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

No.: 80 /BB - ĐHĐCĐ -THB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Thanh Hoa, September 11, 2026

MINUTES
2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
HANOI – THANH HOA BEER JOINT STOCK COMPANY

Company Name:	Ha Noi – Thanh Hoa Beer Joint Stock Company.
Enterprise Identification Number:	2800791192, initially issued by the Department of Planning and. Investment of Thanh Hoa Province on March 29, 2004 *(14th amendment dated 10/08/2026).*
Address:	No. 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa Province, Vietnam.
Meeting Time:	Start at 08:24 September 11, 2026 End at 10:30 on the same day.
Meeting Venue:	Hall of Hanoi - Thanh Hoa Beer Joint Stock Company
Meeting Agenda:	According to the agenda and contents of the General Meeting of Shareholders of the Company, approved by the Meeting *(the agenda is attached hereto).*
Chairman:	Mr. Nguyen Kien Cuong – Chairman of the Board of Directors.
Secretariat:	Mr. Le Gia Phu Ms. Le Quynh Mai
Number of Voters:	66 shareholders and authorized representatives (referred to as the "Voters"); representing 8,741,040 shares equivalent to 8,741,040 voting ballots, accounting for 76.5109% of the total votes of all shareholders entitled to vote of the Company.

I. ATTENDEES AND VALIDITY OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

1. Attendees

- Shareholders and their authorized representatives of Hanoi – Thanh Hoa Beer Joint Stock Company.

2. Legitimacy and Validity

- Mr. Nguyen Duy Ha – Head of the Voter Eligibility Examination Committee, presented the Report on voter eligibility.

- According to the shareholder list as of July 20, 2026, the total number of shareholder of the Company is: **524** shareholders (including **12** institutional shareholders and **512** individual shareholders). Total number of voting shares of the Company: 11,424,570 voting shares.

- At 08:24 a.m September 11, 2026:

+ Total number of shareholders and authorized representatives attending: 59; representing 8,709,000 shares equivalent to 8,709,000 voting ballots, accounting for 76.2304% of the total votes of all shareholders entitled to vote of the Company.

All attending representatives satisfied the eligibility requirements to attend the Meeting.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and its amendments, supplements, and implementing regulations, the Company's Charter, and the Internal Corporate Governance Regulations of Hanoi – Thanh Hoa Beer Joint Stock Company, the 2026 Extraordinary General Meeting of Shareholders (GMS) was duly convened and qualified to proceed.

II. MEETING PROCEEDINGS

1. Introduction of the Presidium and the Secretariat

1.1. Presidium:

- Mr. Nguyen Kien Cuong – Chairman of the Board of Directors, Chairman of the Meeting
- Mr. Bui Truong Thang – Member of the Board of Directors
- Mr. Le Anh Tuan – Member of the Board of Directors

1.2. Secretariat:

- Mr. Le Gia Phu – Member
- Ms. Le Quynh Mai – Member

The General Meeting of Shareholders voted by Voting Cards to approve the Presidium and the Secretariat; Result: 100% of the total votes of the voters attended and voted approve.

2. Approval of the Vote Counting Committee (also serving as the Election Committee)

- Vote Counting Committee, Election Committee includes:

+ Ms. Nguyen Thi Be

+ Ms. Doan Thi Nhu Hoa

+ Ms. Le Thi Minh Tam

The General Meeting of Shareholders voted by Voting Cards: to approve the Vote Counting Committee (also serving as the Election Committee), Result: 100% of the total votes of the voters attended and voted approve.

3. Approval of the Meeting Agenda; Meeting Regulations; Voting Regulations; Regulations on the Nomination, Self-Nomination and Election of Additional Members of the Board of Directors (Term 2026 – 2031) at the 2026 Extraordinary General Meeting of Shareholders

The General Meeting of Shareholders voted by Voting Cards to approve the **Meeting Agenda of the 2026 Extraordinary General Meeting of Shareholders,** Result: 100% of the total votes of the voters attended and voted approve.

The General Meeting of Shareholders voted by Voting Cards: to approve the **Meeting Regulations; Voting Regulations; Regulations on the Nomination, Self-Nomination and Election of Additional Members of the Board of Directors (Term 2026 – 2031)** at the 2026 Extraordinary General Meeting of Shareholders; Result: 100% of the total votes of the voters attended and voted approve.

4. Presentation of Proposals

The General Meeting heard the Organizing Committee and the Presiding Committee present the proposals regarding:

+ The Adjustment of the number of members of the Board of Directors; dismissal of members of the Board of Directors and election of additional members of the Board of Directors for the 2026–2031 term

+ The Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate

+ The Amendment and Supplementation of the Company's Business Lines

+ The Amendment and Supplementation of the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors

(Details are provided in the proposals enclosed with the Meeting Materials)

5. Discussions at the Meeting

** Comments by Mr. Tran Dinh Thanh – Chairman of the Board of Directors of HABECO*

- The economy continues to face many difficulties, including rising interest rates and declining household incomes, which have affected the production and business activities of HABECO and Thanh Hoa Beer. Nevertheless, HABECO continues to implement solutions to achieve growth in line with the Government's orientation, including improving product quality, diversifying product designs, and strengthening market development in the southern region.

- For Hanoi – Thanh Hoa Beer Joint Stock Company, the Company will focus on improving the efficiency of its production and business activities and strengthening personnel management, including the appointment of a Director and an Independent Member of the Board of Directors.

- In 2026 and the following years, Thanh Hoa Beer is expected to achieve growth. In 2026, the Company is determined to fulfill all targets approved by the Annual General Meeting of Shareholders.

6. The General Meeting conducted voting to approve the proposals presented at the Meeting and to elect two (02) additional members of the Board of Directors for the remainder of the 2026–2031 term.

7. Announcement of Voting and Election Results

7.1. Voting results of each proposal:

- Ms. Nguyen Thi Be – Head of the Vote Counting Committee – announced the vote counting results as follows:

At 09:47 am, the number of Voters attended was 66, representing 8,741,040 voting shares, accounting for 100% of the total voting shares of all shareholders entitled to vote. Accordingly:

- Total ballots issued: 66 represent for: 8,741,040 voting, account for: 100% on total number of votes of Voters attended.
- Total ballots collected: 63 represent for: 8,736,320 voting, account for: 99.9460% on total number of votes of Voters attended.
- Total ballots uncollected: 03 represent for: 4,720 voting, account for: 0.0540% on total number of votes of Voters attended.

a. Voting to approve the adjustment of the number of members of the Board of Directors; dismissal of members of the Board of Directors and election of additional members of the Board of Directors for the 2026–2031 term.

Results:

Option	Number of ballots	Number of representing voting shares	% on total number of voting ballots of Voters attended and voted
Valid	63	8,736,320	100
- Approval	63	8,736,320	100
- Disapproval	0	0	0
- Abstention	0	0	0
Invalid	0	0	0

Accordingly, the adjustment of the number of members of the Board of Directors; dismissal of members of the Board of Directors and election of additional members of the Board of Directors for the 2026–2031 term was duly approved with 100% of the total votes of the voters attended and voted approve.

b. Approval of the Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate

Results:

Option	Number of ballots	Number of representing voting shares	% on total number of voting ballots of Voters attended and voted and voted
Valid	63	8,736,320	100
- Approval	63	8,736,320	100
- Disapproval	0	0	0
- Abstention	0	0	0
Invalid	0	0	0

As a result, the Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate was duly approved with 100% of the total votes of the voters attended and voted approve.

c. Approval of the Amendment and Supplementation of the Company's Business Lines

Results:

Option	Number of ballots	Number of representing voting shares	% on total number of voting ballots of Voters attended and voted
Valid	63	8,736,320	100

Option	Number of ballots	Number of representing voting shares	% on total number of voting ballots of Voters attended and voted
- Approval	63	8,736,320	100
- Disapproval	0	0	0
- Abstention	0	0	0
Invalid	0	0	0

As a result, the Amendment and Supplementation of the Company's Business Lines was duly approved with 100% of the total votes of the voters attended and voted approve.

d. Approval of the Amendment and Supplementation of the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors

Results:

Option	Number of ballots	Number of representing voting shares	% on total number of voting ballots of Voters attended and voted
Valid	62	8,723,470	99.8529
- Approval	62	8,723,470	99.8529
- Disapproval	0	0	0
- Abstention	0	0	0
Invalid	1	12,850	0.1471

As a result, the Amendment and Supplementation of the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors was duly approved with 99.8529% of the total votes of the voters attended and voted approve.

7.2. Election Vote Counting Results

At 09:47, total number of shareholders and authorized representatives attending: 66; representing 8,741,040 shares equivalent to 8,741,040 voting ballots, accounting for 76,5109% of the total voting shares of all shareholders entitled to vote. Accordingly:

- Total ballots issued: 66 represent for: 8,741,040 votes

- Total ballots collected: 63 represent for: 8,736,320 votes

  + Total valid ballots: 60 represent for: 8,733,960 votes

  + Total invalid ballots: 03 represent for: 2,360 votes

- Total ballots uncollected: 03 represent for: 4,720 votes

(*) Note: The election of members of the Board of Directors was conducted using the cumulative voting method in accordance with Clause 3, Article 148 of the 2020 Law on Enterprises, the

Company's Charter, and the Regulations on the Nomination, Self-Nomination and Election of Additional Members of the Board of Directors (Term 2026 – 2031). Each meeting attendee was entitled to a total number of votes for the election of Board members equal to the total number of voting shares represented by such attendee multiplied (×) by the number of additional Board members to be elected. The number of additional members to be elected to the Board of Directors was two (02). The detailed election results are as follows:

❖ **Election Results for the additional members of the Board of Directors for the remainder of the 2026–2031 term:**

No.	Full name	Number of Votes
1	Le Van Hieu	8,505,590
2	Vu Dinh Duc	8,962,330

As a result, Mr. Le Van Hieu and Mr. Vu Dinh Duc were duly elected to the Board of Directors of Hanoi – Thanh Hoa Beer Joint Stock Company.

III. CLOSING PROCEDURES

1. Mrs. Le Quynh Mai – On behalf of the Secretariat, read the Minutes and the Draft Resolution of the Meeting.
2. Mr. Nguyen Kien Cuong – Chairman, requested the General Meeting of Shareholders to vote on the approval of the Minutes and the Resolution by Voting Cards.
3. Mr. Nguyen Kien Cuong – On behalf of the Organizing Committee, carried out the procedures to declare the closing of the Meeting.

This Minutes was read and approved by the General Meeting of Shareholders of Hanoi – Thanh Hoa Beer Joint Stock Company with 100% of the total votes of the voters attended and voted approve.

The Meeting ended at 10:30 am on September 11, 2026.

SECRETARIAT | **CHAIRMAN**

LE QUYNH MAI | **LE GIA PHU** | **NGUYEN KIEN CUONG**