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.   /NQ-ĐHĐCĐ-THB dated September 11, 2026)

September, 2026

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THE SOCIALIST REPUBLIC OF VIETNAM
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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 15% or more of the total asset value recorded in the company's most recent financial statement, except for contracts and transactions falling under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Law on Enterprises, and clause 2, Article 15 of the company's charter.

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

Commented [GNL1]: Amend and supplement certain provisions of Article 278 as follows:
a) Amendments and additions Clause 8, Article 278 as follows:
8. Organize training and workshops on corporate governance and necessary skills for members of the Board of Directors, the General Director (Director), the person in charge of corporate governance, and other managers of the company.
b) Add clause 10 after Clause 9, Article 278 as follows:
"10. Pay dividends to shareholders in accordance with the law after approval by the Annual General Meeting of Shareholders."

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 V II. 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 15% (fifteen percent) 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:

Commented [GNL2]: This provision was amended by Clause 84, Article 1 of Decree 245/2025/ND-CP, effective from September 11, 2025.
3. Public companies are not permitted to provide loans or guarantees to related parties of institutional shareholders, except in the following cases:

a) The public company is a credit institution;

b) The public company and the related party of the shareholder 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 the related party is not a shareholder of the public company as stipulated in Clause 2 of this Article.**

c) Where the law provides otherwise.

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.

Commented [GNL3]: This amendment is in accordance with Clause 84, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.

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

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.

Commented [GNL4]: This provision was amended by Clause 21, Article 1 of the amended Enterprise Law 2025, effective from July 1, 2025.
"1. The list of shareholders entitled to attend the General Meeting of Shareholders is compiled based on the shareholder register **and the securities holder register** of the company. The list of shareholders entitled to attend the General Meeting of Shareholders shall be compiled no more than 10 days before the date of sending the invitation to the General Meeting of Shareholders unless the company's charter stipulates a shorter period."

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.

Internal regulations on corporate governance, approved at the General Meeting of Shareholders on September 11, 2026.

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 and other executives.

c) The legal representative of the Company, based on the proposal of the Director, shall arrange for the appointment of a Chief Accountant or decide to engage accounting services for the position of Chief Accountant in accordance with the Law on Accounting and relevant specialized laws and regulations.

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 Management Incentive 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 Management Incentive 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 two (02) months of the actual average salary and remuneration, if the actual profit is not lower than the planned profit.

b) A maximum amount not exceeding two (02) months of the actual average salary and remuneration multiplied by the ratio of actual profit to planned profit, if the actual profit 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.