APPENDIX 04: AMENDMENTS AND ADDITIONS TO THE OPERATING REGULATIONS OF THE BOARD OF SUPERVISORS OF HANOI - THANH HOA BEER JOINT STOCK COMPANY

(Attached is Report No. 135/TTr-THB, dated August 10, 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 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;	**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. 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.**	Update the references.

<u>Based on</u> the Charter of Hanoi - Thanh Hoa Beer Joint Stock Company **<u>Based on Resolution No. 25/NQ-ĐHĐCĐ-THB of the General Meeting of Shareholders dated April 27, 2021</u>**	**<u>- Government 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.</u>** - 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; **<u>- Resolution of the General Meeting of Shareholders No. ……………………… dated September 11, 2026</u>**	
Article 4. Term of office and number of members of the Board of Supervisors	**Article 4. Term of office and number of members of the Board of Supervisors**	
2. The auditor may not be a shareholder of the company and must meet the conditions and standards stipulated in **<u>Clause 2, Article 37 of the company's charter.</u>**	2. The auditor may not be a shareholder of the company and must meet the conditions and standards stipulated in **<u>Clause 2, Article 38 of the company's charter.</u>**	Update the reference to the relevant provisions in the Company's Charter.

Article 5. Standards and conditions for membership of the Board of Supervisors	**Article 5. Standards and conditions for membership of the Board of Supervisors**	
1. Members of the Board of Supervisors must meet the following standards and conditions: a) Being at least twenty-one (21) years old, having full legal capacity, and not subject to the provisions of **the Law on Enterprises;**	1. Members of the Board of Supervisors must meet the following standards and conditions: a) Being at least twenty-one (21) years old, having full legal capacity, and not being among the persons prohibited under Clause 2, **Article 17 of the Law on Enterprises**	Update legal references.
Article 8. Procedures for electing, dismissing, and removing members of the Board of Supervisors	**Article 8. Procedures for electing, dismissing, and removing members of the Board of Supervisors**	
2. The voting for members of the Board of Supervisors 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 members to be elected to the Board of Supervisors, and shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Supervisors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the company's charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Supervisors, a re-election	**2. Voting for the election of members of the Board of Supervisors may be conducted by one of the methods specified in Clause 5, Article 21 of the Company Charter and Article 5 of Appendix IV 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>**will be held among those candidates or a selection will be made according to the criteria stipulated in the election regulations or the company's charter.**</u>		
Article 11. Rights, obligations and responsibilities of the Board of Supervisors	**Article 11. Rights, obligations and responsibilities of the Board of Supervisors**	
The Board of Supervisors shall have the rights and obligations prescribed by the Law on Enterprises and <u>**Article 39 of the Company Charter**</u>. In addition, the Board of Supervisors shall have the following rights and obligations	The Board of Supervisors shall have the rights and obligations prescribed by the Law on Enterprises and <u>**Article 40 of the Company Charter**</u>. In addition, the Board of Supervisors shall have the following rights and obligations:	Update the references.
Article 22. Effective Date	**Article 22. Effective Date**	
The operating regulations of the Board of Supervisors of Hanoi - Thanh Hoa Beer Joint Stock Company consist of 7 chapters and 22 articles and are effective from <u>**April 27, 2021.**</u>	The operating regulations of the Board of Supervisors of Hanoi - Thanh Hoa Beer Joint Stock Company consist of 7 chapters and 22 articles and are effective from <u>**September 11, 2026.**</u>	Update the effective date of the Regulations.
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.***		