

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

No: /TTr-THB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thanh Hoa, March... ..., 2026

SHAREHOLDERS MEETING PROPOSAL

Re: Approval of the dismissal of 02 members of the Board of Directors due to the end of the term and electing 02 additional members of the Board of Directors for the 2026 - 2031 term

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;*
- *Charter of Hanoi - Thanh Hoa Beer Joint Stock Company;*

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

1. Dismissal of Mr. Nguyen Kien Cuong and Mr. Do Truong Giang from the position of member of the Board of Directors due to the end of their terms.

Pursuant to the Resolutions of the 2021 and 2022 Annual General Meeting of Shareholders (Resolution No. 25/NQ-DHĐCD-THB dated April 27, 2021 and Resolution No. 13/NQ-DHĐCD-THB dated April 26, 2022), and pursuant to Clause 2, Article 27 of the Charter of Hanoi - Thanh Hoa Beer Joint Stock Company (“Company Charter”), as of now, Mr. Nguyen Kien Cuong and Mr. Do Truong Giang have completed their terms as members of the Board of Directors under the current tenure.

Accordingly, the Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval: dismissing Mr. Nguyen Kien Cuong and Mr. Do Truong Giang from the position of member of the Company's Board of Directors from April 22, 2026.

2. Electing 02 additional members of the Board of Directors for the 2026 - 2031 term

Pursuant to Clause 1 and Clause 2, Article 27 of the Charter of Hanoi - Thanh Hoa Beer Joint Stock Company ("Company Charter"), the General Meeting of Shareholders is required to elect additional members of the Board of Directors to ensure that the Board has 05 members in the Company's Board of Directors, specifically:

- a. Number of additional members of the Board of Directors to be elected: 02 member
- b. Term: 2026 - 2031

Respectfully submit to the Meeting for consideration and approval./.

**O/B. BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- Annual General Meeting of Shareholders 2026;
- HABECO's Board of Directors;
- Members of the Board of Directors and Board of Supervisors of the Company;
- Archived: Office, BOD.

Bui Truong Thang