Board of Supervisors, and the Director (Appendix VII attached); + **Regulations on annual evaluation of reward and disciplinary activities for members of the Board of Directors, Board of Supervisors, Executive Director and other executives** (Appendix VIII attached); In addition, **the Internal Regulations on Corporate Governance** refer to several provisions in the Company's Charter; and the Company's internal governance regulations and procedures.	
Article 9. Report on the activities of the Board of Directors at the Annual General Meeting of Shareholders	**Article 9. Report on the activities of the Board of Directors at the Annual General Meeting of Shareholders**	
4. Activities of independent members of the Board of Directors and the results of independent members' evaluations of the Board of Directors' performance;	**4. Activities of independent members of the Board of Directors and the assessment results provided by each independent member regarding the performance of the Board of Directors;**	Amendments are in accordance with Clause 82, Article 1 of Decree

		245/2025/ND-CP dated September 11, 2025.
Article 12. Standards and conditions for membership of the Board of Directors	**Article 12. Standards and conditions for membership of the Board of Directors**	
2. Non-executive members of the Board of Directors (hereinafter referred to as non-executive members) are members of the Board of Directors who are not **the General Director, Deputy General Director,** Chief Accountant, and other executives as stipulated in the company's charter.	2. Non-executive members of the Board of Directors (hereinafter referred to as non-executive members) are members of the Board of Directors who are not **Directors, Deputy Directors,** Chief Accountants, and other executives as stipulated in the company's charter.	Update the content to align with the company's management and operational structure.
Article 13. Authority of the Board of Directors	**Article 13. Authority of the Board of Directors**	
3. The Board of Directors approves contracts for the purchase, sale, borrowing, lending, and other contracts with a value of **15%** or more of the total asset value recorded in the company's most recent financial statement, except for contracts and transactions falling under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Law on Enterprises, and clause 2, Article 15 of the company's charter.	3. The Board of Directors approves contracts for the purchase, sale, borrowing, lending, and other contracts with a value of **35%** or more of the total asset value recorded in the company's most recent financial statement, except for contracts and transactions falling under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Law on Enterprises, and clause 2, Article 15 of the company's charter.	Amend and supplement the provisions to align with Point h, Clause 2, Article 153 of the 2020 Law on Enterprises.
4. The Board of Directors shall approve contracts and transactions with any of the persons specified in Point n, Clause 2, Article 15 of the Company's Charter, where the value of such contract or transaction is less than thirty-five percent (35%) of the total assets of the Company, or where the aggregate value of	4. The Board of Directors approves contracts and transactions with a value less than thirty-five percent (35%) of the total value of the company's assets as recorded in the most recent financial statement, between the company and one of the entities specified	Amendment to comply with Clause 84, Article 1 of Decree No. 245/2025/ND-CP, effective from September 11, 2025

transactions arising within twelve (12) months from the date of the first transaction is less than thirty-five percent (35%) of the total assets of the Company as recorded in its latest financial statements.	in point n, clause 2, Article 15 of the Company's Charter.	
Article 14. Responsibilities and obligations of the Board of Directors	**Article 14. Responsibilities and obligations of the Board of Directors**	
8. Organize training and workshops on corporate governance and necessary skills for members of the Board of Directors, Directors, and other managers of the company.	8. Organize training and workshops on corporate governance and necessary skills for members of the Board of Directors, Directors**, Corporate Governance Officers**, and other managers of the company.	Amendments and additions are in accordance with Point a, Clause 81, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
None	10. Pay dividends to shareholders in accordance with the law after approval by the Annual General Meeting of Shareholders.	This amendment is in accordance with Point b, Clause 81, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
Article 19. Remuneration, salaries and other benefits of members of the Board of Directors	**Article 19. Remuneration, salaries and other benefits of members of the Board of Directors**	
1. Members of the Board of Directors (excluding authorized representatives) are entitled to remuneration for their work as members of the Board of Directors. The total remuneration for the Board of Directors is decided by the General Meeting of Shareholders at its annual meeting. This remuneration is distributed among the members of the Board of Directors according to an	**The payment of remuneration, salaries, and other benefits to members of the Board of Directors shall be made in accordance with Article 29 of the Company's Charter and applicable laws and regulations.**	Remove the content already stipulated in the Company's Charter and add a reference to the relevant provision in the Company's Charter.

agreement within the Board of Directors or equally distributed in the absence of an agreement. **2. The total amount paid to Board members and the remuneration for each Board member, including fees, expenses, commissions, share purchase rights, and other benefits received from the Company, its subsidiaries, affiliated companies, and other companies in which the Board member represents a capital contribution, must be disclosed in detail in the Company's Annual Report.** **3. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in subcommittees of the Board of Directors, or performing other duties which the Board of Directors deems outside the ordinary scope of a member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as determined by the Board of Directors.** **4. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in performing their duties as members of the Board of Directors , including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.**		

CHAPTER VI. THE BOARD OF SUPERVISORS	**CHAPTER VI. THE BOARD OF SUPERVISORS**	
Article 25. Rights and obligations of the Board of Supervisors	**Article 25. Rights and obligations of the Board of Supervisors**	
5. To examine the company's accounting books, records, and other documents, as well as the company's management and operational activities, when deemed necessary or as per a resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of **this Law.**	5. To examine the company's accounting books, records, and other documents, as well as the company's management and operational activities, when deemed necessary or as per a resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of **the Law on Enterprise.**	Updated in accordance with Article 170 of the Law on Enterprise.
8. Upon discovering that a member of the Board of Directors, Director **, or General Director** has violated the provisions of Article 165 of **this Law** , the Board of Directors must be immediately notified in writing, and the offending party must be required to cease the violation and take measures to remedy the consequences.	8. Upon discovering that a member of the Board of Directors or the Director has violated the provisions of Article 165 of **the Law on Enterprise** , the Board of Directors must be immediately notified in writing, and the offending party must be required to cease the violation and take measures to remedy the consequences.	Updated to comply with Article 170 of the Law on Enterprise and the Company's organizational structure.
CHAPTER VII. THE BOARD OF MANAGEMENT	**CHAPTER VII. THE BOARD OF MANAGEMENT**	
Article 29. The authority and responsibilities of the Director	**Article 29. The authority and responsibilities of the Director**	
3. The Director has the authority to approve purchase, sale, loan, and other contracts with a value of less than **15% (fifteen percent)** of the total asset value recorded in the company's most recent financial statement, except for transactions and contracts falling	3. The Director has the authority to approve purchase, sale, loan, and other contracts with a value of less than **thirty-five percent (35%)** of the total asset value recorded in the company's most recent financial statement, except for transactions and contracts falling	Amend and supplement the provisions to be consistent with Clause 3, Article 13 of the Amended Internal Regulations on Corporate

under the authority of the General Meeting of Shareholders and the Board of Directors as stipulated in the Law on Enterprises, Articles 15 and 28 of the Company Charter, and Article 13 of this Regulation.	under the authority of the General Meeting of Shareholders and the Board of Directors as stipulated in the Law on Enterprises, Articles 15 and 28 of the Company Charter, and Article 13 of this Regulation.	Governance and Point h, Clause 2, Article 153 of the 2020 Law on Enterprises.
CHAPTER VIII. PREVENTING CONFLICTS OF INTEREST	**CHAPTER VIII. PREVENTING CONFLICTS OF INTEREST**	
Article 32. Transactions with shareholders, business executives, and related parties of these entities	**Article 32. Transactions with shareholders, business executives, and related parties of these entities.**	
3. The company is not permitted to provide loans or guarantees to related parties of institutional shareholders, except in the following cases: a) Companies and organizations that are related parties of shareholders are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies, economic groups, and this transaction must be approved by the General Meeting of Shareholders or the Board of Directors as stipulated in the company's charter; b) In cases where the law provides otherwise.	3. The company is not permitted to provide loans or guarantees to related parties of institutional shareholders, except in the following cases: a) Companies and organizations that are related parties of shareholders are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies, economic groups, and this transaction must be approved by the General Meeting of Shareholders or the Board of Directors as stipulated in the company's charter; **and concurrently such organization is a related person that is not a shareholder of the Company as prescribed in Clause 2 of this Article.** b) In cases where the law provides otherwise.	Amendments are in accordance with Clause 84, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
4. The company may only conduct the following transactions after obtaining approval from the General Meeting of Shareholders:	4. The company may only conduct the following transactions after obtaining approval from the General Meeting of Shareholders:	Amended in accordance with Clause 84, Article 1 of Decree

a) Granting loans or guarantees to members of the Board of Directors, Board of Supervisors, Directors, other managers who are not shareholders, and individuals or organizations related to these entities; In cases where loans or guarantees are granted to related parties of members of the Board of Directors, members of the Board of Supervisors, Directors, or other managers, and the company and the **related party** are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies, economic conglomerates, the General Meeting of Shareholders or the Board of Directors shall approve the approval as stipulated in the company's charter;	a) Granting loans or guarantees to members of the Board of Directors, Board of Supervisors, Directors, other managers who are not shareholders, and individuals or organizations related to these entities; In cases where loans or guarantees are granted to related parties of members of the Board of Directors, members of the Board of Supervisors, Directors, or other managers, and the company and the organization **(except for organizations that are shareholders of a public company as stipulated in Clause 2 of this Article)** are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies, economic groups, the General Meeting of Shareholders or the Board of Directors shall approve the granting of loans or guarantees as stipulated in the company's charter;	245/2025/ND-CP dated September 11, 2025.
None	**5. The Board of Directors shall approve contracts and transactions prescribed in Point b, Clause 4 of this Article with a value of less than thirty-five percent (35%) of the total asset value recorded in the latest financial statements, or such lower ratio or value as prescribed in the Company Charter.**	This amendment is in accordance with Clause 84, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
CHAPTER XI. IMPLEMENTATION PROVISIONS	**CHAPTER XI. IMPLEMENTATION PROVISIONS**	
Article 42. Effective Date	**Article 42. Effective Date**	
1. This Regulation comprises 11 chapters, 42 articles, and 8 appendices, and was unanimously approved by	1. This Regulation comprises 11 chapters, 42 articles, and 8 appendices, and was unanimously approved by	Update the effective date of the amended Charter and

the General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company on **April 26, 2024** , and the full text of this Regulation was also accepted by all shareholders. 2. This Regulation is the sole and official document of the Company. Copies or extracts of **the Company's Corporate Governance Regulation** must be signed by the Chairman of the Board of Directors or an authorized representative.	the General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company dated **September 11, 2026**, which also agreed to the full validity of this Regulation. 2. This Regulation shall be the sole and official regulation of the Company. Copies or extracts of the **Internal Regulations on Corporate Governance** must bear the signature of the Chairman of the Board of Directors of the Company or an authorized person.	update the terminology used in the Law on Securities.
APPENDIX I **PROCEDURES FOR CONVOCATION AND VOTING AT THE GENERAL MEETING OF SHAREHOLDERS**	**APPENDIX I** **PROCEDURES FOR CONVOCATION AND VOTING AT THE GENERAL MEETING OF SHAREHOLDERS**	
(Issued together with the Internal Regulations on Corporate Governance **dated April 26, 2024** of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)	Update information regarding the date of the amended Regulations.
Pursuant to: **+ The Law on Enterprise is Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines;** **+ The Law on Securities is Law No. 54/2019/QH14, passed by the 14th National Assembly of the**	Cancel	Remove the separate "Basis" section in each Appendix and apply it together with the "Basis" section in the Internal Regulations on Corporate Governance.

Socialist Republic of Vietnam on November 26, 2019; **+ Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;** **+ Circular 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities;** **+ Circular 96/2020/TT-BTC dated November 16, 2020, guiding the disclosure of information on the securities market;** **Regulations on the exercise of rights by the Vietnam Securities Depository and Clearing Corporation;** **+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.**		
Article 4. Prepare a list of shareholders entitled to attend the meeting.	**Article 4. Prepare a list of shareholders entitled to attend the meeting.**	
The person convening the General Meeting of Shareholders must prepare a list of shareholders eligible to attend and vote at the General Meeting of	The person convening the General Meeting of Shareholders must prepare a list of shareholders eligible to attend and vote at the General Meeting of	Amendments and additions in accordance with Clause 21, Article 1 of the amended Law

Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders is compiled based on the company's shareholder registration number. The list of shareholders entitled to attend the General Meeting of Shareholders must be compiled no more than ten (10) days before the date of sending the first General Meeting of Shareholders invitation. The list of shareholders entitled to attend the General Meeting of Shareholders must include the full name, contact address, nationality, and legal document number of individual shareholders; the name, business registration number or legal document number of organizational shareholders, and the head office address of organizational shareholders; the number of shares of each type, and the number and date of shareholder registration for each shareholder (if any).	Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders is compiled based on the company's shareholder registration number, **<u>Securities Holder Register</u>**. The list of shareholders entitled to attend the General Meeting of Shareholders must be compiled no more than ten (10) days before the date of sending the first General Meeting of Shareholders invitation. The list of shareholders entitled to attend the General Meeting of Shareholders must include the full name, contact address, nationality, and legal document number of individual shareholders; the name, business registration number or legal document number of organizational shareholders, and the head office address of organizational shareholders; the number of shares of each type, and the number and date of shareholder registration for each shareholder (if any).	on Enterprise 2025 dated July 1, 2025.
Article 10. Procedures for registering to attend the General Meeting of Shareholders and verifying the eligibility of delegates on the day of the General Meeting of Shareholders.	**Article 10. Procedures for registering to attend the General Meeting of Shareholders and verifying the eligibility of delegates on the day of the General Meeting of Shareholders.**	
4. When registering shareholders, the Company shall issue each shareholder or authorized representative a set of voting cards **<u>and/or voting slips and/or ballots</u>** , which shall bear the registration number, the full name of the shareholder or authorized representative, and the number of votes or ballots cast by that shareholder or authorized representative. The voting cards shall be printed, stamped with the	4. During the shareholder registration process, the Company shall provide each shareholder or authorized representative entitled to vote with a set of voting cards **<u>and/or voting ballots, and election ballots (if any),</u>** which shall indicate the registration number **<u>(or shareholder identification code/identification code of the shareholder's authorized representative)</u>**, the full name of the shareholder or authorized	Amendments and additions are made in accordance with Clause 1, Article 146 of the Law on Enterprise, Clause 1, Article 20 of Appendix I issued with Circular 116/2020/TT-BTC, and the

Company's seal, and sent directly to the delegates at the General Meeting.	representative, and the number of voting rights or election votes of such shareholder or authorized representative. The voting cards shall be printed by the Company, affixed with the Company's seal on the edge, and directly delivered to delegates at the General Meeting.	actual implementation by enterprises.
Article 13. Voting procedures, vote counting, and announcement of vote counting results at the General Meeting of Shareholders.	**Article 13. Voting procedures, vote counting, and announcement of vote counting results at the General Meeting of Shareholders.**	
1. The procedures for conducting meetings and voting at the General Meeting of Shareholders are stipulated in Article 20 of the Company's Charter. All matters on the agenda and content of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders. Voting is conducted by raising cards/or casting ballots into a ballot box or by other methods specified in detail in **the Regulations on the Organization of the General Meeting of Shareholders for each meeting.** Specific voting methods will be detailed in **the regulations on the organization of the General Meeting of Shareholders for each meeting.**	1. The procedures for conducting the meeting and voting at the General Meeting of Shareholders shall comply with Article 20 of the Company Charter. All matters included in the agenda and contents of the meeting must be discussed and openly voted on by the General Meeting of Shareholders. The General Meeting shall conduct voting by raising voting cards and/or casting voting ballots into the ballot box, or through other methods specified in detail in **the Regulations on Organization of the General Meeting of Shareholders or equivalent regulations and guiding documents applicable to each meeting.** The specific voting methods shall be prescribed in detail in **the Regulations on Organization of the General Meeting of Shareholders or equivalent regulations and guiding documents applicable to each meeting.**	Revise and supplement the clarification content to ensure it aligns with the realities of the business.
Article 19. The sequence and procedures for holding a General Meeting of Shareholders to	**Article 19. The sequence and procedures for holding a General Meeting of Shareholders to**	

adopt resolutions in the form of an online conference or a combination of in-person and online meetings.	**adopt resolutions in the form of an online conference or a combination of in-person and online meetings.**	
3. Procedures for Registration to Attend the General Meeting of Shareholders a) Shareholders or their authorized representatives (if any) attending the meeting via online conference and electronic voting access the online General Meeting of Shareholders system to register for attendance. The Company will provide each shareholder with one (01) login name and corresponding password to access the above-mentioned system. Specific instructions will be recorded in the notice inviting shareholders to the General Meeting of Shareholders and **the Regulations on the organization of the General Meeting of Shareholders.** b) Shareholders or their authorized representatives (if any) may register to attend the meeting in person (in the case of a General Meeting of Shareholders held in a hybrid format combining in-person and online participation) **as stipulated in Articles 9 and 10 of Appendix I attached to these Regulations and** as instructed in the notice inviting shareholders to the General Meeting and **the Regulations on the organization of the General Meeting of Shareholders.**	3. Procedures for Registration to Attend the General Meeting of Shareholders a) Shareholders or their authorized representatives (if any) attending the meeting through an online conference and electronic voting shall access the online General Meeting of Shareholders system to register for attendance. The Company shall provide each shareholder with one (01) username and corresponding password to access the system. Detailed instructions shall be specified in the notice of invitation to the General Meeting of Shareholders and **the Regulations on Organization of the General Meeting of Shareholders, or equivalent regulations and guidance documents applicable to each meeting** b) Shareholders or their authorized representatives (if any) may register to attend the meeting in person (where the General Meeting of Shareholders is conducted in a hybrid format combining an in-person meeting and an online conference) in accordance with the instructions set out in the notice of invitation to the General Meeting of Shareholders and **the Regulations on Organization of the General Meeting of Shareholders, or equivalent regulations and guidance documents applicable to each meeting.**	Revise and supplement the content to clarify and ensure it is consistent with the forms of General Meeting organization that may arise in practice.

6. The process of voting, counting votes, and announcing the results. a) The procedures for voting, conducting ballots, and elections at the General Meeting of Shareholders held in the form of an online conference or a hybrid format of a face-to-face and online conference will be specified in detail in the **<u>Regulations on the Organization of the General Meeting of Shareholders for each meeting.</u>** **<u>b) Shareholders or their authorized representatives attending the meeting via online conference and electronic voting shall access the online General Meeting of Shareholders system as stipulated in point a, clause 3 of this Article to cast their votes/elections. When shareholders cast their electronic votes, the number of "Approve," "Disapprove," and "No Opinion" votes for each voting item and the number of votes for each candidate shall be recorded on the online General Meeting of Shareholders system. In the case of a General Meeting of Shareholders held in a hybrid format (in-person and online), shareholders attending in person shall vote in accordance with the method stipulated in Article 13 of Appendix I attached to this Regulation. The vote counting committee shall be responsible for counting the votes and compiling the voting/election results of all shareholders attending the meeting.</u>**	6. The process of voting, counting votes, and announcing the results. a) The procedures for voting, exercising voting rights, and conducting elections at a General Meeting of Shareholders organized in the form of an online conference or a combination of an in-person meeting and an online conference shall be specified in detail in **<u>the Regulations on Organization of the General Meeting of Shareholders or equivalent regulations and guiding documents applicable to each meeting.</u>** b) The vote count results are announced by the chairperson or head of the vote counting committee immediately after the results are available.	Revise the content to ensure it is consistent with the forms of Congress organization that may arise in practice.

<u>**c)**</u> The vote count results are announced by the chairperson or head of the vote counting committee immediately after the results are available.		
APPENDIX II **PROCEDURES FOR NOMINATION, CANDIDATE, ELECTION, REMOVAL, AND DISMISSAL OF BOARD OF DIRECTORS MEMBERS**	**APPENDIX II** **PROCEDURES FOR NOMINATION, CANDIDATE, ELECTION, REMOVAL, AND DISMISSAL OF BOARD OF DIRECTORS MEMBERS**	
(Issued together with the Internal Regulations on Corporate Governance <u>**dated April 26, 2024**</u> of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)	Update information regarding the date of the amended Regulations.
<u>**Base:**</u> <u>**+ The Law on Enterprise is Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines;**</u> <u>**+ The Law on Securities is Law No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;**</u> <u>**+ Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the**</u>	Cancel	Remove the separate "Basis" section in each Appendix and apply it together with the "Basis" section in the Internal Regulations on Corporate Governance.

Government detailing the implementation of a number of articles of the Law on Securities; **+ Circular 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities;** **+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.**		
Article 2. Scope of regulation This appendix applies to organizations and individuals involved in the nomination, candidacy, **election** , dismissal, and removal of members of the Board of Directors.	**Article 2. Scope of regulation** 1. This appendix stipulates the procedures for **nominating, electing,** dismissing, and removing members of the Board of Directors	Update details regarding the target audience and Scope of regulation.
Article 4. The process by which shareholders or groups of shareholders nominate or elect members of the Board of Directors, and the process by which the Board of Directors introduces candidates for Board members	**Article 4. The process by which shareholders or groups of shareholders nominate or elect members of the Board of Directors, and the process by which the Board of Directors introduces candidates for Board members.**	
2. Procedures for the Board of Directors to Introduce Candidates for Members of the Board of Directors: In the event that the number of candidates for the Board of Directors nominated and proposed by shareholders is still insufficient (the number of	2. Procedures for the Board of Directors to Introduce Candidates for Members of the Board of Directors: In the event that the number of candidates for the Board of Directors nominated and proposed by shareholders is still insufficient (the number of	Amend and supplement regulations on the Board of Directors' nomination of candidates for Board members to ensure compliance with

candidates must be equal to or greater than the number of members of the Board of Directors approved by the General Meeting of Shareholders for election at the meeting), within **<u>three (03) days</u>** prior to the date of the General Meeting of Shareholders, the incumbent Board of Directors may nominate additional candidates. The nomination of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors, in accordance with applicable laws and the Regulations on Nomination, Candidacy, and Election applicable to each election of members of the Board of Directors, or equivalent regulations of the Company, and shall be conducted as follows: a) The Board of Directors shall convene a meeting of the Board of Directors to discuss the election of Board members and disseminate the election details: the number and structure of Board members, the criteria for candidates, and the nomination and candidacy procedures as stipulated in Point b, Clause 1 of this Article. **<u>The election will be held at the nearest General Meeting of Shareholders.</u>** b) The Board of Directors compiles a list of candidates through nominations, candidacies, and verification of information on each candidate to ensure that all candidates meet the eligibility requirements and standards for membership on the Board of Directors	candidates must be equal to or greater than the number of members of the Board of Directors approved by the General Meeting of Shareholders for election at the meeting), within **<u>ten (10) days</u>** prior to the date of the General Meeting of Shareholders, the incumbent Board of Directors may nominate additional candidates. The nomination of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors, in accordance with applicable laws and the Regulations on Nomination, Candidacy, and Election applicable to each election of members of the Board of Directors, or equivalent regulations of the Company, and shall be conducted as follows: a) The Board of Directors shall convene a meeting of the Board of Directors to discuss the election of Board members and disseminate the election details: the number and structure of Board members, the criteria for candidates participating in the election, and the nomination and candidacy procedures as stipulated in Point b, Clause 1 of this Article. b) The Board of Directors compiles a list of candidates through nominations, candidacies, and verification of information on each candidate to ensure that all candidates meet the eligibility requirements and standards for membership on the Board of Directors as stipulated in Article 27 of the company's charter and the election regulations for each election round.	legal provisions, facilitate compliance with Article 274 of Decree 155/2020/ND-CP, and align with the preparation and organization of elections prior to the General Meeting of Shareholders.

as stipulated in Article 27 of the company's charter and the election regulations for each election round. c) If the number of candidates for the Board of Directors, both nominated and self-nominated, is still insufficient, the Board of Directors will prepare a list of additional candidates based on the following criteria: - Number of candidates: This is the number of candidates remaining after compiling the list of eligible candidates through nominations and applications. - Candidates nominated by the Board of Directors must be approved by a majority vote of the incumbent Board members. - Candidates nominated by the Board of Directors must meet at least the conditions and standards stipulated in the Law on Enterprise.	c) If the number of candidates for the Board of Directors, both nominated and self-nominated, is still insufficient, the Board of Directors will prepare a list of additional candidates to be nominated. according to the following criteria: Number of candidates: This is the number of candidates remaining after compiling the list of eligible candidates through nominations and applications. - Candidates nominated by the Board of Directors must be approved by a majority vote of the incumbent Board members. - Candidates nominated by the Board of Directors must meet at least the conditions and standards stipulated in the Law on Enterprises , Company Charter and Internal Regulations on Corporate Governance.	
APPENDIX III **PROCEDURES FOR ORGANIZING A BOARD OF DIRECTORS MEETING**	**APPENDIX III** **PROCEDURES FOR ORGANIZING A BOARD OF DIRECTORS MEETING**	
(Issued together with the Internal Regulations on Corporate Governance **dated April 26, 2024** of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)	Update information regarding the date of the amended Regulations.
Base: **The Law on Enterprise is Law No. 59/2020/QH14, passed by the 14th National Assembly of the**	Cancel	Remove the separate "Basis" section in each Appendix and apply it together with the

<u>Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines.</u> **<u>+ The Law on Securities is Law No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;</u>** **<u>+ Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;</u>** **<u>+ Circular 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities;</u>** **<u>+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.</u>**		"Basis" section in the Internal Regulations on Corporate Governance.
Article 4. Annual and extraordinary meetings	**Article 4. Annual and extraordinary meetings**	
3. The Chairman of the Board of Directors must convene a meeting of the Board of Directors **<u>in the following cases:</u>**	3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors **<u>when</u>**	Remove the content already stipulated in the Company's Charter and add a reference to

a) A proposal must be submitted by the CEO or at least five executives; **b) There is a proposal from two members of the Board of Directors;** **c) Upon the recommendation of the Chairman of the Board of Directors;** **d) Based on a proposal by a majority of the Board of Supervisors members and independent members of the Board of Directors.** **Proposals must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Directors to make decisions.**	**any of the cases specified in Clause 3, Article 31 of the Company Charter occurs.** **A request to convene a meeting of the Board of Directors by the persons specified in Clause 3, Article 31 of the Company Charter must be made in writing, clearly stating the purpose, issues to be discussed, and matters falling within the decision-making authority of the Board of Directors.**	the relevant provision in the Company's Charter.
APPENDIX IV **PROCEDURES FOR NOMINATION, CANDIDATE, ELECTION, DISMISSAL, AND REMOVAL OF CONTROLLERS**	**APPENDIX IV** **PROCEDURES FOR NOMINATION, CANDIDATE, ELECTION, DISMISSAL, AND REMOVAL OF CONTROLLERS**	
(Issued together with the Internal Regulations on Corporate Governance **dated April 26, 2024** of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance **dated September 11, 2026** of Hanoi - Thanh Hoa Beer Joint Stock Company)	Update information regarding the date of the amended Regulations.
Base: **+ The Law on Enterprise is Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, passed by the National**	Cancel	Remove the separate "Basis" section in each Appendix and apply it together with the "Basis" section in the Internal Regulations on Corporate Governance.

<u>Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines.</u> **<u>+ The Law on Securities is Law No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;</u>** **<u>+ Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;</u>** **<u>+ Circular 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities;</u>** **<u>+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.</u>**		
Article 2. Scope of Application This Appendix shall apply to organizations and individuals involved in the nomination, **<u>candidacy election,</u>** dismissal, and removal of members of the Board of Supervisors	**Article 2. Scope of Application** This Appendix shall apply to organizations and individuals involved in the nomination, **<u>candidacy, election</u>**, dismissal, and removal of members of the Board of Supervisors.	Update details regarding the target audience and Scope of regulation.
Article 4. Nomination and candidacy for the Board of Supervisors	**Article 4. Nomination and candidacy for the Board of Supervisors**	

2. If the number of candidates for the Board of Supervisors nominated through candidacy and election is still insufficient, 03 (three) days the incumbent Board of Supervisors may nominate additional candidates before the date of the General Meeting of Shareholders. Candidates nominated by the Board of Supervisors must be approved by a majority vote of the Board of Supervisors members. The list of candidates for Board of Supervisors will be approved by the General Meeting of Shareholders before the election takes place.	2. If the number of candidates for the Board of Supervisors nominated through candidacy and election is still insufficient, **10 (ten) days** the incumbent Board of Supervisors may nominate additional candidates before the date of the General Meeting of Shareholders. Candidates nominated by the Board of Supervisors must be approved by a majority vote of the Board of Supervisors members. The list of candidates for Board of Supervisors will be approved by the General Meeting of Shareholders before the election takes place.	Amend and supplement regulations on the nomination of candidates for Board of Supervisors members to ensure compliance with legal provisions and to facilitate the implementation of Article 274 of Decree 155/2020/ND-CP.
Article 5. Procedures for Election of Members of the Board of Supervisors	**Article 5. Procedures for Election of Members of the Board of Supervisors**	
The election of the Board of Supervisors members **must be conducted using a cumulative voting method** in the same manner as the election of members of the Board of Directors as prescribed in Article 5 of Appendix II issued together with this Regulation.	The election of members of the Board of Supervisors **shall be conducted** in the same manner as the election of members of the Board of Directors as prescribed in Article 5 of Appendix II issued together with this Regulation.	
APPENDIX V **PROCEDURE FOR SELECTING THE PERSON IN CHARGE OF COMPANY MANAGEMENT**	**APPENDIX V** **PROCEDURE FOR SELECTING THE PERSON IN CHARGE OF COMPANY MANAGEMENT**	
(Issued together with the Internal Regulations on Corporate Governance **dated April 26, 2024** of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance **dated September 11, 2026** of Hanoi - Thanh Hoa Beer Joint Stock Company)	Update information regarding the date of the amended Regulations.

Base: **+ The Law on Enterprise is Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines.** **+ The Law on Securities is Law No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;** **+ Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;** **+ Circular 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities;** **+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.**	Cancel	Remove the separate "Basis" section in each Appendix and apply it together with the "Basis" section in the Internal Regulations on Corporate Governance.
APPENDIX VI	**APPENDIX VI**	

PROCEDURES FOR SELECTING, APPOINTING, AND DISMISSING COMPANY EXECUTIVE MANAGERS	**PROCEDURES FOR SELECTING, APPOINTING, AND DISMISSING COMPANY EXECUTIVE MANAGERS**	
(Issued together with the Internal Regulations on Corporate Governance **dated April 26, 2024** of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance **dated September 11, 2026** of Hanoi Beer - Thanh Hoa Joint Stock Company)	Update information regarding the date of the amended Regulations.
Base: **+ The Law on Enterprise is Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines.** **+ The Law on Securities is Law No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;** **+ Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;** **+ Circular 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-**	Cancel	Remove the separate "Basis" section in each Appendix and apply it together with the "Basis" section in the Internal Regulations on Corporate Governance.

<u>CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities;</u> **<u>+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.</u>**		
APPENDIX VII **PROCEDURES FOR COORDINATING ACTIVITIES BETWEEN THE BOARD OF DIRECTORS, THE BOARD OF SUPERVISORS, AND THE DIRECTOR**	**APPENDIX VII** **PROCEDURES FOR COORDINATING ACTIVITIES BETWEEN THE BOARD OF DIRECTORS, THE BOARD OF SUPERVISORS, AND THE DIRECTOR**	
(Issued together with the Internal Regulations on Corporate Governance **<u>dated April 26, 2024)</u>** of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance **<u>dated September 11, 2026)</u>** of Hanoi Beer - Thanh Hoa Joint Stock Company)	Update information regarding the date of the amended Regulations.
<u>Base:</u> **<u>+ The Law on Enterprise is Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines.</u>** **<u>+ The Law on Securities is Law No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;</u>**	Cancel	Remove the separate "Basis" section in each Appendix and apply it together with the "Basis" section in the Internal Regulations on Corporate Governance.

<u>+ Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;</u> **<u>+ Circular 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities;</u>** **<u>+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.</u>**		
APPENDIX VIII **REGULATIONS ON ANNUAL EVALUATION OF REWARDS AND DISCIPLINARY ACTIONS FOR MEMBERS OF THE BOARD OF DIRECTORS, AUDITORS, AND EXECUTIVE DIRECTORS AND OTHER EXCECUTIVE MANAGERS**	**APPENDIX VIII** **REGULATIONS ON ANNUAL EVALUATION OF REWARDS AND DISCIPLINARY ACTIONS FOR MEMBERS OF THE BOARD OF DIRECTORS, AUDITORS, AND EXECUTIVE DIRECTORS AND OTHER EXCECUTIVE MANAGERS**	
(Issued together with the Internal Regulations on Corporate Governance **<u>dated April 26, 2024</u>** of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance **<u>dated September 11, 2026</u>** of Hanoi Beer - Thanh Hoa Joint Stock Company)	Update information regarding the date of the amended Regulations.
<u>Base:</u> **<u>+ The Law on Enterprise is Law No. 59/2020/QH14, passed by the 14th National</u>**	Cancel	Remove the separate "Basis" section in each Appendix and apply it together with the

Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines. **+ The Law on Securities is Law No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;** **+ Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;** **+ Circular 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities;** **+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.**		"Basis" section in the Internal Regulations on Corporate Governance.
Article 4. Regular praise **1. Annually, based on the evaluation results of the Board of Directors, the Head of the Board of Supervisors, the Director, and the General Director shall submit to the Board of Directors**	**Article 4. Rewards** **1. Based on the profit achieved after the Company has fulfilled its obligations to the State, the Company shall allocate a Reward and Welfare**	Amend and supplement the Company's reward regulations to conform with legal regulations and the Company's implementation.

proposals for the level of reward for individuals according to their level of task completion. 2. Awards for members of the Board of Directors, Board of Supervisors, and Directors will be submitted by the Board of Directors to the General Meeting of Shareholders for approval at the annual meeting. Awards for other executives will be decided by the Board of Directors. 3. Reward system: a) By money; b) By stock options under an employee stock option program (if applicable). 4. Funding for awards is drawn from the Company's Award Fund and other legitimate sources. 5. Reward levels: The specific reward levels will be determined based on the actual situation each year.	Fund in accordance with the regulations of the State applicable from time to time. 2. Annually, based on the Management Incentive Fund referred to in Clause 1 of this Article and the performance evaluation results of the Board of Directors, the Board of Supervisors, the Director, Deputy Directors, and the Person in Charge of Corporate Governance, the Director shall submit to the Board of Directors a proposal on reward levels for individuals, taking into account their contributions to the Company's operational efficiency, business performance, and management, executive, or supervisory results. 3. Members of the Board of Directors, the Board of Supervisors, the Director, Deputy Directors, and the Person in Charge of Corporate Governance shall be entitled to bonuses from the Reward and Welfare Fund, which is funded from after-tax profits and approved at the Annual General Meeting of Shareholders, as follows: a) A maximum amount not exceeding 03 months of the actual average salary and remuneration, if the actual profit after taxes is not lower than the planned profit. b) A maximum amount not exceeding 03 months of the actual average salary and remuneration multiplied by the ratio of actual profit after taxes	

	<u>**to planned profit, if the actual profit**</u> **after taxes** <u>**is lower than the planned profit.**</u> <u>**4. Rewards for other executives shall be determined by the Board of Directors.**</u> <u>**5. Forms of bonuses:**</u> <u>**a) Cash;**</u> <u>**b) Shares under an employee stock option program (if any)**</u>	

Note:

- Several other detailed adjustments have been made to sentence structure, wording, abbreviations, and some references in the Regulations to ensure consistency in form and content, but without changing the content of the Articles and Clauses.

APPENDIX 03: AMENDMENTS AND ADDITIONS TO THE OPERATING REGULATIONS OF THE BOARD OF DIRECTORS OF HANOI - THANH HOA BEER JOINT STOCK COMPANY

(Attached is Report No. 135/TTr-THB, August 10, 2026)

Note:

- *Provisions not detailed in this appendix remain unchanged.*
- *The proposed changes in the section "Regulations in the current Regulations" are the lines of text shown **underlined** **and in bold**.*
- *The contents requiring amendments and supplements in the section "Regulations in the Amended Regulations" are the lines of text shown **underlined and in bold**.*
- *The "Law on Enterprises" means Law No. 59/2020/QH14 on Enterprises, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and Law No. 76/2025/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, together with the amendments, supplements and implementing regulations thereto.*
- *The "Law on Enterprises" means Law No. 76/2025/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025.*
- *The "Law on Securities" means Law No. 54/2019/QH14 on Securities, adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, together with the amendments, supplements and implementing regulations thereto.*
- *Decree No. 155/2020/ND-CP means Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025, together with the amendments, supplements and implementing regulations thereto.*

- *Circular No. 116/2020/TT-BTC means Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, providing guidance on a number of provisions relating to corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.*

Regulations in the current Regulations	Regulations in the Amended Regulations	Note
Based on the Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019; **Based on the Law on Enterprises No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;** **Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of provisions of the Law on Securities;** **Based on** Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Law on Securities;	**Base:** - **The Law on Enterprises No. 59/2020/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and Law No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, and other amending, supplementing, and guiding documents for implementation.** **- The Law on Securities No. 54/2019/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, amended and supplemented by Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and other amending, supplementing, and guiding documents for its implementation.**	Update the references.

<u>Based on the Charter of Hanoi - Thanh Hoa Beer Joint Stock Company</u> **<u>Based on Resolution No. 25/NQ-ĐHĐCĐ-THB of the General Meeting of Shareholders dated April 27, 2021</u>**	**<u>- Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Law on Securities, as amended and supplemented by Decree 245/2025/ND-CP dated September 11, 2025, and other amending, supplementing, and guiding documents.</u>** **<u>-</u>** Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Law on Securities; **<u>- Charter of Hanoi - Thanh Hoa Beer Joint Stock Company;</u>** **<u>- Resolution of the General Meeting of Shareholders No. ……………………… dated September 11, 2026</u>**	
Article 4. Right of Board of Directors members to access information	**Article 4. Right of Board of Directors members to access information**	
1. Members of the Board of Directors have the right to request **<u>the General Director, Deputy General Director, and</u>** other managers in the Company to provide information and documents on the financial	1. Members of the Board of Directors have the right to request **<u>Director, Deputy Director</u>**, other managers in the Company to provide information and documents regarding the financial situation and business operations of the Company and its units	The changes are to align with the company's organizational and management structure.

situation and business operations of the Company and its units.		
Article 5. Term of office and number of members of the Board of Directors	**Article 5. Term of office and number of members of the Board of Directors**	
1. The number of Board of Directors members is at least three (03) people and at most eleven (11) people. The composition and term of the Board of Directors are stipulated in Article 26 of the company's charter.	**1. The number of members of the Board of Directors is seven (07) people**	Amendment of the Number of Members of the Board of Directors in Compliance with the Company’s Charter
2. The structure of the Board of Directors must ensure a balance between members with knowledge and experience in law, finance, and the company's business activities, taking into account gender; and ensure a balance between executive members and non-executive/independent members. The total number of independent board members must account for at least one-third (1/3) of the total number of board members. The minimum number of independent board members must comply with the provisions of Clause 3, **Article 26 of the Company's Charter.**	2. The structure of the Board of Directors must ensure a balance between members with knowledge and experience in law, finance, and the company's business activities, taking into account gender; and ensure a balance between executive members and non-executive/independent members. The total number of independent board members must account for at least one-third (1/3) of the total number of board members. The minimum number of independent board members must comply with the provisions of clause 3 **Article 27 of the Company’s Charter**	Update the reference to the relevant provisions in the Company's Charter.
Article 6. Standards and conditions for membership of the Board of Directors	**Article 6. Standards and conditions for membership of the Board of Directors**	

2. Non-executive members of the Board of Directors (hereinafter referred to as non-executive members) are members of the Board of Directors who are not **the General Director, Deputy General Director**, Chief Accountant, and other executives as stipulated in the company's charter.	2. Non-executive members of the Board of Directors (hereinafter referred to as non-executive members) are members of the Board of Directors who are not **Director, Deputy Director,** the Chief Accountant and other executives as stipulated in the company's Charter.	The changes are to align with the company's organizational and management structure.
Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors	**Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors**	
1. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases: a) Does not meet the qualifications and conditions stipulated in **Article 26 of the Company's Charter** ; b) A resignation letter has been submitted and accepted; c) The person suffers from a mental disorder and another member of the Board of Directors has professional evidence demonstrating that the person is no longer capable of acting; d) Other cases as stipulated in the company's charter.	1. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases: a) Does not meet the qualifications and conditions stipulated in **Article 27 of the Company's Charter** ; b) A resignation letter has been submitted and accepted; c) The person suffers from a mental disorder and another member of the Board of Directors has professional evidence demonstrating that the person is no longer capable of acting; d) Other cases as stipulated in the company's charter.	Update the reference to the relevant provisions in the Company's Charter.
Article 9. Procedures for electing, dismissing, and removing members of the Board of Directors	**Article 9. Procedures for electing, dismissing, and removing members of the Board of Directors**	

1. Shareholders or groups of shareholders owning five percent (05%) or more of the total number of common shares have the right to nominate candidates for the Board of Directors. The nomination process for the Board of Directors is as follows: a) Common shareholders forming a group to nominate candidates for the Board of Directors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders; b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals as stipulated in **<u>Clause 2, Article 25 of the Company's Charter</u>** and the decision of the General Meeting of Shareholders as candidates for the Board of Directors . If the number of candidates nominated by the shareholder or group of shareholders is less than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.	1. Shareholders or groups of shareholders owning five percent (05%) or more of the total number of common shares have the right to nominate candidates for the Board of Directors. The nomination process for the Board of Directors is as follows: a) Common shareholders forming a group to nominate candidates for the Board of Directors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders; b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals as stipulated in **<u>Clause 2, Article 26 of the Company's Charter</u>** and the decision of the General Meeting of Shareholders as candidates for the Board of Directors . If the number of candidates nominated by the shareholder or group of shareholders is less than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.	Update the reference to the relevant provisions in the Company's Charter.
2. In the event that the number of candidates for the Board of Directors nominated and proposed remains insufficient (the number of candidates must be equal to or greater than the number of members of the Board of Directors approved by the General Meeting of	2. In the event that the number of candidates for the Board of Directors nominated and proposed remains insufficient (the number of candidates must be equal to or greater than the number of members of the Board of Directors approved by the General Meeting of	Amendments, additions, and updates referencing relevant provisions in the Company Charter and the Internal

Shareholders for election at the meeting), **within three (03) days before the time of the General Meeting of Shareholders, the incumbent Board of Directors may nominate additional candidates. Candidates introduced by the Board of Directors must be approved by a majority vote of the Board members. The list of candidates for Board of Directors will be approved by the General Meeting of Shareholders before the election takes place.**	Shareholders for election at the meeting), **the incumbent Board of Directors may introduce and nominate additional candidates in a manner consistent with the provisions of the Company Charter and Clause 2, Article 4 of Appendix II issued together with the Internal Regulations on Corporate Governance**	Regulations on Corporate Governance.
3. The voting for Board of Directors members must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of Board of Directors members to be elected, and shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected Board of Directors members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in Article 11 of the Internal Regulations on Corporate Governance is reached. In the event that two (02) or more candidates receive the same number of votes for the last Board of Directors member, a re-election will be held among the candidates with the equal number of votes.	**3. Voting for the election of members of the Board of Directors may be conducted by one of the methods specified in Clause 5, Article 21 of the Company Charter and Article 5 of Appendix II issued together with the Internal Regulations on Corporate Governance.**	Update and replace the old content with references to relevant provisions in the Company Charter and the Internal Regulations on Corporate Governance.

Article 11. Rights and obligations of the Board of Directors	**Article 11. Rights and obligations of the Board of Directors**	
2. The rights and obligations of the Board of Directors are stipulated by law, the Charter, the Company's internal regulations, and decisions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties: **a) Deciding on the company's strategic plan, medium-term development plan, and annual business plan;** **b) Propose the types of shares and the total number of shares authorized for sale for each type;** **c) Decisions to sell new shares within the permitted number of shares for each class; decisions to raise additional capital through other means;** **d) Deciding on the selling price of the company's shares and bonds;** **e) Decisions to repurchase shares as stipulated in Clauses 1 and 2 of Article 133 of the Law on Enterprises;** **f) Decisions to invest in or sell company assets with a value of less than 35% (thirty-five percent) of the total asset value recorded in the most recent financial statement;**	**2. The rights and obligations of the Board of Directors shall be prescribed by laws, the Company Charter, the Internal Regulations on Corporate Governance, and resolutions of the General Meeting of Shareholders.**	Amend or remove details stipulated in the Charter and Internal Regulations on Corporate Governance. Update references to relevant documents.

g) Deciding on investment options and investment projects within the authority and limits prescribed by law; **h) Deciding on solutions for market development, marketing, and technology;** **i) Through purchase, sale, loan, lending and other contracts and transactions with a value of fifteen percent (15%) or more of the total asset value recorded in the company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Law on Enterprises and clause 2, Article 14 of the Company Charter;** **j) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, contracting, and terminating contracts for Directors and other key managers as stipulated in the company's charter; deciding on the salaries and other benefits of those managers; appointing authorized representatives to participate in the Board of Members or General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives;**		

k) Supervising and directing the Director and other managers in the daily operation of the company's business; **l) Deciding on the organizational structure and internal management regulations of the company, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;** **m) Reviewing the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to approve decisions;** **n) Submit the annual financial report to the General Meeting of Shareholders;** **o) Propose the dividend rate to be paid; decide on the timeframe and procedures for paying dividends or handling losses incurred during business operations;** **p) Proposing the reorganization, dissolution, or bankruptcy of the company;** **q) Decisions on the issuance of the Board of Directors' operating regulations, internal regulations on corporate governance after approval by the General Meeting of Shareholders,**		

<u>and decisions on the issuance of regulations on company information disclosure.</u> **<u>r) Other rights and obligations as prescribed by law and the Company's Charter.</u>**		
Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts	**Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts.**	
1. The Board of Directors approves contracts and transactions with a value less than thirty-five percent (35%) of the total value of the company's assets, or resulting in a total transaction value within 12 months from the date of the first transaction with a value less than thirty-five percent (35%) of the total value of the company's assets as recorded in the most recent financial statement, between the company and one of the entities specified in **<u>point n, clause 2, Article 14 of the Company's Charter.</u>**	1. The Board of Directors approves contracts and transactions with a value less than thirty-five percent (35%) of the total value of the company's assets, or resulting in a total transaction value arising within 12 months from the date of the first transaction with a value less than thirty-five percent (35%) of the total value of the company's assets as recorded in the most recent financial statement, between the company and one of the entities specified in **<u>point n, clause 2, article 15 of the Company's Charter.</u>**	Update the reference to the relevant provisions in the Company's Charter.
Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.	**Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.**	
<u>1. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:</u> **<u>a) The Board of Directors deems it necessary for the benefit of the Company;</u>**	**<u>1. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clause 3, Article 14 of the Company Charter.</u>**	Amend or remove details already stipulated in the Company's Charter. Add references to relevant

b) Quarterly or semi-annual reports or audit reports of the fiscal year reflect that equity has been reduced by half (1/2) compared to the beginning of the period; **c) When the number of remaining members of the Board of Directors or Board of Supervisors is less than the minimum number of members prescribed by law, or when the number of Board of Directors members is reduced by more than one-third compared to the number of members stipulated in the Charter - in this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;** **d) Shareholders or groups of shareholders specified in Clause 3, Article 11 of the Company's Charter may request the convening of a General Meeting of Shareholders by submitting a written proposal. The proposal must clearly state the reason and purpose of the meeting and be signed by the relevant shareholders (the proposal may be prepared in multiple copies to obtain the signatures of all relevant shareholders);** **e) The Board of Supervisors may request a meeting if it has reason to believe that members of the Board of Directors or other executives have seriously violated their obligations under Article 165 of the Law on Enterprises, or that the Board of**		provisions in the Company's Charter.

Directors has acted or intends to act outside the scope of its authority; **f) Other cases as prescribed by law and the company's charter.**		
2. Convening an extraordinary general meeting of shareholders. **a) The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors, or members of the Board of Supervisors as stipulated in point c, clause 1 of this Article, or upon receiving the request as stipulated in points d and e, clause 1 of this Article. In case the Board of Directors fails to convene a General Meeting of Shareholders as stipulated, the Chairman of the Board of Directors and the members of the Board of Directors shall be liable before the law and shall compensate for the resulting damages to the company, as stipulated in clause 2, Article 140 of the Law on Enterprises;** **b) If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 2 of this Article, then within the next thirty (30) days, the Board of Supervisors must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Law on Enterprises. If**	**2. The convening of an extraordinary General Meeting of Shareholders shall comply with the provisions of the Law on Enterprises and Clause 4, Article 14 of the Company Charter.**	Amend or remove details stipulated in the Company Charter. Update references to relevant documents.

the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed, the Board of Supervisors must compensate the company for any resulting damages. **c) In the event that the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, within the next thirty (30) days, the shareholder or group of shareholders making the request as prescribed in Point d, Clause 1 of this Article has the right to represent the Company in convening a General Meeting of Shareholders as prescribed in Clause 4, Article 140 of the Law on Enterprises.** **In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders.** **d) All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the company. This does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.**		
Article 15. Board Meetings	**Article 15. Board Meetings**	

3. Extraordinary Meetings: The Chairman must convene a meeting of the Board of Directors, without delay unless there is a valid reason, when one of the following parties submits a written request outlining the purpose of the meeting, the issue to be discussed, and the decision falling within the authority of the Board of Directors: **a) The CEO or at least five (05) executives;** **b) At least two (02) members of the Board of Directors;** **c) Chairman of the Board of Directors;** **d) The majority of the Board of Supervisors members and the Board of Directors members are independent.**	3. Extraordinary Meetings: The Chairman **of the Board of Directors** must convene a meeting of the Board of Directors, without delay unless there is a valid reason, when one of the following parties submits a written request outlining the purpose of the meeting, the issue to be discussed, and the decision falling within the authority of the Board of Directors: **a) Board of Supervisors or independent member of the Board of Directors;** **b) Director or at least five (05) other managers;** **c) At least two (02) members of the Board of Directors;** **d) The Chairman of the Board of Directors.**	Amendments and additions in accordance with Clause 3, Article 157 of the Law on Enterprises.
11. Voting. ..... d) A member of the Board of Directors who benefits from a contract as stipulated in **points a and b of Clause 8, Article 43 of the Company's Charter** shall be deemed to have a substantial interest in that contract.	11. Voting. ..... d) A member of the Board of Directors who derives benefits from a contract specified in Points a) and b) of **Clause 8, Article 44 of the Company Charter** shall be deemed to have a material interest in such contract.	Update legal references.
Article 17. Meeting Minutes of the Board of Directors	**Article 17. Meeting Minutes of the Board of Directors**	

2. In cases where the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the information as stipulated in points a, b, c, d, e, g, and h of Clause 1 of this Article, then these minutes shall be valid. The content approved by a majority of the members present at the meeting in the minutes of the Board of Directors meeting must be adopted as a Resolution.	2. In the event that the Chairperson or the person recording the minutes refuses to sign the meeting minutes, but the minutes are signed and <u>**approved by all other attending members**</u> of the Board of Directors and contain all contents required under Points a), b), c), d), đ), e), g), and h) of Clause 1 of this Article, such minutes shall remain valid. <u>**The meeting minutes shall clearly state the refusal of the Chairperson or the person recording the minutes to sign the minutes. The signatories to the meeting minutes shall be jointly responsible for the accuracy and truthfulness of the contents of the Board of Directors' meeting minutes. The Chairperson and the person recording the minutes shall be personally liable for any damage caused to the Company due to their refusal to sign the meeting minutes in accordance with this Law, the Company Charter, and relevant laws.**</u> The matters approved by the majority of attending members of the Board of Directors as recorded in the meeting minutes shall be issued as a Resolution for approval.	Amendments and additions are in accordance with Clause 6, Article 7 of the Law amending the Law on Public Investment, the Law on Investment under the Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax and the Law on Civil Judgment Enforcement 2022, effective from March 1, 2022.
Article 19. Remuneration, bonuses and other benefits of members of the Board of Directors	**Article 19. Remuneration, bonuses and other benefits of members of the Board of Directors**	
<u>**1. Members of the Board of Directors (excluding authorized representatives) are entitled to remuneration for their work as members of the Board of Directors. The total remuneration for the**</u>	<u>**Remuneration, bonuses, and other benefits of members of the Board of Directors shall be implemented in accordance with the provisions of the Company Charter, the Internal Regulations on**</u>	Amend or remove details already stipulated in the Company Charter. Add

Board of Directors is decided by the General Meeting of Shareholders at its annual meeting. This remuneration is distributed among the members of the Board of Directors according to an agreement within the Board of Directors or equally distributed in the absence of an agreement. **2. The total amount paid to Board members and the remuneration for each Board member, including fees, expenses, commissions, share purchase rights, and other benefits received from the Company, its subsidiaries, affiliated companies, and other companies in which the Board member represents a capital contribution, must be disclosed in detail in the Company's Annual Report.** **3. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in subcommittees of the Board of Directors, or performing other duties which the Board of Directors deems outside the ordinary scope of a member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as determined by the Board of Directors.** **4. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in performing their duties as members of the Board**	**Corporate Governance, and relevant legal documents.**	references to relevant documents.

<u>of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.</u>		
Article 22. Relationship with the Board of Management	**Article 22. Relationship with the Board of Management**	
In its governance role, the Board of Directors issues resolutions for **<u>the General Director (Director)</u>** and the executive team to implement. At the same time, the Board of Directors monitors and supervises the implementation of these resolutions.	In its managerial role, the Board of Directors issues resolutions to **<u>the Director.</u>** and the executive body implements them. At the same time, the Board of Directors checks and monitors the implementation of the resolutions.	The changes are to align with the company's organizational and management structure.
Article 23. Relationship with the Board of Supervisors <u>or Audit Committee</u>	**Article 23. Relationship with the Board of Supervisors**	
1. The relationship between the Board of Directors and the Board of Supervisors **<u>or Audit Committee</u>** is one of collaboration. The working relationship between the Board of Directors and the Board of Supervisors **<u>or Audit Committee</u>** is based on the principles of equality and independence, while also ensuring close coordination and mutual support in the performance of their duties. 2. Upon receiving inspection reports or summary reports from the Board of Supervisors **<u>or the Audit Committee</u>** , the Board of Directors is responsible for studying them and directing relevant departments to	1. The relationship between the Board of Directors and the Board of Supervisors is one of collaboration. The working relationship between the Board of Directors and the Board of Supervisors is based on the principles of equality and independence, while also ensuring close coordination and mutual support in the performance of their duties. 2. Upon receiving inspection reports or summary reports from the Board of Supervisors, the Board of Directors is responsible for studying them and directing relevant departments to develop plans and implement timely corrective actions.	The changes are to align with the company's organizational and management structure.

develop plans and implement timely corrective actions.		
Article 24. Effective Date	**Article 24. Effective Date**	
The operating regulations of the Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company consist of 7 chapters and 24 articles, and came into effect on **April 27, 2021.**	The operating regulations of the Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company consist of 7 chapters and 24 articles, and will come into effect from **September 11, 2026.**	Update the effective date of the Regulations.

Note:

- Several other detailed adjustments have been made to sentence structure, wording, abbreviations, and some references in the Regulations to ensure consistency in form and content, but without changing the content of the Articles and Clauses.

APPENDIX 04: AMENDMENTS AND ADDITIONS TO THE OPERATING REGULATIONS OF THE BOARD OF SUPERVISORS OF HANOI - THANH HOA BEER JOINT STOCK COMPANY

(Attached is Report No. 135/TTr-THB, dated August 10, 2026)

Note:

- *Provisions not detailed in this appendix remain unchanged.*
- *The proposed changes in the section "Regulations in the current Regulations" are the lines of text shown **underlined** **and in bold**.*
- *The contents requiring amendments and supplements in the section "Regulations in the Amended Regulations" are the lines of text shown **underlined and in bold**.*
- *The "Law on Enterprises" means Law No. 59/2020/QH14 on Enterprises, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and Law No. 76/2025/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, together with the amendments, supplements and implementing regulations thereto.*
- *The "Law on Enterprises" means Law No. 76/2025/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025.*
- *The "Law on Securities" means Law No. 54/2019/QH14 on Securities, adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, together with the amendments, supplements and implementing regulations thereto.*
- *Decree No. 155/2020/ND-CP means Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025, together with the amendments, supplements and implementing regulations thereto.*

- *Circular No. 116/2020/TT-BTC means Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, providing guidance on a number of provisions relating to corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.*

Regulations in the current Regulations	Regulations in the Amended Regulations	Note
Based on the Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019; **Based on the Law on Enterprises No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;** **Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of provisions of the Law on Securities;** **Based on** Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Law on Securities;	**Base:** - **The Law on Enterprises No. 59/2020/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and Law No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, and other amending, supplementing, and guiding documents for implementation.** - **The Law on Securities No. 54/2019/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, amended and supplemented by Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and other amending, supplementing, and guiding documents for its implementation.**	Update the references.

<u>Based on</u> the Charter of Hanoi - Thanh Hoa Beer Joint Stock Company **<u>Based on Resolution No. 25/NQ-ĐHĐCĐ-THB of the General Meeting of Shareholders dated April 27, 2021</u>**	**<u>- Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Law on Securities, as amended and supplemented by Decree 245/2025/ND-CP dated September 11, 2025, and other amending, supplementing, and guiding documents.</u>** - Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Law on Securities; - Charter of Hanoi - Thanh Hoa Beer Joint Stock Company; **<u>- Resolution of the General Meeting of Shareholders No. ……………………… dated September 11, 2026</u>**	
Article 4. Term of office and number of members of the Board of Supervisors	**Article 4. Term of office and number of members of the Board of Supervisors**	
2. The auditor may not be a shareholder of the company and must meet the conditions and standards stipulated in **<u>Clause 2, Article 37 of the company's charter.</u>**	2. The auditor may not be a shareholder of the company and must meet the conditions and standards stipulated in **<u>Clause 2, Article 38 of the company's charter.</u>**	Update the reference to the relevant provisions in the Company's Charter.

Article 5. Standards and conditions for membership of the Board of Supervisors	**Article 5. Standards and conditions for membership of the Board of Supervisors**	
1. Members of the Board of Supervisors must meet the following standards and conditions: a) Being at least twenty-one (21) years old, having full legal capacity, and not subject to the provisions of **the Law on Enterprises;**	1. Members of the Board of Supervisors must meet the following standards and conditions: a) Being at least twenty-one (21) years old, having full legal capacity, and not being among the persons prohibited under Clause 2, **Article 17 of the Law on Enterprises**	Update legal references.
Article 8. Procedures for electing, dismissing, and removing members of the Board of Supervisors	**Article 8. Procedures for electing, dismissing, and removing members of the Board of Supervisors**	
2. The voting for members of the Board of Supervisors must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Supervisors, and shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Supervisors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the company's charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Supervisors, a re-election	**2. Voting for the election of members of the Board of Supervisors may be conducted by one of the methods specified in Clause 5, Article 21 of the Company Charter and Article 5 of Appendix IV issued together with the Internal Regulations on Corporate Governance.**	Update and replace the old content with references to relevant provisions in the Company Charter and the Internal Regulations on Corporate Governance.

<u>will be held among those candidates or a selection will be made according to the criteria stipulated in the election regulations or the company's charter.</u>		
Article 11. Rights, obligations and responsibilities of the Board of Supervisors	**Article 11. Rights, obligations and responsibilities of the Board of Supervisors**	
The Board of Supervisors shall have the rights and obligations prescribed by the Law on Enterprises and **<u>Article 39 of the Company Charter</u>**. In addition, the Board of Supervisors shall have the following rights and obligations	The Board of Supervisors shall have the rights and obligations prescribed by the Law on Enterprises and **<u>Article 40 of the Company Charter</u>**. In addition, the Board of Supervisors shall have the following rights and obligations:	Update the references.
Article 22. Effective Date	**Article 22. Effective Date**	
The operating regulations of the Board of Supervisors of Hanoi - Thanh Hoa Beer Joint Stock Company consist of 7 chapters and 22 articles and are effective from **<u>April 27, 2021.</u>**	The operating regulations of the Board of Supervisors of Hanoi - Thanh Hoa Beer Joint Stock Company consist of 7 chapters and 22 articles and are effective from **<u>September 11, 2026.</u>**	Update the effective date of the Regulations.

Note:

- Several other detailed adjustments have been made to sentence structure, wording, abbreviations, and some references in the Regulations to ensure consistency in form and content, but without changing the content of the Articles and Clauses.