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APPENDIX 02: AMENDMENTS AND ADDITIONS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE OF HANOI - THANH HOA BEER JOINT STOCK COMPANY

(Attached is Report No. ……, dated ….   , 2026)

Note:

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

- *Decree No. 155/2020/ND-CP means Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025, together with the amendments, supplements and implementing regulations thereto.*
- *Circular No. 116/2020/TT-BTC means Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, providing guidance on a number of provisions relating to corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.*

Regulations in the current Internal Regulations on Corporate Governance	tions in the Amended Internal Regulations on Corporate Governance	Note
BASE **- The Law on Enterprise No. 59/2020/QH14 was passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines.** **- The Law on Securities No. 54/2019/QH14 was passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019.** **- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the**	**BASE** **- The Law on Enterprise No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 ("Law on Enterprise"), and its amending, supplementing, and implementing guidelines.** **- The Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 ("Law on Securities"), and its amendments, supplements, and implementing guidelines.** **- Decree No. 155/2020/ND-CP, adopted by the Government on December 31, 2020, provides detailed regulations for the implementation of**	Update the legal basis of the Charter.

implementation of a number of articles of the Law on Securities. - Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities. - Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.	**several articles of the Law on Securities and its amending, supplementing, and guiding documents.** - Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities. - Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.	
CHAPTER I. GENERAL PROVISIONS	**CHAPTER I. GENERAL PROVISIONS**	
Article 3. Corporate Governance Regulations	**Article 3. Internal regulations on corporate governance**	Update the Article title to conform to the terminology used in the Law on Securities.
The Board of Directors is responsible for developing and submitting the **Corporate Governance Regulations to the General Meeting of Shareholders for approval. The Corporate Governance Regulations** must not contradict current principles and regulations on corporate governance. The Regulations shall be published on the company's website. **The Corporate Governance Regulations** shall include the following main contents:	The Board of Directors is responsible for developing and submitting to the General Meeting of Shareholders for approval **the Internal Regulations on Corporate Governance. The Internal Regulations on Corporate Governance** must not contradict current principles and regulations on corporate governance. The Governance Regulations shall be published on the company's website. **The**	Updated terminology used in the Law on Securities. Update the names of the Appendix.

+ 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 **internal management** of the Company (Appendix V attached) + Procedures for selecting, appointing, and dismissing business executives (Appendix VI attached); + Procedures and processes for coordinating activities between the Board of Directors, the Board of Supervisors, and the Director (Appendix VII attached); + **Regulations on annual performance evaluation, rewards and disciplinary actions for members of the Board of Directors, Board of Supervisors, Executive Director and other executives** (Appendix VIII attached); In addition, **the Corporate Governance Regulations** refer to several provisions in the Company's Charter;	**Internal Regulations on Corporate Governance** shall include the following main contents: + Procedures for convening and voting at the General Meeting of Shareholders (Appendix I attached); + Procedures for nominating, electing, dismissing, and removing members of the Board of Directors (Appendix II attached); + Procedures for organizing Board of Directors meetings (Appendix III attached); + Procedures for nominating, electing, dismissing, and removing the Auditor (Appendix IV attached). + Procedures for selecting the person in charge of company administration (Appendix V attached) + Procedures for selecting, appointing, and dismissing business executives (Appendix VI attached); + Procedures and processes for coordinating activities between the Board of Directors, the Board of Supervisors, and the Director (Appendix VII attached); + **Regulations on annual evaluation of reward and disciplinary activities for members of the Board of Directors, Board of Supervisors, Executive Director and other executives** (Appendix VIII attached);	

and the Company's internal governance regulations and procedures.	In addition, **<u>the Internal Regulations on Corporate Governance</u>** refer to several provisions in the Company's Charter; and the Company's internal governance regulations and procedures.	
Article 9. Report on the activities of the Board of Directors at the Annual General Meeting of Shareholders	**Article 9. Report on the activities of the Board of Directors at the Annual General Meeting of Shareholders**	
<u>4. Activities of independent members of the Board of Directors and the results of independent members' evaluations of the Board of Directors' performance;</u>	**<u>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;</u>**	Amendments are in accordance with Clause 82, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
Article 12. Standards and conditions for membership of the Board of Directors	**Article 12. Standards and conditions for membership of the Board of Directors**	
2. Non-executive members of the Board of Directors (hereinafter referred to as non-executive members) are members of the Board of Directors who are not **<u>the General Director, Deputy General Director,</u>** Chief Accountant, and other executives as stipulated in the company's charter.	2. Non-executive members of the Board of Directors (hereinafter referred to as non-executive members) are members of the Board of Directors who are not **<u>Directors, Deputy Directors,</u>** Chief Accountants, and other executives as stipulated in the company's charter.	Update the content to align with the company's management and operational structure.
Article 13. Authority of the Board of Directors	**Article 13. Authority of the Board of Directors**	
The Board of Directors shall approve contracts and transactions with any of the persons specified in Point	4. The Board of Directors approves contracts and transactions with a value less than thirty-five percent	Amendment to comply with Clause 84, Article 1 of

n, Clause 2, Article 15 of the Company's Charter, where the value of such contract or transaction is less than thirty-five percent (35%) of the total assets of the Company, or where the aggregate value of transactions arising within twelve (12) months from the date of the first transaction is less than thirty-five percent (35%) of the total assets of the Company as recorded in its latest financial statements.	(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.	Decree No. 245/2025/ND-CP, effective from September 11, 2025
Article 14. Responsibilities and obligations of the Board of Directors	**Article 14. Responsibilities and obligations of the Board of Directors**	
8. Organize training and workshops on corporate governance and necessary skills for members of the Board of Directors, Directors, and other managers of the company.	8. Organize training and workshops on corporate governance and necessary skills for members of the Board of Directors, Directors**, Corporate Governance Officers**, and other managers of the company.	Amendments and additions are in accordance with Point a, Clause 81, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
None	10. Pay dividends to shareholders in accordance with the law after approval by the Annual General Meeting of Shareholders.	This amendment is in accordance with Point b, Clause 81, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
Article 19. Remuneration, salaries and other benefits of members of the Board of Directors	**Article 19. Remuneration, salaries and other benefits of members of the Board of Directors**	
1. Members of the Board of Directors (excluding authorized representatives) are entitled to	**The payment of remuneration, salaries, and other benefits to members of the Board of Directors shall**	Remove the content already stipulated in the Company's

<u>remuneration for their work as members of the Board of Directors. The total remuneration for the Board of Directors is decided by the General Meeting of Shareholders at its annual meeting. This remuneration is distributed among the members of the Board of Directors according to an agreement within the Board of Directors or equally distributed in the absence of an agreement.</u> **<u>2. The total amount paid to Board members and the remuneration for each Board member, including fees, expenses, commissions, share purchase rights, and other benefits received from the Company, its subsidiaries, affiliated companies, and other companies in which the Board member represents a capital contribution, must be disclosed in detail in the Company's Annual Report.</u>** **<u>3. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in subcommittees of the Board of Directors, or performing other duties which the Board of Directors deems outside the ordinary scope of a member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as determined by the Board of Directors.</u>**	**<u>be made in accordance with Article 29 of the Company's Charter and applicable laws and regulations.</u>**	Charter and add a reference to the relevant provision in the Company's Charter.

4. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in performing their duties as members of the Board of Directors , including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.		
CHAPTER VI. THE BOARD OF SUPERVISORS	**CHAPTER VI. THE BOARD OF SUPERVISORS**	
Article 25. Rights and obligations of the Board of Supervisors	**Article 25. Rights and obligations of the Board of Supervisors**	
5. To examine the company's accounting books, records, and other documents, as well as the company's management and operational activities, when deemed necessary or as per a resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of **this Law.**	5. To examine the company's accounting books, records, and other documents, as well as the company's management and operational activities, when deemed necessary or as per a resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of **the Law on Enterprise.**	Updated in accordance with Article 170 of the Law on Enterprise.
8. Upon discovering that a member of the Board of Directors, Director **, or General Director** has violated the provisions of Article 165 of **this Law** , the Board of Directors must be immediately notified in writing, and the offending party must be required to cease the	8. Upon discovering that a member of the Board of Directors or the Director has violated the provisions of Article 165 of **the Law on Enterprise** , the Board of Directors must be immediately notified in writing, and the offending party must be required to cease the	Updated to comply with Article 170 of the Law on Enterprise and the Company's organizational structure.

violation and take measures to remedy the consequences.	violation and take measures to remedy the consequences.	
Article 32. Transactions with shareholders, business executives, and related parties of these entities	**Article 32. Transactions with shareholders, business executives, and related parties of these entities.**	
3. The company is not permitted to provide loans or guarantees to related parties of institutional shareholders, except in the following cases: a) Companies and organizations that are related parties of shareholders are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies, economic groups, and this transaction must be approved by the General Meeting of Shareholders or the Board of Directors as stipulated in the company's charter; b) In cases where the law provides otherwise.	3. The company is not permitted to provide loans or guarantees to related parties of institutional shareholders, except in the following cases: a) Companies and organizations that are related parties of shareholders are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies, economic groups, and this transaction must be approved by the General Meeting of Shareholders or the Board of Directors as stipulated in the company's charter; **<u>and concurrently such organization is a related person that is not a shareholder of the Company as prescribed in Clause 2 of this Article.</u>** b) In cases where the law provides otherwise.	Amendments are in accordance with Clause 84, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
4. The company may only conduct the following transactions after obtaining approval from the General Meeting of Shareholders: a) Granting loans or guarantees to members of the Board of Directors, Board of Supervisors, Directors,	4. The company may only conduct the following transactions after obtaining approval from the General Meeting of Shareholders: a) Granting loans or guarantees to members of the Board of Directors, Board of Supervisors, Directors,	Amended in accordance with Clause 84, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.

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

1. This Regulation comprises 11 chapters, 42 articles, and 8 appendices, and was unanimously approved by the General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company on **April 26, 2024** , and the full text of this Regulation was also accepted by all shareholders. 2. This Regulation is the sole and official document of the Company. Copies or extracts of **the Company's Corporate Governance Regulation** must be signed by the Chairman of the Board of Directors or an authorized representative.	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 **September 11, 2026**, which also agreed to the full validity of this Regulation. 2. This Regulation shall be the sole and official regulation of the Company. Copies or extracts of the **Internal Regulations on Corporate Governance** must bear the signature of the Chairman of the Board of Directors of the Company or an authorized person.	Update the effective date of the amended Charter and update the terminology used in the Law on Securities.
APPENDIX I **PROCEDURES FOR CONVOCATION AND VOTING AT THE GENERAL MEETING OF SHAREHOLDERS**	**APPENDIX I** **PROCEDURES FOR CONVOCATION AND VOTING AT THE GENERAL MEETING OF SHAREHOLDERS**	
(Issued together with the Internal Regulations on Corporate Governance **dated April 26, 2024** of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)	Update information regarding the date of the amended Regulations.
Pursuant to: **+ The Law on Enterprise is Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, passed by the National**	Cancel	Remove the separate "Basis" section in each Appendix and apply it together with the "Basis" section in the Internal Regulations on Corporate Governance.

Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines; **+ The Law on Securities is Law No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;** **+ Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;** **+ Circular 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities;** **+ Circular 96/2020/TT-BTC dated November 16, 2020, guiding the disclosure of information on the securities market;** **Regulations on the exercise of rights by the Vietnam Securities Depository and Clearing Corporation;**		

+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.		
Article 4. Prepare a list of shareholders entitled to attend the meeting.	**Article 4. Prepare a list of shareholders entitled to attend the meeting.**	
The person convening the General Meeting of Shareholders must prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders is compiled based on the company's shareholder registration number. The list of shareholders entitled to attend the General Meeting of Shareholders must be compiled no more than ten (10) days before the date of sending the first General Meeting of Shareholders invitation. The list of shareholders entitled to attend the General Meeting of Shareholders must include the full name, contact address, nationality, and legal document number of individual shareholders; the name, business registration number or legal document number of organizational shareholders, and the head office address of organizational shareholders; the number of shares of each type, and the number and date of shareholder registration for each shareholder (if any).	The person convening the General Meeting of Shareholders must prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders is compiled based on the company's shareholder registration number, **Securities Holder Register**. The list of shareholders entitled to attend the General Meeting of Shareholders must be compiled no more than ten (10) days before the date of sending the first General Meeting of Shareholders invitation. The list of shareholders entitled to attend the General Meeting of Shareholders must include the full name, contact address, nationality, and legal document number of individual shareholders; the name, business registration number or legal document number of organizational shareholders, and the head office address of organizational shareholders; the number of shares of each type, and the number and date of shareholder registration for each shareholder (if any).	Amendments and additions in accordance with Clause 21, Article 1 of the amended Law on Enterprise 2025 dated July 1, 2025.

Article 10. Procedures for registering to attend the General Meeting of Shareholders and verifying the eligibility of delegates on the day of the General Meeting of Shareholders.	**Article 10. Procedures for registering to attend the General Meeting of Shareholders and verifying the eligibility of delegates on the day of the General Meeting of Shareholders.**	
4. When registering shareholders, the Company shall issue each shareholder or authorized representative a set of voting cards **and/or voting slips and/or ballots** , which shall bear the registration number, the full name of the shareholder or authorized representative, and the number of votes or ballots cast by that shareholder or authorized representative. The voting cards shall be printed, stamped with the Company's seal, and sent directly to the delegates at the General Meeting.	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.	Amendments and additions are made in accordance with Clause 1, Article 146 of the Law on Enterprise, Clause 1, Article 20 of Appendix I issued with Circular 116/2020/TT-BTC, and the actual implementation by enterprises.
Article 13. Voting procedures, vote counting, and announcement of vote counting results at the General Meeting of Shareholders.	**Article 13. Voting procedures, vote counting, and announcement of vote counting results at the General Meeting of Shareholders.**	
1. The procedures for conducting meetings and voting at the General Meeting of Shareholders are stipulated in Article 20 of the Company's Charter. All matters on the agenda and content of the General Meeting must	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	Revise and supplement the clarification content to ensure it aligns with the realities of the business.

be discussed and voted on publicly by the General Meeting of Shareholders. Voting is conducted by raising cards/or casting ballots into a ballot box or by other methods specified in detail in **<u>the Regulations on the Organization of the General Meeting of Shareholders for each meeting.</u>** Specific voting methods will be detailed in **<u>the regulations on the organization of the General Meeting of Shareholders for each meeting.</u>**	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 **<u>the Regulations on Organization of the General Meeting of Shareholders or equivalent regulations and guiding documents applicable to each meeting.</u>** The specific voting methods shall be prescribed in detail in **<u>the Regulations on Organization of the General Meeting of Shareholders or equivalent regulations and guiding documents applicable to each meeting.</u>**	
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.	**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.**	
3. Procedures for Registration to Attend the General Meeting of Shareholders a) Shareholders or their authorized representatives (if any) attending the meeting via online conference and electronic voting access the online General Meeting of Shareholders system to register for attendance. The Company will provide each shareholder with one (01) login name and corresponding password to access the	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	Revise and supplement the content to clarify and ensure it is consistent with the forms of General Meeting organization that may arise in practice.

above-mentioned system. Specific instructions will be recorded in the notice inviting shareholders to the General Meeting of Shareholders and **the Regulations on the organization of the General Meeting of Shareholders.** b) Shareholders or their authorized representatives (if any) may register to attend the meeting in person (in the case of a General Meeting of Shareholders held in a hybrid format combining in-person and online participation) **as stipulated in Articles 9 and 10 of Appendix I attached to these Regulations and** as instructed in the notice inviting shareholders to the General Meeting and **the Regulations on the organization of the General Meeting of Shareholders.**	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.**	
6. The process of voting, counting votes, and announcing the results. a) The procedures for voting, conducting ballots, and elections at the General Meeting of Shareholders held in the form of an online conference or a hybrid format of a face-to-face and online conference will be specified in detail in the **Regulations on the Organization of the General Meeting of Shareholders for each meeting.**	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**	Revise the content to ensure it is consistent with the forms of Congress organization that may arise in practice.

b) Shareholders or their authorized representatives attending the meeting via online conference and electronic voting shall access the online General Meeting of Shareholders system as stipulated in point a, clause 3 of this Article to cast their votes/elections. When shareholders cast their electronic votes, the number of "Approve," "Disapprove," and "No Opinion" votes for each voting item and the number of votes for each candidate shall be recorded on the online General Meeting of Shareholders system. In the case of a General Meeting of Shareholders held in a hybrid format (in-person and online), shareholders attending in person shall vote in accordance with the method stipulated in Article 13 of Appendix I attached to this Regulation. The vote counting committee shall be responsible for counting the votes and compiling the voting/election results of all shareholders attending the meeting. **c)** The vote count results are announced by the chairperson or head of the vote counting committee immediately after the results are available.	**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.	
APPENDIX II **PROCEDURES FOR NOMINATION, CANDIDATE, ELECTION, REMOVAL, AND**	**APPENDIX II** **PROCEDURES FOR NOMINATION, CANDIDATE, ELECTION, REMOVAL, AND**	

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

public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities; **+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.**		
Article 2. Scope of regulation This appendix applies to organizations and individuals involved in the nomination, candidacy, **election** , dismissal, and removal of members of the Board of Directors.	**Article 2. Scope of regulation** 1. This appendix stipulates the procedures for **nominating, electing,** dismissing, and removing members of the Board of Directors	Update details regarding the target audience and Scope of regulation.
Article 4. The process by which shareholders or groups of shareholders nominate or elect members of the Board of Directors, and the process by which the Board of Directors introduces candidates for Board members	**Article 4. The process by which shareholders or groups of shareholders nominate or elect members of the Board of Directors, and the process by which the Board of Directors introduces candidates for Board members.**	
2. Procedures for the Board of Directors to Introduce Candidates for Members of the Board of Directors: In the event that the number of candidates for the Board of Directors nominated and proposed by shareholders is still insufficient (the number of 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	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	Amend and supplement regulations on the Board of Directors' nomination of candidates for Board members to ensure compliance with legal provisions, facilitate compliance with Article 274 of Decree 155/2020/ND-CP, and align with the preparation

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

c) If the number of candidates for the Board of Directors, both nominated and self-nominated, is still insufficient, the Board of Directors will prepare a list of additional candidates based on the following criteria: - Number of candidates: This is the number of candidates remaining after compiling the list of eligible candidates through nominations and applications. - Candidates nominated by the Board of Directors must be approved by a majority vote of the incumbent Board members. - Candidates nominated by the Board of Directors must meet at least the conditions and standards stipulated in the Law on Enterprise.	c) If the number of candidates for the Board of Directors, both nominated and self-nominated, is still insufficient, the Board of Directors will prepare a list of additional candidates to be nominated. according to the following criteria: Number of candidates: This is the number of candidates remaining after compiling the list of eligible candidates through nominations and applications. - Candidates nominated by the Board of Directors must be approved by a majority vote of the incumbent Board members. - Candidates nominated by the Board of Directors must meet at least the conditions and standards stipulated in the Law on Enterprises , Company Charter and Internal Regulations on Corporate Governance.	
APPENDIX III **PROCEDURES FOR ORGANIZING A BOARD OF DIRECTORS MEETING**	**APPENDIX III** **PROCEDURES FOR ORGANIZING A BOARD OF DIRECTORS MEETING**	
(Issued together with the Internal Regulations on Corporate Governance **dated April 26, 2024** of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance dated September 11, 2026 of Hanoi - Thanh Hoa Beer Joint Stock Company)	Update information regarding the date of the amended Regulations.

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

<u>**+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.**</u>		
Article 4. Annual and extraordinary meetings	**Article 4. Annual and extraordinary meetings**	
3. The Chairman of the Board of Directors must convene a meeting of the Board of Directors <u>**in the following cases:**</u> <u>**a) A proposal must be submitted by the CEO or at least five executives;**</u> <u>**b) There is a proposal from two members of the Board of Directors;**</u> <u>**c) Upon the recommendation of the Chairman of the Board of Directors;**</u> <u>**d) Based on a proposal by a majority of the Board of Supervisors members and independent members of the Board of Directors.**</u> <u>**Proposals must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Directors to make decisions.**</u>	3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors <u>**when any of the cases specified in Clause 3, Article 31 of the Company Charter occurs.**</u> <u>**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.**</u>	Remove the content already stipulated in the Company's Charter and add a reference to the relevant provision in the Company's Charter.
APPENDIX IV **PROCEDURES FOR NOMINATION, CANDIDATE, ELECTION, DISMISSAL, AND REMOVAL OF CONTROLLERS**	**APPENDIX IV** **PROCEDURES FOR NOMINATION, CANDIDATE, ELECTION, DISMISSAL, AND REMOVAL OF CONTROLLERS**	

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

<u>detailing the implementation of some provisions of the Law on Securities;</u> **<u>+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.</u>**		
Article 2. Scope of Application This Appendix shall apply to organizations and individuals involved in the nomination, **<u>candidacy election,</u>** dismissal, and removal of members of the Board of Supervisors	**Article 2. Scope of Application** This Appendix shall apply to organizations and individuals involved in the nomination, **<u>candidacy, election</u>**, dismissal, and removal of members of the Board of Supervisors.	Update details regarding the target audience and Scope of regulation.
Article 4. Nomination and candidacy for the Board of Supervisors	**Article 4. Nomination and candidacy for the Board of Supervisors**	
2. If the number of candidates for the Board of Supervisors nominated through candidacy and election is still insufficient, 03 (three) days the incumbent Board of Supervisors may nominate additional candidates before the date of the General Meeting of Shareholders. Candidates nominated by the Board of Supervisors must be approved by a majority vote of the Board of Supervisors members. The list of candidates for Board of Supervisors will be approved by the General Meeting of Shareholders before the election takes place.	2. If the number of candidates for the Board of Supervisors nominated through candidacy and election is still insufficient, **<u>10 (ten) days</u>** the incumbent Board of Supervisors may nominate additional candidates before the date of the General Meeting of Shareholders. Candidates nominated by the Board of Supervisors must be approved by a majority vote of the Board of Supervisors members. The list of candidates for Board of Supervisors will be approved by the General Meeting of Shareholders before the election takes place.	Amend and supplement regulations on the nomination of candidates for Board of Supervisors members to ensure compliance with legal provisions and to facilitate the implementation of Article 274 of Decree 155/2020/ND-CP.
Article 5. Procedures for Election of Members of the Board of Supervisors	**Article 5. Procedures for Election of Members of the Board of Supervisors**	

The election of the Board of Supervisors members **must be conducted using a cumulative voting method** in the same manner as the election of members of the Board of Directors as prescribed in Article 5 of Appendix II issued together with this Regulation.	The election of members of the Board of Supervisors **shall be conducted** in the same manner as the election of members of the Board of Directors as prescribed in Article 5 of Appendix II issued together with this Regulation.	
APPENDIX V **PROCEDURE FOR SELECTING THE PERSON IN CHARGE OF COMPANY MANAGEMENT**	**APPENDIX V** **PROCEDURE FOR SELECTING THE PERSON IN CHARGE OF COMPANY MANAGEMENT**	
(Issued together with the Internal Regulations on Corporate Governance **dated April 26, 2024** of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance **dated September 11, 2026** of Hanoi - Thanh Hoa Beer Joint Stock Company)	Update information regarding the date of the amended Regulations.
Base: **+ The Law on Enterprise is Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines.** **+ The Law on Securities is Law No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;**	Cancel	Remove the separate "Basis" section in each Appendix and apply it together with the "Basis" section in the Internal Regulations on Corporate Governance.

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

Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines. **+ The Law on Securities is Law No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;** **+ Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;** **+ Circular 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities;** **+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.**		"Basis" section in the Internal Regulations on Corporate Governance.
Article 4. Appointing the Executive Managers	**Article 4. Appointing the Executive Managers**	

1. Appointment of Director The board of directors is responsible for selecting and appointing a director. 2. Appointment of Deputy Director, Chief Accountant, and other executives. a) The Director, based on job standards and requirements, nominates the Deputy Director, Chief Accountant, and other executives. b) The Board of Directors, based on the Director's proposal, shall review and decide on the appointment of the Deputy Director**, Chief Accountant**, and other executives.	1. Appointment of Director The board of directors is responsible for selecting and appointing a director. 2. Appointment of Deputy Director, Chief Accountant, and other executives. a) The Director, based on job standards and requirements, nominates the Deputy Director, Chief Accountant, and other executives. b) The Board of Directors, based on the Director's proposal, shall review and decide on 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.**	Amendments and additions in accordance with Article 50 of the 2015 Accounting Law.
APPENDIX VII **PROCEDURES FOR COORDINATING ACTIVITIES BETWEEN THE BOARD OF DIRECTORS, THE BOARD OF SUPERVISORS, AND THE DIRECTOR**	**APPENDIX VII** **PROCEDURES FOR COORDINATING ACTIVITIES BETWEEN THE BOARD OF DIRECTORS, THE BOARD OF SUPERVISORS, AND THE DIRECTOR**	

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

detailing the implementation of some provisions of the Law on Securities; **+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.**		
APPENDIX VIII **REGULATIONS ON ANNUAL EVALUATION OF REWARDS AND DISCIPLINARY ACTIONS FOR MEMBERS OF THE BOARD OF DIRECTORS, AUDITORS, AND EXECUTIVE DIRECTORS AND OTHER EXCECUTIVE MANAGERS**	**APPENDIX VIII** **REGULATIONS ON ANNUAL EVALUATION OF REWARDS AND DISCIPLINARY ACTIONS FOR MEMBERS OF THE BOARD OF DIRECTORS, AUDITORS, AND EXECUTIVE DIRECTORS AND OTHER EXCECUTIVE MANAGERS**	
(Issued together with the Internal Regulations on Corporate Governance **dated April 26, 2024** of Hanoi Beer - Thanh Hoa Joint Stock Company)	(Issued together with the Internal Regulations on Corporate Governance **dated September 11, 2026** of Hanoi Beer - Thanh Hoa Joint Stock Company)	Update information regarding the date of the amended Regulations.
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Socialist Republic of Vietnam on November 26, 2019; **+ Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;** **+ Circular 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Law on Securities;** **+ Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.**		
Article 4. Regular praise **1. Annually, based on the evaluation results of the Board of Directors, the Head of the Board of Supervisors, the Director, and the General Director shall submit to the Board of Directors proposals for the level of reward for individuals according to their level of task completion.** **2. Awards for members of the Board of Directors, Board of Supervisors, and Directors will be**	**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**	Amend and supplement the Company's reward regulations to conform with legal regulations and the Company's implementation.

submitted by the Board of Directors to the General Meeting of Shareholders for approval at the annual meeting. Awards for other executives will be decided by the Board of Directors. **3. Reward system:** **a) By money;** **b) By stock options under an employee stock option program (if applicable).** **4. Funding for awards is drawn from the Company's Award Fund and other legitimate sources.** **5. Reward levels: The specific reward levels will be determined based on the actual situation each year.**	**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.**	

<table>
<tr><td></td><td>5. Forms of bonuses:
a) Cash;
b) Shares under an employee stock option program (if any)</td><td></td></tr>
<tr><td colspan="3">Note:
- Several other detailed adjustments have been made to sentence structure, wording, abbreviations, and some references in the Regulations to ensure consistency in form and content, but without changing the content of the Articles and Clauses.</td></tr>
</table>