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

No.: 132/TTr-THB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thanh Hoa, August 10, 2026

PROPOSAL OF THE GENERAL MEETING OF SHAREHOLDERS

Re: The change in the number of members of the Board of Directors from 05 to 07 members, the dismissal of 01 member of the Board of Directors, and the election of 03 additional members of the Board of Directors for the remainder of the 2026–2031 term

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted on January 11, 2022, and Law No. 76/2025/QH15 adopted on June 17, 2025, together with the implementing regulations and guiding documents;*
- *Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 adopted on November 29, 2024, together with the implementing regulations and guiding documents;*
- *The Charter of Hanoi – Thanh Hoa Beer Joint Stock Company (the "Company Charter");*
- *Resignation Letter of Mr. Do Truong Giang dated 20/8/2026*

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

1. Approval of the change in the number of members of the Board of Directors

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

Accordingly, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the adjustment of the number of members of the Board of Directors to seven (07) members, and requests authorization to amend the provision on the number of Board members in the Company Charter from five (05) members to seven (07) members and to sign and promulgate the amended Company Charter.

2. To approve the dismissal of Mr. Do Truong Giang from the position of member of the Company's Board of Directors, effective from September 11, 2026 (based on Mr. Do Truong Giang's resignation letter dated 20/8/2026). Mr. Do Truong Giang's resignation letter has been duly disclosed by the Company in accordance with applicable regulations.

3. To approve the election of three (03) additional members of the Board of Directors for the remainder of the 2026–2031 term, based on the list of eligible candidates reported to the General Meeting of Shareholders.

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

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

O/B. BOARD OF DIRECTORS
CHAIRMAN

Nguyen Kien Cuong

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