HANOI - THANH HOA BEER JOINT STOCK COMPANY
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CHARTER

HANOI - THANH HOA BEER JOINT STOCK COMPANY

(Issued together with the Resolution of the General Meeting of Shareholders No. 81/NQ-ĐHĐCĐ-THB dated September 11, 2026)

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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. 81/NQ-ĐHĐCĐ-THB 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.

I. DEFINITION OF TERMS IN THE CHARTER

Article 1. Explanation of Terms

1. In this Regulation, the following terms shall be understood as follows:

a) "Charter capital" is the total par value of shares sold or registered for purchase upon the establishment of a joint-stock company, as stipulated in Article 5 of this Charter;

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 of Viet Nam on November 29, 2024, together with any amendments, supplements, and implementing regulations;

d) "Date of establishment" is the date on which the Company is first granted its Certificate of Business Registration (Business Registration Certificate and other equivalent documents);

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.

f) "Executive Officers" refers to the Executive Director, the Deputy Director, the Chief Accountant, and other executive officers as prescribed by the Charter.

g) "Related parties" are individuals or organizations as defined in Clause 23, Article 4 of the Law on Enterprise and Clause 46, Article 4 of the Law on Securities;

h) "Operating period" refers to the operating period of the Company as stipulated in Article 0of the Charter and any extension period (if any) approved by resolution of the Company's General Meeting of Shareholders;

i) A "major shareholder" is a shareholder who owns 5% or more of the voting shares of an issuing organization.

j) "Vietnam" refers to the Socialist Republic of Vietnam.

k) "Founding shareholder" is a shareholder who owns at least one common share and signs the list of founding shareholders of a joint-stock company.

l) "Approved auditing firm" refers to an independent auditing firm included in the list of auditing firms approved by the State Securities Commission to conduct audits in accordance with the Law on Enterprises and the Law on Independent Auditing.

m)"Internal Regulations on Company Governance" is a document that compiles the principles and regulations on the operation and management of the Company, issued according to the authority and procedures of the Company and in accordance with the provisions of the Law at each given time.

n) "Information security" refers to the company's trade secrets and technological secrets. This includes all information, documents, images, etc., as stipulated in Article 58 of this Charter.

2. In this Charter, references to one or more other regulations or documents shall include any amendments or replacements thereof.

3. The headings (chapters, articles of this Charter) are used for convenience in understanding the content and do not affect the content of this Charter.

4. Words or terms defined in the Law on Enterprise (unless they conflict with the subject matter or context) shall have the same meaning in this Charter.

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.

1. Company Name

o Vietnamese name: HANOI BEER - THANH HOA JOINT STOCK COMPANY

o English name: Ha Noi - Thanh Hoa Beer Joint Stock Company

o Trade name: Ha Noi - Thanh Hoa Beer Joint Stock Company

o Abbreviation: HABECO - HTH

2. The company is a joint-stock company with legal personality in accordance with current Vietnamese law.

3. The company's registered office is:

o Address: Company headquarters – 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa Province.

o Phone: (84) 0237 3852 503

o Fax: (84) 0237 3853 270

o E-mail: thb@biathanhhoa.com.vn

o Website: biathanhhoa.com.vn

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.

5. The company may establish branches and representative offices in its business area to pursue its operational objectives in accordance with the resolutions of the Board of Directors and within the limits permitted by law.

6. Unless the Company ceases operations prematurely in accordance with Articles 59 and 60 or extends its operations in accordance with Article 61 of this Charter, its operating term shall be 50 years from the date the Business Registration Certificate is issued by the business registration authority.

III. COMPANY'S OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS

Article 3. Objectives of the Company's Operations

1. Company's business areas:

No.	Business Line Code	Business Line
(1)	(2)	(3)
1	5610	Restaurants and Mobile Food Service Activities
2	6810	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.
3	5210	Warehousing and Storage Details: Warehouse and yard leasing services.
4	4633	Wholesale of beverages Details: Trading in alcoholic beverages, beer, carbonated and non-carbonated soft drinks, mineral water and pure natural drinking water
5	4659	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)
6	4933	Freight transport by road
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 business of alcoholic beverages, beer and soft drinks
11	4102	Construction of non-residential buildings
12	1104	Manufacture of malt for beer brewing
13	4299	Construction of other civil engineering works Details: Construction of industrial works
14	4632	Wholesale of food (excluding the exercise of export rights, import rights and distribution rights over goods on the List of goods for which

No.	Business Line Code	Business Line
		foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights and distribution rights)
15	1105	Manufacture of non-alcoholic beverages and mineral water
16	5510	Hotels and similar accommodation
17	5520	Other short-term accommodation activities
18	20111	Manufacture of Industrial Gases

2. Company's operational objectives: Hanoi - Thanh Hoa Beer Joint Stock Company mobilizes and utilizes capital for business operations with the goal of generating high profits for shareholders, creating jobs for employees, contributing to the state budget, and developing the company.

Article 4. Scope of business and operations

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 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

Article 5. Charter capital, shares, founding shareholders

1. The company's charter capital is VND 114,245,700,000. (In words: One hundred fourteen billion two hundred forty-five million seven hundred thousand Vietnamese Dong only)

The company's total charter capital is divided into 11,424,570 (Eleven million four hundred twenty-four thousand five hundred seventy) shares with a par value of VND 10,000 per share.

2. The company may increase or decrease its charter capital with the approval of the General Meeting of Shareholders and in accordance with the provisions of the law.

3. All shares of the Company on the date of adoption of this Charter are common shares.

4. The company may issue other types of preferred shares after obtaining the approval of the General Meeting of Shareholders and in accordance with the

provisions of the law.

5. The names, addresses, number of shares, and other details of the founding shareholders, as stipulated by the Law on Enterprise, will be listed in the attached appendix. This appendix is part of this Charter.

6. Common shares must be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless otherwise stipulated by the General Meeting of Shareholders. The number of shares not subscribed for by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other shareholders and parties under conditions no more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

7. The Company may repurchase shares issued by itself in the manner prescribed in this Charter and applicable law. Common shares repurchased by the Company are treasury shares, and the Board of Directors may offer them for sale in a manner consistent with the provisions of this Charter, the Law on Securities, and related guiding documents.

8. The company may issue other types of securities as prescribed by law.

Article 6. Share Certificate

1. A share certificate is a certificate issued by a joint stock company, a book-entry record or electronic data evidencing the ownership of one or more shares of such company.

2. Where shares are issued in the form of certificates, such certificates shall bear the Company's seal and the signature of the Company's legal representative or his/her authorized representative. The share certificates shall contain all information as prescribed in Clause 1, Article 121 of the Law on Enterprises.

In the event of any change to a shareholder's contact address, such shareholder shall promptly notify the Company so that the Shareholders Register may be updated accordingly. The Company shall not be liable for a shareholder's failure to receive information or notices (including, but not limited to, notices of meeting and accompanying documents, notices of share offerings, written ballot forms, etc.) or for any inability to contact such shareholder due to the shareholder's failure to notify the Company of any change to his/her contact address.

3. For shares not yet re-registered with the securities company, within two months (or another period as stipulated in the issuance terms) from the date of full payment for the shares as specified in the company's share issuance plan, the shareholder will be issued a share certificate. The shareholder is not required to

pay the company any printing costs for the share certificate or any other fees.

4. In the event of errors in the content and form of shares issued by the company, the rights and interests of the holder will not be affected. The company's legal representative is responsible for any damages caused by such errors.

5. In the event that a share certificate is lost, destroyed, or otherwise damaged, the shareholder will be reissued the certificate by the company upon the shareholder's request.

A shareholder's proposal must include the following:

a) Shares that have been lost, destroyed , or otherwise damaged ; in the case of loss, it must be stated that every effort has been made to find them, and if found, they will be returned to the company for destruction;

b) Be responsible for any disputes arising from the reissuance of new shares.

For shares with a total par value exceeding ten million Vietnamese Dong, before accepting a request for new shares, the legal representative may require the shareholder to publish a notice regarding the loss, destruction, or other damage to the shares. After 15 days from the date of publication of the notice, the legal representative will then request the company to issue new shares.

Article 7. Other securities certificates

Bond certificates or other securities certificates of the Company (other than offering documents, temporary certificates and similar documents) shall be issued bearing the signature of the Company's legal representative and the Company's seal, unless otherwise provided for in the terms and conditions of the relevant issuance.

Article 8. Transfer of shares

1. All shares are freely transferable unless otherwise provided by this Charter and the law. Shares listed on the Stock Exchange will be transferred in accordance with the regulations of the law on securities and the securities market.

2. Unpaid shares are not transferable and do not entitle the holder to related rights and benefits such as the right to receive dividends, the right to receive newly issued shares to increase share capital from equity, the right to purchase newly offered shares, and other rights as stipulated by law.

3. The transfer is carried out by contract in the usual manner or through transactions on the securities market. In the case of a contract transfer, the transfer documents must be signed by the transferor and the transferee or their authorized representatives. In the case of a transfer through a securities market transaction, the

procedures and recording of ownership shall be carried out in accordance with the provisions of Law on Securities.

4. In the event that a shareholder who is an individual dies, the heir according to the will or the law of that shareholder becomes a shareholder of the company.

5. In the event that a shareholder who is an individual dies without heirs, or the heirs refuse to accept the inheritance, or are disinherited, the shares of that shareholder shall be settled according to the provisions of civil law.

6. Shareholders have the right to donate a portion or all of their shares in the company to other individuals or organizations; and to use shares to pay off debts. Individuals or organizations who receive shares as a donation or as debt repayment will become shareholders of the company.

7. For shares that have not been re-listed, in the case where a shareholder transfers a certain number of shares. Then the old stock certificate is canceled and the company issues a new stock certificate recording the number of shares held by that shareholder.

8. An individual or organization acquiring shares in the cases specified in this Article shall become a shareholder of the Company only from the time when all information prescribed in Clause 2, Article 122 of the Law on Enterprises has been duly recorded in the Shareholders Register.

Article 9. Forfeiture of Shares

1. Where a shareholder fails to pay in full and on time the amount payable for subscribed shares, the Board of Directors shall give notice and may require such shareholder to pay the outstanding amount together with interest thereon and any expenses incurred by the Company as a result of such failure, in accordance with applicable regulations.

2. The payment notice referred to above shall specify the new payment deadline (which shall be no less than seven (07) days from the date of the notice), the place of payment, and shall clearly state that, if the payment is not made as required, the unpaid shares shall be subject to forfeiture.

3. If the requirements set out in the above notice are not complied with, the Board of Directors may, prior to the full payment of all amounts due, accrued interest and related expenses, resolve to forfeit such shares. The Board of Directors may accept the surrender of any shares liable to forfeiture pursuant to Clauses 4, 5 and 6 of this Article and in such other cases as provided for in this Charter.

4. Any shares so forfeited shall be deemed authorized but unissued shares

available for offer. The Board of Directors may directly, or authorize another person to, sell, re-allot or otherwise dispose of such forfeited shares to the former holder thereof or to any other person on such terms and in such manner as the Board of Directors deems appropriate.

5. A shareholder whose shares have been forfeited shall cease to be a shareholder in respect of those forfeited shares but shall remain liable to pay to the Company all amounts payable in respect of such shares together with interest thereon, at a rate determined by the Board of Directors (not exceeding twelve per cent (12%) per annum), calculated from the date of forfeiture until the date of full payment. The Board of Directors shall have full discretion to enforce payment of the full amount due at the time of forfeiture or to waive payment in whole or in part.

6. A notice of forfeiture shall be sent to the holder of the forfeited shares prior to the effective date of forfeiture. The forfeiture shall remain valid notwithstanding any omission or inadvertent error in giving such notice.

Article 10. Share Repurchase

1. Repurchase of shares at the request of shareholders: A shareholder voting against a resolution on the reorganization of the Company or on any amendment to the rights and obligations of shareholders as provided in the Company's Charter shall have the right to request the Company to repurchase his/her shares, and the Company shall repurchase such shares in accordance with Article 132 of the Law on Enterprises.

2. Repurchase of shares at the Company's discretion: The Company may repurchase no more than thirty per cent (30%) of the total number of sold ordinary shares. The Board of Directors may decide to repurchase no more than ten per cent (10%) of the total number of sold shares of each class within a period of twelve (12) months. In all other cases, the repurchase of shares shall be decided by the General Meeting of Shareholders. Any repurchase of shares at the Company's discretion shall comply with Article 133 of the Law on Enterprises.

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.

V. ORGANIZATION, CORPORATE GOVERNANCE AND SUPERVISION

Article 11. Organizational Structure for Corporate Governance and

Supervision

The Company's organizational structure for management, corporate governance and supervision shall comprise:

a) General Meeting of Shareholders;

b) Board of Directors;

c) Board of Supervisors;

d) Executive Director.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of Shareholders

1. Shareholders are the owners of the company, possessing rights and obligations corresponding to the number and type of shares they own. Shareholders are only liable for the company's debts and other financial obligations to the extent of their capital contribution.

2. Common shareholders have the following rights:

a) Participate in General Meetings of Shareholders and exercise voting rights directly or through authorized representatives or in other forms as prescribed in Article 144. Law on Enterprises and Company Charter. Each common share has one voting right;

b) Receive dividends at the rate determined by the General Meeting of Shareholders;

c) Freely transfer one's shares to others, except as stipulated in Clause 3 of Article 120, Clause 1 of Article 127 of the Law on Enterprise and other relevant legal provisions;

d) Given priority to purchase newly offered shares in proportion to the percentage of common shares they own;

e) Review, search, and retrieve the shareholder's information from the List of Shareholders Entitled to Vote and request corrections to any inaccurate information;

f) Review, search, extract, or copy the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

g) In the event of the company's dissolution or bankruptcy, the shareholder is entitled to receive a portion of the remaining assets corresponding to the number of shares contributed to the company, after the company has paid its creditors and other shareholders as stipulated by law.

h) Request the company to repurchase their shares in the cases stipulated in Article 132 of the Law on Enterprise;

i) Equal treatment is guaranteed. Each share of the same class confers equal rights, obligations, and benefits on the shareholder. In cases where the company has preferred shares, the rights and obligations associated with those preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders.

j) To have full access to regular and extraordinary information disclosed by the company in accordance with the law;

k) To protect their legitimate rights and interests; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Law on Enterprise;

l) Other rights as stipulated in this Charter and by law.

3. Shareholders or groups of shareholders owning five percent (5%) or more of the total number of common shares have the following rights:

a) Nominate members of the Board of Directors or the Board of Supervisors in accordance with the respective provisions of Articles 26 and 37 of this Charter;

b) Request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprise;

c) Review, search, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial reports, reports of the Board of Supervisors, contracts, transactions requiring approval from the Board of Directors, and other documents except those relating to trade secrets and business secrets of the company;

d) The Board of Supervisors is required to examine specific issues related to the management and operation of the company when deemed necessary. The request must be in writing and must include the following information: full name, contact address, nationality, and legal document number of individual shareholders; name, business registration number or legal document number of organizational shareholders, and registered office address; number of shares and registration date of each shareholder, total number of shares of the entire group of shareholders, and ownership percentage in the total number of shares of the company; the issue to be examined and the purpose of the examination.

e) We propose that this matter be included in the agenda of the General Meeting of Shareholders as stipulated in Clause 4, Article 18 of this Charter;

f) Other rights are set forth in this Charter.

Article 13. Obligations of Shareholders

Shareholders have the following obligations:

1. Comply with the Company's Charter and regulations; abide by the decisions of the General Meeting of Shareholders and the Board of Directors;

2. Pay in full and on time for the committed shares, and be responsible for the company's debts and other financial obligations to the extent of the capital contributed to the company;

3. Provide your accurate permanent address, email address, and contact phone number when registering to purchase shares;

4. Fulfill other obligations as required by applicable law;

5. Individuals are held personally liable for any of the following acts committed in the name of the company:

a) Violation of the law;

b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;

c) Pay off debts that are not yet due to mitigate potential financial risks for the company.

6. Not permitted to withdraw contributed capital in the form of common shares from the company in any form, except in cases where the shares are repurchased by the company or another party. If a shareholder withdraws part or all of their contributed capital in violation of this provision, that shareholder and any related parties in the company shall be jointly and severally liable for the company's debts and other financial obligations to the extent of the value of the withdrawn shares and any resulting damages.

7. Responsible for protecting the information provided by the company in accordance with its charter and applicable laws; they must only use the provided information to exercise and protect their legitimate rights and interests; and they are strictly prohibited from disseminating, copying, or sending the information provided by the company to other organizations or individuals.

8. Attend the General Meeting of Shareholders and exercise voting rights

through the following methods:

a) Attend and vote in person at the meeting;

b) Authorize another individual or organization to attend and vote at the meeting;

c) Participate and vote via online conference, electronic voting, or other electronic means;

d) Submit your ballot to the meeting via mail, fax, or email.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the Company. The General Meeting of Shareholders is held annually once (01) a year and within four (04) months from the end of the financial year. The Board of Directors decides to extend the annual General Meeting of Shareholders if necessary, but not more than six (06) months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The location of the General Meeting of Shareholders is determined by where the chairperson attends the meeting and must be in the territory of Vietnam.

2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects a suitable venue. The Annual General Meeting of Shareholders decides on matters as prescribed by law and the Company's Charter, particularly approving the audited annual financial statements. If the audited annual financial statements contain material exceptions, adverse audit opinions, or disclaimers, the Company must invite a representative from the approved auditing firm that audited the Company's financial statements to attend the Annual General Meeting of Shareholders. This representative from the approved auditing firm is obligated to attend the Annual General Meeting of Shareholders.

3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:

a) The Board of Directors deems it necessary for the benefit of the Company;

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 members of the Board of Directors is reduced by more than one-third compared to the number of members stipulated in the Charter;

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 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 registration date 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;

f) Other cases as prescribed by law and the company's charter.

4. Convening 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 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 attending the General Meeting of Shareholders, including accommodation and travel expenses.

Article 15. Rights and obligations of the General Meeting of Shareholders

1. The Annual General Meeting of Shareholders has the right to discuss and approve:

a) Annual financial statements have been audited;

b) Report of the Board of Supervisors on the Company's business results, the performance of the Board of Directors and the Director; Self-assessment report on the performance of the Board of Supervisors and its members;

c) Reports from the Board of Directors on the governance and performance of the Board of Directors and each member of the Board of Directors;

d) The company's annual business plan;

e) The dividend rate per share for each class;

f) Other matters within its jurisdiction.

2. The General Meeting of Shareholders shall discuss and approve the following matters:

a) Through annual financial reports;

b) The annual dividend payment for each type of share shall comply with the Law on Enterprise and the rights associated with that type of share. This dividend shall not exceed the amount proposed by the Board of Directors after consulting with shareholders at the General Meeting of Shareholders;

c) Number of members of the Board of Directors; Board of Supervisors;

d) Approve the list of approved auditing firms; decide which approved auditing firm will conduct audits of the company's operations when deemed necessary;

e) Electing, dismissing, and removing members of the Board of Directors and the Board of Supervisors;

f) Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;

g) Supplementing and amending the Company's Charter;

h) The types and number of new shares to be issued for each share class and the transfer of shares by founding members within the first three years from the Date of Establishment;

i) Dividing, separating, merging, consolidating, or transforming the Company;

j) Reorganize and dissolve (liquidate) the company and appoint a liquidator;

k) Inspect and address violations by the Board of Directors or the Board of Supervisors that cause damage to the Company and its shareholders;

l) Decisions to invest in or sell assets whose value is equal to or greater than thirty-five percent (35%) of the total asset value recorded in the Company's most recent financial statement;

m) Decision to repurchase more than ten percent (10%) of the total number of shares sold of each class;

n) A transaction decision is defined as having a value of thirty-five percent (35%) or more, or a transaction resulting in a total transaction value arising within twelve (12) months from the date of the first transaction with a value of thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statement between the company and one of the following parties:

- Members of the Board of Directors, members of the Board of Supervisors, Director, other managers, and related parties of these entities;
- Shareholders, authorized representatives of shareholders owning more than ten percent (10%) of the total common stock of the company and their related parties;
- Businesses whose members of the Board of Directors, Supervisors, Director, and other managers of the company are required to declare their assets as stipulated in Clause 2, Article 164 of the Law on Enterprise;

In this case, shareholders with an interest related to the parties in the contract or transaction do not have voting rights;

o) Decisions regarding contracts, loan transactions, lending, and sale of assets with a value exceeding ten percent (10%) of the total value of the company's assets as recorded in the most recent financial statement between the company and shareholders owning fifty-one percent (51%) or more of the total voting shares or related parties of such shareholders.

p) Granting loans or guarantees to members of the Board of Directors, members of the Board of Supervisors, Director, other managers who are not shareholders, and individuals or organizations related to these entities;

q) Granting loans or guarantees to related parties of members of the Board of Directors, members of the Board of Supervisors, Directors, and other managers where the public company and the related party are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies and economic conglomerates;

r) Type, total value of bonds, and offering date for convertible bonds and bonds with warrants.

s) Approve the internal regulations on corporate governance, the regulations on the operation of the Board of Directors, and the regulations on the operation of the Board of Supervisors;

t) Other matters as prescribed by law, this Charter, and other regulations of the Company;

3. Shareholders are not allowed to vote in the following cases:

a) Through contracts as stipulated in Clause 2 of this Article, when that shareholder or a person related to that shareholder is a party to the contract;

b) The repurchase of shares from such shareholder or any person related to such shareholder, except where the share repurchase is carried out in proportion to the shareholdings of all shareholders or is effected through order matching or a public tender offer on a Stock Exchange.

4. All resolutions and matters on the agenda must be discussed and voted on at 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 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.
- 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.

2. If a company shareholder is an organization that appoints multiple authorized representatives, the number of shares allocated to each authorized representative must be specifically determined. If the company shareholder does not specify the corresponding number of shares for each authorized representative, the shares will be divided equally among all authorized representatives.

3. The authorization of a representative to attend the General Meeting of Shareholders must be in writing and signed in accordance with the following regulations:

a) The power of attorney document must be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder; the name of the individual or organization authorized and the number of shares authorized; the content and scope of the authorization; the duration of the authorization; and the signatures of the authorizing party and the authorized party.

b) In cases where the institutional shareholder is the authorized representative, the document appointing the authorized representative must be notified to the company and is only effective for the company from the date the company receives the document. The document appointing the authorized representative must include the following key contents:

- Name, business registration number, and registered office address of the shareholder;
- The number of authorized representatives and the corresponding shareholding or capital contribution ratio of each authorized representative;

- The full name, contact address, nationality, and legal document number of each authorized representative;
- The respective terms of authorization for each authorized representative, specifying the commencement date of their representation;
- Full name and signature of the legal representative of the shareholder and of the authorized representative;

c) In other cases, the power of attorney must be signed by the shareholder or the shareholder's legal representative and the person authorized to attend the meeting.

Authorized representatives attending the General Meeting of Shareholders must submit their authorization document before entering the meeting room. In case of sub-authorization, the representative must also present the original authorization document from the shareholder or the authorized representative of the shareholder (if not previously registered with the Company).

4. In cases where a lawyer signs a letter of appointment on behalf of an authorized person, the appointment is only considered valid if the letter of appointment is presented along with the letter of authorization to the lawyer or a valid copy of that letter of authorization (if not previously registered with the Company).

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.

Article 17. Changes to Rights

1. Changes or cancellations of special rights associated with a class of preferred shares take effect when approved by shareholders representing sixty-five percent (65%) or more of the total voting rights of all shareholders present at the meeting. A resolution of the General Meeting of Shareholders concerning adverse changes to the rights and obligations of preferred shareholders shall only be adopted if approved by preferred shareholders of the same class present at the

meeting, representing seventy-five percent (75%) or more of the total preferred shares of that class, or approved by preferred shareholders of the same class representing seventy-five percent (75%) or more of the total preferred shares of that class in the case of a resolution adopted by written ballot.

2. The holding of a meeting of shareholders holding a class of preferred shares to approve the aforementioned change of rights is only valid when there are at least two (02) shareholders (or their authorized representatives) and holding at least one-third (1/3) of the par value of the issued shares of that class. If there are not enough representatives as stated above, the meeting shall be held again within the next thirty (30) days and those holding shares of that class (regardless of the number of people and shares) present in person or through authorized representatives shall be considered to have met the required number of representatives. At the meetings of shareholders holding the aforementioned preferred shares, those holding shares of that class present in person or through their representatives may request a secret ballot. Each share of the same class has equal voting rights at the aforementioned meetings.

3. The procedure for conducting such separate meetings is carried out in accordance with the provisions of Articles 19, 20 and 21 of this Charter.

4. Unless otherwise stipulated in the terms of the share issuance, the special rights associated with preferred shares concerning some or all matters relating to the sharing of the Company's profits or assets shall not be altered when the Company issues additional shares of the same class.

Article 18. Convening the General Meeting of Shareholders, the meeting agenda, and the notice of the General Meeting of Shareholders.

1. The Board of Directors convenes the General Meeting of Shareholders, or the General Meeting of Shareholders is convened in accordance with the circumstances stipulated in points b and c of Clause 4, Article 14 of this Charter;

2. The person convening the General Meeting of Shareholders must perform the following tasks:

a) Prepare a list of shareholders eligible to attend and vote at the general meeting. This list must be prepared no earlier than 10 days before the date of sending the notice of the first General Meeting of Shareholders; the meeting agenda and required documents must comply with the law and the Company's regulations. The Company must publish information about the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date;

b) Determine the time and location for holding the congress;

c) Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting.

d) Prepare the program and content for the congress;

e) Prepare documents for the conference;

f) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting.

g) Other tasks related to the congress.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by means that ensure it reaches the contact address registered by the shareholder, and shall also be published on the Company's website and the State Securities Commission, and the stock exchange where the Company's shares are listed or registered for trading. The convenor of the General Meeting of Shareholders must send the notice of the meeting to all shareholders on the List of Shareholders entitled to attend the meeting no later than twenty-one (21) days before the opening date of the meeting (calculated from the date the notice is duly sent or transmitted, paid for, or placed in the mailbox). The notice of the meeting must include the name, head office address, enterprise code; name, contact address of the shareholder, time, place of the meeting and other requirements for attendees. The agenda of the General Meeting of Shareholders, documents related to the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In cases where documents are not included with the notice of the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents so that shareholders can access them, including:

a) Meeting agenda, documents to be used in the meeting;

b) List and details of candidates in the case of electing members of the Board of Directors and members of the Board of Supervisors;

c) Voting slip;

d) Draft resolutions for each item on the meeting agenda.

4. Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company no later than three (03) working days before the opening date of the General Meeting of Shareholders. The proposal must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, and

the proposed issue to be included in the agenda.

5. In the event that the person convening the General Meeting of Shareholders refuses a proposal as stipulated in Clause 4 of this Article, they must respond in writing and state the reasons no later than two (02) working days before the opening date of the General Meeting of Shareholders. The person convening the General Meeting of Shareholders may only refuse a proposal if it falls under one of the following cases:

a) Proposals submitted after the deadline, or lacking sufficient information, or not conforming to the content stipulated in Clause 4 of this Article;

b) At the time of the petition, the shareholder or group of shareholders did not hold at least 5% (five percent) of the common shares based on the shareholder list on the last registration date to exercise the right to attend the General Meeting of Shareholders;

c) The proposed issue falls outside the scope of the General Meeting of Shareholders' authority to discuss and approve.

d) Other cases as prescribed by law and this Charter.

6. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article in the proposed agenda and content of the meeting, except as provided in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 19. Conditions for holding a General Meeting of Shareholders

1. The General Meeting of Shareholders is considered valid when the number of shareholders present represents more than fifty percent (50%) of the total voting rights.

2. If the first meeting fails to meet the quorum requirements as stipulated in Clause 1 of this Article within thirty minutes of the scheduled opening time of the meeting, the notice of the second meeting must be sent within thirty (30) days from the date of the first scheduled meeting. The second General Meeting of Shareholders shall be held when the number of shareholders and authorized representatives attending the meeting represents thirty-three percent (33%) or more of the total voting shares;

3. If the second meeting fails to meet the quorum requirements as stipulated in Clause 2 of this Article within thirty minutes of the scheduled opening time of the meeting, the notice of the third meeting must be sent within twenty (20) days from the date of the planned second meeting. The third General Meeting of

Shareholders shall be conducted regardless of the total number of votes of the shareholders and their authorized representatives attending the meeting and shall be considered valid and shall have the right to decide on all matters that the first General Meeting of Shareholders may approve.

4. Upon the Chairman's recommendation, the General Meeting of Shareholders has the right to decide to change the meeting agenda sent with the notice of meeting as stipulated in Clauses 3 and 6 of Article 18 of this Charter.

5. Shareholders are considered to have attended and voted at the General Meeting of Shareholders in the following cases:

a) Attend the General Meeting of Shareholders in person;

b) Submit your ballot to the meeting via mail, fax, or email;

c) Participate and vote via online conference, electronic voting, or other electronic means;

d) Authorize another person to attend the General Meeting of Shareholders on your behalf.

Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders

1. Before the meeting commences, the Company must carry out the shareholder registration procedure and must continue registration until all shareholders entitled to attend the meeting have registered.

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 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.

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.

4. Shareholders, authorized representatives of shareholders (if organizational), or authorized persons attending the meeting after it has commenced may still register and have the right to vote immediately after registration. The chairperson is not obligated to stop the meeting to allow late-arriving shareholders, authorized representatives, or authorized persons to register, and the validity of previously voted-on items remains unchanged.

5. The election of the chairperson, secretary, and vote counting committee is regulated as follows:

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. 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.

b) In other cases, the person who signs the minutes convening the General Meeting of Shareholders presides over the meeting to elect the chairman, and the person with the highest number of votes is appointed as the chairman.

c) The chairperson appoints one or more people to act as secretaries for the meeting;

d) The General Meeting elects those responsible for counting or supervising the vote count upon the Chairman's recommendation. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the Chairman's recommendation, but shall not exceed the number stipulated by current law.

6. The chairperson has the authority to decide on the procedures, formalities, and any events arising outside the agenda of the General Meeting of Shareholders. The agenda and content of the meeting must be approved by the General Meeting of Shareholders during the opening session. The agenda must clearly and specifically define the time allocated for each item on the agenda.

7. The Chairman of the General Meeting of Shareholders may adjourn the meeting, even if the required number of delegates has arrived, at a later time and location determined by the Chairman, without consulting the meeting, if he or she deems that:

a) Attendees were unable to secure convenient seating at the convention venue.

b) The communication facilities at the meeting venue do not guarantee that shareholders attending the meeting can participate, discuss, and vote;

c) Some attendees obstructed the meeting, disrupted order, and risked preventing the meeting from being conducted fairly and legally.

d) The delay was necessary so that the congress proceedings could proceed properly.

Furthermore, the Chairman of the General Meeting may postpone the meeting with the unanimous consent or request of the General Meeting of Shareholders, provided that the required number of delegates have attended. The maximum postponement period is no more than three days from the scheduled opening date of the meeting. The rescheduled meeting will only consider matters that would have been legally resolved at the previously postponed meeting.

8. If the chairperson postpones or suspends the General Meeting of Shareholders in violation of the provisions of Clause 7 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson and conduct the meeting until its conclusion; all resolutions passed at that meeting shall be effective and enforceable.

9. The chairperson or secretary of the meeting has the right to take necessary and reasonable measures to conduct the meeting in a valid and orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attendees.

10.The General Meeting of Shareholders discusses and votes on each item on the agenda. Voting is conducted by vote in favor, against, or abstention. The results of the vote count are announced by the chairman immediately before the closing of the meeting, unless otherwise stipulated in the company's charter.

11.The person convening or presiding over the General Meeting of Shareholders has the following rights:

a) Require all meeting attendees to undergo security checks or other lawful and reasonable security measures;

b) Request the competent authority to maintain order at the meeting; expel those who do not comply with the chairman's authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security checks from the General Meeting of Shareholders;

12.The Board of Directors, after careful consideration, may take measures which it deems appropriate to:

a) Adjust the number of people present at the main venue for the General Meeting of Shareholders;

b) Ensure the safety of everyone present at that location;

c) Facilitate shareholders' attendance (or continued attendance) at the general meeting.

The Board of Directors has the full authority to change the aforementioned measures and to implement all measures as deemed necessary. Measures may include issuing entry passes or employing other selection methods.

13.In the event that the aforementioned measures are applied at the General Meeting of Shareholders, the Board of Directors, when determining the location of the meeting, may:

a) Announce that the congress will be held at the location specified in the announcement and that the congress chairman will be present there ("Main venue of the meeting");

b) Arrangements shall be made so that shareholders or their authorized representatives who are unable to attend the meeting under these Terms, or who wish to participate from a location other than the Main venue of the meeting, may simultaneously attend the meeting;

The announcement regarding the organization of the meeting does not need to detail the organizational measures as stipulated in this Article.

14.Under this Charter (unless circumstances require otherwise), all shareholders are deemed to be participating in the meeting at the Main venue of the meeting.

The company must hold a General Meeting of Shareholders at least once a year. The annual General Meeting of Shareholders may not be held in the form of written ballots.

Article 21. Adoption of decisions by the General Meeting of Shareholders

1. The General Meeting of Shareholders shall adopt resolutions on matters within its authority either by voting at a meeting or by obtaining shareholders'

written opinions.

2. Resolutions of the General Meeting of Shareholders on the following matters must be adopted by voting at a meeting of the General Meeting of Shareholders:

a) Amendments and additions to the Company's charter;

b) Company development strategy.

c) Approval of the annual financial statements.

3. Resolutions on the following matters shall be adopted if approved by shareholders representing at least sixty-five per cent (65%) of the total voting rights of all shareholders attending and voting at the meeting (in the case of a physical meeting, online meeting or electronic voting), or by shareholders representing at least sixty-five per cent (65%) of the total voting rights of all voting shareholders (in the case of obtaining shareholders' written opinions):

a) Types of shares and the total number of shares of each type;

b) Changes in industry, occupation, and business sector;

c) Changes to the company's organizational and management structure;

d) Investment projects or the sale of assets with a value equal to or exceeding thirty-five per cent (35%) of the total assets recorded in the Company's most recent financial statements;

e) Reorganize or dissolve the company;

4. Resolutions and other decisions are adopted if they are approved by shareholders representing more than fifty percent (50%) of the total voting rights of all shareholders attending and voting at the meeting (in the case of a meeting held in person or through online conferencing or electronic voting) or by more than fifty percent (50%) of the total voting rights of all shareholders entitled to vote (in the case of obtaining shareholder opinions in writing), except for the cases stipulated in clauses 3, 5, and 6 of this Article.

5. The election of members of the Board of Directors and the Board of Supervisors may be conducted by cumulative voting, whereby each shareholder shall have a total number of votes equal to the number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors, and may allocate all or part of such votes to one or more candidates. The elected members of the Board of Directors or Supervisors shall be determined in descending order of the number of votes received, beginning with the candidate receiving the highest number of votes until all positions prescribed by the

Company's Charter have been filled. Where two (02) or more candidates receive the same number of votes for the final position on the Board of Directors or the Board of Supervisors, a re-election shall be conducted among such candidates or the selection shall be made in accordance with the criteria set out in the nomination and election regulations applicable to the relevant election or equivalent regulations or the Company's Charter. In addition, the election of members of the Board of Directors and the Board of Supervisors may be conducted by other methods as provided for in the nomination and election regulations applicable to the relevant election or equivalent regulations.

6. A resolution of the General Meeting of Shareholders concerning matters that adversely affect the rights and obligations of shareholders holding preferred shares shall only be adopted if approved by at least seventy-five percent (75%) of the total number of preferred shares of that class present at the meeting, or approved by at least seventy-five percent (75%) of the total number of preferred shares of that class in the case of adopting a resolution by written ballot.

Article 22. Authority and procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders.

The authority and procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders are carried out according to the following regulations:

1. Except for matters and issues that must be approved by the General Meeting of Shareholders through voting at the General Meeting of Shareholders as stipulated in Clause 2, Article 21, the Board of Directors has the right to solicit shareholder opinions in writing to approve decisions of the General Meeting of Shareholders at any time if deemed necessary for the benefit of the company.

2. The Board of Directors must prepare ballots, draft resolutions of the General Meeting of Shareholders and explanatory documents for the draft resolutions and send them to all shareholders with voting rights no later than ten (10) days before the deadline for returning the ballots. The preparation of the list of shareholders to whom ballots are sent shall be carried out in accordance with the provisions of Clauses 1 and 2 of Article 141 of the Law on Enterprise. The requirements and methods for sending ballots and accompanying documents shall be carried out in accordance with the provisions of Article 143 of the Law on Enterprise.

3. The survey form must include the following key information:

a) Name, registered office address, business registration number;

b) Purpose of soliciting feedback;

c) The full name, contact address, nationality and legal document number of an individual shareholder; the name, enterprise identification number or legal document 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.

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.

g) Full name and signature of the Chairman of the Board of Directors;

4. Shareholders may submit their completed opinion ballots to the company using one of the following methods:

a) By mail. The completed opinion poll must be signed by the individual shareholder, or by the authorized representative or legal representative of the corporate shareholder. The opinion poll sent to the company must be enclosed in a sealed envelope, and no one is permitted to open it before the vote count;

b) Send by fax or email. Opinion forms sent to the company via fax or email must be kept confidential until the vote count.

Opinion ballots sent to the company after the deadline specified in the ballot itself, or that have been opened (in the case of mail) or disclosed (in the case of fax or email), are invalid. Unsent ballots are considered non-voting ballots .

5. The Board of Directors shall organize the vote counting and prepare the vote counting report under the witness and supervision of the Board of Supervisors or shareholders who do not hold management positions in the Company. The vote counting report must include the following main contents:

a) Name, registered office address, business registration number;

b) The purpose and issues requiring consultation before the resolution can be passed;

c) The number of shareholders with the total number of votes cast, distinguishing between valid and invalid votes, and the method of submitting the ballots, along with an appendix listing the shareholders who participated in the vote;

d) The total number of votes in favor, against, and abstentions for each issue;

e) The issues were approved and the corresponding percentages of votes were cast in favor;

f) Full name and signature of the Chairman of the Board of Directors, the vote counting supervisor, and the vote counter.

Board members, vote counters, and vote supervisors shall be jointly liable for the integrity and accuracy of the vote count record; and jointly liable for any damages arising from decisions made due to dishonest or inaccurate vote counting.

6. The vote count minutes and the Resolution must be published on the Company's website within twenty-four (24) hours from the date of the end of the vote count.

7. The completed ballots, vote counting records, the full text of the adopted resolution, and any related documents attached to the ballots must all be kept at the company's head office.

8. Decisions made through written shareholder consultations have the same validity as decisions made at a General Meeting of Shareholders.

Article 23. Resolutions and Minutes of the General Meeting of Shareholders

1. General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, and may also be prepared in a foreign language, containing the main contents as prescribed in Clause 1, Article 150 of the Law on Enterprise.

2. Resolutions and minutes of the General Meeting of Shareholders must be prepared and approved before the meeting concludes. The chairperson and secretary of the meeting, or any other person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' contents.

3. Resolutions and minutes drawn up in both Vietnamese and foreign languages have equal legal effect. In case of discrepancies in content between the Vietnamese and foreign-language versions of the minutes, the content in the Vietnamese version shall prevail.

4. The chairperson of the General Meeting of Shareholders is responsible for organizing the archiving of the minutes of the General Meeting of Shareholders. Resolutions and minutes of the General Meeting of Shareholders must be disclosed in accordance with the law on information disclosure in the securities market and the provisions of the Law on Enterprise. The minutes of the

General Meeting of Shareholders are considered authentic evidence of the work carried out at the General Meeting of Shareholders unless objections to the content of the minutes are raised in accordance with the prescribed procedures within ten days of the minutes being sent.

5. The minutes of the General Meeting of Shareholders, the appendix listing registered shareholders, the resolutions passed, and related documents attached to the meeting invitation must be kept at the company's head office.

Article 24. Request for annulment of the Resolution of the General Meeting of Shareholders

Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote count of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 3, Article 12 of this Charter has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The sequence and procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violate the provisions of this Law and the company's charter, except as provided in Clause 2, Article 152 of the Law on Enterprise;

2. The resolution's content violates the law or the company's charter.

Article 25. Validity of resolutions and decisions of the General Meeting of Shareholders

1. Resolutions and decisions of the General Meeting of Shareholders take effect from the date of their adoption or from the effective date specified in the resolution or decision.

2. Resolutions and decisions of the General Meeting of Shareholders adopted by 100% of the total voting shares are legal and effective even if the procedures for convening the meeting and adopting those resolutions and decisions violate the provisions of this Law and the company's charter;

3. In the event that a shareholder or group of shareholders requests a court or arbitration tribunal to annul a resolution or decision of the General Meeting of Shareholders as stipulated in Article 24 of this Charter, those resolutions or decisions shall remain in effect until the court or arbitration tribunal's decision to annul them takes effect, except in cases where interim injunctive measures are applied by a competent authority.

VII. BOARD OF DIRECTORS

Article 26. Nomination and candidacy of Board of Directors members

1. If the candidates for the Board of Directors have been identified, the Company must publish information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information published and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Directors. The information related to candidates for the Board of Directors published shall include at least the following contents:

a) Full name, date of birth (day, month, year);

b) Professional qualifications;

c) Work experience;

d) Other managerial positions (including board positions in other companies);

e) The benefits relate to the Company and its related parties;

f) Information about the companies where the candidate holds a board of directors position, other management titles, and any related interests in the candidate's board of directors (if any).

g) The full name of the shareholder or group of shareholders nominating the candidate (if any);

h) Other information (if any).

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. A shareholder or group of shareholders holding from five percent (5%) to 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.

3. If the number of candidates for the Board of Directors, through nominations and candidacies, is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize further nominations. The mechanism is stipulated by the company in its internal regulations on corporate governance, the regulations on nomination, candidacy, and election of each member election round, or equivalent regulations. The nomination of additional candidates for the Board of Directors by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors, as required by law.

Article 27. Composition, term, and qualifications of Board of Directors members:

1. The number of Board of Directors members is seven (07) people.

2. The term of office for a Board of Directors member is five (05) years, and Board of Directors members can be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. In the event that all Board of Directors members finish their term at the same time, those members will continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

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.

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.

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.

5. Independent members of the Board of Directors are subject to the standards and conditions stipulated in Clause 2, Article 155 of the Law on

Enterprise.

6. A member of the Board of Directors shall cease to hold office upon being removed, dismissed or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises, or in any of the following circumstances:

a) a) Such member no longer satisfies the qualifications and criteria for serving as a member of the Board of Directors as prescribed by the Law on Enterprises and Clause 4 of this Article, or is prohibited by law from serving as a member of the Board of Directors.

b) Such member submits a written resignation to the Company's head office, and such resignation is accepted.

c) Such member suffers from a mental disorder, and the other members of the Board of Directors have professional evidence demonstrating that such member no longer has legal capacity.

d) Such member fails to attend meetings of the Board of Directors for a continuous period of six (06) months without the approval of the Board of Directors, and the Board of Directors has resolved that such member's office has become vacant.

e) Such member is removed from office as a member of the Board of Directors pursuant to a resolution of the General Meeting of Shareholders.

7. The appointment of members of the Board of Directors shall be disclosed in accordance with the laws on securities and the securities market.

Article 28. Rights and obligations of the Board of Directors

1. The Company's business operations and activities are subject to the management or direction of the Board of Directors. The Board of Directors is the body with full authority to exercise all rights on behalf of the Company, except for those powers reserved to the General Meeting of Shareholders.

2. The board of directors is responsible for overseeing the Executive Director and other executives.

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:

a) Making strategic decisions, developing medium-term growth plans, and formulating annual business plans for the company;

b) Propose the types of shares and the total number of shares authorized for sale for each type;

c) Decisions on sell new shares within the permitted number of shares for each class; decisions to raise additional capital through other means;

d) Decisions on the selling price of the company's shares and bonds ;

e) Decisions on repurchase shares is governed by Clauses 1 and 2 of Article 133 of the Law on Enterprise;

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;

g) Decisions on investment options and investment projects are made within the authority and limits prescribed by law;

h) Decisions on solutions for market development, marketing, and technology;

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;

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) Supervise and direct the Director and other managers in the daily operation of the company's business;

l) Decisions regarding the company's organizational structure and internal management regulations, decisions on establishing subsidiaries, branches, representative offices, and capital contributions or share purchases in other businesses;

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) Proposing the dividend rate to be paid; deciding 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) 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.

s) Other rights and obligations as prescribed by law and the Company's Charter.

4. The following matters require approval from the Board of Directors:

a) Establish branches or representative offices of the Company;

b) Establish subsidiaries of the Company;

c) Within the scope of the provisions of Clause 2, Article 153 of the Law on Enterprise, and except for the cases stipulated in Clause 2, Article 138 and Clauses 1 and 3, Article 167 of the Law on Enterprise which must be approved by the General Meeting of Shareholders, the Board of Directors shall, from time to time, decide on the implementation, amendment, and cancellation of the Company's contracts;

d) Appointing and dismissing persons authorized by the Company to act as the Company's commercial representatives and legal counsel;

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;

f) The purchase or sale of shares or capital contributions in other companies established in Vietnam or abroad;

g) The valuation of non-monetary assets contributed to the Company related to the issuance of shares or bonds of the Company, including gold, land use rights, intellectual property rights, technology and technological know-how;

h) The company shall purchase or repurchase no more than 10% (ten percent) of the total number of shares of each class offered for sale within twelve (12) months;

i) Business matters or transactions decided by the Board require approval within the scope of its authority and responsibility;

j) Deciding on the price to buy or repurchase the company's shares.

5. The Board of Directors shall report to the General Meeting of Shareholders on the performance of the Board of Directors in accordance with the Law on Enterprises, the Law on Securities, and the amendments, supplements and implementing regulations .

6. Unless otherwise provided by law and the Charter, the Board of Directors may authorize subordinate staff and executives to act on behalf of the Company.

Article 29. Remuneration, salaries and other benefits of members of the Board of Directors

1. The company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance.

2. Members of the Board of Directors (excluding authorized representatives) are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total remuneration and bonuses for the Board of Directors are decided by the General Meeting of Shareholders at its annual meeting. This remuneration is distributed among the Board members according to agreement within the Board of Directors or equally if no agreement is reached.

3. The total amount of remuneration paid to Board members and the amount of remuneration for each member, including fees, expenses; commissions, share purchase rights, and other benefits received from the Company, its subsidiaries, associates, and other companies in which the Board members represent capital contributions, must be detailed in the Company's annual report.

4. Board members holding executive positions (including the position of

Chairman or Vice-Chairman), or board members serving on subcommittees of the Board, or performing other duties which, in the view of the Board, fall outside the ordinary scope of a board 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.

5. Board members are entitled to reimbursement for all travel, accommodation, and other reasonable expenses incurred in performing their duties as board members, including expenses incurred in attending meetings of the Board of Directors, or subcommittees of the Board of Directors, or the General Meeting of Shareholders.

6. Board members may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the Company's Charter.

Article 30. Chairman and Vice Chairman of the Board of Directors

1. The Board of Directors must select from among its members a Chairman and a Vice Chairman (if necessary). The Chairman of the Board of Directors shall not concurrently hold the position of Director of the Company.

2. The Chairman of the Board of Directors is responsible for convening and presiding over the General Meeting of Shareholders and meetings of the Board of Directors, and also has other rights and responsibilities as stipulated in this Charter and Clause 3, Article 156 of the Law on Enterprise. In the event that the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the company's Charter. In the event that there is no authorized representative or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative measures at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is restricted or incapacitated, has difficulties in understanding or controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or performing a certain job, the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

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;

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.

Article 31. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one (01) member has the highest number of votes or the same percentage of votes, the members shall vote by majority to choose one (01) person among them to convene the meeting of the Board of Directors.

2. Regular meetings: The Chairman of the Board of Directors must convene Board meetings, set the agenda, time and place of the meeting at least 07 (seven) days before the scheduled meeting date. The Chairman may convene a meeting whenever he deems it necessary, but at least one meeting must be held every quarter.

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.

4. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the proposal specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the company; the person making the request has the right to replace the Chairman of the Board of

Directors in convening a meeting of the Board of Directors.

5. If requested by an independent auditor, the Chairman of the Board of Directors must convene a meeting of the Board of Directors to discuss the audit report and the Company's situation.

6. Meeting location. Board of Directors meetings shall be held at the Company's registered address or other addresses in Vietnam or abroad as decided by the Chairman of the Board of Directors and with the consent of the Board of Directors.

7. Notices and meeting agenda. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send the notice of meeting at least three (03) working days before the meeting date. Board members may refuse the notice of meeting in writing, and this refusal may be retroactive. The notice of the Board of Directors meeting must be in writing in Vietnamese and must fully inform the agenda, time, place of the meeting, issues to be discussed and decisions to be made, along with necessary documents on the issues to be discussed and voted on at the Board meeting and voting slips for Board members who cannot attend the meeting.

Notices inviting members to the Board of Directors meeting may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the company's charter, and must be ensured to reach the contact address of each member of the Board of Directors registered with the Company .

8. The Chairman of the Board of Directors or the convener sends notices of meetings and accompanying documents to the Supervisors as they do to the members of the Board of Directors. Supervisors have the right to attend Board of Directors meetings; they have the right to participate in discussions but do not have the right to vote.

9. Minimum attendance requirement: Board meetings may only be held and decisions made when at least three-quarters (3/4) of the Board members are present or through their representatives.

If the required number of members are not present, the meeting must be reconvened within 07 (seven) days from the date of the first scheduled meeting. The reconvened meeting will be held if more than 1/2 (half) of the members of the Board of Directors are present.

10. A member of the Board of Directors is deemed to have attended and voted at the meeting in the following circumstances:

a) Attend and vote in person at the meeting;

b) Authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors.

c) Participate and vote via online conference, electronic voting, or other electronic means;

d) Submit your ballot to the meeting via mail, fax, or email.

11.Voting.

a) Except as provided in Point b of this Clause, each member of the Board of Directors or authorized person attending the meeting in an individual capacity at the Board of Directors meeting has one (01) voting right;

b) Board members are not permitted to vote on contracts, transactions, or proposals in which they or persons related to them have an interest that conflicts with, or may conflict with, the interests of the Company. A Board member shall not be counted toward the minimum number of representatives required to convene a Board meeting on decisions in which they do not have the right to vote;

c) When issues arise during a Board of Directors meeting concerning the interests of a Board member or the voting rights of a member, and such issues cannot be resolved by the voluntary waiver of voting rights by the relevant Board member, the issues shall be referred to the Chairman of the meeting for decision. The Chairman's decision on such matters shall be final unless the nature or scope of the interests of the relevant Board member has not been fully disclosed;

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 this Charter shall be deemed to have a substantial interest in that contract.

12.Disclosure of Interest. A Board member who directly or indirectly benefits from a contract or transaction concluded or slated for conclusion with the Company and is aware of having an interest therein shall disclose the nature and content of that interest at the first meeting of the Board of Directors considering the conclusion of such contract or transaction. Alternatively, the member may disclose it at the first meeting of the Board of Directors held after the member becomes aware of having or will have an interest in the relevant transaction or contract.

13.Majority vote. The Board of Directors adopts decisions and resolutions based on the approval of a majority of the Board members present at the meeting (over 50%). In the event of a tie vote, the vote of the Chairman of the Board of Directors is the deciding vote.

14.Meetings can be held by telephone or other means. Board meetings may be held in the form of a deliberative session among the members of the Board when all or some members are in different locations, provided that each member participating in the meeting is able to:

a) Listen to each of the other Board members who are participating in the meeting speak;

b) If they wish, they can speak to all other attendees simultaneously.

Communication between members may take place directly by telephone or by other means of communication (including the use of such means at the time of adoption of the Bylaws or later), or a combination of all these methods. Under these Bylaws, a Board member attending such a meeting is deemed to be "present" at that meeting. The meeting place as prescribed by these Bylaws is the place where the largest group of Board members is assembled, or, if no such group exists, the place where the Chair of the meeting is present.

Decisions made during a formally organized and conducted telephone meeting will take effect immediately upon the conclusion of the meeting, but must be confirmed by the signatures in the minutes of all Board members present at the meeting.

15.Resolutions are to be passed by written consultation. Resolutions passed by written consultation must be signed by all of the following members of the Board of Directors:

a) Members have the right to vote on resolutions at the Board of Directors meeting;

b) The number of members exercising their voting rights must not be lower than the minimum number of members required to hold a Board of Directors meeting.

Resolutions of this type have the same effect and value as resolutions adopted by the members of the Board of Directors at a meeting convened and held in accordance with established practice. Resolutions may be adopted using multiple copies of the same document if each copy bears at least one member's signature.

16.Minutes of the Board of Directors meeting:

Board of Directors meetings must be recorded in minutes and may also be audio-recorded, recorded, and stored in other electronic forms. Minutes must be in Vietnamese and may also be in a foreign language, containing the contents as prescribed in Clause 1, Article 158 of the Law on Enterprise.

Minutes of Board of Directors meetings and documents used in the meeting must be kept at the Company's head office.

The Chairman of the Board of Directors is responsible for forwarding the minutes of the Board meetings to the members, and these minutes shall be regarded as authentic evidence of the work performed in those meetings unless objections are raised within ten days of forwarding the minutes.

17.Board Subcommittees: The Board may establish and delegate authority to subcommittees. Subcommittee members may consist of one or more members of the Board and one or more external members as decided by the Board. In exercising their delegated authority, subcommittees must comply with the regulations set forth by the Board. This Charter may amend or permit the inclusion of non-Board members into the aforementioned subcommittees and allow them to vote as members of the subcommittee, but (a) the number of external members must be less than half the total number of subcommittee members, and (b) resolutions of subcommittees are only valid when a majority of the members present and voting at the subcommittee meeting are members of the Board.

18.Legal validity of actions: Actions taken to implement decisions of the Board of Directors, or of subcommittees under the Board of Directors, or of individuals holding membership in subcommittees of the Board of Directors shall be deemed legally valid even if the election or appointment of members of the subcommittee or the Board of Directors may have been flawed.

Article 32. Person in charge of corporate governance

1. The Company's Board of Directors must appoint at least one (01) person in charge of corporate governance to support corporate governance work at the enterprise. The person in charge of corporate governance may also serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Law on Enterprise.

2. The person in charge of corporate governance must meet the following standards:

a) Having knowledge of the law;

b) You are not permitted to simultaneously work for an approved auditing firm that is auditing the Company's financial statements;

c) Other standards as prescribed by law, this Charter, and decisions of the Board of Directors.

3. The person in charge of corporate governance has the following rights and responsibilities:

a) Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on related matters between the Company and shareholders;

b) Prepare for meetings of the Board of Directors, Board of Supervisors, and General Meeting of Shareholders as requested by the Board of Directors or the Board of Supervisors;

c) Providing advice on meeting procedures;

d) Attend meetings;

e) Providing advice on the procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;

f) Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and members of the Board of Supervisors;

g) Monitor and report to the Board of Directors on the Company's information disclosure activities;

h) To serve as the point of contact with relevant stakeholders;

i) Information security will be maintained in accordance with legal regulations and the company's charter.

j) Other rights and obligations as stipulated by law and the company's charter.

VIII. EXECUTIVE DIRECTOR, OTHER EXECUTIVE MANAGERS, AND COMPANY SECRETARY

Article 33. Organizational structure of the management apparatus

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 Board of Directors. 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.

Article 34. Executive Officers

1. Upon the recommendation of the Executive Director and subject to the approval of the Board of Directors, the Company may employ such other executive officers as are necessary or appropriate to its organizational structure and corporate

governance practices, as proposed by the Board of Directors from time to time. Executive officers shall exercise the due care and diligence necessary to ensure that the Company's operations and organization achieve the established objectives.

2. The salary, remuneration, benefits and other terms and conditions of the employment contract of the Executive Director shall be determined by the Board of Directors. The employment contracts of other executive officers shall also be determined by the Board of Directors after consultation with the Executive Director.

3. The salaries of executive officers shall be accounted for as operating expenses of the Company in accordance with the laws on corporate income tax, shall be presented as a separate item in the Company's annual financial statements, and shall be reported to the General Meeting of Shareholders at its annual meeting.

Article 35. Appointment, dismissal, duties and rights of the Executive Director

1. Appointment. The Board of Directors will appoint a member of the Board or another person as the Executive Director and will sign a contract specifying the salary, remuneration, benefits, and other terms related to the employment. Information regarding the Executive Director's salary, allowances, and benefits must be reported to the Annual General Meeting of Shareholders and included in the Company's annual report.

2. Term of office. The term of office of the Executive Director is not more than five (05) years and can be reappointed for an unlimited number of terms. The appointment may expire based on the provisions of the labor contract. The Executive Director must not be a person prohibited by law from holding this position as stipulated in Clause 2, Article 17 of the Law on Enterprise and must meet the standards and conditions as prescribed by law and 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:

a) In accordance with the resolutions of the Board of Directors and the General Meeting of Shareholders, the Company's business plan and investment plan have been approved by the Board of Directors and the General Meeting of Shareholders;

b) Decision on purchase, sale, borrowing, lending, and other contracts or transactions with a value of less than 35% (thirty-five percent) 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.

c) Decisions to invest in projects with a value of 05 (five) billion VND or less must be made, and the Board of Directors must be responsible for the investment efficiency of those projects.

d) To decide on all matters not requiring a resolution from the Board of Directors, including signing financial and commercial contracts on behalf of the company, and organizing and managing the company's day-to-day production and business operations in accordance with best management practices;

e) Propose the number of executives the company needs to hire so that the Board of Directors can appoint or dismiss them as needed to implement the good management practices and structures proposed by the Board of Directors, and advise the Board of Directors on the salaries, remuneration, benefits, and other terms of employment contracts for executives;

f) Consult with the Board of Directors to decide on the number of employees, salaries, allowances, benefits, appointments, dismissals, and other terms related to their employment contracts;

g) Each year, the Executive Director must submit to the Board of Directors for approval a detailed business plan for the following fiscal year, based on compliance with relevant budget requirements as well as the five-year financial plan.

h) Implement the annual business plan approved by the General Meeting of Shareholders and the Board of Directors;

i) Propose measures to improve the company's operations and management;

j) Prepare the Company's long-term, annual, and monthly budgets (hereinafter referred to as the budget) to support the Company's long-term, annual, and monthly management activities in accordance with the business plan. The annual budget (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval and must include the information stipulated in the Company's regulations.

k) Perform all other activities as stipulated in this Charter and the Company's regulations, resolutions of the Board of Directors, the Executive Director's employment contract, and applicable laws.

4. Reporting to the Board of Directors and shareholders. The Executive

Director is accountable to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers and must report to these bodies when requested.

5. Dismissal.

The Board of Directors may remove the Executive Director if two-thirds or more of the Board members vote in favor (excluding the Executive Director's vote) and appoint a new Executive Director to replace him.

Article 36. Company Secretary

The Board of Directors shall appoint one (or more) persons as Company Secretary for a term and terms as determined by the Board of Directors. The Board of Directors may dismiss the Company Secretary when necessary, provided that such dismissal is not contrary to applicable labor laws. The Board of Directors may also appoint one or more Assistant Company Secretaries from time to time. The role and duties of the Company Secretary include:

a) Organize meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders as directed by the Chairman of the Board of Directors or the Board of Supervisors;

b) Prepare minutes of meetings;

c) Providing advice on meeting procedures;

d) Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and the Board of Supervisors.

e) Assisting the Board of Directors in applying and implementing corporate governance principles;

f) Assisting the company in building shareholder relations and protecting the legitimate rights and interests of shareholders .

The company secretary is responsible for maintaining confidentiality in accordance with legal regulations and the company's Charter.

IX. BOARD OF SUPERVISORS

Article 37. Nomination and candidacy of members of the Board of Supervisors

1. The nomination and election of members of the Board of Supervisors shall be carried out in accordance with the provisions of Clauses 1 and 2 of Article 26 of this Charter.

2. If the number of candidates for the Board of Supervisors nominated

through election and candidacy is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, regulations on nomination, candidacy, and election of members for each election round, or equivalent regulations. The incumbent Board of Supervisors's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 38. Members of the Board of Supervisors

1. The number of members of the Board of Supervisors is three (03) members. The supervisors are appointed by the General Meeting of Shareholders, the term of a member of the Board of Supervisors is not more than five (05) years; Supervisors may be re-elected for an unlimited number of terms.

2. Criteria for membership in the Board of Supervisors:

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;

b) Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business operations of the enterprise;

c) Not a family member of a member of the Board of Directors, Director, or other manager;

d) Not necessarily a company manager; not necessarily a shareholder or employee of the company, unless otherwise stipulated in the company's charter;

e) Not working in the company's accounting or finance department;

f) Not a member or employee of an independent auditing firm that audited the company's financial statements for the three preceding years.

g) Must be in good health, possess good moral character, be honest and upright, knowledgeable and compliant with the law, and have the competence and professional qualifications in finance, accounting, and business administration.

3. Members of the Board of Supervisors shall be dismissed in the following cases:

a) No longer meets the qualifications and conditions to be a member of the Board of Supervisors as stipulated in Clause 2 of this Article;

b) That member resigned by sending a written notice to the Company's headquarters, which was then accepted;

c) That member suffers from a mental disorder, and other members of the Board of Supervisors have professional evidence demonstrating that the person is no longer capable of acting.

4. Members of the Board of Supervisors may be dismissed in the following cases:

a) Failure to complete assigned tasks or duties;

b) That member was absent from the Board of Supervisors meetings for six consecutive months, and during this time the Board of Supervisors did not permit that member to be absent and ruled that the position was vacant;

c) Repeated and serious violations of the duties of a member of the Board of Supervisors as stipulated in the Law on Enterprise and the company's charter;

d) That member was removed from the Board of Supervisors by a decision of the General Meeting of Shareholders.

Article 39. Head of the Board of Supervisors

1. The Head of the Board of Supervisors is elected by the Board of Supervisors from among its members; the election, dismissal, and removal are based on a majority vote. More than half (1/2) of the members of the Board of Supervisors must be residents of Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise.

2. The head of the Board of Supervisors has the following rights and responsibilities:

a) Convene the Board of Supervisors meeting and act as the Head of the Board of Supervisors;

b) Request the Board of Directors, Directors, and other executives to provide relevant information for reporting to the Board of Supervisors;

c) Prepare and sign the Board of Supervisors's report after consulting with the Board of Directors, for submission to the General Meeting of Shareholders.

Article 40. Rights and obligations of the Board of Supervisors

1. The company must have a Board of Supervisors, and the Board of Supervisors has the powers and obligations as stipulated in Article 170 of the Law on Enterprise and this Charter, primarily the following powers and obligations:

a) Propose and recommend that the General Meeting of Shareholders approve the list of auditing firms approved to audit the Company's financial statements; decide on the auditing firm approved to conduct an operational inspection of the Company when deemed necessary; decide on the audit fee and all related matters;

b) Accountable to shareholders for their supervisory activities;

c) Monitoring the company's financial situation and ensuring compliance with the law in the operations of Board members, Directors, and other managers.

d) Ensure coordinated operations with the Board of Directors, the Executive Director, and shareholders;

e) In case of detecting violations of the law or violations of the company's charter by members of the Board of Directors, Directors and other executives of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within forty-eight (48) hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences;

f) Develop the operating regulations of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval;

g) Reporting to the General Meeting of Shareholders as stipulated in Article 290 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities.

h) They have the right to access the company's records and documents kept at the head office, branches, and other locations; and the right to visit the workplaces of the company's managers and employees during working hours.

i) They have the right to request the Board of Directors, members of the Board of Directors, Directors, and other managers to provide complete, accurate, and timely information and documents regarding the management, operation, and business activities of the Company.

j) Discuss the nature and scope of the audit with the independent auditor before beginning the audit;

k) Seek independent professional advice or legal counsel and ensure the involvement of external experts with relevant experience and expertise in the company's work when deemed necessary;

l) Review annual, semi-annual, and quarterly financial reports before submitting them to the Board of Directors;

m) Discuss any difficulties and issues identified from the interim or final audit results, as well as any matters the independent auditor wishes to discuss;

n) Consider the management letter from the independent auditor and the feedback from the company's management.

o) Review the company's report on internal control systems before the Board of Directors approves it;

p) Consider the results of the internal investigation and feedback from management.

q) Other rights and obligations as prescribed by law and this Charter.

2. Members of the Board of Directors, the Executive Director, and the Executive Managers must provide all information and documents relating to the Company's operations upon request from the Board of Supervisors. The Company Secretary must ensure that all copies of financial information, other information provided to members of the Board of Directors, and copies of Board meeting minutes are provided to members of the Board of Supervisors at the same time they are provided to the Board of Directors.

Article 41. Meetings of the Board of Supervisors

1. The Board of Supervisors must meet at least two (02) times a year, with at least two-thirds (2/3) of the Board of Supervisors members attending. Minutes of the Board of Supervisors meetings must be detailed and clear. The person recording the minutes and the Board of Supervisors members attending the meeting must sign the minutes. Minutes of the Board of Supervisors meetings must be kept to determine the responsibilities of each Board of Supervisors member.

2. The Board of Supervisors has the right to request members of the Board of Directors, the Director, and representatives of approved auditing firms to attend and answer questions requiring clarification.

Article 42. Salaries, remuneration, bonuses, and other benefits of members of the Board of Supervisors

Salaries, remuneration, bonuses, and other benefits for members of the Board of Supervisors shall be implemented in accordance with the following regulations:

1. Members of the Board of Supervisors are paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.

2. Members of the Board of Supervisors shall be reimbursed for reasonable

expenses for meals, accommodation, travel, and the use of independent consulting services. The total amount of these remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.

3. Salaries and operating expenses of the Board of Supervisors are included in the Company's business expenses in accordance with the law on corporate income tax and other relevant laws, and must be presented as a separate item in the Company's annual financial statements.

X. RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS, BOARD OF SUPERVISORS, EXECUTIVE DIRECTOR AND EXECUTIVE MANAGERS

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

1. 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. 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.

2. Members of the Board of Directors, the Board of Supervisors, the Executive Director and other Executive Managers shall disclose to the Board of Directors all interests that may give rise to conflicts with the interests of the Company through legal entities, transactions or other persons. Members of the Board of Directors, members of the Board of Supervisors, the Executive Director and other managers shall disclose their related interests in accordance with Article 164 of the Law on Enterprises and other applicable laws.

3. The Company shall not provide loans, guarantees or credit facilities to members of the Board of Directors, the Board of Supervisors, the Executive

Director, Executive Managers, or their related persons or legal entities in which such persons have financial interests, unless otherwise resolved by the General Meeting of Shareholders or where the Company and the relevant organization are companies within the same group, including a parent company–subsidiary relationship, an economic group, or where otherwise provided by specialized laws.

4. Members of the Board of Directors, members of the Board of Supervisors, the Executive Director, other managers and their related persons shall use information obtained by virtue of their positions solely for the benefit of the Company.

5. Members of the Board of Directors, members of the Board of Supervisors, the Executive Director and other managers shall notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, its subsidiaries or other companies in which the Company holds more than fifty per cent (50%) of the charter capital and such persons or their related persons in accordance with law. Where such transactions are approved by the General Meeting of Shareholders or the Board of Directors, the Company shall disclose the relevant resolutions in accordance with the laws on information disclosure in the securities market.

6. A member of the Board of Directors shall not vote on any transaction that confers benefits upon himself/herself or his/her related persons in accordance with the Law on Enterprises and this Charter.

7. Members of the Board of Directors, members of the Board of Supervisors, the Executive Director, other managers and their related persons shall not use or disclose inside information to any other person for the purpose of carrying out relevant transactions.

8. Any contract or transaction between the Company and one or more members of the Board of Directors, the Board of Supervisors, the Executive Director, Executive Managers, or their related persons, or any company, partner, association or organization in which such persons are members or have financial interests, shall not be invalid solely by reason of such relationship, or because such member or Executive Manager is present at or participates in the relevant meeting, or because the Board of Directors or any committee has approved such contract or transaction, or because their votes are counted for such approval, provided that:

a) For contracts valued at less than thirty-five per cent (35%) of the total assets recorded in the Company's most recent financial statements, the material terms of the contract or transaction and the relevant interests have been reported to the Board of Directors and approved by a majority of the disinterested members of the Board of Directors; or

b) For contracts valued at thirty-five per cent (35%) or more of the total assets recorded in the Company's most recent financial statements, or transactions resulting in the aggregate transaction value arising within twelve (12) months from the date of the first transaction reaching thirty-five per cent (35%) or more of such total assets, the material terms of the contract or transaction and the relevant interests have been disclosed to the shareholders and approved by the General Meeting of Shareholders through the votes of shareholders having no related interests; or

c) Such contract or transaction is considered by an independent consulting organization to be fair and reasonable in all material respects to the shareholders of the Company at the time it is approved, authorized or ratified by the Board of Directors or the shareholders.

Members of the Board of Directors, the Board of Supervisors, the Executive Director, other Executive Managers and their related persons shall not purchase, sell or otherwise trade in any shares of the Company or its subsidiaries while they possess information that is certain to materially affect the price of such shares and that has not been known to other shareholders.

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.

Article 44. Liability for damages and compensation

1. Liability for damages. Members of the Board of Directors, Board of Supervisors, Directors, and Executives who breach their duty to act in good faith, or fail to perform their duties with due diligence, conscientiousness, and professional competence, shall be liable for damages resulting from their breach.

2. Indemnification. The Company will indemnify persons who have been, are, or are at risk of becoming parties to claims, lawsuits, or prosecutions that have been, are being, or may be being initiated, whether civil or administrative (and not litigation initiated or carried out by the Company), if such persons have been or are currently members of the Board of Directors, Board of Supervisors, executives, employees, or authorized representatives of the Company (or its subsidiaries), or if such persons have acted or are acting at the request of the Company (or its subsidiaries) as members of the Board of Directors, Board of Supervisors, executives, employees, or authorized representatives of another company, partner,

joint venture, trust, or legal entity. The expenses to be reimbursed include: incurred expenses (including attorney fees), judgment costs, fines, and payments actually incurred or deemed reasonable in the settlement of such matters within the framework of the law, provided that the person acted in good faith, due diligence, and with professional competence in a manner that the person believed was in the best interests of the Company, not against the best interests of the Company, in compliance with the law, and there is no finding or confirmation that the person has violated their responsibilities. The Company has the right to purchase insurance for such persons to avoid the aforementioned liability.

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 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:

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, 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.

XI. RIGHT TO INSPECT COMPANY RECORDS AND ACCOUNTING

Article 46. Right to investigate books and records

1. Shareholders or groups of shareholders referred to in Clause 3, Article 12 of this Charter have the right, directly or through a lawyer or authorized representative, to submit a written request to inspect, during business hours and at the company's principal place of business, the list of shareholders, minutes of the General Meeting of Shareholders, and copies or extracts of such records. The request for inspection submitted by the lawyer or other authorized representative of the shareholder must be accompanied by a power of attorney from the shareholder they represent or a notarized copy of such power of attorney.

2. Members of the Board of Directors, members of the Board of Supervisors, the Executive Director, and executives have the right to inspect the

Company's shareholder register, shareholder list, and other books and records of the Company for purposes related to their positions, provided that such information is kept confidential.

3. The company shall retain this Charter and any amendments to them, the Certificate of Business Registration, regulations, documents proving ownership of assets, minutes of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Supervisors, annual financial statements, accounting books and any other documents as prescribed by law at its head office or elsewhere, provided that the shareholders and the business registration authority are notified of the location where these documents are stored.

4. The company's articles of incorporation must be published on the company's website.

XII. WORKERS AND UNIONS

Article 47. Workers and trade unions

The Executive Director shall plan for the Board of Directors to approve matters relating to the hiring, termination, wages, social security, benefits, rewards and disciplinary actions for executives and employees, as well as the Company's relations with recognized trade unions in accordance with best management standards, practices and policies, the practices and policies set forth in this Charter, the Company's regulations and applicable law.

XIII. PROFIT DISTRIBUTION

Article 48. Dividends

1. According to the provisions of the Law on Enterprise, the Board of Directors may decide to pay interim dividends if it deems such payment appropriate to the company's profitability.

2. The company does not pay interest on dividend payments or payments related to a particular stock.

3. According to the decision of the General Meeting of Shareholders and in accordance with the law, dividends will be announced and paid from the Company's retained earnings, but shall not exceed the amount proposed by the Board of Directors after consulting with shareholders at the General Meeting of Shareholders.

4. The Board of Directors may propose to the General Meeting of Shareholders the approval of dividend payments in cash, in shares of the Company, or a combination of both.

5. In the case of dividends or other payments related to a stock being paid in cash, the Company shall make the payment in Vietnamese Dong. Alternatively, dividend payments or other payments related to a stock that are paid in cash may be made by bank transfer if the Company has the shareholder's bank details to allow direct transfer to the shareholder's bank account. If the Company has transferred the funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be liable for the amount transferred to the beneficiary. Dividend payments for shares listed on the Stock Exchange may be made through a securities company or the Viet Nam Securities Depository and Clearing Corporation.

6. With the approval of the General Meeting of Shareholders, the Board of Directors may decide and announce that holders of common stock will receive dividends in the form of common stock instead of cash dividends. These additional dividend shares are recorded as fully paid shares, on the basis that the value of the dividend shares must be equivalent to the amount of cash dividend paid.

7. Based on the Law on Enterprise and the Law on Securities, the Board of Directors may pass a resolution specifying a particular date for closing the shareholder list. Based on the list finalized on that date, shareholders will receive their shareholder rights as stipulated by law.

Article 49. Other issues related to profit distribution

Other matters related to profit distribution are handled in accordance with the law.

XIV. BANK ACCOUNTS, RESERVE FUNDS, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 50. Bank Accounts

1. The company will open an account at a Vietnamese bank or at a foreign bank licensed to operate in Vietnam.

2. With prior approval from the competent authority, the Company may, if necessary, open bank accounts overseas in accordance with the law.

3. The company will conduct all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at the banks where the company has opened accounts.

Article 51. Fund Allocation

The allocation of funds is carried out in accordance with the law and decided by the Company's General Meeting of Shareholders.

Article 52. Fiscal Year

The Company's fiscal year begins on the first day of January (01) each year and ends on the thirty-first (31) day of December (12) of the same year. The first fiscal year begins on the date of issuance of the Certificate of Business Registration (or business license for conditional business sectors) and ends on the 31st day of December immediately following the date of issuance of that Certificate of Business Registration (business license).

Article 53. Accounting System

1. The accounting system used by the Company is the Vietnamese Accounting System (VAS) or another accounting system approved by the Ministry of Finance.

2. The company maintains its accounting records in Vietnamese. The company will keep accounting records according to the type of business activities it engages in. These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the company's transactions.

3. The company uses the Vietnamese Dong as the currency for accounting purposes.

XV. FINANCIAL STATEMENT, ANNUAL REPORT, INFORMATION DISCLOSURE RESPONSIBILITIES, PUBLIC ANNOUNCEMENTS

Article 54. Annual, semi-annual and quarterly reports

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 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. Annual Report

The company must prepare and publish an Annual Report in accordance with the laws and regulations on securities and the securities market.

XVI. COMPANY AUDIT

Article 56. Auditing

1. At the Annual General Meeting of Shareholders, an independent auditing firm, legally operating in Vietnam and approved by the State Securities Commission to audit listed companies, will be appointed to conduct the audit of the Company for the following fiscal year, or a list of independent auditing firms will be approved, and the Board of Directors will be authorized to select one of these firms to conduct the audit based on terms and conditions agreed upon with the Board of Directors.

2. The company will have to prepare and submit annual financial statements to an independent auditing firm after the end of the fiscal year.

3. A copy of the audit report must be submitted along with each of the Company's annual financial statements.

4. The auditor conducting the audit of the Company will be permitted to attend all General Meetings of Shareholders and will have the right to receive notices and other information related to the General Meeting that shareholders are entitled to receive, and will have the right to express their opinions at the meeting on matters related to the audit.

XVII. SEALS

Article 57. Seals

1. The seal includes seals made at seal-making establishments or seals in the form of digital signatures as prescribed by law on electronic transactions.

2. The company has the right to decide on the type, form, quantity, and content of the seals for the enterprise, branches, representative offices, and other units of the enterprise. The seal content must include the following information:

a) Business name;

b) Business registration number.

3. Before use, the Company is obligated to notify the business registration authority of the seal design for public posting on the National Business Registration Portal.

4. The Board of Directors will decide on the official seal of the Company, and the seal will be engraved in accordance with the law.

5. The Board of Directors and the Executive Director shall use and manage the seal in accordance with current laws and regulations.

XVIII. CONFIDENTIALITY OF COMPANY INFORMATION

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 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. The categories of Confidential Information constituting trade secrets and technological secrets include, but are not limited to, the following:

1. All information regarding the Company's operations, including but not limited to information directly or indirectly related to the Company's business, technology, and labor management.

2. All information regarding labor relations and employees within the Company, including but not limited to information directly or indirectly related to work, job transfers, personnel management, salaries, and employee benefits.

3. All information about the Company or its customers or partners, including but not limited to information directly or indirectly related to business relationships, financial relationships, and other relationships between the Company and individuals, businesses, or organizations outside the Company.

4. Internal documents and records such as: company rules, regulations, policies, and other internal documents;

5. Documents related to finance and accounting, such as contracts, vouchers, accounting books, reports, and data related to business and accounting, etc.;

6. Documents related to engineering and manufacturing technology, such as: processes, technological and production guidelines, operation manuals, equipment records, quality records, and parameters related to products or services;

7. Business strategy and plan, technology, financial plan, budget, financial

records, marketing plan, product development plan, market, etc.

8. Documents related to human resources include: personnel files, employee records, human resource policies, and other information related to human resource management.

9. Any claims or lawsuits against the Company, or any liability or litigation that is or may occur in which the Company is a party, are excluded. This provision does not apply to information already made public.

10. Information regarding claims that the company or its partners are making or may make against others, or vice versa.

11. Information directly or indirectly related to the Company's proposals and/or projects that have been, are being, or will be implemented, such as project dossiers ; project contracts and transactions ; business plans and strategies ; pricing information; financial plans and forecasts; plans for providing new services and products; customer lists; proposals , quotations for products and services, correspondence sent to customers; sales and marketing plans, forecasts, etc.

12. Information related to the company's organizational structure and management, such as acquisitions, capital investments that have been and are being made, potential transactions, projected changes in capital structure, dividends, changes in senior management, etc.

13. Phone list; summary Organizational charts and email lists; personal information of company employees, suppliers, and customers.

14. Any and all information, documents, materials , or application software (in any form) prepared , developed, or created by the Company, or the Information Recipient or Authorized Party (such as (as defined below) that represents, contains , reflects, uses, originates from, or relates to (whether directly or indirectly) any Confidential Information, including but not limited to analysis, proposals , plans, presentations, notes, calculations, conclusions, or summaries.

15. Information relating to copyright and/or intellectual property rights for the Company's products/services and the commitment of copyright ownership to works created by Employees or Partners as a result of fulfilling obligations in the employment/cooperation relationship is the property of the Company .

16. All content of conversations and exchanges about work of any person in the Company or a Party related to the Company.

17. Any copy of the Confidential Information or any other document containing such Confidential Information , or any derivative material or product developed from the use of all or part of the Confidential Information.

18. All Personal Data and other Internal Information within the Company, relating to the Company and its Insiders.

19. Protecting the Company's trade secrets, confidential information, and other proprietary information, as well as that of third parties, including suppliers and customers, is crucial. The Company requires its shareholders, employees , suppliers, contractors, agents, customers, and their staff to exercise reasonable judgment and adhere to the highest ethical and legal standards when using or transmitting confidential information, whether through the Company's technological resources, customer resources, or other parties.

XIX. TERMINATION OF OPERATIONS AND LIQUIDATING

Article 59. Termination of operations

1. A company may be dissolved or cease operations in the following circumstances:

a) When the operating period stated in the company's charter expires without a decision to extend it;

b) The court declared the company bankrupt in accordance with current law.

c) Dissolved before the scheduled date by decision of the General Meeting of Shareholders.

d) According to resolutions and decisions of the General Meeting of Shareholders;

e) The company no longer has the minimum number of members required by the Law on Enterprise for six (06) consecutive months without carrying out the procedure to change the type of enterprise;

f) The business registration certificate is revoked, except where the Law on Tax Administration provides otherwise;

g) Other cases as prescribed by law.

2. The premature dissolution of the Company (including any extended term) is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) as prescribed by law.

Article 60. Deadlock among members of the Board of Directors and shareholders

Unless otherwise provided in this Charter, shareholders holding half of the outstanding shares with voting rights in the election of Board members have the right to file a complaint with the court requesting dissolution on one or more of the following grounds:

1. The Board of Directors members were not in agreement on the management of the Company's affairs, resulting in a failure to obtain the necessary number of votes required for the Board of Directors to function.

2. The shareholders were not in agreement and therefore could not obtain the necessary number of votes to proceed with the election of the Board of Directors.

3. Internal disagreements and a split between two or more shareholder factions make dissolution the most beneficial option for all shareholders.

Article 61. Extension of operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least seven months before the end of the operating term so that shareholders can vote on extending the Company's operating term for a further period as proposed by the Board of Directors.

2. The operating period will be extended when 51 % (fifty-one percent) or more of the total votes of shareholders with voting rights present in person or through authorized representatives at the General Meeting of Shareholders approve it.

Article 62. Liquidation

1. At least six months before the end of the Company's operating term or after a decision to dissolve the Company is made, the Board of Directors shall establish a Liquidation Committee of [three] members. Two members shall be appointed by the General Meeting of Shareholders and one member shall be appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its own rules of operation. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to the liquidation shall be paid by the Company in priority over other debts of the Company.

2. The Liquidation Committee is responsible for reporting the date of establishment and the date of commencement of operations to the business registration authority. From that point onwards, the Liquidation Committee will represent the Company in all matters related to the Company's liquidation before the Courts and administrative agencies.

3. The proceeds from the liquidation will be paid out in the following order:

a) Liquidation costs;

b) Wage arrears, severance pay, social insurance, and other employee benefits as stipulated in collective bargaining agreements and signed employment contracts;

c) Taxes and other tax-related payments that the Company is liable to pay to the State;

d) Loans (if any);

e) Other liabilities of the Company;

f) The remaining balance after all debts from items (a) to (e) above have been paid will be distributed to the shareholders. Preferred shares will be given priority in payment.

XX. RESOLVING INTERNAL DISPUTES

Article 63. Resolution of internal disputes

1. In the event of any dispute or claim relating to the Company's operations or to the rights of shareholders arising from the Charter or from any rights or obligations stipulated by the Law on Enterprise or other laws or administrative regulations, between:

a) Shareholders with the Company; or

b) Shareholders, along with the Board of Directors, Board of Supervisors, Directors or Executive Director, or other executives.

The parties involved will attempt to resolve the dispute through negotiation and mediation. Except in cases involving the Board of Directors or the Chairman of the Board, the Chairman of the Board will preside over the dispute resolution process and will require each party to present factual information relevant to the dispute. In cases involving the Board of Directors or the Chairman of the Board, either party may request the appointment of an independent expert to act as arbitrator in the dispute resolution process.

2. If a settlement is not reached within [six] weeks from the start of the settlement process, or if the settlement decision is not accepted by the parties, either party may bring the dispute to Economic Arbitration or the Economic Court.

3. Each party will bear its own costs related to the negotiation and mediation process. Court costs will be determined by the court, which party will be responsible for them.

XXI. SUPPLEMENTS AND AMENDMENTS TO THE CHARTER

Article 64. Amendments and Supplements to the Charter

1. Any amendments or additions to this Charter must be considered and decided upon by the General Meeting of Shareholders.

2. In the event that there are legal provisions relating to the Company's operations not addressed in this Charter, or in the event that new legal provisions differ from the provisions in this Charter, those legal provisions shall automatically apply and govern the Company's operations.

XXII. EFFECTIVE DATE

Article 65. Effective Date

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 will come into effect on September 11, 2026.

2. The Charter is made in four (04) copies kept at the Company's head office, all having equal value.

3. These bylaws are the sole and official document of the Company.

4. Copies or extracts of the Company's Charter must be signed by the Chairman of the Board of Directors or at least half of the total number of members of the Board of Directors to be valid.

LEGAL REPRESENTATIVE

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

Vu Dinh Duc

APPENDIX I: LIST OF FOUNDING SHAREHOLDERS

No.	Shareholder Name	Permanent Residence Registration Address for Individuals; Head Office Address for Organizations	Nationality	Share Type	Number of Shares	Share Value (VND)	Ownership (%)
1	Hanoi Beer - Alcohol - Beverage Joint Stock Corporation	183 Hoang Hoa Tham, Ngoc Ha Ward, Ba Dinh District, Hanoi, Vietnam	Vietnamese	Ordinary shares	6,283,510	62,835,100,000	55.00
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**

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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

THE OPERATING REGULATIONS OF THE BOARD OF SUPERVISORS

Pursuant to:

- Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as 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 its guiding documents;

- Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as 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 its guiding documents;

- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025, and other amending, supplementing, and guiding documents.

- Circular No. 116/2020/TT-BTC dated December 31, 2020 of 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 providing detailed regulations on the implementation of certain articles of the Law on Securities.- Charter of Hanoi - Thanh Hoa Beer Joint Stock Company;

- Resolution of the General Meeting of Shareholders No. 81/NQ-ĐHĐCĐ-THB dated September 11, 2026

The Board of Supervisors issues the operating regulations of the Board of Supervisors of Hanoi - Thanh Hoa Beer Joint Stock Company.

The operating regulations of the Board of Supervisors of Hanoi - Thanh Hoa Beer Joint Stock Company include the following contents:

Chapter I
GENERAL REGULATIONS

Article 1. Scope of Regulation and Scope of Application

1. Scope of application: The regulations governing the operation of the Board of Supervisors stipulate the organizational structure, personnel, standards, conditions, rights and obligations of the Board of Supervisors and its members as prescribed in the Law on Enterprises, the company's charter, and other relevant regulations.

2. Scope of Application: The Regulations on the Operation of the Board of Supervisors apply to the Board of Supervisors and its members.

Article 2. Principles of operation of the Board of Supervisors

The Board of Supervisors operates on the principle of collective decision-making. Members of the Board of Supervisors are individually responsible for their assigned tasks and are jointly accountable to the General Meeting of Shareholders and to the law for the work and decisions of the Board of Supervisors.

Chapter II
BOARD OF SUPERVISORS (SUPERVISORS)

Article 3. Rights and obligations of the supervisors

1. The Board of Supervisors has the rights stipulated in the Law on Enterprises, relevant laws, and the company's charter, including the right to access information and documents related to the company's operations. Members of the Board of Directors, the Director, and other executives managers are responsible for providing timely and complete information as requested by the Board of Supervisors.
2. The Board of Supervisors is responsible for complying with the provisions of the law, the company's charter, and professional ethics in exercising its assigned rights and obligations. The company may provide guidance on the regulations regarding the operation and performance of the Board of Supervisors' duties in accordance with the law and the company's charter.

Article 4. Term of office and number of members of the Board of Supervisors

1. The minimum number of Board of Supervisors members is three (03) members and the maximum is five (05) members. Supervisors are appointed by the General Meeting of Shareholders, the term of a Board of Supervisors member is not more than five (05) years; Supervisors may be re-elected for an unlimited number of terms.
2. A member of the Board of Supervisors may not be a shareholder of the Company and must satisfy the conditions and qualifications prescribed in Clause 2, Article 38 of the Company Charter.
3. The Head of the Board of Supervisors must have a university degree or higher in economics, finance, banking, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise.

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 being among the persons prohibited under Clause 2, Article 17 of the Law on Enterprises;

b) Having received training in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business activities of the enterprise;

c) Not a family member of a member of the Board of Directors, Director, or other manager;

d) Not a company manager; not necessarily a shareholder or employee of the company, unless otherwise stipulated in the company's charter;

(d) Not working in the accounting or finance department of the Company;

e) Not a member or employee of the independent auditing firm that audited the company's financial statements for the three consecutive years prior to the audit. Must be in good health, possess good moral character, be honest, upright, knowledgeable and compliant with the law, and have the competence and professional qualifications in finance, accounting, and business management.

2. In addition to the standards and conditions stipulated in Clause 1 of this Article, members of the Board of Supervisors of a public company, as stipulated in Point b, Clause 1, Article 88 of the Law on Enterprises, shall not be family members of the company's business managers and parent company; representatives of the company's capital, or representatives of state capital in the parent company and in the Company.

Article 6. Head of the Board of Supervisors

1. The Head of the Board of Supervisors is elected by the Board of Supervisors from among its members; the election, dismissal, and removal are based on a majority vote. More than half (1/2) of the members of the Board of Supervisors must be residents of Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise.

2. The head of the Board of Supervisors has the following rights and responsibilities:

a) Convene meetings of the Board of Supervisors and act as the Head of the Board of Supervisors;

b) Request the Board of Directors, the Director, and other executives to provide relevant information for reporting to the Board of Supervisors;

c) Prepare and sign the Board of Supervisors' report after consulting with the Board of Directors, for submission to the General Meeting of Shareholders.

Article 7. Nomination and candidacy of members of the Board of Supervisors

1. The nomination and election of members of the Board of Supervisors shall be conducted in accordance with the provisions of the company's charter.

2. If the number of candidates for the Board of Supervisors nominated through election and candidacy is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the

company's charter, internal regulations on corporate governance, and the Board of Supervisors's operating regulations. The incumbent Board of Supervisors's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect the Board of Supervisors members in accordance with the law.

Article 8. Procedures for electing, dismissing, and removing members of the Board of Supervisors

1. The election, dismissal, and removal of members of the Board of Supervisors are within the authority of the General Meeting of Shareholders.

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.

3. If the number of candidates for the Board of Supervisors nominated through election and candidacy is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the Board of Supervisors' operating regulations. The incumbent Board of Supervisors's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect the Board of Supervisors members in accordance with the law.

4. Members of the Board of Supervisors shall be dismissed in the following cases:

a) No longer meets the qualifications and conditions for membership in the Board of Supervisors as stipulated in Article 5;

b) That member resigns by sending a written notice to the Company's head office and receiving its acceptance;

c) That member suffers from a mental disorder and other members of the Board of Supervisors have professional evidence demonstrating that the person is no longer capable of acting;

5. Members of the Board of Supervisors shall be dismissed in the following cases:

a) Failure to complete assigned tasks or duties;

b) That member has been absent from the Board of Supervisors meetings for six consecutive months, and during this time the Board of Supervisors has not permitted that member to be absent and has ruled that the position of that person is vacant;

c) Repeated and serious violations of the obligations of a member of the Board of Supervisors as stipulated in the Law on Enterprises and the company's charter;

d) That member was removed from the Board of Supervisors by a decision of the General Meeting of Shareholders.

Article 9. Cases of dismissal or removal of members of the Board of Supervisors

1. The General Meeting of Shareholders may dismiss a member of the Board of Supervisors in the following cases:
a) No longer meets the qualifications and conditions to be a member of the Board of Supervisors as stipulated in the Law on Enterprises;
b) A resignation letter has been submitted and accepted;
c) Other cases as stipulated in the company's charter.
2. The General Meeting of Shareholders may dismiss a member of the Board of Supervisors in the following cases:
a) Failure to complete assigned tasks or duties;
b) Failing to exercise one's rights and fulfill one's obligations for six consecutive months, except in cases of force majeure;
c) Repeated and serious violations of the obligations of a member of the Board of Supervisors as stipulated in the Law on Enterprises and the company's charter;
d) Other cases as decided by the General Meeting of Shareholders.

Article 10. Notification of election, dismissal, and removal of members of the Board of Supervisors

1. If candidates for the Board of Supervisors have been identified, the Company must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Supervisors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Supervisors. Information related to candidates for the Board of Supervisors that is published includes:
a) Full name, date of birth (day, month, year);
b) Professional qualifications;
c) Work experience;
d) Other managerial positions;
d) Interests related to the Company and its related parties;
e) Other information (if any) as stipulated in the company's charter;
g) The company is responsible for disclosing information about the companies in which the candidate holds management positions and any related interests of the candidate's Board of Supervisors members (if any).
2. The announcement of the results of the election, dismissal, and removal of members of the Board of Supervisors shall be carried out in accordance with the regulations and guidelines on information disclosure.

Chapter III
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 Article 40 of the Company Charter. In addition, the Board of Supervisors shall have the following rights and obligations:

1. The Board of Supervisors supervises the Board of Directors and the General Director in the management and operation of the company.

2. Examine the reasonableness, legality, honesty, and level of prudence in the management and operation of business activities; the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting.

3. Assess the completeness, legality and truthfulness of the company's annual and six-month (06) business situation reports, financial reports, and management performance evaluation reports of the Board of Directors, and present the assessment report at the annual General Meeting of Shareholders. Review contracts and transactions with related parties under the approval authority of the Board of Directors or the General Meeting of Shareholders and make recommendations on contracts and transactions requiring approval from the Board of Directors or the General Meeting of Shareholders.

4. Review, examine, and evaluate the effectiveness and efficiency of the company's internal control system, internal audit, risk management, and early warning system.

5. To review 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 the resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as stipulated in the Law on Enterprises.

6. Upon request from a shareholder or group of shareholders as stipulated in the Law on Enterprises, the Board of Supervisors shall conduct an inspection within seven (07) working days from the date of receiving the request. Within 15 days from the date of completion of the inspection, the Board of Supervisors must report on the issues requested for inspection to the Board of Directors and the shareholder or group of shareholders who made the request. The inspection by the Board of Supervisors as stipulated in this clause shall not hinder the normal operation of the Board of Directors, nor disrupt the company's business operations.

7. Propose to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the organizational structure for managing, supervising, and operating the company's business activities.

8. Upon discovering that a member of the Board of Directors, Director, or General Director has violated regulations under the Law on Enterprises, 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.

9. Attend and participate in discussions at the General Meeting of Shareholders, the Board of Directors, and other company meetings.

10. Utilize independent consultants and the company's internal audit department to perform assigned tasks.

11. The Board of Supervisors may consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

Article 12. Right of the Board of Supervisors to receive information

1. Documents and information must be sent to members of the Board of Supervisors at the same time and in the same manner as to members of the Board of Directors, including:

a) Notice of meeting, ballot for soliciting opinions from Board members, and accompanying documents;

b) Resolutions, decisions, and minutes of meetings of the General Meeting of Shareholders and the Board of Directors;

c) Reports from the Director or General Director to the Board of Directors or other documents issued by the Company.

2. Members of the Board of Supervisors have the right to access the Company's records and documents kept at the head office, branches, and other locations; and have the right to visit the workplaces of the Company's managers and employees during working hours.

3. The Board of Directors, members of the Board of Directors, the Director or General Director, and other managers must provide complete, accurate, and timely information and documents on the management, operation, and business activities of the Company as requested by members of the Board of Supervisors or the Board of Supervisors.

Article 13. Responsibilities of the Board of Supervisors in convening extraordinary general meetings of shareholders.

1. The Board of Supervisors is responsible for replacing the Board of Directors in convening a General Meeting of Shareholders within 30 days if the Board of Directors fails to convene a General Meeting of Shareholders in the following cases:

a) The number of remaining members of the Board of Directors and the Board of Supervisors is less than the number of members stipulated by law;

b) At the request of a shareholder or group of shareholders as stipulated in the Law on Enterprises ;

c) When the Board of Supervisors requests the convening of an extraordinary General Meeting of Shareholders, but the Board of Directors fails to comply.

2. If the Board of Supervisors fails to convene a General Meeting of Shareholders as required, the Board of Supervisors shall compensate the Company for any resulting damages.

3. The costs of convening and conducting the General Meeting of Shareholders as stipulated in Clause 1 of this Article will be reimbursed by the Company.

Chapter IV
BOARD OF SUPERVISORS MEETING

Article 14. Meetings of the Board of Supervisors

1. The Board of Supervisors must meet at least two (02) times a year, with at least two-thirds (2/3) of the Board of Supervisors members attending. Minutes of the Board of Supervisors meetings must be detailed and clear. The person recording the minutes and the Board of Supervisors members attending the meeting must sign the minutes. Minutes of the Board of Supervisors meetings must be kept to determine the responsibilities of each Board of Supervisors member.

2. The Board of Supervisors has the right to request members of the Board of Directors, the Director, and representatives of approved auditing firms to attend and answer questions requiring clarification.

Article 15. Minutes of the Board of Supervisors Meeting

The minutes of the Board of Supervisors meeting must be detailed and clear. The person recording the minutes and the Board of Supervisors members attending the meeting must sign the minutes. The minutes of the Board of Supervisors meetings must be kept on file to determine the responsibilities of each Board of Supervisors member.

Chapter V
REPORTING AND DISCLOSING BENEFITS

Article 16. Submission of Annual Reports

The Board of Supervisors' activity report, submitted to the Annual General Meeting of Shareholders as stipulated in points d and e, Clause 3, Article 139 of the Law on Enterprises, must include the following contents:

1. Remuneration, operating expenses, and other benefits of the Board of Supervisors and each member of the Board of Supervisors shall be in accordance with Article 172 of the Law on Enterprises and the company's charter;

2. Summarize the meetings of the Board of Supervisors and the conclusions and recommendations of the Board of Supervisors;

3. Results of monitoring the company's operational and financial performance;

4. Assessment report on transactions between a company, subsidiary, or company in which a public company holds control of more than fifty percent (50%) of the charter capital with a member of the Board of Directors, Director and related persons of that member; transactions between a company in which a member of the Board of Directors is a founding member or a business manager in the three (03) years immediately preceding the transaction.

5. Results of monitoring the Board of Directors, the CEO, and other business executives;

6. Results of the assessment of the coordination of activities between the Board of Supervisors, the Board of Directors, the General Director, and the shareholders.

Article 17. Wages and other benefits

Salaries, remuneration, bonuses, and other benefits for members of the Board of Supervisors shall be implemented in accordance with the following regulations:

1. Members of the Board of Supervisors are paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.

2. Members of the Board of Supervisors shall be reimbursed for reasonable expenses for meals, accommodation, travel, and the use of independent consulting services. The total amount of these remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.

3. The salaries and operating expenses of the Board of Supervisors shall be included in the Company's business expenses in accordance with the law on corporate income tax and other relevant laws, and must be presented as a separate item in the Company's annual financial statements.

Article 18. Disclosure of related interests

1. Members of the Company's Board of Supervisors must declare to the Company their related interests, including:

a) Name, business registration number, head office address, business sector and activities of the enterprise in which they own or have a stake or shareholding; percentage and time of ownership of that stake or shareholding;

b) The name, business registration number, head office address, and business lines of the enterprise in which their related parties own, co-own, or individually own more than 10% of the charter capital.

2. The declaration as stipulated in Clause 1 of this Article must be made within 7 working days from the date the relevant benefit arises; any amendments or additions must be notified to the Company within 7 working days from the date of the corresponding amendments or additions.

3. Members of the Board of Supervisors and their related parties may only use information obtained through their positions to serve the interests of the Company.

4. Members of the Board of Supervisors are obligated to notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, its subsidiaries, and other companies in which the Company holds control of more than fifty percent (50%) of the charter capital with members of the Board of Supervisors or with related parties of members of the Board of Supervisors as prescribed by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information on these resolutions in accordance with the securities law on information disclosure.

5. Members of the Board of Supervisors and their related parties are prohibited from using or disclosing internal information to others for the purpose of conducting related transactions.

Chapter VI
RELATIONSHIP OF THE AUDIT COMMITTEE

Article 19. Relationship between members of the Board of Supervisors

The members of the Board of Supervisors have an independent and non-dependent relationship with each other, but they coordinate and cooperate in common work to ensure the effective fulfillment of the responsibilities, rights, and duties of the Board of Supervisors as stipulated by law and the company's charter. The Head of the Board of Supervisors coordinates the overall work of the Board of Supervisors but does not have the right to control the members of the Board of Supervisors.

Article 20. Relationship with the Board of Management

The Board of Supervisors has an independent relationship with the Company's executive board and is responsible for overseeing the Board of Management's activities.

Article 21. Relationship with the Board of Directors

The Board of Supervisors has an independent relationship with the Company's Board of Directors and is responsible for overseeing the Board's activities.

Chapter VII
IMPLEMENTATION PROVISIONS

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 September 11, 2026

O/B. BOARD OF SUPERVISORS
CHAIRMAN

Nguyen Duy Ha

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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

THE OPERATION REGULATIONS OF THE BOARD OF DIRECTORS

Pursuant to:

- Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as 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 its guiding documents;

- Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as 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 its guiding documents;

- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025, and other amending, supplementing, and guiding documents.

- Circular No. 116/2020/TT-BTC dated December 31, 2020 of 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 providing detailed regulations on the implementation of certain articles of the Law on Securities.- Charter of Hanoi - Thanh Hoa Beer Joint Stock Company;

- Resolution of the General Meeting of Shareholders No. 81/NQ-ĐHĐCĐ-THB dated September 11, 2026

The Board of Directors issues the The Operation Regulations of the Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company.
The operating regulations of the Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company include the following contents:

Chapter I
GENERAL REGULATIONS

Article 1. Scope of Regulation and Scope of Application

1. Scope of application: The Board of Directors' operating regulations stipulate the organizational structure, operating principles, powers, and obligations of the Board of Directors and its members, in order to operate in accordance with the Law on Enterprises, the company's charter, and other relevant legal provisions.

2. Scope of Application: This regulation applies to the Board of Directors and its members.

Article 2. Principles of operation of the Board of Directors

1. The Board of Directors operates on the principle of collective decision-making. Members of the Board of Directors are individually responsible for their assigned tasks and are jointly accountable to the General Meeting of Shareholders and to the law for the resolutions and decisions of the Board of Directors concerning the Company's development.
2. The Board of Directors assigns responsibility to the Director to organize and implement the resolutions and decisions of the Board of Directors.

Chapter II
MEMBER OF THE BOARD OF DIRECTORS

Article 3. Rights and obligations of members of the Board of Directors

1. The Board of Directors has full rights as stipulated in the Law on Enterprises, relevant legal documents, and the company's charter, especially the right to be provided with information and documents on the financial situation and business operations of the company and its subsidiaries.
2. Members of the Board of Directors are responsible as stipulated in the Law on Enterprises and the company's charter.
3. Members of the Board of Directors are responsible for attending all Board meetings and providing clear opinions on the issues discussed.
4. Members of the Board of Directors are responsible for promptly and fully reporting to the Board of Directors any remuneration they receive from subsidiaries, affiliated companies, and other organizations in which they represent the company's capital contributions.
5. Members of the Board of Directors are responsible for reporting to the Board of Directors at the nearest meeting the transactions between the company, its subsidiaries, or companies in which the company holds control of more than fifty percent (50%) of the charter capital with the members of the Board of Directors and their related parties; transactions between the company and companies in which the members of the Board of Directors are founding members or business managers in the three (03) years immediately preceding the transaction; and transactions between the company and companies in which the related parties of the aforementioned members are members of the Board of Directors, Directors, or major shareholders.
6. Members of the Board of Directors and related parties are responsible for reporting to the State Securities Commission and the Stock Exchange, and for disclosing information when conducting transactions in the company's shares in accordance with the law.
7. Board members may be insured by the company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the company's Charter.
8. Independent members of the Board of Directors must prepare a report evaluating the performance of the Board of Directors.

Article 4. Right of Board of Directors members to access information

1. Members of the Board of Directors have the right to request Director, Deputy Director, other managers in the Company to provide information and documents regarding the financial situation and business operations of the Company and its units.

2. Managers are required to provide timely, complete, and accurate information and documents as requested by members of the Board of Directors. The procedures for requesting and providing information are stipulated in the company's charter.

Article 5. Term of office and number of members of the Board of Directors

1. The number of members of the Board of Directors is seven (07) people.

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.

3. The company should minimize the number of Board members holding executive positions within the company to ensure the independence of the Board of Directors.

Article 6. Standards and conditions for membership of the Board of Directors

1. Members of the Board of Directors must meet the standards and conditions stipulated in the Law on Enterprises and 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.

3. Independent members of the Board of Directors are members who meet the following standards and conditions, unless otherwise provided by Law on securities:

a) Not currently employed by the company, its parent company, or its subsidiary; not previously employed by the company, its parent company, or its subsidiary for at least three (03) consecutive years prior to this;

b) Not a person currently receiving a salary or remuneration from the company, except for allowances that members of the Board of Directors are entitled to according to regulations;

c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the company; or is a manager of the company or its subsidiary;

d) Not being a person who directly or indirectly owns at least one percent (01%) of the total voting shares of the company;

e) Not having been a member of the Board of Directors or Board of Supervisors of the company for at least five (05) consecutive years before, except in the case of being appointed for two (02) consecutive terms.

An independent member of the Board of Directors must notify the Board of Directors that they no longer meet the standards and conditions to be an independent member of the Board of Directors and will automatically cease to be an independent member of the Board of Directors from the date they no longer meet the standards and conditions. The Board of

Directors must notify the Board of Directors of the case where an independent member of the Board of Directors no longer meets the standards and conditions at the next General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within six (06) months from the date of receiving the notification from the relevant independent member of the Board of Directors.

Article 7. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.

2. The Chairman of the Board of Directors of the Company may not also hold the position of Director (General Director).

3. The Chairman of the Board of Directors has the following rights and obligations:

a) Develop the program and plan of activities for the Board of Directors;

b) Prepare the agenda, content, and documents for the meeting; convene, preside over, and chair the Board of Directors meeting;

c) Organizing the adoption of resolutions and decisions by the Board of Directors;

d) Monitoring the implementation of resolutions and decisions of the Board of Directors;

(d) Presiding over the General Meeting of Shareholders;

e) Other rights and obligations as stipulated in the Law on Enterprises and the company's charter.

4. In the event that the Chairman of the Board of Directors submits a resignation or is dismissed, the Board of Directors must elect a replacement within 10 days of receiving the resignation or dismissal. If the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the company's charter. In the event that there is no authorized representative or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative measures at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is restricted or incapacitated, has difficulties in understanding or controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or performing a certain job, the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

5. When deemed necessary, the Board of Directors shall appoint a company secretary. The company secretary shall have the following rights and obligations:

a) Assisting in organizing and convening General Meetings of Shareholders and Board of Directors; recording meeting minutes;

b) To assist members of the Board of Directors in exercising their assigned rights and obligations;

c) Assisting the Board of Directors in applying and implementing corporate governance principles;

d) Assisting the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; ensuring compliance with information provision obligations, information disclosure, and administrative procedures;

d) Other rights and obligations as stipulated in the company's charter.

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 standards and conditions as 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.

2. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases:

a) Not participating in the activities of the Board of Directors for six (06) consecutive months, except in case of force majeure;

b) Other cases as stipulated in the company's charter.

3. When deemed necessary, the General Meeting of Shareholders shall decide to replace members of the Board of Directors; dismiss or remove members of the Board of Directors except in the cases stipulated in Clauses 1 and 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members to the Board of Directors in the following cases:

a) The number of remaining Board of Directors members is less than the minimum number of members required by law. In this case, the Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of Board of Directors members is not as required ;

b) The number of Board of Directors members is reduced by more than one-third (1/3) compared to the number stipulated in the company's charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of members is reduced by more than one-third (1/3) ;

c) Except for the cases specified in points a and b of this clause, the General Meeting of Shareholders shall elect new members to replace members of the Board of Directors who have been dismissed or removed from office at the most recent meeting.

5. Election, removal, and dismissal of the Chairman of the Board of Directors

a) The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority to choose one (01) person among them to convene the meeting of the Board of Directors.

b) The Chairman of the Board of Directors may be dismissed or removed from office by decision of the Board of Directors. In the event that the Chairman of the Board of Directors resigns or is removed from office, the Board of Directors must elect a replacement within ten (10) days.

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 shall have the right to nominate one or more persons as candidates for the Board of Directors in accordance with Clause 2, Article 26 of the Company Charter and the resolution of the General Meeting of Shareholders. In the event that the number of candidates nominated by a shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate according to the resolution of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

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 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.

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.

4. The election, dismissal, and removal of members of the Board of Directors shall be decided by the General Meeting of Shareholders according to the principle of voting.

Article 10. Notification of election, dismissal, and removal of members of the Board of Directors

After a decision is made to elect, dismiss, or remove a member of the Board of Directors, the Company is responsible for disclosing the information internally and to relevant authorities, through mass media, and on the company's website in accordance with the procedures and regulations of current law.

Chapter III
BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

1. The Board of Directors is the governing body of the company, having full authority to act on behalf of the company to decide and exercise the rights and obligations of the company that do not fall under the authority of the General Meeting of Shareholders.
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.
3. The Board of Directors adopts resolutions and decisions by voting at meetings, obtaining opinions in writing, or through other forms as stipulated in the company's charter. Each member of the Board of Directors has one vote.
4. In cases where a resolution or decision passed by the Board of Directors is contrary to the law, a resolution of the General Meeting of Shareholders, or the Company's Charter, and causes damage to the Company, the members who approved the resolution or decision shall be jointly and severally liable for the individual consequences and shall compensate the Company for the damages; members who opposed the resolution or decision shall be exempt from liability. In this case, the Company's shareholders have the right to request the Court to suspend or annul the aforementioned resolution or decision.

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 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 point n, clause 2, article 15 of the Company's Charter.
2. The company's representative signing the contract or transaction must notify the members of the Board of Directors and the members of the Board of Supervisors about the parties involved in that contract or transaction and send a draft contract or the 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 receiving the notification, unless the company's charter stipulates a different period; members of the Board of Directors with an interest related to the parties in the contract or transaction do not have the right to vote.

Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.

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.
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.
3. The person convening the General Meeting of Shareholders must perform the following tasks:
a) Prepare a list of shareholders entitled to attend the meeting;
b) Providing information and resolving complaints related to the shareholder list;
c) Develop the agenda and content for the meeting;
d) Prepare documents for the meeting;

d) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting; list and detailed information of candidates in case of election of members of the Board of Directors, members of the Board of Supervisors;
e) Determine the time and place of the meeting;
g) Send meeting notices to each shareholder entitled to attend the meeting as stipulated in the Law on Enterprises;
h) Other tasks related to the meeting.

Article 14. Subcommittees assisting the Board of Directors.

1. The Board of Directors may establish subcommittees to oversee development policy, human resources, compensation, internal audit, and risk management. The number of members in each subcommittee is determined by the Board of Directors and must be at least three, including members of the Board of Directors and external members. The subcommittee's activities must comply with the regulations of the Board of Directors. Resolutions of the subcommittee are only valid when a majority of members attend and vote in favor at the subcommittee meeting.
2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws and regulations and the provisions of the company's charter and internal regulations on corporate governance.

Chapter IV
BOARD OF DIRECTORS MEETING

Article 15. Board Meetings

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one (01) member has the highest number of votes or the same percentage of votes, the members shall vote by majority to choose one (01) person among them to convene the meeting of the Board of Directors.
2. Regular Meetings: The Chairman of the Board of Directors must convene Board meetings, set the agenda, time, and place of the meeting at least 07 (seven) days before the scheduled meeting date. The Chairman may convene a meeting whenever necessary, but at least one meeting must be held every quarter.
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) The Board of Supervisors or independent members of the Board of Directors;
b) The Director or at least five (05) other executives;
c) At least two (02) members of the Board of Directors;
d) The Chairman of the Board of Directors.

4. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the proposal specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors

as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the company; the person making the request has the right to replace the Chairman of the Board of Directors in convening a meeting of the Board of Directors.

5. If requested by an independent auditor, the Chairman of the Board of Directors must convene a meeting of the Board of Directors to discuss the audit report and the Company's situation.

6. Meeting Location. Board of Directors meetings shall be held at the Company's registered address or other addresses in Vietnam or abroad as decided by the Chairman of the Board of Directors and with the unanimous consent of the Board of Directors.

7. Notices and meeting agenda. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send the notice of meeting at least three (03) working days before the meeting date. Board members may refuse the notice of meeting in writing, and this refusal may have retroactive effect. The notice of the Board of Directors meeting must be in writing in Vietnamese and must fully inform the agenda, time, place of the meeting, issues to be discussed and decisions to be made, along with necessary documents on the issues to be discussed and voted on at the Board meeting and voting slips for Board members who cannot attend the meeting.

Notices inviting members to the Board of Directors meeting may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the company's charter, and must be ensured to reach the contact address of each member of the Board of Directors registered with the Company.

8. The Chairman of the Board of Directors or the convener shall send notices of meetings and accompanying documents to the Supervisors as with the members of the Board of Directors. Supervisors have the right to attend Board of Directors meetings; they have the right to participate in discussions but are not entitled to vote.

9. Minimum attendance: Board of Directors meetings may only be held and decisions made when at least three-quarters (3/4) of the Board members are present or through their representatives.

If the required number of members are not present, the meeting must be reconvened within 07 (seven) days from the date of the first scheduled meeting. The reconvened meeting will be held if more than 1/2 (half) of the members of the Board of Directors are present.

10. A member of the Board of Directors shall be deemed to have attended and voted at the meeting in the following circumstances:

a) Attend and vote directly at the meeting;

b) Authorize another person to attend the meeting and vote on their behalf if approved by a majority of the Board of Directors.

c) Attend and vote via online conference, electronic voting, or other electronic means;

d) Send the ballot to the meeting via mail, fax, or email.

11. Voting.

a) Except as provided in Point b of this Clause, each member of the Board of Directors or authorized person attending the meeting in an individual capacity at the Board of Directors meeting has one (01) voting right;

b) Board members shall not vote on contracts, transactions, or proposals in which they or persons related to them have an interest that conflicts with, or may conflict with, the interests of the Company. A Board member shall not be counted toward the minimum number of representatives required to convene a Board meeting on decisions in which they do not have the right to vote;

c) When issues arise during a meeting of the Board of Directors concerning the interests of a Board member or the voting rights of a member, and such issues cannot be resolved by the voluntary waiver of voting rights by the relevant Board member, the issues shall be referred to the chair of the meeting for decision. The chair's decision on such matters shall be final unless the nature or scope of the interests of the relevant Board member has not been fully disclosed;

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.

12. Disclosure of Interest. A Board member who directly or indirectly benefits from a contract or transaction concluded or intended to be concluded with the Company and is aware of having an interest therein shall disclose the nature and content of that interest at the first meeting of the Board of Directors considering the conclusion of such contract or transaction. Alternatively, such member may disclose it at the first meeting of the Board of Directors held after the member becomes aware of having or will have an interest in the relevant transaction or contract.

13. Majority Voting. The Board of Directors adopts decisions and resolutions based on the approval of a majority of the Board members present at the meeting (over 50%). In the event of a tie vote, the vote of the Chairman of the Board of Directors is the deciding vote.

14. Meetings by telephone or other means. Board meetings may be held in the form of a deliberative session among the members of the Board when all or some members are in different locations, provided that each member participating in the meeting is able to:

a) Listen to each of the other Board members who are participating in the meeting speak;

b) If they wish, they may speak to all other attendees simultaneously.

Communication between members may take place directly by telephone or by other means of communication (including whether such means are used at the time of adopting the Charter or later), or a combination of all these methods. According to the Company's Charter, a Board member attending such a meeting is considered to be "present" at that meeting. The meeting location as stipulated in this provision is the location where the largest group of Board members gathers, or, if no such group exists, the location where the meeting chair is present.

Decisions made during a formally organized and conducted telephone meeting will take effect immediately upon the conclusion of the meeting, but must be confirmed by the signatures in the minutes of all Board members present at the meeting.

15. Resolutions passed by written consultation. Resolutions passed by written consultation must be signed by all of the following members of the Board of Directors:

a) Members have the right to vote on resolutions at the Board of Directors meeting;

b) The number of members exercising their voting rights must not be lower than the minimum number of members required to hold a Board of Directors meeting.

Resolutions of this type have the same effect and value as resolutions adopted by the members of the Board of Directors at a meeting convened and held in accordance with established practice. Resolutions may be adopted using multiple copies of the same document if each copy bears at least one member's signature.

16. Minutes of Board Meetings: The Chairman of the Board of Directors is responsible for forwarding the minutes of the Board meetings to the members, and these minutes shall be considered as authentic evidence of the work performed in those meetings unless objections to the content of the minutes are raised within ten days of forwarding. Minutes of Board meetings shall be prepared in Vietnamese and must be signed by the chairman and the person recording the minutes. The regulations regarding minutes of Board meetings are stipulated in Article 158 of the Law on Enterprises.

17. Subcommittees of the Board of Directors: The Board of Directors may establish and delegate authority to subcommittees. Subcommittee members may consist of one or more members of the Board of Directors and one or more external members as decided by the Board of Directors. In exercising their delegated authority, subcommittees must comply with the regulations set forth by the Board of Directors. These regulations may be amended or may allow the inclusion of non-members of the Board of Directors into the aforementioned subcommittees and grant them the right to vote as members of the subcommittee, but (a) the number of external members must be less than half the total number of members of the subcommittee, and (b) resolutions of the subcommittees shall only be effective when a majority of the members present and voting at the subcommittee meeting are members of the Board of Directors.

18. Legal validity of actions: Actions taken to implement decisions of the Board of Directors, or of subcommittees under the Board of Directors, or of persons holding membership in subcommittees of the Board of Directors shall be deemed legally valid even if the election or appointment of members of the subcommittee or the Board of Directors may have been flawed.

Article 17. Meeting Minutes of the Board of Directors

1. Board of Directors meetings must be recorded in minutes and may also be audio-recorded, recorded, and stored electronically. Minutes must be in Vietnamese and may also be in a foreign language, including the following main contents:

a) Name, address of head office, business registration number;

b) Time and place of the meeting;

c) Purpose, agenda, and content of the meeting;

d) The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting and the reasons for absence;

d) Issues discussed and voted on at the meeting;

e) Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;

g) The voting results clearly indicate which members approved, disapproved, and abstained;

h) The issue that was approved and the corresponding percentage of votes in favor;

i) Full name and signature of the presiding officer and the person recording the minutes, except as provided in Clause 2 of this Article.

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 approved by all other attending members 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. 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. 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.

3. The chairperson, the person recording the minutes, and those signing the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

4. Minutes of Board of Directors meetings and documents used in the meetings must be kept at the Company's head office.

5. Minutes drawn up in Vietnamese and in a foreign language have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign language minutes, the content in the Vietnamese minutes shall prevail.

6. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and these minutes serve as authentic evidence of the work done at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may be prepared in English. The minutes must be signed by the chairperson and the person recording the minutes.

Chapter V
REPORT AND DISCLOSURE OF BENEFITS

Article 18. Submission of Annual Reports

1. At the end of the fiscal year, the Board of Directors must submit the following report to the General Meeting of Shareholders:

a) Report on the company's business results;

b) Financial statements;

c) Report evaluating the company's management and operations;

d) The Board of Supervisors's assessment report.

2. The reports stipulated in points a, b, and c of Clause 1 of this Article must be submitted to the Board of Supervisors for review no later than 30 days before the opening of the Annual General Meeting of Shareholders, unless the company's charter stipulates otherwise.

3. The reports stipulated in Clauses 1 and 2 of this Article, the Board of Supervisors's appraisal report, and the audit report must be kept at the Company's head office no later than 10 days before the opening of the Annual General Meeting of Shareholders, unless the Company's Charter stipulates a longer period. Shareholders who have continuously held shares of the Company for at least one year have the right to personally or together with a

lawyer, accountant, or auditor holding a professional certificate directly review the reports stipulated in this Article.

Article 19. Remuneration, bonuses and other benefits of members of the Board of Directors

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 Corporate Governance, and relevant legal documents.

Article 20. Disclosure of related interests

Unless otherwise stipulated in the company's charter, the disclosure of the company's interests and related parties shall be carried out in accordance with the following regulations:

1. Members of the Company's Board of Directors must declare to the Company their related interests, including:

a) Name, business registration number, head office address, business sector and activities of the enterprise in which they own capital contributions or shares; percentage and time of ownership of those capital contributions or shares;

b) The name, business registration number, head office address, and business lines of the enterprise in which the related parties jointly or individually own more than 10% of the charter capital.

2. The declarations stipulated in Clause 1 of this Article must be made within 7 working days from the date the relevant benefit arises; any amendments or additions must be notified to the Company within 7 working days from the date of the corresponding amendments or additions.

3. Members of the Board of Directors who, in their own name or on behalf of others, perform any work in any form within the scope of the Company's business activities must explain the nature and content of such work to the Board of Directors and may only perform it with the approval of a majority of the remaining members of the Board of Directors; if they perform such work without reporting it or without the approval of the Board of Directors, all income derived from such activity shall belong to the Company.

Chapter VI
RELATIONSHIP OF THE BOARD OF DIRECTORS

Article 21. Relationship between members of the Board of Directors

1. The relationship between the members of the Board of Directors is one of collaboration; the members of the Board of Directors are responsible for informing each other on relevant issues in the process of handling their assigned tasks.

2. During the course of work, the Board member assigned primary responsibility must proactively coordinate and handle any issues that relate to the area of responsibility of another Board member. In cases where there are differing opinions among Board members, the member primarily responsible shall report to the Chairman of the Board for consideration and decision within his/her authority, or organize a meeting or seek the opinions of the Board members in accordance with the law, the company's charter, and these Regulations.

3. In the event of a reassignment of duties among Board members, the Board members must hand over their work, files, and related documents. This handover must be documented in writing and reported to the Chairman of the Board.

Article 22. Relationship with the Board of Management

In its governance role, the Board of Directors issues resolutions for Director the executive body to implement. At the same time, the Board of Directors monitors and supervises the implementation of these resolutions.

Article 23. Relationship with the Board of Supervisors

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.

Chapter VII
IMPLEMENTATION PROVISIONS

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 are effective from September 11, 2026

O/B. THE BOARD OF DIRECTORS,
CHAIRMAN

CÔNG TY CỔ PHẦN BIA HÀ NỘI-THANH HÓA

Nguyen Kien Cuong

THE SOCIALIST REPUBLIC OF VIETNAM

INDEPENDENCE – FREEDOM – HAPPINESS

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INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

OF HANOI - THANH HOA BEER JOINT STOCK COMPANY

(Issued together with the Resolution of the General Meeting of Shareholders No. 81/NQ-ĐHĐCĐ-THB dated September 11, 2026)

September, 2026

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INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

PURSUANT TO:

- *Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as 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 its guiding documents;*
- *Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as 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 its guiding documents;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020, issued by the Government, detailing the implementation of a number of articles of the Law on Securities, together with its amendments, supplements, and implementing guidance documents.*
- *Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, provides guidance on certain provisions of 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.*
- *The Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.*

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of regulation and applicable subjects

1. Scope of application: The internal regulations on corporate governance stipulate the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, and the Director; the procedures for holding the General Meeting of Shareholders; the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors, the Board of Supervisors, and the Director; and other activities as stipulated in the company's charter and other current legal regulations.

2. Scope of application: This regulation applies to the company, its shareholders and related parties, members of the Board of Directors, members of the Board of Supervisors, business executives of the company and related parties, and organizations and individuals with vested interests in the public company.

Article 2. Explanation of terms

1. The following terms are understood as follows:

a) Corporate governance is a system of principles, including:

- Ensuring a sound and effective corporate governance structure;
- Ensuring the effective operation of the Board of Directors and the Board of Supervisors, and enhancing the accountability of the Board of Directors to the Company and its shareholders;
- Ensuring shareholders' rights and the equitable treatment of all shareholders;
- Ensuring the role of investors, the securities market, and intermediary institutions in supporting corporate governance activities;
- Respecting and safeguarding the lawful rights and legitimate interests of stakeholders in corporate governance;
- Ensuring the timely, full, accurate, and transparent disclosure of the Company's information and activities, and providing shareholders with fair and equal access to information.

b) "The company" refers to Hanoi - Thanh Hoa Beer Joint Stock Company.

c) "Shareholder" is an individual or organization that owns at least one share of the Company;

d) "Major shareholder" is a shareholder who owns 05% (five percent) or more of the Company's voting shares.

e) "Business executives" refers to the Director, Deputy Director, Chief Accountant, and other executives as stipulated in the Company's charter.

f) The board of directors includes: the Director and the Deputy Directors.

g) "Related parties" are individuals and organizations as defined in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities.

h) "The person in charge of corporate governance" is the person whose responsibilities and authority are stipulated in Article 281 of Decree 155/2020/ND-CP.

i) "Representative" refers to a shareholder or a representative authorized by a shareholder to attend the General Meeting of Shareholders;

j) "Independent Board Member" (hereinafter referred to as "independent member") is a member as defined in Clause 2, Article 155 of the Law on Enterprises.

k) "Electronic media" refers to operation based on electrical, electronic, digital, magnetic, wireless transmission, optical, electromagnetic or similar technologies.

l) "Online General Meeting of Shareholders " or "Online Meeting" is a form of organizing a general meeting of shareholders that uses electronic means to transmit images and sound via the internet, allowing shareholders in many different locations to follow the proceedings, discuss, and vote on meeting issues.

m) "Electronic voting" refers to shareholders casting their votes through an electronic voting system.

n) "Electronic Voting System" or "Online General Meeting of Shareholders System" refers to a system that supports the organization of an online General Meeting of Shareholders and electronic voting, and provides shareholders with tools to exercise their rights in connection with participation in an online General Meeting of Shareholders.

2. In this Regulation, references to one or more provisions or legal texts shall include any amendments or replacements thereof.

3. Abbreviations

a. "GMS" refers to the General Meeting of Shareholders;

b. "BOD" refers to the Board of Directors;

c. "BOS" refers to the Board of Supervisors.

Article 3. Internal Regulations on Corporate Governance

The Board of Directors is responsible for drafting and submitting to the General Meeting of Shareholders for approval the Internal Regulations on Corporate Governance. Internal Regulations on Corporate Governance must not contradict current principles and regulations on corporate governance. The Internal Regulations on Corporate Governance are published on the company's website and 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);

+ 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);

+ Provisions on the annual evaluation of commendation and disciplinary actions applicable to members of the Board of Directors, Supervisors, the Chief Executive Officer, and other executives (Appendix VIII attached);

In addition, Article 3. Internal Regulations on Corporate Governance refer to certain provisions in the Company's Charter; and the Company's internal governance regulations and procedures.

CHAPTER II. ORGANIZATIONAL STRUCTURE AND MANAGEMENT

Article 4. Company management organizational structure

The company operates under the following organizational and management model:

1. General Meeting of Shareholders

The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest authority of the company. The General Meeting of Shareholders has the rights and responsibilities as stipulated in the company's Charter and this Regulation.

2. Board of Directors

The Board of Directors is the governing body of the company, having full authority to act on behalf of the company to decide and exercise the rights and obligations of the company that do not fall under the authority of the General Meeting of Shareholders.

3. Board of Supervisors

The Board of Supervisors is the body responsible for overseeing the Board of Directors and the company's Director in the management and operation of the company.

4. Company Director

The director is responsible for managing the company's day-to-day business operations; is supervised by the Board of Directors; and is accountable to the Board of Directors and the law for the exercise of assigned rights and obligations.

CHAPTER II. RIGHTS AND OBLIGATIONS OF SHAREHOLDERS

Article 5. Rights and obligations of shareholders

1. Shareholders have all the rights and obligations as stipulated in the Law on Enterprises, the Law on Securities, and other relevant legal documents, as well as Articles 12 and 13 of the company's charter, especially:

a) The right to freely transfer fully paid shares is recorded in the company's shareholder register, except in certain cases where transfer is restricted by law, the company's charter, and resolutions of the General Meeting of Shareholders;

b) The right to equal treatment. Each share of the same class confers equal rights, obligations, and benefits on the shareholder. In the case of preferred shares, the rights and obligations associated with those preferred shares must be fully disclosed to shareholders and approved by the General Meeting of Shareholders;

c) The right to be fully informed, both regularly and in case of any irregularities, about the company's operations;

d) Rights and responsibilities to participate in General Meetings of Shareholders and exercise voting rights directly or through other forms such as:

- Authorize another person to attend and vote at the meeting;
- Participate and vote via online conference, electronic voting, or other electronic means;
- Submit your ballot to the meeting via mail, fax, or email.

e) The right to preferentially purchase newly offered shares is proportional to the percentage of common stock held in the company.

f) The obligation to comply with the company's charter and internal regulations; to abide by the resolutions of the General Meeting of Shareholders and the Board of Directors.

g) The obligation to provide an accurate address when registering to purchase shares.

2. Shareholders have the right to protect their legitimate interests. If a resolution of the General Meeting of Shareholders or a resolution of the Board of Directors violates the law or infringes upon the fundamental rights of shareholders as stipulated by law, shareholders have the right to request the annulment of that resolution in accordance with the procedures prescribed by law. If such resolutions violate the law and cause harm to the company, the Board

of Directors, the Board of Supervisors, and the Director must compensate the company according to their respective responsibilities. Shareholders have the right to demand compensation from the company for losses as stipulated by law.

3. Shall be personally liable when, in the name of the Company and in any form, carrying out any of the following acts:

a) Violation of the law;

b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;

c) Paying debts that are not yet due before addressing financial risks faced by the Company.

Article 6. Responsibilities of major shareholders

1. Major shareholders are not allowed to abuse their advantage to harm the rights and interests of the company and other shareholders.

2. Major shareholders are obligated to disclose information as required by law.

CHAPTER IV. GENERAL MEETING OF SHAREHOLDERS

Article 7. The role, rights, and responsibilities of the General Meeting of Shareholders.

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the company.

2. The General Meeting of Shareholders has the rights and obligations as stipulated in the Law on Enterprises and Article 15 of the company's charter.

3. For matters that have been approved in previous Resolutions of the General Meeting of Shareholders but have not yet been implemented, the Board of Directors shall report to the General Meeting of Shareholders at the nearest Annual General Meeting of Shareholders. In case of any changes to matters falling under the decision-making authority of the General Meeting of Shareholders, the Board of Directors shall submit such changes to the General Meeting of Shareholders for approval at the nearest meeting before implementation.

Article 8. Annual and Extraordinary General Meetings of Shareholders

1. The sequence and procedures for convening and voting at the General Meeting of Shareholders include the following main points:

a) Authority to convene the General Meeting of Shareholders;

b) Prepare a list of shareholders entitled to attend the meeting;

c) Announcement regarding the closing of the list of shareholders entitled to attend the General Meeting of Shareholders;

d) Notice of convening the General Meeting of Shareholders;

e) Agenda and content of the General Meeting of Shareholders;

f) Authorization of a representative to attend the General Meeting of Shareholders;

g) How to register to attend the General Meeting of Shareholders;

h) Conditions for conducting the activity;

i) The method of adopting resolutions is through a General Meeting of Shareholders;

j) Voting method;

k) Method of vote counting;

l) Conditions for the resolution to be passed;

m) Announcement of vote count results;

n) Methods of protesting a resolution of the General Meeting of Shareholders;

o) Prepare the minutes of the General Meeting of Shareholders;

p) Announcement of the Resolution of the General Meeting of Shareholders ;

q) The sequence and procedures for holding a General Meeting of Shareholders to adopt resolutions through written consultation;

r) 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;

s) Other issues.

2. The company must fully comply with the procedures for convening the General Meeting of Shareholders as prescribed by law, the company's charter, and internal regulations. The company must publish information on the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date. The company must not restrict shareholders from attending the General Meeting of Shareholders and must facilitate shareholders in authorizing representatives to attend the General Meeting of Shareholders or voting by registered mail when requested. The company must provide guidance on the authorization procedure and prepare proxy forms for shareholders as prescribed.

3. The Board of Directors or the person convening the General Meeting of Shareholders shall arrange the agenda, the venue, and a suitable time for discussion and voting on each item on the agenda of the General Meeting of Shareholders in accordance with the provisions of the Law on Enterprises.

4. The company must make every effort to apply modern information technologies so that shareholders can best participate in and express their opinions at the General Meeting of Shareholders, including guiding shareholders to vote through online General Meetings of Shareholders, electronic voting, or other electronic forms as prescribed in Article 144 of the Law on Enterprises and the company's charter.

5. Annually, the company must hold an Annual General Meeting of Shareholders in accordance with the provisions of the Law on Enterprises. The Annual General Meeting of Shareholders may not be held in the form of soliciting shareholder opinions in writing.

Article 9. Report on the activities of the Board of Directors at the Annual General Meeting of Shareholders.

The Board of Directors' activity report submitted to the Annual General Meeting of Shareholders must comply with the provisions of point c, clause 3, Article 139 of the Law on Enterprises and the company's charter, and must include the following contents:

1. The remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors are stipulated by Clause 3, Article 163 of the Law on Enterprises and the company's charter;

2. Summarize the meetings of the Board of Directors and the decisions made by the Board of Directors;

3. Report on transactions between the company, its subsidiary, or a company in which the public company holds fifty percent (50%) or more of the charter capital and a member of the Board of Directors and related persons of that member; transactions between the company and a company in which a member of the Board of Directors is a founding member or a business manager in the three (03) years immediately preceding the transaction.

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;

5. Activities of other subcommittees of the Board of Directors (if any);

6. Results of supervision over the Director;

7. Results of supervision over other executive officers;

8. Future plans.

Article 10. Report on the activities of the Board of Supervisors at the Annual General Meeting of Shareholders.

The Board of Supervisors' activity report, submitted to the Annual General Meeting of Shareholders as stipulated in points d and e, Clause 3, Article 139 of the Law on Enterprises, must include the following contents:

1. The remuneration, operating expenses, and other benefits of the Board of Supervisors and each member of the Board of Supervisors are regulated by Article 172 of the Law on Enterprises and the company's charter;

2. Summarize the meetings of the Board of Supervisors and the conclusions and recommendations of the Board of Supervisors;

3. Results of monitoring the company's operational and financial performance;

4. Report on the assessment of transactions between a company, subsidiary, or company in which a public company holds control of more than fifty percent (50%) of the charter capital with a member of the Board of Directors, Director and related persons of that member; transactions between a company and a company in which a member of the Board of Directors is a founding member or a business manager in the three (03) years immediately preceding the transaction.

5. The results of monitoring the Board of Directors, the Director, and other business executives;

6. The assessment results reflect the coordination of activities between the Board of Supervisors, the Board of Directors, the General Director, and the shareholders.

CHAPTER V. BOARD OF DIRECTORS

Article 11. Composition and term of office of the Board of Directors

1. The number of Board of Directors members is at least three (03) and at most eleven (11). The composition and term of the Board of Directors are stipulated in Article 27 of the company's charter.

2. The structure of the Board of Directors shall ensure a balance among members with knowledge and experience in law, finance, and the Company's business sectors, while taking into consideration gender diversity; and ensure a balance between executive members and non-executive/independent members.

The total number of independent members of the Board of Directors shall account for at least one-third (1/3) of the total number of members of the Board of Directors. The minimum number of independent members of the Board of Directors shall comply with the provisions of Clause 3, Article 27 of the Company Charter.

3. The Company shall minimize, to the greatest extent possible, the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.

Article 12. Standards and Conditions for Members of the Board of Directors

1. Members of the Board of Directors must meet the standards and conditions stipulated in Clause 1, Article 155 of the Law on Enterprises and Clause 4, Article 27 of 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.

3. Independent members of the Board of Directors are members who meet the following standards and conditions, unless otherwise provided by Law on Securities:

a) Not currently employed by the company, its parent company, or its subsidiary; not previously employed by the company, its parent company, or its subsidiary for at least three (03) consecutive years prior to this;

b) Not a person receiving a salary or remuneration from the company, except for allowances that members of the Board of Directors are entitled to according to regulations;

c) Not a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the company; or who is a manager of the company or its subsidiary;

d) Not a person who directly or indirectly owns at least one percent (01%) of the total voting shares of the company;

e) Not a person who has been a member of the Board of Directors or Board of Supervisors of the company for at least five (05) consecutive years before, except in the case of being appointed for two (02) consecutive terms.

An independent member of the Board of Directors must notify the Board of Directors that they no longer meet the standards and conditions to be an independent member of the Board of Directors and will automatically cease to be an independent member of the Board of Directors from the date they no longer meet the standards and conditions. The Board of Directors must notify the Board of Directors of the case where an independent member of the Board of Directors no longer meets the standards and conditions at the next General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within six (06) months from the date of receiving the notification from the relevant independent member of the Board of Directors.

Article 13. Authority of the Board of Directors

1. The Board of Directors has full rights as stipulated in the Law on Enterprises, relevant legal documents, and the company's charter, especially the right to be provided with information and documents on the financial situation and business operations of the company and its subsidiaries.

2. The Board of Directors approves decisions on investments or sales of assets valued at over 5 (five) billion VND but less than 35% (thirty-five percent) of the total asset value recorded in the company's most recent financial statement.

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.

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 in point n, clause 2, Article 15 of the Company's Charter.

5. Approval of contracts, loan transactions, lending, or sale of assets with a value equal to or less than ten percent (10%) of the total value of the company's assets as recorded in the most recent financial statement between the company and shareholders owning fifty-one percent (51%) or more of the total voting shares or related parties of such shareholders.

Article 14. Responsibilities and obligations of the Board of Directors

The Board of Directors must fully comply with the responsibilities and obligations stipulated in Article 28 of the company's charter and the Law on Enterprises, as well as the following responsibilities and obligations:

1. The Board of Directors is accountable to shareholders for the company's operations, the performance of its strategic direction function, and the oversight of the company's development strategy.

2. Treat all shareholders equally and respect the interests of stakeholders in the company;

3. Ensure that the company's operations comply with legal regulations, its Charter, and internal company regulations;

4. Develop internal regulations on corporate governance and submit them to the General Meeting of Shareholders for approval. This internal regulation on corporate governance must not contradict the provisions of the law and the company's charter.

5. Develop the Board of Directors' operating regulations, submit them to the General Meeting of Shareholders for approval, and publish them on the company's website.

6. Monitoring and preventing conflicts of interest among members of the Board of Directors, members of the Board of Supervisors, Directors and other managers, including misuse of company assets and abuse of related-party transactions;

7. Appoint a person in charge of corporate governance;

8. Organize training and workshops on corporate governance and essential skills for members of the Board of Directors, Directors, person in charge of corporate governance, and other managers of the company.

9. The Board of Directors shall report on its activities to the General Meeting of Shareholders as stipulated in Article 9 of this Regulation.

10. Making dividend payments to shareholders in accordance with the provisions of law after obtaining approval from the Annual General Meeting of Shareholders.

Article 15. Duties and powers of the Chairman of the Board of Directors

The Chairman of the Board of Directors has the rights and obligations as stipulated in Article 156 of the Law on Enterprises and the following powers and responsibilities:

1. The Chairman of the Board of Directors is generally responsible for organizing and carrying out all the work of the Board of Directors; presiding over the annual and extraordinary General Meetings of Shareholders as stipulated in the Company's Charter; organizing and assigning tasks to members to perform the duties and powers of the Board of Directors as stipulated in the Company's Charter and the Law on Enterprises; and is accountable to the General Meeting of Shareholders and the law for his/her work.

2. The Chairman of the Board of Directors signs resolutions, decisions, and other documents, or approves documents within the authority of the Board of Directors; authorization for other members of the Board of Directors to sign on their behalf must be done in writing.

3. The Chairman of the Board of Directors convenes and presides over meetings of the Board of Directors and assigns members of the Board of Directors to prepare the content of the Board of Directors meetings and the General Meeting of Shareholders; announces the meeting content and requests the Director or other executive (if deemed necessary) to prepare documents and reports;

4. The Chairman of the Board of Directors assigns tasks to the members of the Board of Directors; the specific task assignments for each member must be in writing and signed by the Chairman of the Board of Directors.

5. The Chairman of the Board of Directors monitors and oversees the implementation of the Board of Directors' resolutions;

6. Other rights and duties as prescribed by law.

Article 16. Authorized representative of the Chairman of the Board of Directors

1. In the absence of the Chairman of the Board of Directors, a written authorization shall be given to another member of the Board of Directors to perform the duties of the Chairman of the Board of Directors as stipulated in the Company's Charter.

2. The person authorized by the Chairman of the Board of Directors has the following rights and obligations:

a) Acting on behalf of the Chairman of the Board of Directors to exercise delegated powers in the Chairman's absence.

b) Sign documents as authorized by the Chairman of the Board of Directors.

c) Directly responsible for specific tasks assigned and delegated by the Chairman of the Board of Directors.

d) Reserve the right to refuse authorization if we deem that any of the authorization is contrary to the law and the Company's Charter.

Article 17. Rights and obligations of members of the Board of Directors

1. Board members have all the rights stipulated in the Law on Enterprises, relevant laws, and the company's charter, including the right to be provided with information and documents on the financial situation and business operations of the company and its subsidiaries as stipulated in Article 159 of the Law on Enterprises.

2. Members of the Board of Directors are responsible as stipulated in the Law on Enterprises and the Company's Charter.

3. Board members are responsible for performing their duties honestly and diligently in the best interests of shareholders and the company.

4. Board members are responsible for attending all board meetings and for expressing clear opinions on the issues discussed.

5. Board members are responsible for promptly and fully reporting to the Board of Directors any remuneration they receive from subsidiaries, affiliated companies, and other entities in which they represent the company's capital contributions.

6. Board members are responsible for reporting to the Board of Directors at the nearest meeting the following transactions between the company, its subsidiaries, or companies in which the company holds control of more than fifty percent (50%) of the charter capital with the Board member and related persons of that member; transactions between the company and companies in which the Board member is a founding member or a business manager in the three (03) years immediately preceding the transaction; transactions between the company and companies in which related persons of the aforementioned members are members of the Board of Directors, Directors or major shareholders;

7. Board members and related parties are responsible for reporting to the State Securities Commission and the Stock Exchange, and for disclosing information when conducting transactions in the company's shares in accordance with the law.

8. Board members may be insured by the company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of board members related to violations of the law and the Company's Charter.

9. Independent members of the Board of Directors must prepare a report evaluating the performance of the Board of Directors.

Article 18. Meetings of the Board of Directors

1. The Board of Directors must hold meetings at least once every quarter, following the procedures stipulated in the company's charter and internal regulations on corporate governance. The regulations regarding convening Board of Directors meetings, the conditions

for conducting them, and the voting procedures at these meetings shall be implemented in accordance with the company's charter.

2. The minutes of the Board of Directors meeting must be detailed and clear, and written in Vietnamese. The meeting chair and the person recording the minutes must sign the minutes. The minutes of the Board of Directors meeting must be kept in accordance with the law and the company's charter.

3. Annually, the Board of Directors requests an independent member to submit an evaluation report on the Board's performance, and this evaluation report may be published at the annual general meeting of shareholders.

Article 19. Remuneration, salaries, and other benefits of member of the Board of Directors

The payment of remuneration, salaries, and other benefits to members of the Board of Directors shall be carried out in accordance with Article 29 of the Company Charter and applicable laws and regulations.

Article 20. Company secretary

1. To support the effective conduct of corporate governance, the Board of Directors may appoint at least one (01) person as Company Secretary.

2. The company secretary must have a good understanding of the law. The company secretary may not simultaneously work for the auditing firm that is auditing the company's financial statements.

3. The roles and responsibilities of the Company Secretary are stipulated in Article 36 of the Company Charter.

Article 21. Subcommittees of the Board of Directors

1. The company's Board of Directors may establish subcommittees to support its operations, such as the Human Resources Subcommittee, the Compensation Subcommittee, and other subcommittees. The Board of Directors must appoint one independent member of the Board to head the Human Resources Subcommittee and the Compensation Subcommittee. The establishment of these subcommittees requires the approval of the General Meeting of Shareholders.

2. In the absence of establishing personnel subcommittees or compensation subcommittees, the Board of Directors may assign independent members of the Board to assist the Board in personnel and compensation matters.

3. The Board of Directors shall specify the details regarding the establishment of subcommittees, the responsibilities of each subcommittee, the responsibilities of subcommittee members, or the responsibilities of independent members appointed to oversee personnel and compensation.

Article 22. The person in charge of corporate governance.

The Board of Directors of a listed company must appoint at least one person to perform the duties of the Corporate Governance Officer. The Corporate Governance Officer may also serve as the Company Secretary.

CHAPTER VI. BOARD OF SUPERVISORS

Article 23. Number, term of office, structure, standards, and conditions for membership of the Board of Supervisors

a. The number of Supervisors is at least three (03) people and at most five (05) people.

b. The term of office of a Board of Supervisors Member shall not exceed five (05) years and may be re-elected for an unlimited number of terms. In the event that a Board of Supervisors Member's term ends at the same time as a new Board of Supervisors Member has not yet been elected, the Board of Supervisors Member whose term has expired shall continue to exercise their rights and obligations until a new Board of Supervisors Member is elected and takes office.

c. The auditor may not be a shareholder of the company and subject to the conditions and standards stipulated in Clause 2, Article 38 of the Company charter.

d. The Head of the Board of Supervisors must have a university degree or higher in economics, finance, banking, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise.

Article 24. Rights and obligations of the Auditor

1. The auditor has the rights stipulated in the Law on Enterprises, relevant laws, and the company's charter, including the right to access information and documents related to the company's operations. Members of the Board of Directors, the Director, and other business executives are responsible for providing timely and complete information as requested by the auditor.

2. The auditor is responsible for complying with legal regulations, the company's charter, and professional ethics in exercising their assigned rights and obligations. The company may provide guidance on the auditor's activities and duties in accordance with legal regulations and the company's charter.

Article 25. Rights and obligations of the Board of Supervisors

The Board of Supervisors has the rights and obligations as stipulated in the Law on Enterprises and Article 40. In addition to the company's charter, the Board of Supervisors has the following rights and obligations:

1. The Board of Supervisors oversees the Board of Directors and the Director in the management and operation of the company.

2. Examine the reasonableness, legality, honesty, and level of prudence in the management and operation of business activities; the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting.

3. Assess the completeness, legality and truthfulness of the company's annual and six (06) month business performance reports, financial reports, and management performance evaluation reports of the Board of Directors and present the assessment report at the annual General Meeting of Shareholders. Review contracts and transactions with related parties under the approval authority of the Board of Directors or the General Meeting of Shareholders and make recommendations on contracts and transactions requiring approval from the Board of Directors or the General Meeting of Shareholders.

4. Review, examine, and evaluate the effectiveness and efficiency of the company's internal control, internal audit, risk management, and early warning systems.

5. Review the company's accounting books, records, and other documents, as well as its 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 Enterprises.

6. Upon request from a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises, the Board of Supervisors shall conduct an inspection within seven (07) working days from the date of receiving the request. Within 15 days from the date of completion of the inspection, the Board of Supervisors must report on the issues requested for inspection to the Board of Directors and the shareholder or group of shareholders who made the request. The inspection by the Board of Supervisors as stipulated in this Clause shall not hinder the normal operation of the Board of Directors, nor disrupt the company's business operations.

7. Propose to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the organizational structure for managing, supervising, and operating the company's business activities.

8. Upon discovering that a member of the Board of Directors or a Director has violated the provisions of Article 165 of the Law on Enterprises, the Director must immediately notify the Board of Directors in writing, requesting the offending individual to cease the violation and take measures to remedy the consequences.

9. Attend and participate in discussions at shareholder meetings, board meetings, and other company meetings.

10. Utilize independent consultants and the company's internal audit department to perform assigned tasks.

11. The Board of Supervisors may consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

Article 26. Meeting of the Board of Supervisors

1. The Board of Supervisors must meet at least two (02) times a year, with at least two-thirds (2/3) of the Board of Supervisors members attending. Minutes of the Board of Supervisors meetings must be detailed and clear. The person recording the minutes and the Supervisors attending the meetings must sign the meeting minutes. Minutes of the Board of Supervisors meetings must be kept to determine the responsibilities of each Supervisor.

2. During Board of Supervisors meetings, the Board of Supervisors has the right to request members of the Board of Directors, the Director, internal audit members (if any), and representatives of approved audit organizations to attend and answer questions of interest to the Supervisors.

Article 27. Remuneration, salary, and other benefits of the Auditor

1. The Board of Supervisors is paid a salary or remuneration and enjoys other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total annual salary, remuneration, and operating budget of the Board of Supervisors;

2. The Board of Supervisors is reimbursed for reasonable expenses for meals, accommodation, travel, and independent consulting services. The total amount of these

remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise;

3. Salaries and operating expenses of the Board of Supervisors are included in the company's business expenses in accordance with the law on corporate income tax and related laws, and must be presented as a separate item in the company's annual financial statements.

CHAPTER VII. THE BOARD OF MANAGEMENT

Article 28. Composition and standards of the executive

1. The company's Board of Management includes the Director, Deputy Director, and Chief Accountant.

2. The Director and Deputy Director must meet the following criteria:

a) They must have full legal capacity and not be subject to the restrictions on managing businesses as stipulated in Clause 2, Article 17 of the Law on Enterprises.

b) Possess professional qualifications and experience in company business management.

3. The Chief Accountant of the Company must meet the following qualifications and standards:

a) Possessing professional ethics, honesty, integrity, and a strong sense of compliance with the law;

b) Possess professional qualifications and expertise in accounting;

c) The minimum practical experience in accounting is two years for those with a university degree or higher, and at least three years for those with a vocational degree in accounting.

d) A certificate from a chief accountant training course is required.

Article 29. The authority and responsibilities of the Director

1. The Director is responsible for managing the Company's day-to-day business operations; has full authority to decide and exercise the Company's rights and obligations as stipulated, except for matters within the authority of the General Meeting of Shareholders, the Board of Directors, and the Board of Supervisors; is subject to the supervision of the Board of Directors and the Board of Supervisors; and is accountable to the General Meeting of Shareholders, the Board of Directors, and the law for the Company's operations and the exercise of assigned rights and duties. The Director has the rights and obligations as stipulated in Article 35 of the Company's Charter.

2. The Director has the authority to approve investment decisions or the sale of assets with a value of 05 (five) billion VND or less.

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 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.

4. The Deputy Director assists the Director in managing and operating certain areas of the Company's activities as assigned and authorized by the Director, reporting to and being accountable to the Director and to the law for the tasks assigned and authorized by the Director.

5. The Chief Accountant assists the Director in overseeing the accounting and financial work of the Company and has the rights and responsibilities as stipulated by law.

CHAPTER VIII. PREVENTING CONFLICTS OF INTEREST

Article 30. Responsibilities of Honesty and Avoidance of Conflicts of Interest of Company Managers.

Members of the Board of Directors, members of the Board of Supervisors, the Executive Director, other executive managers, and individuals or organizations related to the aforementioned members are responsible for acting in good faith and avoiding conflicts of interest as stipulated in Article 44 of the Company's Charter.

Article 31. Transactions with related parties

1. When conducting transactions with related parties, the company must enter into written contracts based on the principles of equality and voluntariness.

2. The company takes necessary measures to prevent related parties from interfering with the company's operations and harming its interests through controlling the company's transactions, sales, and pricing of goods and services.

3. The company takes necessary measures to prevent shareholders and related parties from engaging in transactions that would result in the loss of the company's capital, assets, or other resources.

Article 32. Transactions with shareholders, business executives, and related parties of these entities.

1. The company is prohibited from providing loans or guarantees to individual shareholders and their related parties who are individuals.

2. The company is prohibited from providing loans or guarantees to institutional shareholders and their related parties who are individuals, except in the following cases: Shareholders who are subsidiaries in the event that the subsidiary does not have state-owned shares or capital contributions and has made capital contributions or purchased shares of the company before July 1, 2015.

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.

4. The company may only conduct the following transactions after obtaining approval from the General Meeting of Shareholders:

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 organization (except where such organization is a shareholder of the public company as prescribed 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 conglomerates, the General Meeting of Shareholders or the Board of Directors shall approve the approval as stipulated in the company's charter;

b) Transactions of value of thirty-five percent (35%) or more, or transactions resulting in a total transaction value arising within twelve (12) months from the date of the first transaction of value of thirty-five percent (35%) or more of the total asset value recorded on the most recent financial statement, or a smaller percentage or value as stipulated in the company's charter, between the company and one of the following parties:

- Members of the Board of Directors, Supervisors, Directors, other managers and related parties of these entities;

- Shareholders, authorized representatives of shareholders owning more than ten percent (10%) of the total common stock of the company and their related parties;

- Businesses that are related to the entities specified in Clause 2, Article 164 of the Law on Enterprises.

c) Contracts, loan transactions, or asset sales transactions with a value exceeding ten percent (10%) of the total asset value recorded in the most recent financial statement between the company and a shareholder owning fifty-one percent (51%) or more of the total voting shares or a related party of that shareholder.

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.

Article 33. Ensuring the legitimate rights of parties with interests related to the company.

1. The company is committed to respecting the legal rights of all stakeholders, including banks, creditors, employees, customers, partners, the community, and other stakeholders .

2. The Company shall always respect and actively cooperate with parties having interests related to the Company through the following measures:

a) Providing sufficient necessary information to assist them in assessing the Company's operational and financial performance and making decisions;

b) Encouraging them to provide opinions on the Company's business operations, financial condition, and important decisions related to their interests through direct communication with the Board of Directors, the Board of Management, and the Board of Supervisors.

3. As a business operating in Vietnam, issues of welfare, environmental protection, the common good of the community, and corporate social responsibility are considered among the company's important policies, alongside other business management policies.

4. The Company shall indemnify persons who are, have been, or are at risk of becoming a related party in claims, lawsuits, or legal proceedings that have been, are being, or may be initiated, if such persons are or have been members of the Board of Directors, managers, employees, or representatives of the Company, provided that such persons have acted honestly, prudently, and with appropriate professional competence in a manner that they believe to be in the interests of, or not contrary to the best interests of, the Company, on the basis of compliance with applicable laws.

5. The expenses eligible for reimbursement include: incurred costs (including attorney fees), judgment costs, fines, and payments actually incurred or deemed reasonable in resolving these cases within the framework of the law.

CHAPTER IX. REPORTING AND DISCLOSURE OF INFORMATION

Article 34. Information disclosure obligations

1. The company is obligated to disclose complete, accurate, and timely periodic and extraordinary information regarding its business operations, finances, and corporate governance to shareholders and the public. The company must also disclose complete, accurate, and timely other information if such information is likely to affect the share price and influence the decisions of shareholders and investors. The information and the manner of disclosure shall comply with the provisions of the law and the company's charter.

2. Information disclosure is carried out in a manner that ensures shareholders and investors have equitable access to it. The language used in information disclosures should be clear, easily understandable, and avoid misleading shareholders and investors.

Article 35. Disclosing information about the company's organizational and management model.

1. Public companies must report to the State Securities Commission and the Stock Exchange, and disclose information about their organizational structure, management, and operations as stipulated in Article 137 of the Law on Enterprises.

2. In the event that a company changes its operating model, it must report to the State Securities Commission and the Stock Exchange and disclose the information within 24 hours from the time the General Meeting of Shareholders makes the decision to change the model.

Article 36. Disclosure of information regarding corporate governance.

1. The company must disclose information about its corporate governance at annual general meetings of shareholders and in the company's annual report, in accordance with Law on Securities regulations on information disclosure.

2. The company is obligated to report periodically every six (6) months and disclose information on corporate governance in accordance with the Law on Securities regulations on information disclosure.

Article 37. Disclosure of the Director's income

The salaries of directors and other managers must be presented as a separate item in the company's annual financial statements and must be reported to the General Meeting of Shareholders at its annual meeting.

Article 38. Information disclosure organization

1. The company must establish and issue regulations on the disclosure of company information in accordance with the Law on Securities and its guiding documents.

2. The company must have at least one information disclosure officer. The company's information disclosure officer has the following responsibilities:

a) Disclose company information to the investing public in accordance with the law and the company's charter;

b) Publicly disclose the name and work phone number so that shareholders can contact them.

CHAPTER X. SUPERVISION AND HANDLING OF VIOLATIONS

Article 39. Supervision of Corporate Governance

Companies, individuals, and related organizations are subject to corporate governance oversight by the Securities Commission and other competent authorities as prescribed by current law.

Article 40. Handling violations

In the event that a company violates or fails to comply with the regulations in this Statute without disclosing information and reporting to the State Securities Commission as required, it will be held responsible and subject to administrative penalties in the field of securities and securities markets.

CHAPTER XI. IMPLEMENTATION PROVISIONS

Article 41. Amendments and additions

1. Amendments and additions to this Regulation shall be drafted and developed by the Board of Directors and submitted to the General Meeting of Shareholders for approval.

2. In the event that there are legal provisions relating to the company's operations not mentioned in this Regulation, or in the event that new legal provisions differ from the provisions in this Regulation, those legal provisions shall automatically apply and govern the company's operations.

Article 42. Effective date

1. This Regulation comprises **11 chapters, 42 articles, and 8 appendices**, and was unanimously approved by the General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company **dated August 20, 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.

3. The Board of Directors, the Board of Supervisors, the Board of Management, and other relevant individuals and organizations of Hanoi - Thanh Hoa Beer Joint Stock Company are responsible for implementing this Regulation.

O.B. BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN BIA HÀ NỘI - THANH HÓA

Nguyen Kien Cuong

APPENDIX I

PROCEDURES FOR CONVOCATION AND VOTING AT THE GENERAL MEETING OF SHAREHOLDERS

(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)

Section 1. General Provisions

Article 1. Scope of regulation

1. This appendix stipulates the procedures for convening and voting at the General Meeting of Shareholders, including the following main contents:

a) Authority to convene the General Meeting of Shareholders;

b) Prepare a list of shareholders entitled to attend the meeting;

c) Announcement regarding the closing of the list of shareholders entitled to attend the General Meeting of Shareholders;

d) Notice of convening the General Meeting of Shareholders;

e) Agenda and content of the General Meeting of Shareholders;

f) Authorization of a representative to attend the General Meeting of Shareholders;

g) How to register to attend the General Meeting of Shareholders;

h) Conditions for conducting the activity;

i) The method of adopting resolutions is by the General Meeting of Shareholders;

j) Voting method;

k) Method of vote counting;

l) Announcement of vote count results;

m) Conditions for the resolution to be passed;

n) Methods of protesting a resolution of the General Meeting of Shareholders;

o) Prepare minutes of the General Meeting of Shareholders;

p) Announcement of the General Meeting of Shareholders Resolution;

q) The sequence and procedures for holding a General Meeting of Shareholders to adopt resolutions through written consultation;

r) 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.

s) Other issues.

2. The company issues regulations based on full compliance with the procedures for convening the General Meeting of Shareholders as prescribed by law, the Company's Charter, and the Company's internal regulations.

Article 2. Applicable subjects

This regulation applies to organizations and individuals involved in the implementation and organization of the General Meeting of Shareholders.

Section 2. Procedures for holding a General Meeting of Shareholders to adopt resolutions by direct voting at the General Meeting of Shareholders.

Article 3. Convene the General Meeting of Shareholders

1. The Board of Directors convenes annual and extraordinary general meetings of shareholders. The Board of Directors convenes extraordinary general meetings of shareholders in accordance with the provisions of Clause 3, Article 14 of the Company's Charter, or general meetings of shareholders may be convened in accordance with points b and c of Clause 4, Article 14 of the Company's Charter.

2. The Annual General Meeting of Shareholders is held once (01) a year. The General Meeting of Shareholders must be held annually within four (04) months from the end of the financial year. The Board of Directors may decide to extend the Annual General Meeting of Shareholders if necessary, but not more than six (06) months from the end of the financial year.

3. The person convening the General Meeting of Shareholders must perform the tasks as stipulated in Clause 2, Article 18 of the Company's Charter.

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 Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders is compiled based on the company's shareholder registration number, Securities Holder Register. 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).

Article 5. Notice of the Record Date for Determining Shareholders Eligible to Attend the General Meeting of Shareholders.

The company must report and submit all legal documents related to the expected last registration date for exercising the rights of existing shareholders to the Vietnam Securities Depository and Clearing Corporation, the Stock Exchange (in the case of a listed or registered trading organization), report to the State Securities Commission, and simultaneously publish information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the last registration date.

Article 6. Notice of convening the General Meeting of Shareholders

1. The notification of the General Meeting of Shareholders is carried out in accordance with the provisions of the Law on Enterprises and Clause 3, Article 18 of the Company's Charter. The documents for the General Meeting of Shareholders must be posted and updated with any amendments or additions (if any) until the conclusion of the General Meeting of

Shareholders.

Article 7. Program and content of the General Meeting of Shareholders

a) The person convening the General Meeting of Shareholders must prepare the agenda and content of the meeting.

b) The proposal to include a matter on the shareholders' meeting agenda is made in accordance with Clauses 4, 5, and 6 of Article 18 of the Company's Charter.

Article 8. Authorization of a representative to attend the General Meeting of Shareholders.

Shareholders who are legally entitled to attend the General Meeting of Shareholders may authorize an individual or organization to represent them. The authorization of a representative to attend the General Meeting of Shareholders shall be carried out in accordance with Article 16 of the Company's Charter.

Article 9. Procedures for registration to attend the general meeting of shareholders prior to the opening date of the general meeting of shareholders.

1. To ensure the smooth organization of the General Meeting, shareholders are requested to register their attendance in accordance with the methods specified in the notice of the General Meeting.

Shareholders can choose to register to attend the General Meeting of Shareholders in the manner specified in the notice, including:

a) Sending the registration form for attendance or the authorization letter to the address specified in the notice, or contacting directly via the contact telephone number stated in the notice.

b) Other forms of registration for attending the General Meeting of Shareholders are in accordance with the provisions of the law.

Article 10. Procedures for registration to attend the general meeting of shareholders and verification of delegate eligibility on the date of the general meeting of shareholders.

1. When attending the meeting, shareholders or their authorized representatives must bring their Citizen Identity Card, National Identity Card, Passport, or other legally valid personal identification and the Meeting Invitation Notice.

2. Prior to the opening of the meeting, the Company shall carry out shareholder registration procedures and continue such registration until all shareholders entitled to attend the meeting have completed their registration. The registration shall be conducted at the venue where the General Meeting of Shareholders is held.

3. Shareholders or authorized representatives arriving after the meeting has commenced have the right to register immediately and subsequently have the right to participate and vote at the meeting immediately after registration. The chairperson is not obligated to stop the meeting to allow latecomers to register, and the validity of any matters already voted on remains unchanged. change.

4. During the shareholder registration process, the Company shall provide each shareholder or authorized representative entitled to vote with a set of voting cards and/or voting ballots, and election ballots (if any), which shall indicate the registration number (or shareholder

identification code/identification code of the shareholder's authorized representative), the full name of the shareholder or authorized 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.

Article 11. Conditions for holding a General Meeting of Shareholders

The General Meeting of Shareholders is conducted when the provisions of Article 19 of the Company's Charter are met.

Article 12. Method of adopting resolutions by the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders on matters stipulated in Clause 2, Article 21 of the Company's Charter must be adopted by voting 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 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.

2. Voting for members of the Board of Directors and the Board of Supervisors shall be conducted according to the methods stipulated in Clause 5, Article 21 of the Company's Charter. The voting procedures will be detailed in the Regulations on Nomination, Candidacy, and Election for each election round, or in equivalent regulations or the Company's Charter.

3. Method of vote counting:

- The Vote Counting Committee is responsible for collecting and recording the results;
- The Vote Counting Committee will check the number of votes in favor, against, and abstentions for each item and will be responsible for recording and compiling the statistics.

4. Announcing the vote count results: The vote count results are announced by the chairperson or head of the vote counting committee immediately before the meeting adjourns.

Article 14. Conditions for a Resolution to be Passed at a General Meeting of Shareholders.

The conditions for a resolution to be passed at the General Meeting of Shareholders are stipulated in Article 21 of the Company's Charter.

Article 15. Preparation of Resolutions and Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be written in

Vietnamese, and may also be written in a foreign language, and must include the following main contents:

a) Name, registered office address, business registration number;

b) Time and location of the General Meeting of Shareholders;

c) Meeting agenda and content;

d) The names of the chairperson and secretary;

e) Summarize the proceedings of the meeting and the opinions expressed at the General Meeting of Shareholders on each item on the agenda;

f) The number of shareholders and the total number of voting shares of shareholders attending the meeting, the appendix listing registered shareholders, and the shareholder representatives attending the meeting with their corresponding shareholdings and voting rights;

g) The total number of votes cast for each voting issue, specifying the voting method, the total number of valid, invalid, affirmative, and abstention votes; and the corresponding percentage of the total votes cast by all shareholders present and voting .

h) The issues were approved and the corresponding percentage of votes were cast in favor;

i) The meeting minutes must include the full name and signature of the chairperson and secretary. If the chairperson or secretary refuses to sign the minutes, the minutes shall remain valid if signed by all other members of the Board of Directors present at the meeting and contain all the information as stipulated in this clause. The minutes shall clearly state the chairperson's or secretary's refusal to sign.

2. Resolutions and minutes written in both Vietnamese and foreign languages have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign-language versions of the minutes, the content in the Vietnamese version shall prevail.

3. Resolutions and minutes of the General Meeting of Shareholders must be completed and approved before the meeting concludes.

4. The chairperson and secretary, or any other person who signs the meeting minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' contents.

Article 16. Announcement of the Minutes and Resolutions of the General Meeting of Shareholders

Resolutions and minutes of the General Meeting of Shareholders must be fully published on the Company's website and the Stock Exchange's electronic portal within twenty-four (24) hours from the date of approval by the General Meeting of Shareholders and in accordance with the law on information disclosure in the securities market, and must be kept at the Company's head office.

Article 17. Procedures for Objecting to Decisions of the General Meeting of Shareholders

1. Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote count of the General Meeting of Shareholders, shareholders or groups of shareholders owning five percent (05%) or more of the total number of common shares have the right to request the Court or Arbitration

to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

a) The procedures for convening and making decisions by the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the company's charter, except in cases where the resolution of the General Meeting of Shareholders is passed by one hundred percent (100%) of the total number of voting shares. In this case, the resolution of the General Meeting of Shareholders is considered legal and effective even if the procedures for convening and passing the resolution were not carried out as prescribed.

b) The content violates the law or the company's charter.

2. A shareholder who has voted against the resolution regarding the reorganization of the Company or the amendment of the rights and obligations of shareholders as stipulated in the Company Charter shall have the right to request the Company to repurchase their shares. Such request must be made in writing, specifying the shareholder's name and address, the quantity of each type of share, the proposed selling price, and the reasons for requesting the Company to repurchase the shares. The request must be submitted to the Company within ten (10) days from the date on which the General Meeting of Shareholders adopts the resolution on the matters specified in this Clause.

3. The company must repurchase shares at the request of shareholders as stipulated in Clause 2 of this Article at market price or at a price calculated according to the principles stipulated in the company's charter within ninety (90) days from the date of receipt of the request. If no agreement is reached on the price, the parties may request a professional valuation organization to determine the price. The company shall introduce at least three (03) professional valuation organizations for shareholders to choose from, and that choice shall be final.

Section 3. Procedures for the General Meeting of Shareholders to adopt a Resolution by written ballot.

Article 18. Procedure for obtaining shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders.

1. Except for matters and issues that must be approved by the General Meeting of Shareholders through voting at the General Meeting of Shareholders as stipulated in Clause 2, Article 21 of the company's charter, the Board of Directors has the right to solicit shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the company;

2. The sequence and procedures for the General Meeting of Shareholders to adopt a Resolution through written consultation:

a) Prepare the documents:

The Board of Directors must prepare: Opinion ballots, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft resolutions. The opinion ballots must contain the information as stipulated in Clause 3, Article 22 of the Company's Charter.

b) Announcement regarding the closing of the shareholder list for conducting a written shareholder consultation.

The company announces information on the preparation of the list of shareholders entitled to vote to pass the General Meeting of Shareholders Resolution by requesting shareholder opinions in writing, at least twenty (20) days before the last registration date.

The process of compiling the list of shareholders to whom ballots are sent for opinion polling shall be carried out in accordance with the provisions of Clauses 1 and 2 of Article 141 of the Law on Enterprises and Article 4 of Appendix 1 of this Regulation.

c) Send documents and opinion polls to shareholders.

The opinion survey form, along with the draft decision and explanatory documents, must be sent by a secure method to the registered address of each shareholder.

The Board of Directors must ensure that documents are sent and published to shareholders within a reasonable time for consideration and voting and must send them no later than ten (10) days before the deadline for receiving ballots.

The requirements and methods for submitting opinion forms and accompanying documents shall be implemented similarly to the provisions in Clauses 2, 3, and 4 of Article 143 of the Law on Enterprises;

d) Receive shareholder opinion survey forms.

The completed opinion poll form must be signed by the individual shareholder, or the legal representative of the shareholder (if an organization or individual), or the authorized legal representative of the organization .

Feedback forms can be sent to the Company through the following methods:

+ By mail: Opinion forms sent to the Company must be enclosed in a sealed envelope and no one is allowed to open them before the votes are counted;

+ Sending by fax or email: Opinion forms sent to the Company via fax or email must be kept confidential until the vote count.

Opinion ballots received by the Company after the deadline specified in the ballot, or that have been opened in the case of mail submissions, or published before the vote count in the case of fax or email submissions, are invalid. Unreturned ballots are considered non-voting ballots.

e) Counting votes and preparing the vote counting report.

The Board of Directors counts the votes and prepares a vote count report in the presence of the Board of Supervisors or shareholders who are not business managers.

The vote counting record must contain the information stipulated in Clause 5, Article 22 of the Company's Charter.

Board members, vote counters, and vote supervisors shall be jointly liable for the integrity and accuracy of the vote count record; and jointly liable for any damages arising from decisions made due to dishonest or inaccurate vote counting.

f) Through a decision of the General Meeting of Shareholders

Resolutions adopted by written shareholder consultation must be approved by shareholders representing more than fifty percent (50%) of the total voting shares, except as provided in Clauses 3, 5, and 6 of Article 21 of the company's charter, and shall have the same validity as resolutions adopted at a General Meeting of Shareholders.

g) Announcement of vote count results

The vote count minutes and resolutions must be published within twenty-four (24) hours as prescribed by securities and securities market laws.

h) Save the document.

The completed survey forms, vote counting records, adopted resolutions, and related documents accompanying the survey forms must all be kept at the Company's head office .

Section 4. Procedures for holding a General Meeting of Shareholders to adopt resolutions by online conference or by a combination of in-person and online conference.

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.

1. Authority to convene the General Meeting of Shareholders

The convening of the General Meeting of Shareholders in the form of an online conference or a hybrid format (in-person and online) shall be carried out in accordance with the provisions of Article 3 of Appendix I issued together with this Regulation.

2. Prepare a list of shareholders entitled to attend the meeting and issue a notice convening the General Meeting of Shareholders.

a) The process of compiling the list of shareholders entitled to attend the General Meeting of Shareholders and announcing the closing date of the list of shareholders entitled to attend the General Meeting of Shareholders, in cases where the meeting is held via online conference or a hybrid format (in-person and online), shall be carried out in accordance with the provisions of Articles 4 and 5 of Appendix I issued with this Regulation.

b) The notification of the General Meeting of Shareholders, whether in the form of an online conference or a hybrid of in-person and online meetings, shall be carried out in accordance with the provisions of Article 6 of Appendix I issued with this Regulation. The meeting invitation notice must clearly specify the method of registration and participation in the online meeting, the method of electronic voting, and must clearly state the link to all meeting documents so that shareholders can access them.

c) The meeting notice may include login names and passwords for shareholders to log into the online General Meeting system , attend, and vote on matters requiring approval at the General Meeting .

Upon receiving a meeting invitation containing login information and other identification details, shareholders are responsible for maintaining the security of their information to ensure that only they have the right to attend and vote on the system. The company will provide maximum support in ensuring shareholders can attend and vote at the General Meeting of Shareholders, but will not be held responsible for any issues arising from shareholders losing their login information.

d) Shareholders are obligated to provide personal information and addresses to the Company as stipulated in the Company's Charter. Furthermore, to protect shareholders' personal information, the Company may request shareholders to provide additional personal information, including at least: mobile phone number, email address, and permanent or temporary address (contact address).

The company may send the login name and password for shareholders to attend and vote as mentioned in Point c of this Clause to shareholders via email or other means according to the shareholder's registration information.

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.

4. Authorization of a representative to attend the General Meeting of Shareholders.

The authorization of representatives to attend and vote at the General Meeting of Shareholders held via online conference or a hybrid format (in-person and online) shall be carried out in accordance with Article 16 of the Company's Charter and the methods specified in the notice of the General Meeting of Shareholders.

5. Conditions for holding a General Meeting of Shareholders

General Meeting of Shareholderss held in the form of online conferences or a hybrid format (in-person and online) are conducted only when the provisions of Article 19 of the Company's Charter are met.

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 the Regulations on Organization of the General Meeting of Shareholders or equivalent regulations and guiding documents applicable to each meeting.

b) The vote count results are announced by the chairperson or head of the vote counting committee immediately after the results are available.

7. Forms and conditions for adopting resolutions of the General Meeting of Shareholders

The form and conditions for adopting resolutions at the General Meeting of Shareholders comply with the provisions of Article 21 of the Company's Charter.

8. Drafting resolutions and minutes of the General Meeting of Shareholders.

The drafting of resolutions and minutes of the General Meeting of Shareholders shall be carried out in accordance with Article 15 of Appendix I issued together with this Regulation.

9. Announcement of the Minutes and Resolutions of the General Meeting of Shareholders

The publication of resolutions and minutes of the General Meeting of Shareholders shall be carried out in accordance with the provisions of Article 16 of Appendix I issued together with this Regulation.

10. Methods of protesting resolutions and minutes of the General Meeting of Shareholders.

The method for objecting to resolutions and minutes of the General Meeting of Shareholders adopted at an online or hybrid (in-person and online) meeting of the General Meeting of Shareholders shall be in accordance with the provisions of Article 17 of Appendix I issued together with this Regulation.

11. Validity of the General Meeting of Shareholders Resolution

Resolutions adopted at a General Meeting of Shareholders held in the form of an online conference or a hybrid format (in-person and online) are equivalent to resolutions adopted at a General Meeting of Shareholders held in person and are effective in accordance with the Company's Charter.

APPENDIX II

PROCEDURES FOR NOMINATION, CANDIDATE, ELECTION, REMOVAL, AND DISMISSAL OF BOARD OF DIRECTORS MEMBERS

(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)

Article 1. Scope of regulation

1. This appendix stipulates the procedures for nominating, electing, dismissing, and removing members of the Board of Directors, including the following main contents:

+ Criteria for Board of Directors membership;

+ The process by which shareholders or groups of shareholders nominate or elect individuals to positions on the Board of Directors;

+ The method by which the Board of Directors nominates candidates for Board membership.

+ Method of electing members of the Board of Directors;

+ Cases involving the dismissal, removal, and election of additional members of the Board of Directors;

+ Announcement regarding the election, dismissal, and removal of members of the Board of Directors;

2. The Company issues regulations based on full compliance with the procedures for nominating, electing, dismissing, and removing members of the Board of Directors as stipulated by law, the The Charter, and the Company's internal regulations.

Article 2. Applicable subjects

This Appendix shall apply to organizations and individuals involved in the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors.

Article 3. Criteria for becoming a member of the Board of Directors

2. Members of the Board of Directors must meet the standards and conditions stipulated in Article 27 of the company's charter.

3. The number and composition of the Board of Directors shall be in accordance with Article 27 of the company's charter.

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.

1. The process by which shareholders or groups of shareholders nominate or elect individuals to positions on the Board of Directors:

The procedure for shareholders or groups of shareholders to nominate candidates for positions on the Board of Directors is governed by Clauses 1 and 2 of Article 26 of the Company's Charter. 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 who form 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 Clause 2, Article 26 of the Company's Charter 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.

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 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 ten (10) days 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.

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.

Article 5. Method of electing members of the Board of Directors

Voting to elect members of the Board of Directors may 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 Directors, 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 Directors 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 member of the Board of Directors, a re-election will be held among the candidates with the equal number of votes , or selection will be made according to the criteria stipulated in the Nomination, Candidacy, and Election Regulations for each election of members or equivalent regulations or the company's charter. In addition, voting for members of the Board of Directors and the Board of Supervisors may be conducted using other methods as stipulated in the regulations on nomination, candidacy, and election for each election round or equivalent regulations.

Article 6. Dismissal, removal, and election of additional 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) The company does not meet the qualifications and conditions stipulated in Article 27 of the Company Charter;

b) A resignation letter was submitted and accepted;

c) The person suffers from a mental disorder, and other members of the Board of Directors have professional evidence demonstrating that the person is no longer capable of acting.

d) Other cases are stipulated in the company's charter.

2. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases:

a) Not participating in Board of Directors activities for six (06) consecutive months, except in case of force majeure;

b) Other cases are stipulated in the company's charter.

3. When deemed necessary, the General Meeting of Shareholders may decide to replace members of the Board of Directors; dismiss or remove members of the Board of Directors except in the cases stipulated in Clauses 1 and 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members to the Board of Directors in the following cases:

a) The number of remaining Board of Directors members is less than the minimum number of members required by law. In this case, the Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of Board of Directors members is not as required.

b) The number of Board of Directors members is reduced by more than one-third (1/3) compared to the number stipulated in the company's charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of members is reduced by more than one-third (1/3);

c) Except for the cases specified in points a and b of this clause, the General Meeting of Shareholders shall elect new members to replace members of the Board of Directors who have been dismissed or removed from office at the most recent meeting.

5. Election, removal, and dismissal of the Chairman of the Board of Directors.

a) The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority to choose one (01) person among them to convene the meeting of the Board of Directors.

b) The Chairman of the Board of Directors may be dismissed or removed from office by decision of the Board of Directors. In the event that the Chairman of the Board of Directors resigns or is removed from office, the Board of Directors must elect a replacement within ten (10) days.

Article 7. Announcement regarding the election, dismissal, and removal of members of the Board of Directors.

After a decision is made to elect, dismiss, or remove a member of the Board of Directors, the Company is responsible for disclosing the information internally and to relevant authorities, through mass media, and on the company's website in accordance with the procedures and regulations of current law.

APPENDIX III

PROCEDURES FOR ORGANIZING A BOARD OF DIRECTORS MEETING

(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)

Article 1. Scope of regulation

1. This appendix specifies the procedures for organizing Board of Directors meetings, including the following main contents:

a) Regular and extraordinary meetings of the Board of Directors;

b) Notice of Board of Directors meeting;

c) Conditions for holding a meeting of the Board of Directors;

d) Voting method;

d) The method of adopting resolutions by the Board of Directors;

e) Record the minutes of the Board of Directors meeting;

f) Announcement of the Board of Directors' resolution.

2. The company issues this Regulation in full compliance with the procedures for organizing Board of Directors meetings as stipulated by law, the Company Charter, and the Company's internal regulations.

Article 2. Applicable subjects

This appendix applies to organizations and individuals involved in organizing Board of Directors meetings.

Article 3. Rules regarding the first meeting

In the event that the Board of Directors elects the Chairman, the Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors' term within seven (07) working days from the date of the end of the election of the Board of Directors for that term. This meeting shall be convened by the member with the highest number of votes or the highest percentage of votes. In the event that there is more than one (01) member with the highest number of votes or the highest percentage of votes, the members shall vote by majority to choose one (01) person among them to convene the meeting of the Board of Directors.

Article 4. Annual and extraordinary meetings

1. The Board of Directors may hold regular or extraordinary meetings. The Board of Directors may meet at the company's headquarters or elsewhere.

2. Board of Directors meetings are convened by the Chairman of the Board of Directors when deemed necessary, but must be held at least once every quarter.

3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors when 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.

4. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 7 working days from the date of receiving the request as stipulated in Clause 3 of this Article. If the Chairman fails to convene a meeting of the Board of Directors as requested, the Chairman shall be liable for any damages incurred by the company; the person making the request has the right to replace the Board of Directors in convening the meeting.

5. If requested by an independent auditor, the Chairman of the Board of Directors must convene a meeting of the Board of Directors to discuss the audit report and the Company's situation.

Article 5. Notice of Board of Directors Meeting

1. The Chairman of the Board of Directors or the person convening the Board meeting must send a notice of meeting at least 3 days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballots of the members.

Meeting notices may be sent by mail, fax, email, or other means, but must ensure they reach the contact address of each Board member registered with the company.

2. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of meeting and accompanying documents to the Supervisors as is done with the members of the Board of Directors.

Auditors have the right to attend Board of Directors meetings; they have the right to participate in discussions but not to vote.

Article 6. Conditions for holding a Board of Directors meeting

1. A Board meeting is conducted when at least three-quarters (3/4) of the total number of Board members are present, or through a representative (authorized person) if approved by a majority of the Board members.

2. If the meeting convened in accordance with Clause 1 of this Article does not have the required number of members present, a second meeting shall be convened within seven (07) days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half (1/2) of the members of the Board of Directors are present or through a representative if approved by a majority of the members of the Board of Directors.

Article 7. Voting method

1. Board members are deemed to have attended and voted at the meeting in the following circumstances :

a. Attend and vote in person at the meeting;

b. Authorize another person to attend the meeting on their behalf when approved by a majority of the Board of Directors members;

c. Participate and vote via online conference or other similar means;

d. Submit your ballot to the meeting via mail, fax, or email.

In the case of sending ballots to the meeting by mail, the ballot must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors at least one hour before the meeting begins, and the envelope containing the member's ballot must be opened in the presence of all attendees.

2. A member of the Board of Directors may delegate their voting authority at a Board meeting to another person if such delegation is agreed upon by a majority of the members of the Board of Directors;

3. Board members are not permitted to vote on contracts, transactions, or proposals in which they or persons related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members shall not be counted toward the minimum quorum required to convene a Board meeting regarding decisions in which they do not have the right to vote;

4. According to Clause 5 of this Article, when an issue arises at a meeting relating to the interests or voting rights of a member of the Board of Directors who does not voluntarily waive their voting rights, the chairman's decision shall be final, unless the nature or scope of the interests of the relevant member of the Board of Directors has not been fully disclosed;

5. A member of the Board of Directors who benefits from a contract as stipulated in Points a and b of Clause 8, Article 44 of the company's charter is considered to have a substantial interest in that contract.

Article 8. Method of passing resolutions by the Board of Directors

1. The Board of Directors makes decisions and passes resolutions based on a majority vote of the Board members present at the meeting. In the event of a tie vote, the vote of the Chairman of the Board of Directors is the deciding vote.

2. Resolutions adopted through written consultation are based on the unanimous agreement of a majority of the voting members of the Board of Directors. These resolutions have the same effect and validity as resolutions adopted at the meeting.

Article 9. Minutes of the Board of Directors meeting

1. Meetings of the Board of Directors must be recorded in minutes and may also be audio-recorded, recorded and stored in other electronic forms. Minutes must be in Vietnamese and may also be in a foreign language, containing the following main contents:

a) Name, registered office address, business registration number;

b) Purpose, agenda, and content of the meeting;

c) Time and location of the meeting;

d) The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting, and the reasons for absence;

e) Issues were discussed and voted on at the meeting;

f) Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;

g) The voting results clearly indicate which members approved, disapproved, and abstained.

h) The issues have been approved. and the corresponding percentage of votes in favor;

i) Full name, signature of the chairperson and the person recording the minutes. In the event that the chairperson or the person recording the minutes refuses to sign the meeting minutes, but all other members of the Board of Directors are present. If the minutes of the meeting are signed and contain all the information stipulated in points a, b, c, d, e, f, g, and h of this clause, then these minutes shall be valid. The minutes shall clearly state that the chairperson and the person recording the minutes refused to sign the minutes. The person signing the minutes shall be jointly liable for the accuracy and truthfulness of the content of the minutes of the Board of Directors meeting. The chairperson and the person recording the minutes shall be personally liable for any damages incurred by the enterprise due to their refusal to sign the minutes of the meeting as stipulated in this Law, the company's charter, and relevant laws .

2. The chairperson, the person recording the minutes, and those signing the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

3. Minutes of Board of Directors meetings and documents used in the meetings must be kept at the company's head office.

4. Minutes drawn up in Vietnamese and in a foreign language have equal validity. In case of discrepancies in content between the Vietnamese and foreign language minutes, the content in the Vietnamese minutes shall prevail.

5. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and these minutes serve as authentic evidence of the work done at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may be prepared in English. The minutes must be signed by the chairperson and the person recording the minutes.

Article 10. Announcement of Board of Directors Resolution

The Board of Directors' resolutions will be announced and published in accordance with the company's charter and the regulations of the law on securities and the securities market.

APPENDIX IV

PROCEDURES FOR NOMINATION, CANDIDATE, ELECTION, DISMISSAL, AND REMOVAL OF BOARD OF SUPERVISORS MEMBER

(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)

Article 1. Scope of regulation

1. This appendix stipulates the procedures for nominating, electing, dismissing, and removing Supervisors, including the following main contents:

a) Criteria for membership of the Board of Supervisors;

b) The procedures for nominating and running for the position of Supervisor by shareholders or groups of shareholders in accordance with the law and the company's charter;

c) Method of electing the Supervisors;

d) Cases of dismissal or removal of the Supervisor;

e) Announcement of the election, dismissal, and removal of the Board of Supervisors.

2. The Company issues regulations based on full compliance with the procedures for nominating, electing, dismissing, and removing the Auditor as stipulated by law, the Company Charter, and the Company's internal regulations.

3. Applicable subjects

This appendix applies to organizations and individuals involved in the nomination, candidacy, election, dismissal, and removal of the Auditor.

Article 2. Scope of Application

This Appendix shall apply to organizations and individuals involved in the nomination, candidacy, election, dismissal, and removal of members of the Board of Supervisors.

Article 3. Qualifications and Criteria for Members of the Board of Supervisors

1. The auditor must meet the standards and qualifications stipulated in Article 38 of the company's charter.

2. The Head of the Board of Supervisors must have a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise.

Article 4. Nomination and candidacy for the Board of Supervisors

1. The nomination and election of Board of Supervisors members is conducted in a manner similar to the nomination and election of Board members as stipulated in Article 26 of the Company's Charter.

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.

3. The method by which the Board of Supervisors nominates candidates for Board of Supervisors membership is similar to the method by which the Board of Directors nominates candidates for Board membership, as stipulated in Clause 2, Article 4 of Appendix II attached to this Regulation.

Article 5. Procedures for Election of Members of the Board of Supervisors

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.

Article 6. Dismissal, removal, and election of additional Supervisors

1. The supervisor is dismissed in the following circumstances:

a) No longer meets the qualifications and conditions to be a member of the Board of Supervisors as stipulated in Clause 2, Article 38 of the Company's Charter;

b) That member resigned with a written notice sent to the Company's headquarters. and was approved;

c) That member suffers from a mental disorder, and other members of the Board of Supervisors have professional evidence demonstrating that the person is no longer capable of acting.

2. The supervisor is dismissed in the following circumstances:

a) Failure to complete assigned tasks or duties;

b) That member was absent from the Board of Supervisors meetings for six (06) consecutive months, and during this time the Board of Supervisors did not permit that member to be absent and ruled that the position of that person was vacant;

c) Serious or repeated violations of the duties of the Auditor as stipulated in the Law on Enterprises and the company's charter;

d) According to the decision of the General Meeting of Shareholders.

3. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Supervisors in case the number of remaining members of the Board of Supervisors is less than the minimum number of members prescribed by law. In this case, the Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of Board of Supervisors members is reduced. Not compliant with regulations.

Article 7. Announcement regarding the election, dismissal, and removal of the Auditor.

Announcements regarding the election, dismissal, and removal of the Board of Supervisors will be published in accordance with the company's charter and the regulations of the law on securities and the securities market.

APPENDIX V

PROCEDURE FOR SELECTING THE PERSON IN CHARGE OF COMPANY MANAGEMENT

(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)

Article 1. Scope of regulation

1. This appendix specifies the procedures for selecting, appointing, and dismissing persons in charge of corporate governance, including the following main contents:

a) Standards for the person in charge of corporate governance;

b) The appointment of the person in charge of corporate governance;

c) Cases of dismissal of the person in charge of corporate governance;

d) Rights and obligations of company managers;

e) Announcing the appointment and dismissal of the person in charge of company administration.

2. The company issues regulations based on full compliance with the procedures for selecting, appointing, and dismissing persons in charge of company management as stipulated by law, the Company Charter, and the Company's internal regulations.

Article 2. Applicable subjects

This regulation applies to organizations and individuals involved in the selection, appointment, and dismissal of corporate governance personnel.

Article 3. Standards for the person in charge of corporate governance.

The person in charge of corporate governance must meet the following criteria:

1. Possess knowledge of the law;

2. Not concurrently work for the independent auditing firm that is conducting the audit of the Company's financial statements.

Article 4. Appointing and dismissing the person in charge of corporate governance.

1. The board of directors of a listed company must appoint at least 01 (one) person to perform the duties of the Corporate Governance Officer. The person in charge of corporate governance can be dismissed or removed from office when a majority (over 50%) of the board members present at the meeting with voting rights approve. The person in charge of corporate governance may also serve as the company secretary.

2. The person in charge of corporate governance is dismissed in the following cases:

a) A resignation letter has been submitted;

b) Failure to complete assigned tasks;

c) Failure to attend three (3) consecutive meetings of the Board of Directors;

d) Other cases permitted by law.

3. The person in charge of corporate governance may be dismissed by the Board of Directors in the following cases:

a. Failure to complete assigned tasks or violation of company rules and regulations;

b. Violations of the law that do not warrant criminal prosecution or termination of the employment contract;

c. And other cases permitted by law.

The aforementioned dismissal must not be contrary to the rights under the signed contract.

Article 5. Rights and responsibilities of the person in charge of corporate governance.

The person in charge of corporate governance has the following rights and responsibilities:

a) Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on related matters between the company and shareholders;

b) Prepare for meetings of the Board of Directors, Board of Supervisors, and General Meeting of Shareholders as requested by the Board of Directors or the Board of Supervisors;

c) Providing advice on meeting procedures;

d) Attend meetings;

e) Providing advice on procedures for drafting Board of Directors resolutions in accordance with the law;

f) Provide financial information, copies of Board of Directors meeting minutes, and other information to Board members and the Board of Supervisors;

g) Monitor and report to the Board of Directors on the company's information disclosure activities;

h) To serve as the point of contact with relevant stakeholders;

i) Information security will be maintained in accordance with legal regulations and the company's charter.

j) Other rights and obligations as stipulated by law and the company's charter.

Article 6. Announcement of appointment and dismissal of the person in charge of company administration.

Notifications regarding the appointment and dismissal of persons in charge of corporate governance are made in accordance with the company's charter and the laws on securities and the securities market.

APPENDIX VI

PROCEDURES FOR SELECTING, APPOINTING, AND DISMISSING COMPANY EXECUTIVE MANAGERS

(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)

Article 1. Scope of regulation

1. This appendix specifies the procedures for selecting, appointing, and dismissing business executives, including the following main points:

a) Standards for Executive Managers;

b) The appointment of the Executive Managers;

c) Cases of dismissal of the Executive Managers;

d) Announcing the appointment and dismissal of the person in charge of company administration.

2. The company issues regulations based on full compliance with the procedures for selecting, appointing, and dismissing business executives as stipulated by law, the Company Charter, and the Company's internal regulations.

Article 2. Applicable subjects

This regulation applies to organizations and individuals involved in the selection, appointment, and dismissal of business executives.

Article 3. Criteria for selecting Executive Managers

1. The criteria for appointing a Director and Deputy Director are implemented according to Article 28 of the Internal Regulations on Corporate Governance.

2. The criteria for becoming Chief Accountant are in accordance with Article 28 of the Internal Regulations on Corporate Governance.

Article 4. Appointing the Executive Managers

1. Appointing the Director

The board of directors is responsible for selecting and appointing a director.

2. Appointing Deputy Directors, Chief Accountants, and other executives.

a) The Director nominates the Deputy Director, Chief Accountant, and other executives based on job standards and requirements.

b) The Board of Directors, based on the Director's recommendations, reviews and makes decisions regarding the appointment of the Deputy Director, Chief Accountant and other executives.

Article 5. Dismissal, removal of a Executive Manager

The Director, Deputy Director, Chief Accountant, and other executives will be dismissed:

a) The company does not meet the qualifications and conditions stipulated in Article 28 of the internal regulations on corporate governance;

b) Submit a resignation letter;

c) The Board of Directors may dismiss the Director, Deputy Director, Chief Accountant, and other executives for reasons in the best interests of the company, but this must not be contrary to the provisions of the signed employment contracts.

Article 6. Announcement of appointment, dismissal, and removal of business executives.

The appointment, dismissal, and removal of business executives will be announced and publicized in accordance with the company's charter and the regulations of the law on securities and the securities market.

APPENDIX VII

PROCEDURES AND PROCESSES COORDINATION OF ACTIVITIES BETWEEN THE BOARD OF DIRECTORS, THE BOARD OF SUPERVISORS, AND THE DIRECTOR

(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)

Article 1. Scope of regulation

1. This appendix stipulates the procedures for coordinating activities between the Board of Directors, the Board of Supervisors, and the Chief Executive Officer, including the following main points:

a) Working principles;

b) Procedures and processes for coordinating activities between the Board of Directors and the Board of Supervisors;

c) Procedures and processes for coordinating activities between the Board of Directors and the Executive Director;

d) Procedures and processes for coordinating activities between the Executive Director and the Board of Supervisors.

2. The company issues regulations based on full compliance with the procedures for coordinating activities between the Board of Directors, the Board of Supervisors, and the Executive Director as stipulated by law, the Company Charter, and the Company's internal regulations.

Article 2. Applicable subjects

This regulation applies to organizations and individuals involved in coordinating activities between the Board of Directors, the Board of Supervisors, and the Executive Director.

Article 3. Principle of coordination

The Board of Directors, the Board of Supervisors, and the Executive Board cooperate in their work according to the following principles:

1. Always act in the best interests of the Company.

2. Strictly comply with all relevant laws, the Charter, and company regulations.

3. Implement the principles of centralization, democracy, openness, and transparency.

4. Work together with the highest sense of responsibility, honesty, cooperation, and proactively coordinate to resolve obstacles and difficulties.

Article 4. Coordination of activities between the Board of Directors and the Executive Board.

1. The Board of Directors leads and supervises all activities of the Director, providing the best possible conditions in terms of mechanisms, policies, human resources, and facilities to help the Director fulfill his/her assigned duties.

2. On a quarterly and annual basis, the Director must submit a written report to the Board of Directors on the company's business performance and future operational plans.

3. Directors who are not also members of the Board of Directors are invited to attend (but do not vote) Board of Directors meetings.

4. The Company's research programs, surveys, negotiations, and contract signings that relate to the functions and duties of the Board of Directors shall be reported to the Chairman of the Board of Directors, who will then appoint a member of the Board of Directors to attend.

Article 5. Coordination of activities between the Board of Directors and the Board of Supervisors

1. The Board of Directors is responsible for cooperating closely with the Board of Supervisors, facilitating the provision of all necessary documents and information to the Board of Supervisors, and respecting the Board of Supervisors' objectivity and independence.

2. The Board of Directors shall provide the best possible conditions for the Supervisors to perform their functions and duties and shall be responsible for directing and supervising the rectification and handling of violations as proposed by the Board of Supervisors.

3. The Chairman of the Board of Directors invites the Auditor to attend regular and extraordinary meetings of the Board of Directors.

4. The head of the Board of Supervisors is responsible for reporting to the Board of Directors any issues arising at the Board of Supervisors meetings, and all minutes of the Board of Supervisors meetings must be submitted to the Board of Directors.

5. Promptly notify the Board of Directors upon discovering any violations by business executives in accordance with the law and the Company's Charter.

6. The Board of Directors has the right to request the Board of Supervisors to conduct inspections and audits as required.

7. The Board of Supervisors may propose to the Board of Directors an extraordinary meeting or request the Board of Directors to convene an extraordinary General Meeting of Shareholders in accordance with the Company's Charter.

8. In addition to regular reports, the Auditors may request the Board of Directors to provide information and documents regarding the management and operation of the Company's business activities.

9. The Board of Directors ensures that all copies of financial and other information provided to the Board members, as well as the minutes of Board meetings, will be provided to the Auditor in conjunction with the provision to the Board members.

Article 6. Coordination of activities between the Board of Supervisors and the Board of Management.

1. If deemed necessary, the Board of Management may invite the Head of the Board of Supervisors or the Supervisors to attend Board of Management meetings or other meetings and contribute their opinions.

2. In addition to regular reports, at the request of the Head of the Board of Supervisors, the Board of Management provides direct reports or information on the Company's operational status.

3. In the event that a risk is identified that could significantly impact the Company's reputation and operations, the Board of Management must immediately report it to the Head of the Board of Supervisors and the Auditor.

4. The Board of Management is responsible for creating all necessary conditions to ensure that the Head of the Board of Supervisors and the Supervisors have access to information and reports as quickly as possible.

5. Reports from the Board of Management to the Board of Directors must be sent to the Auditor at the same time and in the same manner as they are sent to the members of the Board of Directors.

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 dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)

Article 1. Scope of regulation

1. This appendix stipulates the annual performance evaluation, rewards, and disciplinary actions for members of the Board of Directors, members of the Board of Supervisors, the Chief Executive Officer, and other executives, including the following main points:

a) Performance evaluation;

b) Rewards;

c) Discipline.

2. The Company issues regulations based on full compliance with the annual performance evaluation, rewards and disciplinary actions for members of the Board of Directors, members of the Board of Supervisors, the Chief Executive Officer and other executives as prescribed by law, the Company Charter and the Company's internal regulations.

Article 2. Applicable subjects

This regulation applies to organizations and individuals involved in the annual evaluation of performance, rewards, and disciplinary actions for members of the Board of Directors, members of the Board of Supervisors, the Chief Executive Officer, and other executives.

Article 3. Performance evaluation

1. Annually, based on their assigned functions and responsibilities, the Board of Directors evaluates the performance of each member of the Board of Directors and the Director in fulfilling their assigned duties.

2. The head of the Board of Supervisors evaluates the level of task completion by each supervisor.

3. The director presides over the evaluation of the performance of other managers in fulfilling their assigned tasks.

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 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 to planned profit, if the actual profit after taxes is lower than the planned profit.

4. Rewards for other executives shall be determined by the Board of Directors.

5. Forms of bonuses:

a) Cash;

b) Shares under an employee stock option program (if any)

Article 5. Handling violations and disciplinary actions.

1. The board of directors is responsible for establishing a disciplinary system based on the nature and severity of the violation.

2. Members of the Board of Directors, Supervisors, and other executives who fail to fulfill their duties, violate Company regulations, or violate the law will be subject to disciplinary action, administrative penalties, or criminal prosecution depending on the nature of the violation, in accordance with Company regulations and the law. In cases where they cause damage to the Company, they will be held personally liable for the damages they cause.