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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Thanh Hoa, September 11, 2026

VOTING 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 will vote to approve the contents according to the following regulations:

Article 1. Subjects of voting

Shareholders owning voting shares 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 such shareholders (hereinafter collectively referred to as "Delegate/Voter") are entitled to attend and vote at the General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company.

Article 2. Principles

1. Except for the contents of Clause 2 of this Article, the following Proposals and proposals will be presented at the General Meeting and voted on by the General Meeting of Shareholders using voting ballots:

a. 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
b. Proposals regarding the Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate
c. Proposals regarding the Amendment and Supplementation of the Company's Business Lines
d. Proposals regarding 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.
e. Other proposals included in the meeting agenda as approved by the General Meeting of Shareholders.

The matters requiring approval by Voting ballots will be clearly identified and specified in each voting ballot sent to each shareholder.

2. The method of electing the Board of Directors' member will be presented in the Regulations on the Nomination, Self-Nomination and Election of Additional Members of the Board of Directors (Term 2026 – 2031) which will be approved by the General Meeting of Shareholders at the General Meeting.

3. Except for the matters specified in Clauses 1 and 2 of this Article, all other issues at the General Meeting will be approved by voting cards.

Article 3. Voting cards/Voting ballots

Voting cards/Voting ballots are printed by Hanoi - Thanh Hoa Beer Joint Stock Company and sent directly to Voters and/or authorized representatives at the Meeting (attached with the Meeting documents). Each voter and/or authorized representative is provided with 01 set of Voting cards and Voting ballots. The Voting cards/Voting ballots clearly state the registration number ("Voter code"), full name, number of voting shares of that voter and are stamped.

Article 4. Voting method

When voting at the General Meeting, delegates vote to approve the contents by the following methods:

❖ **Voting card raising method:**

- For voting issues by raising Voting Cards, each issue brought before the General Meeting under the authority of the General Meeting of Shareholders is asked for opinions in the following order:

+ Approve (agreement) with the content just submitted:

+ Disapprove (disagreement) with the content just submitted;

+ Abstain (no opinion) on the content just submitted.

- When voting at the Meeting, the voters raise their Voting cards high towards the Presidium.

- In case a voter does not raise the Voting Card in all three votes of approval, disapproval and abstention on an issue, it is considered as *Approve (agreement) with that content.*

- In case a voter raises the Voting Card all three times or two out of three times voting Approve and/or Disapprove and/or Abstain on an issue, *the voting result will be recorded at the last raising of the card.*

❖ **Voting method by Voting Ballot:** Voters vote by choosing one of three options: Approve, Disapprove, Abstain printed on the Ballot by marking "x" or "√" for each content of the Proposal at the General Meeting that needs to be voted on. Then, put the ballot into the box prepared by the Vote Counting Committee according to the instructions of the Vote Counting Committee. *The ballot must be signed and clearly state the full name of the voter.*

- After completing the voting on all the contents that need to be voted on at the Meeting, the delegates cast their votes into the ballot box that has been sealed at the Meeting according to the instructions of the Ballot Counting Committee.

a. **Validity of Voting Ballot:** *A valid voting ballot is a ballot in the pre-printed form issued by the Meeting's Organizing Committee, without erasures, scratches, or tears, without any additional content other than the regulations for this ballot, and must have a signature, below which must be the full handwritten name of the attending delegate.*

- On the Voting Ballot, the voting content is valid when the delegate selects one of the three voting options: Approve, Disapprove, Abstain. *Invalid voting content* is content for which the delegate *does not mark any voting box* or *marks more than one voting box for the same voting content* or content that does not comply with the regulations of valid voting content. *If a valid voting ballot has one or more invalid voting contents, the remaining valid contents will still be counted in the voting result for that valid content*.

- **Invalid ballot:**

+ Additional content added to the Voting Ballot;

+ Voting ballots do not follow the pre-printed form issued by the Meeting's Organizing Committee;

+ If the ballot does not have the Company's red seal or has been erased, scratched,

torn, or has additional content written outside the regulations for the Voting Ballot, then all voting content on the Voting Ballot is invalid.

+ The ballot does not have full signatures and does not clearly state the full name of the voter;

+ The ballot contains all invalid voting contents;

+ The ballot is submitted after the Vote Counting Committee has opened the sealed ballot box.

Note: In case the Voting ballot is erased, torn, or scraped, the voter can request the Meeting's Organizing Committee to exchange a new ballot after submitting the old ballot and this must be completed before the expired time for voting in the ballot box as prescribed by the Meeting's Chairman.

b. ***Announcement of voting results:*** After completing the voting on all the prescribed contents, the Vote Counting Committee will proceed to count the votes and the Head of the Vote Counting Committee will notify the General Meeting of the voting results and transfer the voting results to the Secretariat to record in the Minutes of the Meeting.

Article 5. Minimum percentage required for voting

1. Resolutions on the following contents shall be approved if approved by shareholders/voters representing 65% or more of the votes of all shareholders/voters attending and voting at the meeting:

a. Types of shares and total number of shares of each type;

b. Change of industry and business field;

c. Change the company's management structure;

d. Investment project or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statements;

e. Reorganization, dissolution of the company;

2. Other resolutions are approved when approved by the number of voters owning/or representing ownership of more than 50% (fifty percent) of the total number of votes of all shareholders/voters attending and voting at the meeting (except for the voting content according to Clause 3, Clause 5 and Clause 6, Article 21 of the Company's Charter).

3. The election of members of the Board of Directors must be carried out in accordance with the Regulations on the Nomination, Self-Nomination and Election of Additional Members of the Board of Directors (Term 2026 – 2031) approved by the General Meeting of Shareholders at the meeting.

Article 6. Vote Counting Committee

- The Vote Counting Committee is nominated by the Chairman and approved by the General Meeting of Shareholders. Candidates participating in the candidacy or nomination (in case of election) are not allowed to participate in the Vote Counting Committee.

- The Vote Counting Committee is responsible for:

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

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

+ Conduct the election at the General Meeting and announce the election results;

+ Promptly notify the secretary of the voting results;

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

+ 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..

- The Vote Counting Committee 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 7. Complaints

- Complaints about ballot counting will be resolved by the Chairman of the meeting and recorded in the Minutes of the General Meeting of Shareholders.

Article 8. Implementation of the Regulations

- This Regulation consists of 8 articles and is publicly announced to the General Meeting of Shareholders for approval. The contents not specified in detail in this Regulation shall be uniformly applied according to the provisions of the Company's Charter, the Law on Enterprise 2020 and current legal documents of the State.

O/B. THE BOARD OF DIRECTORS

CHAIRMAN

Nguyen Kien Cuong