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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Thanh Hoa, September 11, 2026

MEETING REGULATIONS
AT THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS HANOI - THANH HOA BEER JOINT STOCK COMPANY

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and Law No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025 and its guiding documents;*
- *Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and its guiding documents;*
- *The Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.*

The 2026 Extraordinary General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company is organized and implemented according to the following Regulations:

Article 1. Shareholders and authorized representatives of shareholders attending the General Meeting of Shareholders

1. Shareholders of the Company whose names are on the list of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company as of July 20, 2026 provided by Vietnam Securities Depository and Clearing Corporation (VSDC) or legally authorized representatives of those shareholders (hereinafter referred to as "Delegate/Voter") have the right to attend and vote at the General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company;

2. Voters must be present at the specified time and register with the General Meeting's Organizing Committee before entering the Meeting room;

3. Voters attending after the meeting has started may still register and have the right to vote immediately after registration. The chairman is not responsible for stopping the meeting to allow shareholders, authorized representatives of shareholders or people authorized to attend the meeting who attend late to register and the validity of the contents previously voted on remains unchanged;

4. During the General Meeting, shareholders must comply with the instructions of the Presidium, behave civilly, politely and maintain order;

5. Voters must keep the documents confidential, properly follow the regulations on using and preserving documents, not copy or record them for people outside the General Meeting; not record, film or audi the meeting without permission from the Presidium;

6. Authorization to attend the General Meeting of Shareholders: Shareholders who have the right to attend the General Meeting of Shareholders according to the provisions of law may authorize individuals or organizations to attend on their behalf. Authorization for representatives to attend the General Meeting of Shareholders shall be implemented in accordance with the provisions of Article 16 of the Company's Charter.

Article 2. Chairman of the General Meeting

1. The General Meeting has 01 Chairman of the General Meeting who is the Chairman of the Board of Directors. The Chairman of the General Meeting can invite 02 other members to participate.

2. Duties of the Chairman:

a. Conduct the activities of the Company's General Meeting of Shareholders according to the program approved by the General Meeting of Shareholders;

b. Guide voters and the General Meeting to discuss the contents of the program;

c. Draft and conclude necessary issues for the General Meeting to vote on;

d. Respond to shareholder inquiries;

e. The decision of the Presidium on matters of order, procedure or events arising outside the agenda of the General Meeting shall be final.

Article 3. General Meeting's Secretariat

1. The Secretariat of the General Meeting consists of 02 people introduced by the Chairman of the General Meeting and approved by the General Meeting. The Secretariat is responsible to the Presidium and the General Meeting of Shareholders for its duties and is under the direction of the Presidium.

2. Duties of the Secretariat:

a. Assist the Presidium in announcing draft documents, conclusions, Resolutions of the General Meeting and notices of the Presidium sent to shareholders when requested;

b. Receive and review shareholders' opinions forms and submit them to the Presidium for decision;

c. Record fully and honestly all the content of the General Meeting and the issues approved or noted by the shareholders in the Minutes of the General Meeting;

d. Draft Resolutions on issues approved at the General Meeting.

Article 4. Voter Eligibility Verification Committee

1. The Voter Eligibility Verification Committee of the General Meeting consists of 03 people, the Head of the Board of Supervisors of the Company is the Head of the Voter Eligibility Verification Committee. The Voter Eligibility Verification Committee is responsible to the Presidium and the General Meeting of Shareholders for its duties.

2. Duties of the Voter Eligibility Verification Committee.

a. The Voter Eligibility Verification Committee of the General Meeting is responsible for examining the eligibility and status of shareholders and shareholder representatives attending the meeting.

b. The Head of the Voter Eligibility Verification Committee reports to the General Meeting of Shareholders on the situation of shareholders attending the meeting. If the shareholders entitled to attend who present at the General Meeting represent more than 50% of the total voting

shares of all shareholders entitled to vote, the General Meeting of Shareholders of the Company shall be held.

Article 5. Vote Counting Committee

1. The General Meeting's Vote Counting Committee consists of 01 Head of the committee and members introduced by the General Meeting Chairman and approved by the General Meeting.

2. Duties of the Vote Counting Committee:

a. Disseminate the principles, regulations, and instructions on voting and election procedures;

b. Conduct the voting process at the General Meeting, count votes and prepare the vote counting minutes, and announce the voting results;

c. Conduct the election at the General Meeting and announce the election results;

d. Promptly notify the secretary of the voting results;

e. Review and report to the General Meeting any violations of voting rules or complaints about voting results, election results;

f. The Vote Counting Committee must prepare the Vote Counting Record and be responsible to the Presidium and the General Meeting of Shareholders when performing its duties.

Article 6. Discussion at the General Meeting

1. Principle:

a. Discussions shall only be conducted within the prescribed time and within the scope of the contents in the agenda of the General Meeting of Shareholders;

b. Shareholders who have comments to discuss register the content on the Discussion Registration Form and submit it to the Meeting Secretary;

c. The Meeting Secretary will arrange the Discussion Registration Forms (if any) of shareholders in order of registration and forward them to the Presidium;

d. Shareholders who need to speak or debate should raise their hands and can only speak when the Presidium agrees. The content of the speech should be concise and avoid repetition.

2. Responding to shareholders' opinions:

a. Based on the shareholder's Discussion Registration Forms, the Chairman or a member designated by the Chairman will answer the shareholder's opinions;

b. In case of time constraints, questions that are not answered directly at the General Meeting will be answered directly in writing by the Company.

Article 7. Voting to approve contents at the General Meeting

All matters requiring voting in the agenda and contents of the General Meeting of Shareholders must be discussed and voted on publicly at the General Meeting of Shareholders, either by raising voting cards or by secret ballot under the direction of the Presidium.

Article 8. Resolutions and Minutes of the General Meeting of Shareholders

The Resolution and Minutes of the General Meeting must be read before the closing of the General Meeting.

Resolutions and Minutes of the Meeting must be voted on by Voting cards.

Article 9. Implementation of the Regulations

Shareholders and authorized representatives attending the General Meeting must strictly comply with the Regulations at the General Meeting of Shareholders. Shareholders who violate these Regulations will be considered by the Presidium and disciplined according to the Company's Charter and the Law on Enterprises.

This Charter has 09 articles and takes effect immediately after being approved by the Company's General Meeting of Shareholders.

O/B. BOARD OF DIRECTORS
CHAIRMAN

Nguyen Kien Cuong