DRAFT

APPENDIX 03: AMENDMENTS AND ADDITIONS TO THE OPERATING REGULATIONS OF THE BOARD OF DIRECTORS OF HANOI - THANH HOA BEER JOINT STOCK COMPANY

(Attached is Report No. ……, …. 2026)

Note:

- *Provisions not detailed in this appendix remain unchanged.*
- *The proposed changes in the section "Regulations in the current Regulations" are the lines of text shown **underlined** **and in bold**.*
- *The contents requiring amendments and supplements in the section "Regulations in the Amended Regulations" 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 Regulations	Regulations in the Amended Regulations	Note
Based on the Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019; **Based on the Law on Enterprises No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;** **Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of provisions of the Law on Securities;** **Based on** Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions on corporate governance	**Base:** - **The Law on Enterprises No. 59/2020/QH14 was passed by the 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 Law No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, and other amending, supplementing, and guiding documents for implementation.** - **The Law on Securities No. 54/2019/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, amended and supplemented by Law No.**	Update the references.

applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Law on Securities; **Based on the Charter of Hanoi - Thanh Hoa Beer Joint Stock Company** **Based on Resolution No. 25/NQ-ĐHĐCĐ-THB of the General Meeting of Shareholders dated April 27, 2021**	**56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and other amending, supplementing, and guiding documents for its implementation.** **- Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Law on Securities, as amended and supplemented by Decree 245/2025/ND-CP dated September 11, 2025, and other amending, supplementing, and guiding documents.** - Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Law on Securities; **- Charter of Hanoi - Thanh Hoa Beer Joint Stock Company;** **- Resolution of the General Meeting of Shareholders No. ……………………… dated September 11, 2026**	
Article 4. Right of Board of Directors members to access information	**Article 4. Right of Board of Directors members to access information**	

1. Members of the Board of Directors have the right to request **<u>the General Director, Deputy General Director, and</u>** other managers in the Company to provide information and documents on the financial situation and business operations of the Company and its units.	1. Members of the Board of Directors have the right to request **<u>Director, Deputy Director</u>**, other managers in the Company to provide information and documents regarding the financial situation and business operations of the Company and its units	The changes are to align with the company's organizational and management structure.
Article 5. Term of office and number of members of the Board of Directors	**Article 5. Term of office and number of members of the Board of Directors**	
1. The number of Board of Directors members is at least three (03) people and at most eleven (11) people. The composition and term of the Board of Directors are stipulated in **<u>Article 26 of the company's charter.</u>**	1. The number of members of the Board of Directors is at least three (03) people and at most eleven (11) people. The composition and term of the Board of Directors are stipulated in **<u>Article 27 of the Company's Charter</u>**	Update the reference to the relevant provisions in the Company's Charter.
2. The structure of the Board of Directors must ensure a balance between members with knowledge and experience in law, finance, and the company's business activities, taking into account gender; and ensure a balance between executive members and non-executive/independent members. The total number of independent board members must account for at least one-third (1/3) of the total number of board members. The minimum number of independent board members must comply with the	2. The structure of the Board of Directors must ensure a balance between members with knowledge and experience in law, finance, and the company's business activities, taking into account gender; and ensure a balance between executive members and non-executive/independent members. The total number of independent board members must account for at least one-third (1/3) of the total number of board members. The minimum number of independent board members must comply with the	Update the reference to the relevant provisions in the Company's Charter.

provisions of Clause 3, **Article 26 of the Company's Charter.**	provisions of clause 3 **Article 27 of the Company's Charter**	
Article 6. Standards and conditions for membership of the Board of Directors	**Article 6. 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 **the General Director, Deputy General Director**, 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 **Director, Deputy Director,** the Chief Accountant and other executives as stipulated in the company's Charter.	The changes are to align with the company's organizational and management structure.
Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors	**Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors**	
1. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases: a) Does not meet the qualifications and conditions stipulated in **Article 26 of the Company's Charter** ; b) A resignation letter has been submitted and accepted; c) The person suffers from a mental disorder and another member of the Board of Directors has	1. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases: a) Does not meet the qualifications and conditions stipulated in **Article 27 of the Company's Charter** ; b) A resignation letter has been submitted and accepted; c) The person suffers from a mental disorder and another member of the Board of Directors has	Update the reference to the relevant provisions in the Company's Charter.

professional evidence demonstrating that the person is no longer capable of acting; d) Other cases as stipulated in the company's charter.	professional evidence demonstrating that the person is no longer capable of acting; d) Other cases as stipulated in the company's charter.	
Article 9. Procedures for electing, dismissing, and removing members of the Board of Directors	**Article 9. Procedures for electing, dismissing, and removing members of the Board of Directors**	
1. Shareholders or groups of shareholders owning five percent (05%) or more of the total number of common shares have the right to nominate candidates for the Board of Directors. The nomination process for the Board of Directors is as follows: a) Common shareholders forming a group to nominate candidates for the Board of Directors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders; b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals as stipulated in **Clause 2, Article 25 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	1. Shareholders or groups of shareholders owning five percent (05%) or more of the total number of common shares have the right to nominate candidates for the Board of Directors. The nomination process for the Board of Directors is as follows: a) Common shareholders forming a group to nominate candidates for the Board of Directors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders; b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this clause 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	Update the reference to the relevant provisions in the Company's Charter.

shall be nominated by the Board of Directors and other shareholders.	shall be nominated by the Board of Directors and other shareholders.	
2. In the event that the number of candidates for the Board of Directors nominated and proposed remains insufficient (the number of candidates must be equal to or greater than the number of members of the Board of Directors approved by the General Meeting of Shareholders for election at the meeting), **within three (03) days before the time of the General Meeting of Shareholders, the incumbent Board of Directors may nominate additional candidates. Candidates introduced by the Board of Directors must be approved by a majority vote of the Board members. The list of candidates for Board of Directors will be approved by the General Meeting of Shareholders before the election takes place.**	2. In the event that the number of candidates for the Board of Directors nominated and proposed remains insufficient (the number of candidates must be equal to or greater than the number of members of the Board of Directors approved by the General Meeting of Shareholders for election at the meeting), **the incumbent Board of Directors may introduce and nominate additional candidates in a manner consistent with the provisions of the Company Charter and Clause 2, Article 4 of Appendix II issued together with the Internal Regulations on Corporate Governance**	Amendments, additions, and updates referencing relevant provisions in the Company Charter and the Internal Regulations on Corporate Governance.
3. The voting for Board of Directors members must be conducted 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 Board of Directors members to be elected, and shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected Board of Directors members are determined by the number of votes received, from highest to lowest, starting with the	**3. Voting for the election of members of the Board of Directors may be conducted by one of the methods specified in Clause 5, Article 21 of the Company Charter and Article 5 of Appendix II issued together with the Internal Regulations on Corporate Governance.**	Update and replace the old content with references to relevant provisions in the Company Charter and the Internal Regulations on Corporate Governance.

<u>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 Board of Directors member, a re-election will be held among the candidates with the equal number of votes.</u>		
Article 11. Rights and obligations of the Board of Directors	**Article 11. Rights and obligations of the Board of Directors**	
<u>2. The rights and obligations of the Board of Directors are stipulated by law, the Charter, the Company's internal regulations, and decisions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties:</u> **<u>a) Deciding on the company's strategic plan, medium-term development plan, and annual business plan;</u>** **<u>b) Propose the types of shares and the total number of shares authorized for sale for each type;</u>** **<u>c) Decisions to sell new shares within the permitted number of shares for each class; decisions to raise additional capital through other means;</u>**	**<u>2. The rights and obligations of the Board of Directors shall be prescribed by laws, the Company Charter, the Internal Regulations on Corporate Governance, and resolutions of the General Meeting of Shareholders.</u>**	Amend or remove details stipulated in the Charter and Internal Regulations on Corporate Governance. Update references to relevant documents.

d) Deciding on the selling price of the company's shares and bonds; **e) Decisions to repurchase shares as stipulated in Clauses 1 and 2 of Article 133 of the Law on Enterprises;** **f) Decisions to invest in or sell company assets with a value of less than 35% (thirty-five percent) of the total asset value recorded in the most recent financial statement;** **g) Deciding on investment options and investment projects within the authority and limits prescribed by law;** **h) Deciding on solutions for market development, marketing, and technology;** **i) Through purchase, sale, loan, lending and other contracts and transactions with a value of fifteen percent (15%) or more of the total asset value recorded in the company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Law on Enterprises and clause 2, Article 14 of the Company Charter;** **j) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing,**		

dismissing, contracting, and terminating contracts for Directors and other key managers as stipulated in the company's charter; deciding on the salaries and other benefits of those managers; appointing authorized representatives to participate in the Board of Members or General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives; **k) Supervising and directing the Director and other managers in the daily operation of the company's business;** **l) Deciding on the organizational structure and internal management regulations of the company, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;** **m) Reviewing the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to approve decisions;** **n) Submit the annual financial report to the General Meeting of Shareholders;**		

o) Propose the dividend rate to be paid; decide on the timeframe and procedures for paying dividends or handling losses incurred during business operations; **p) Proposing the reorganization, dissolution, or bankruptcy of the company;** **q) Decisions on the issuance of the Board of Directors' operating regulations, internal regulations on corporate governance after approval by the General Meeting of Shareholders, and decisions on the issuance of regulations on company information disclosure.** **r) Other rights and obligations as prescribed by law and the Company's Charter.**		
Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts	**Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts.**	
1. The Board of Directors approves contracts and transactions with a value less than thirty-five percent (35%) of the total value of the company's assets, or resulting in a total transaction value within 12 months from the date of the first transaction with a value less than thirty-five percent (35%) of the total value of the company's assets as recorded in the most recent financial statement, between the company and one of	1. The Board of Directors approves contracts and transactions with a value less than thirty-five percent (35%) of the total value of the company's assets, or resulting in a total transaction value arising within 12 months from the date of the first transaction with a value less than thirty-five percent (35%) of the total value of the company's assets as recorded in the most recent financial statement, between the company and	Update the reference to the relevant provisions in the Company's Charter.

the entities specified in **<u>point n, clause 2, Article 14 of the Company's Charter.</u>**	one of the entities specified in **<u>point n, clause 2, article 15 of the Company's Charter.</u>**	
Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.	**Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.**	
<u>1. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:</u> **<u>a) The Board of Directors deems it necessary for the benefit of the Company;</u>** **<u>b) Quarterly or semi-annual reports or audit reports of the fiscal year reflect that equity has been reduced by half (1/2) compared to the beginning of the period;</u>** **<u>c) When the number of remaining members of the Board of Directors or Board of Supervisors is less than the minimum number of members prescribed by law, or when the number of Board of Directors members is reduced by more than one-third compared to the number of members stipulated in the Charter - in this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;</u>**	**<u>1. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clause 3, Article 14 of the Company Charter.</u>**	Amend or remove details already stipulated in the Company's Charter. Add references to relevant provisions in the Company's Charter.

d) Shareholders or groups of shareholders specified in Clause 3, Article 11 of the Company's Charter may request the convening of a General Meeting of Shareholders by submitting a written proposal. The proposal must clearly state the reason and purpose of the meeting and be signed by the relevant shareholders (the proposal may be prepared in multiple copies to obtain the signatures of all relevant shareholders); **e) The Board of Supervisors may request a meeting if it has reason to believe that members of the Board of Directors or other executives have seriously violated their obligations under Article 165 of the Law on Enterprises, or that the Board of Directors has acted or intends to act outside the scope of its authority;** **f) Other cases as prescribed by law and the company's charter.**		
2. Convening an extraordinary general meeting of shareholders. **a) The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors, or members of the Board of Supervisors as stipulated in point c, clause 1 of this Article, or upon receiving the request as**	**2. The convening of an extraordinary General Meeting of Shareholders shall comply with the provisions of the Law on Enterprises and Clause 4, Article 14 of the Company Charter.**	Amend or remove details stipulated in the Company Charter. Update references to relevant documents.

stipulated in points d and e, clause 1 of this Article. In case the Board of Directors fails to convene a General Meeting of Shareholders as stipulated, the Chairman of the Board of Directors and the members of the Board of Directors shall be liable before the law and shall compensate for the resulting damages to the company, as stipulated in clause 2, Article 140 of the Law on Enterprises; b) If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 2 of this Article, then within the next thirty (30) days, the Board of Supervisors must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Law on Enterprises. If the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed, the Board of Supervisors must compensate the company for any resulting damages. c) In the event that the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, within the next thirty (30) days, the shareholder or group of shareholders making the request as prescribed in Point d, Clause 1 of this Article has the right to represent the Company in convening a		

General Meeting of Shareholders as prescribed in Clause 4, Article 140 of the Law on Enterprises. **In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders.** **d) All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the company. This does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.**		
Article 15. Board Meetings	**Article 15. Board Meetings**	
3. Extraordinary Meetings: The Chairman must convene a meeting of the Board of Directors, without delay unless there is a valid reason, when one of the following parties submits a written request outlining the purpose of the meeting, the issue to be discussed, and the decision falling within the authority of the Board of Directors: **a) The CEO or at least five (05) executives;**	3. Extraordinary Meetings: The Chairman must convene a meeting of the Board of Directors, without delay unless there is a valid reason, when one of the following parties submits a written request outlining the purpose of the meeting, the issue to be discussed, and the decision falling within the authority of the Board of Directors: **a) Board of Supervisors or independent member of the Board of Directors;**	Amendments and additions in accordance with Clause 3, Article 157 of the Law on Enterprises.

<u>b) At least two (02) members of the Board of Directors;</u> **<u>c) Chairman of the Board of Directors;</u>** **<u>d) The majority of the Board of Supervisors members and the Board of Directors members are independent.</u>**	**<u>b) Director or at least five (05) other managers;</u>** **<u>c) At least two (02) members of the Board of Directors;</u>** **<u>d) The Chairman of the Board of Directors.</u>**	
11. Voting. ..... d) A member of the Board of Directors who benefits from a contract as stipulated in **<u>points a and b of Clause 8, Article 43 of the Company's Charter</u>** shall be deemed to have a substantial interest in that contract.	11. Voting. ..... d) A member of the Board of Directors who derives benefits from a contract specified in Points a) and b) of **<u>Clause 8, Article 44 of the Company Charter</u>** shall be deemed to have a material interest in such contract.	Update legal references.
Article 17. Meeting Minutes of the Board of Directors	**Article 17. Meeting Minutes of the Board of Directors**	
2. In cases where the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the information as stipulated in points a, b, c, d, e, g, and h of Clause 1 of this Article, then these minutes shall be valid. The content approved by a majority of the members present at the meeting in the	2. In the event that the Chairperson or the person recording the minutes refuses to sign the meeting minutes, but the minutes are signed and **<u>approved by all other attending members</u>** of the Board of Directors and contain all contents required under Points a), b), c), d), đ), e), g), and h) of Clause 1 of this Article, such minutes shall remain valid. **<u>The meeting minutes shall clearly state the refusal of the Chairperson or the person recording the minutes</u>**	Amendments and additions are in accordance with Clause 6, Article 7 of the Law amending the Law on Public Investment, the Law on Investment under the Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on

minutes of the Board of Directors meeting must be adopted as a Resolution.	**to sign the minutes. The signatories to the meeting minutes shall be jointly responsible for the accuracy and truthfulness of the contents of the Board of Directors' meeting minutes. The Chairperson and the person recording the minutes shall be personally liable for any damage caused to the Company due to their refusal to sign the meeting minutes in accordance with this Law, the Company Charter, and relevant laws.** The matters approved by the majority of attending members of the Board of Directors as recorded in the meeting minutes shall be issued as a Resolution for approval.	Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax and the Law on Civil Judgment Enforcement 2022, effective from March 1, 2022.
Article 19. Remuneration, bonuses and other benefits of members of the Board of Directors	**Article 19. Remuneration, bonuses and other benefits of members of the Board of Directors**	
1. Members of the Board of Directors (excluding authorized representatives) are entitled to 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. **2. The total amount paid to Board members and the remuneration for each Board member,**	**Remuneration, bonuses, and other benefits of members of the Board of Directors shall be implemented in accordance with the provisions of the Company Charter, the Internal Regulations on Corporate Governance, and relevant legal documents.**	Amend or remove details already stipulated in the Company Charter. Add references to relevant documents.

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. **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.** **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.**		
Article 22. Relationship with the Board of Management	**Article 22. Relationship with the Board of Management**	

In its governance role, the Board of Directors issues resolutions for **<u>the General Director (Director)</u>** and the executive team to implement. At the same time, the Board of Directors monitors and supervises the implementation of these resolutions.	In its managerial role, the Board of Directors issues resolutions to **<u>the Director.</u>** and the executive body implements them. At the same time, the Board of Directors checks and monitors the implementation of the resolutions.	The changes are to align with the company's organizational and management structure.
Article 23. Relationship with the Board of Supervisors <u>or Audit Committee</u>	**Article 23. Relationship with the Board of Supervisors**	
1. The relationship between the Board of Directors and the Board of Supervisors **<u>or Audit Committee</u>** is one of collaboration. The working relationship between the Board of Directors and the Board of Supervisors **<u>or Audit Committee</u>** is based on the principles of equality and independence, while also ensuring close coordination and mutual support in the performance of their duties. 2. Upon receiving inspection reports or summary reports from the Board of Supervisors **<u>or the Audit Committee</u>** , the Board of Directors is responsible for studying them and directing relevant departments to develop plans and implement timely corrective actions.	1. The relationship between the Board of Directors and the Board of Supervisors is one of collaboration. The working relationship between the Board of Directors and the Board of Supervisors is based on the principles of equality and independence, while also ensuring close coordination and mutual support in the performance of their duties. 2. Upon receiving inspection reports or summary reports from the Board of Supervisors, the Board of Directors is responsible for studying them and directing relevant departments to develop plans and implement timely corrective actions.	The changes are to align with the company's organizational and management structure.
Article 24. Effective Date	**Article 24. Effective Date**	
The operating regulations of the Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company consist	The operating regulations of the Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company consist	Update the effective date of the Regulations.

of 7 chapters and 24 articles, and came into effect on **April 27, 2021.**	of 7 chapters and 24 articles, and will come into effect from **September 11, 2026.**	

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.