

ANNOUNCEMENT

**Re: ORGANIZING THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
HANOI – THANH HOA BEER JOINT STOCK COMPANY (THB)**

To Shareholder:

Registration no.:

Address:

Voter code:

Phone:

Number of shares owned:

The Board of Directors of the Company respectfully invites you to attend the 2026 Extraordinary General Meeting of Shareholders:

1. Meeting Time: 07:30 AM, August 20, 2026

2. Meeting venue: Hall of Hanoi - Thanh Hoa Beer Joint Stock Company,
No. 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa Province.

3. Meeting Agenda:

The detailed agenda and meeting materials are published and updated in the Shareholders section on the Company's website at: www.biathanhhoa.com.vn. Shareholders are requested to review the documents in advance.

4. Participants:

4.1. All shareholders holding shares of Hanoi - Thanh Hoa Beer Joint Stock Company listed in the shareholder list as at record date of July 20, 2026, provided by the Vietnam Securities Depository and Clearing Corporation.

4.2. In case a shareholder is unable to attend in person, they may authorize a representative to participate in the General Meeting (or a member of the Board of Directors). The authorized representative must present a valid Letter of Authorization (using the attached template or another form that complies with Clause 2, Article 144 of Law on Enterprises 2020 and Clause 3, Article 16 of the Company's Charter) and an ID card/ Passport when registering for the meeting.

5. Important Notes for Attendees:

5.1. To facilitate smooth organization, shareholders are requested to confirm their attendance or authorization by sending the Registration Form/Letter of Authorization to the Organizing Committee of the General Meeting of Shareholders at Hanoi - Thanh Hoa Beer Joint Stock Company via postal mail before 04:30 PM, Monday, August 17, 2026.

5.2. When attending the meeting, shareholders or their authorized representatives are requested to bring:

- Meeting invitation;
- ID card/Passport or a copy of the Business Registration Certificate;
- A Letter of Authorization with full name, signature, and stamp (if applicable) from both parties (in case of authorization).

5.3. Shareholders or groups of shareholders owning at least 5% of the total common shares have the right to propose additional agenda items for the Meeting (if any). Proposals should be sent to the Organizing Committee before 04:30 PM, Monday, August 17, 2026.

6. Meeting's Organizing Committee:

Address: No. 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa Province.

Phone: (02373) 852.503 - Fax: (02373) 853.270 - Contact Person: Mr. Nguyen Duy Ha, Phone: 0982.276.926

**We sincerely hope you can arrange your time to attend punctually and contribute to the success of the Meeting.
Sincerely!**

July 29, 2026
**O/B. BOARD OF DIRECTORS
CHAIRMAN**

BUI TRUONG THANG

CONFIRMATION/LETTER OF AUTHORIZATION

ATTENDING THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

HANOI – THANH HOA BEER JOINT STOCK COMPANY (THB)

**To: - Organizing Committee of the 2026 Extraordinary General Meeting of Shareholders
- Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company (THB)**

1. SHAREHOLDER/ AUTHORIZING PARTY:

Shareholder name:

ID card/Passport/Business registration number: issued on at

Address/ Head office:

Phone number:

Number of shares owned:

(In words:))

Name of legal representative of organizational shareholder:

ID card/Passport of the legal representative: issued on at

I/We have received the meeting invitation to the 2026 Extraordinary General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company, and hereby confirm that we will attend the Meeting in the following form (shareholders choose 1 of the 2 items below, check the appropriate box):

a. Register to attend the meeting in person ☐ (Shareholders who select this item please skip items 2 and 3)

b. Authorization to attend ☐

2. AUTHORIZED PARTY:

Name of individual/organization:

ID card/Passport/Business registration number: issued on at

Nationality:

Address/ Head office:

Phone number:

Name of legal representative for authorized organization:

ID card/Passport of the legal representative: issued on at

3. AUTHORIZATION CONTENT:

Number of authorized shares:

(In words:))

Scope of authorization: The Authorized Party is authorized to represent the Authorizing Party to attend the 2026 Extraordinary General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company on August 20, 2026 and on behalf of the Authorizing Party to exercise all rights and obligations of shareholders at the General Meeting of Shareholders related to the authorized shares, including nomination, candidacy, and election rights (if any).

Term of authorization: This authorization is valid from the date of signing until the ending of the 2026 Extraordinary General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company.

We are completely responsible for this authorization and commit to strictly comply with current regulations of the Law and the Charter of organization and operation of Hanoi - Thanh Hoa Beer Joint Stock Company./.

SHAREHOLDER/AUTHORIZING PARTY

(Sign, full name, stamp)

AUTHORIZED PARTY

(Sign, full name, stamp)

Note:

- This letter of authorization is only valid when it is an original and has the signatures of both parties. If the authorizing party or the authorized party is an organization, it must have the signature of the legal representative and the seal of the organization.

- To facilitate the organization of the event. We request that shareholders send this Confirmation / Letter of Authorization to the Organizing Committee before 4:30 p.m. on August 17, 2026 to the address: Organizing Committee, Hanoi - Thanh Hoa Beer Joint Stock Company, No. 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa Province .

MEETING AGENDA
2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
HANOI - THANH HOA BEER JOINT STOCK COMPANY

Time	Detailed content	Host
07:30 – 08:30	Welcoming shareholders and delegates attending the Extraordinary General Meeting of Shareholders (EGM)	Organizing Committee
	Distribute meeting documents, Voting cards, Voting ballots, Election ballots	
08:30 – 08:35	Report on the verification of shareholder eligibility	Voter Eligibility Verification Committee
08:35 – 08:40	Opening, Introduction of delegates and introduction of the Meeting Chairman	Organizing Committee
08:40 – 08:50	Introduce the Presidium, Secretariat and vote to approve Vote Counting Committee	Chairman
08:50 – 09:10	Present and vote to approve of the EGM agenda	Chairman
	Present and vote to approve the Meeting Regulations; Voting Regulations at the Meeting; Regulation on the Nomination, Self-Nomination and Election of an Independent Member of the Board of Directors (term 2026 – 2031)	
09:10 – 09:55	<i>Presentation of the Proposals regarding:</i> <i>The Increase in the Number of Members of the Board of Directors from Five (05) to Seven (07) and the Election of Two (02) Additional Independent Members of the Board of Directors for the 2026–2031 Term</i> <i>The Change in the Number, Titles and Responsibilities of the Legal Representatives and the Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate</i> <i>The Amendment and Supplementation of the Company's Business Lines</i> <i>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</i>	Chairman
09:55 – 10:05	Instructions for voting and election.	
10:05 – 10:20	Discuss voting contents (Shareholders have opinions to speak)	Chairman
10:20 – 10:30	Conduct voting on matters at the Meeting and Elections	Shareholders, Vote Counting Committee
10:30 – 10:50	Counting of voting ballots and election ballots	Vote Counting Committee
	Teabreak	
10:50 – 11:00	Announcement of Voting results and Election	Vote Counting Committee
11:00 – 11:10	Present Draft Minute and Draft Resolution of the Meeting.	Secretary
	Vote to approve the Draft Minute; Draft Resolution of the Meeting	Chairman
11:10 – 11:15	Summary and Closing of the Meeting	Chairman

Thanh Hoa, July , 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**

Bui Truong Thang

SHAREHOLDERS
(Sign, full name)

Thanh Hoa,, 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 Increase in the Number of Members of the Board of Directors from Five (05) to Seven (07) and the Election of Two (02) Additional Independent Members of the Board of Directors for the 2026–2031 Term
- b. Proposals regarding the Change in the Number, Titles and Responsibilities of the Legal Representatives and 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.

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 Independent 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 Independent 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**

Bui Truong Thang



HA NOI – THANH HOA BEER JOINT STOCK COMPANY
EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026

DRAFT

VOTING CARD

VOTER ID: **THB.[....]**

Full Name:

Number of shares in own possession: shares

Number of shares authorized by other shareholders: shares

Total number of voting shares: shares



Print code

DRAFT

BALLOT
VOTER ID: THB.[.....]

Full Name:

Number of shares in own possession: shares

Number of shares authorized by other shareholders: shares

Total number of voting shares: shares

(Check the corresponding box for your choice in each content)

CONTENT	Approve	Disapprove	Abstain
Content 01: Approval of the Increase in the Number of Members of the Board of Directors from Five (05) to Seven (07) and the Election of Two (02) Additional Independent Members of the Board of Directors for the 2026–2031 Term	☐	☐	☐
Content 02: Approval of the Change in the Number, Titles and Responsibilities of the Legal Representatives and the Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate	☐	☐	☐
Content 03: Approval of the Amendment and Supplementation of the Company's Business Lines	☐	☐	☐
Content 04: 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	☐	☐	☐

Guide:

Shareholders tick (X) or (V) in one of 3 boxes:

Approve/Disapprove/Abstain on each content.

, 2026

VOTER

(Signature and full name)

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, July, 2026

**REGULATIONS ON THE NOMINATION, SELF-NOMINATION AND ELECTION OF
ADDITIONAL INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS**

(Term 2026 – 2031)

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;*

- *Charter of Hanoi - Thanh Hoa Beer Joint Stock Company.*

Regulations on the Nomination, Self-Nomination and Election of Additional Independent Members of the Board of Directors (Term 2026 – 2031) at the 2026 Extraordinary General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company as follows:

I. Explanation of terms/abbreviations

- Company : Hanoi - Thanh Hoa Beer Joint Stock Company
- BOD : Board of Directors
- : Board of Supervisors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Voters : Shareholders, authorized representatives of shareholders

II. Chairman at the General Meeting

The Chairman at the General Meeting is responsible for presiding over the election with the following specific tasks:

- Introduce the list of nominees for the Board of Directors, Board of Supervisors;
- Preside over the vote to approve the List of nominations and candidacies;

- Resolve election complaints (if any);

III. Election principles

- Comply with the provisions of Law and the Company's Charter.
- The Vote Counting Committee is nominated by the Chairman and approved by the General Meeting. Members of the Vote Counting Committee may not be on the list of nominees or candidates for the Board of Directors, Board of Supervisors.

IV. Numbers, terms and criteria for membership of the independent member of the Board of Directors

1. Number of additional members of the Board of Directors elected: 02 members (In case the General Meeting of Shareholders approves the Proposal **regarding: the Change in the Number, Titles and Responsibilities of the Legal Representatives and the Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate.**
2. Term of office of newly elected Board of Directors members: 2026 - 2031.
3. Maximum number of Board of Directors candidates: Unlimited
4. Candidates for the Board of Directors must satisfy the Standards and conditions of Board of Directors members as prescribed in Clause 1, Article 155 of the Enterprise Law 59/2020/QH14, Article 275 of the Decree 155/2020/ND-CP dated December 31, 2020, Clause 78, Article 1 of the Decree 245/2025/ND-CP dated September 11, 2025, and Clause 4, Article 27 of the Company's Charter, specifically:
 - a. Full civil act capacity and not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
 - b. Has professional qualifications and experience of business administration or in the company's business lines or sectors, and is not necessarily required to be a shareholder of the company, unless otherwise provided in the Company's Charter.
 - c. Has good health, good moral character, honesty, integrity, and a sound understanding of the law.
 - d. A member of the Board of Directors must not concurrently serve as a member of the Board of Directors or the Members' Council of more than 05 (five) other companies.
 - e. In addition, an independent member of the Board of Directors must satisfy the Standards and conditions set out in Clause 2, Article 155 of the Law on Enterprises.

V. Nomination and Candidacy as a candidate for the Board of Directors

Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors at the following ratio:

Percentage of voting shares (%)	Maximum number of nominees (people)
From 5% to less than 10%	01
From 10% to less than 30%	02
From 30% to less than 50%	03
From 50% to under 65%	04
65% or more	05

VI. Application for nomination and candidacy for election

1. Nomination documents for Board of Directors

- Shareholders/groups of shareholders specified in Section V of this Regulation can apply for election to the Board of Directors
 - Application documents for candidacy and nomination of candidates for election to the Board of Directors include:
 - + Nomination form or Candidacy form for the BOD (*in the prescribed form*);
 - + Candidate's resume (*in the prescribed form*);
 - + Notarized copy of one of the following documents of the candidate: ID Card/Passport/Permanent residence registration;
 - + Certificates of educational and professional qualifications (*if any*);
 - + Minutes of Meeting of the group nominating candidates for the Board of Directors, Board of Supervisors (*if any*).
 - + Notarized copy of one of the following documents of the shareholder/group of shareholders participating in nominating candidates: ID card/Passport/Permanent residence registration (for individuals), Business registration certificate (for organizations);
- (The form has been posted on the Company's website: <http://biathanhhoa.com.vn/web/>)*
- Nominees/candidates for the Board of Director must be responsible before the law and the General Meeting of Shareholders for the accuracy and honesty of the content in their documents.

2. Location and deadline for receiving nomination and candidacy documents

- Shareholders/groups of shareholders meeting the required conditions may submit nomination/candidacy documents either directly or by post to the Organizing Committee of the Hanoi - Thanh Hoa Beer Joint Stock Company Meeting ***before 5:00 p.m. on Thursday, August 06, 2026*** at the following address: No. 152 Quang Trung, Hac Thanh Ward, Thanh Hoa Province.
- In case candidates are nominated by shareholder groups at the General Meeting, please send the nomination documents to the General Meeting Secretary before starting the election process. Only nomination/candidacy documents that meet the nomination/candidacy requirements and candidates that meet the corresponding requirements of the members of BOD will be included in the list of candidates announced at the General Meeting.

VII. Candidate List

- Based on the Candidacy and nomination documents of shareholders, shareholder groups and the attached documents of the candidates, the Secretary of the General Meeting will prepare a list of candidates who meet the prescribed conditions to elect additional members of BOD.
- In case within the deadline for receiving nomination and candidacy documents prescribed in Clause 2, Section VI of this Regulation, the number of candidates for BOD of through nomination and candidacy is still not enough, then: The incumbent BOD shall nominate additional candidates. The nomination of candidates by the incumbent BOD must be clearly announced and must be approved by the General Meeting of Shareholders before the election according to the provisions of the Company's Charter and Internal Regulations on corporate governance.

- The list of candidates for BOD shall have their full names written on the ballot.

VIII. Election method

- Implement by cumulative voting method (*According to Clause 5, Article 21 of the Company's Charter*);
- Accordingly, each voter has a total number of votes corresponding to the total number of voting shares (including owned and authorized) multiplied by the number of elected members of BOD approved by the General Meeting of Shareholders.
- Voters can cast all their votes for one person or several people, but not exceeding the number of members of the BOD approved by the General Meeting of Shareholders.
- In case of additional candidates appearing on the day of the General Meeting, the General Meeting agrees to record the full name of the new candidate on the ballot before putting it in the ballot box.

IX. Election Ballot

1. Contents of the Election Ballot

- The Election ballot for the election of the Board of Directors (hereinafter referred to as “ballot”) is a ballot containing the voter code, full name of the voter, number of votes owned, number of votes authorized, total number of votes represented, total number of votes for members of BOD and stamped with the Company’s seal. In which:
 - + “Total number of representative votes”: is understood as the number of votes with voting rights including the number of votes owned by the Voter and/or authorized by one or more other Voter;
 - + “Total number of votes for members of BOD”: is understood as the total number of representative votes multiplied (x) by the number of elected members of BOD.
- Each voter will be given 01 Election ballot for the Board of Directors and 01 Election ballot for the Board of Supervisors. When given the ballot, the voter must check the information on the ballot; if there is any error, the ballot must be immediately notified to the Vote Counting Committee.
- - “Equal Cumulative Voting” is a method of cumulative voting whereby Delegates may either allocate all of their votes to one (01) candidate or equally distribute their votes among the maximum number of candidates corresponding to the number of Board of Directors members to be elected. After the equal allocation, the number of votes allocated to each candidate shall be rounded down to the nearest whole number. Any remaining fractional votes (if any) shall be disregarded.

2. Instructions for Filling Out the Election Ballot

Each Election ballot allows voting for a maximum number of members of BOD as specified in Clause 1, Section IV of this Regulation. Voters shall cast their votes according to the following guidelines:

- Case 1: If the voter casts all votes for one (01) candidate or distributes votes equally among several candidates:

The voter marks the checkbox in the “Equal Cumulative Voting” column for the selected candidates.

- Case 2: If the delegate casts votes unequally for multiple candidates:
The delegate shall clearly write the number of votes cast (not exceeding the total number of votes of the delegate) in the “Number of votes” column for that candidate.
- Case 3: If the voter does not vote for any candidate:
The delegate leaves the ballot blank, WITHOUT MARKING OR WRITING any symbol in the “Equal Cumulative Voting” column and the “Number of Votes” for all candidates.
Note: In case the voter both ticks the box “Equal Cumulative Voting” and writes a number in the checkbox “Number of votes”, the result shall be determined according to the number of votes written in the checkbox “Number of votes”.

3. Validity and invalidity of election ballots

- Valid election ballot: is an election ballot according to the pre-printed form issued by the organizing committee, without erasures, scratches, or any other content other than the regulations for the election ballot (except for adding the full name of the additional election candidate and being on the election list approved by the Meeting); must have the signature and full name of the attending delegate.
- The following ballots will be considered invalid:
 - + The ballot includes additional information (except for the full name of the additional election candidate who is included in the election list approved by the Meeting);
 - + Ballots filled out using a pencil;
 - + Ballots that have crossed out the candidates' names;
 - + Ballots that do not follow the pre-printed form issued by the Organizing Committee, do not have the company's seal, or have been erased, scratched, edited, or have additional content written outside the regulations for the ballot;
 - + The number of candidates elected by the voters is greater than the number of members of BOD approved by the General Meeting of Shareholders for election;
 - + The ballot has the total number of votes for the candidate of the delegate not equal to the “Total number of votes for the members of BOD” is recorded on the ballot;
 - + Ballots are submitted after the Vote Counting Committee has opened the sealed ballot box;
 - + The ballot does not have full signatures and does not clearly state the full name of the attending delegate.

4. Voting and Counting

- In case of errors, voters can contact the Vote Counting Committee to request a new ballot and must return the old ballot (before putting it in the ballot box).
- Voters put their ballots into sealed ballot boxes supervised by the Vote Counting Committee. The ballots must be signed and clearly state the full name of the delegate.
- After the voting is over, the counting of votes will be conducted under the supervision of the Board of Directors or shareholder representative.
- The Ballot counting committee is responsible for making Vote Counting Minutes, announcing the results and, together with the Chairman, resolving questions and complaints from voters (if any).

- Ballots after being counted will be stored according to regulations.

5. Principles for selecting candidates (*According to Clause 5, Article 21 of the Company's Charter*)

- Elected members of BOD are determined by the number of votes from high to low, starting with the candidate with the highest number of votes until the required number of members is reached.
- In case there are two (02) or more candidates receiving the same number of votes for the final member of BOD, a re-election will be held among candidates with an equal number of votes.
- If the first election results do not have enough members BOD, elections will be held until the required number of members are elected.
- The result of the additional election of independent members of the Board of Directors for the 2026 - 2031 term shall only take effect after the 2026 Extraordinary General Meeting of Shareholders approves the Regulations on the Nomination, Self-Nomination and Election of Additional Independent Members of the Board of Directors (Term 2026 – 2031) and the Increase in the Number of Members of the Board of Directors from Five (05) to Seven (07) and the Election of Two (02) Additional Independent Members of the Board of Directors for the 2026–2031 Term.

X. Effective Implementation

- This Regulation comes into effect immediately upon approval by the General Meeting of Shareholders.
- This Regulation will expire when the 2026 Extraordinary General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company ends.
- Above is the entire Regulations on the Nomination, Self-Nomination and Election of Additional Independent Members of the Board of Directors (Term 2026 – 2031).

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

**O/B. THE BOARD OF DIRECTORS
CHAIRMAN**

Bui Truong Thang

DRAFT



Print code

VOTE ON THE BOARD OF DIRECTORS

VOTER ID: THB.[....]

Full Name:

Number of shares in own possession: shares

Number of shares authorized by other shareholders: shares

Total number of voting shares: shares

Total number of votes for the election of members of the Board of Directors: shares

I agree to elect 02 additional members of the Board of Directors for the 2026 - 2031 term as follows:

No.	Full name	Cumulative voting (for candidates)	Number of votes (for each candidate)
1		☐	☐
2		☐	☐
3		☐	☐
4		☐	☐
5		☐	☐
6		☐	☐

Instruction:

1. The maximum number of candidates that voters are eligible to elect is equal to the number of candidates needed to elect (02 persons).
2. If allocating all votes to one (01) candidate or distributing votes equally among multiple candidates, the voters shall mark the “Cumulative voting” box for the corresponding candidates.
3. If allocating different numbers of votes to multiple candidates, the voters shall clearly write the number of votes in the “Number of votes” box for the corresponding candidates.

Day month 2026

VOTER

(Sign and Full Name)

CANDIDACY APPLICATION FOR THE BOARD OF DIRECTORS
HANOI - THANH HOA BEER JOINT STOCK COMPANY
TERM 2026 - 2031

Dear: Organizing Committee of the 2026 Extraordinary General Meeting of Shareholders
Hanoi - Thanh Hoa Beer Joint Stock Company

My name is:.....

ID card/Passport number:.....

Date of issue:.....Place of issue:

(Representing the organization (if the shareholder is an organization):

Business registration number:.....

Date of issue:.....Place of issue:

Permanent address:

Education:

Major:

Currently owning: shares

Corresponding to % of total voting shares (as of July 20, 2026)

I would like to request Hanoi - Thanh Hoa Beer Joint Stock Company to allow me to nominate myself as a candidate to be an independent member to join the Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company for the 2026-2031 term.

If elected by the shareholders as a member of the Board of Directors, I will devote all my capacity and enthusiasm to contribute to the development of Hanoi - Thanh Hoa Beer Joint Stock Company.

I commit that the information I provide is true and I am responsible before the law and the General Meeting of Shareholders for the accuracy and honesty of the content of the attached documents.

Sincerely.

Attached documents:

- Valid copy of ID card/Passport;
- Certified copies of qualifications;
- Candidate's resume;

...,, 2026

Candidate

(Signature and full name)

GROUP MEETING MINUTES

NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS

TERM 2026 - 2031 HANOI - THANH HOA BEER JOINT STOCK COMPANY

Today, date/... /..., at

We are shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company, together holding shares (as of July 20, 2026), accounting for% of the Company's voting shares, whose names are listed below:

Shareholders	ID card/ Passport/ Business registration number	Address	Number of shares owned/represented	Signature
	Number: Date of issue: Place of issue:			
	Number: Date of issue: Place of issue:			
	Number: Date of issue: Place of issue:			
	Number: Date of issue: Place of issue:			
	Number: Date of issue: Place of issue:			
	Number: Date of issue: Place of issue:			
	Number: Date of issue: Place of issue:			
		Total		

Agree to nominate:

Mr/Mrs:
ID card/Passport number: ... Date of issue:Place of issue:
Permanent address:
Education: Major:
Currently owns: shares (*In words:*)
Corresponds to% of total voting shares.

as a candidate for the independent member of the Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company for the 2026 - 2031 term.

At the same time we agree to nominate:

Mr/Mrs:
ID card/Passport number:..... Date of issue:Place of issue:
Permanent address:

as a group representative to carry out nomination procedures in accordance with the Regulations on the Nomination, Self-Nomination and Election of Additional Independent Members of the Board of Directors (Term 2026 – 2031)

We hereby commit that the information of the group of shareholders in the meeting list is accurate and is guaranteed to comply with the provisions of the Law on Meetings to introduce candidates to run for election as members of the Board of Directors.

This record was made at, July , 2026 at

....., July , 2026
GROUP SHAREHOLDERS'
REPRESENTATIVE
(*Signature and full name*)

NOMINATION FORM FOR CANDIDATES FOR THE BOARD OF DIRECTORS

HANOI - THANH HOA BEER JOINT STOCK COMPANY TERM 2026 – 2031

**To: Organizing Committee of the 2026 Extraordinary General Meeting of Shareholders
Hanoi - Thanh Hoa Beer Joint Stock Company**

My name is:.....
ID card/Passport number:.....
Date of issue:.....Place of issue:
(Representing the organization (if the shareholder is an organization)):.....
Business registration number:.....
Date of issue:.....Place of issue:)
Currently owned: shares (as of July 20, 2026)
Corresponding to% of total voting shares.

I agree to nominate:

Mr/Mrs:
ID card/Passport number:.....
Permanent address:
Education: Major:
Currently owns: shares (*In words:*)

as a candidate for the independent member of the Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company for the 2026 - 2031 term.

.....,, 2026
SHAREHOLDERS
(*Signature and full name*)

Attached documents:

- Candidate's resume;
- Qualifications of the nominated candidate;
- Copy of ID card/Passport of the nominee;
- Minutes of the nomination group meeting (if any).

Photo 4x6

(latest
photo)

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CURRICULUM VITAE

1. Full name: Gender (Male/Female):
2. Date of birth: Place of birth:
3. Nationality:
4. ID card/Passport:, Issued on / / At
5. Permanent address according to Household registration:
6. Address on ID card:
7. Current address:
8. Educational level:
9. Professional qualifications :
10. Current position at Hanoi - Thanh Hoa Beer Joint Stock Company:
11. Contact phone number: Email:
12. Work Process (from 18 years old to present)

From to	Education and/or Employment / Position Held	Organization / Institution

13. Participate as a member of the Board of Directors, Board of Supervisors, business managers at other units and organizations (if any):

Company name	Address	Business Registration Certificate	Date of issue/Place of issue	Position	Capital contribution percentage

14. Number of shares held (as of July 20, 2026) at Hanoi - Thanh Hoa Beer Joint Stock Company : shares , accounting for% of charter capital. Of which:

- Number of shares owned by individual :shares, accounting for % of charter capital
- Number of shares representative owned : shares, accounting for % of charter capital

1 5. List of people related to the declarant:

No.	Name of individual/organization	ID card/Passport number (for individuals) or Business registration certificate/operating license or equivalent legal documents (for organizations), date of issue, place of issue	Number of shares held, ownership ratio on the Company's charter capital (if any)	Relationship

16. Other interests related to the company and its related parties (if any):

17. Illegal acts (if any)

I hereby certify that the above statements are completely true. If they are false, I will take legal responsibility.

....., , 2026

Declarant

(Signature and full name)