

CONFIRMATION/LETTER OF AUTHORIZATION

ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

HANOI – THANH HOA BEER JOINT STOCK COMPANY (THB)

**To: - Organizing Committee of the 2026 Annual 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 Annual 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 (LPR) 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 Annual General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company on April 22, 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 Annual 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 April 20, 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 ON APRIL 22, 2026
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANOI - THANH HOA BEER JOINT STOCK COMPANY**

Time	Detailed content	Host
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

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

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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 03 people: 01 Head of the committee and 02 members introduced by the General Meeting Chairman and approved by the General Meeting.

2. Duties of the Vote Counting Committee:

a. Manage and accurately determine the voting results on each content to be voted on at the General Meeting;

b. Promptly notify the secretary of the voting results;

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

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

e. 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 Trung Thang



of the Board of Directors, Board of Supervisors (Term 2026 - 2031), the following reports and proposals will be presented at the General Meeting and voted on by the General Meeting of Shareholders using voting ballots:

- a. Report of the Board of Directors on the 2025 Operation and 2026 Plan
- b. Report of the Executive Board on the 2025 Business results and 2026 Business plan
- c. Report of the Board of Supervisors in 2025 and Plan in 2026
- d. Proposal: Other proposals as per the meeting agenda 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 and Board of Supervisors' member will be presented in the Regulations on nomination, candidacy, election of additional members of the Board of Directors, Board of Supervisors (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

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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 Report and 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;

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- + 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 representing 65% or more of the votes of all shareholders 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 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, Board of Supervisors must be carried out in accordance with the Regulations on nomination, candidacy, and election of additional members of the Board of Directors, Board of Supervisors (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 principles, rules, and instructions on voting methods;
 - + Check and record voting results, prepare minutes of vote counting, announce results; transfer the Minutes to the Chairman for approval of voting and election results;
 - + Promptly notify the Secretary of the voting results;
 - + Conduct elections at the Meeting and announce election results.
- 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



Print code

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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 Report of the Board of Directors on the 2025 Operation and 2026 Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 02: Approval of Report of the Executive Board on the 2025 Business results and 2026 Business plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 03: Approval of Report of the Board of Supervisors in 2025 and Plan in 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 04: Approval of the 2025 Audited Financial Statement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 05: Approval of the 2025 Profit Distribution Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 06: Approval of the 2026 Profit Plan and the Proposed Profit distribution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 07: Approval of the remuneration for the Board of Directors' members; Board of Supervisors; BOD's Secretary; Salary of executive managers in 2025; Remuneration payment plan in 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 08: Approval of Selection of an independent auditing firm to audit semi-annual and full-year financial statements for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 09: Approval of the 2026 contract between the Company and Hanoi Beer Alcohol and Beverage Joint Stock Corporation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 10: Approval of the dismissal of 02 members of the Board of Directors due to the end of the term and electing 02 additional members of the Board of Directors for the 2026 - 2031 term	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 11: Approval of the dismissal of a member of the Board of Supervisors due to the end of the term and electing an additional member of the Board of Supervisors for the 2026 - 2031 term	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Guide:

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

Approve/Disapprove/Abstain on each Proposal.

April , 2026

VOTER

(Signature and full name)

- 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 Board of Directors, Board of Supervisors

1. Numbers, terms and criteria for membership of the Board of Directors

1.1. Number of additional members of the Board of Director elected : 02 member (In case the General Meeting of Shareholders approves the Proposal **regarding: Approval of the dismissal of 02 members of the Board of Directors due to the end of the term and electing 02 additional members of the Board of Directors for the 2026 - 2031 term.**

1.2. Term of office of newly elected Board of Directors members: 2026 - 2031.

1.3. Maximum number of Board of Directors candidates: Unlimited

1.4. 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.

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.

2. Numbers, terms and criteria for membership of the Board of Supervisors

2.1. Number of additional members of the Board of Supervisors elected: 01 member (In case the General Meeting of Shareholders approves the Proposal **regarding: Approval of the dismissal of a member of the Board of Supervisors due to the end of the term and electing an additional member of the Board of Supervisors for the 2026 - 2031 term).**

2.2. Term of office of newly elected Board of Supervisors members: 2026 - 2031.

2.3. Maximum number of Board of Supervisors candidates: Unlimited

2.4. Candidates for the Board of Supervisors must satisfy the Standards and conditions of Supervisors as prescribed in Clause 1, Article 169 of the Enterprise Law 59/2020/QH14, Article 286 of the Decree 155/2020/ND-CP dated December 31, 2020, and Clause 2, Article 38 of the Company's Charter, specifically:

- a. 21 years of age or older, with full civil act capacity and not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
- b. Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or majors suitable for the business operations of the enterprise;
- c. Not a family member of a member of the Board of Directors, Director and other managers;
- d. Not a company manager; not necessarily a shareholder or employee of the company, otherwise provided in the Company's Charter;
- e. Not working in the accounting or finance department of the Company;
- f. Not a member or employee of an independent auditing firm that audited the company's financial statements in the previous 3 consecutive years. Good health, good moral character, honesty, integrity, understanding and awareness of law compliance, and professional capacity and qualifications in finance, accounting and business administration.

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

Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors, Board of Supervisors 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 to the Board of Directors (BOD), Board of Supervisors (BOS)

1. Nomination documents for Board of Directors, Board of Supervisors

- Shareholders/groups of shareholders specified in Section V of this Regulation can apply for election to the Board of Directors, Board of Supervisors.
- Application documents for candidacy and nomination of candidates for election to the Board of Directors, Board of Supervisors include:
 - + Nomination form or Candidacy form for the BOD/BOS (*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/> from 01/04/2026)

- Nominees/candidates for the Board of Director, Board of Supervisors 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 Monday, April 13, 2026* at the following address: No. 152 Quang Trung, Hac Thanh Ward, Thanh Hoa Province according to the Meeting Announcement (if any).
- 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/BOS 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/BOS.
- 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/BOS of through nomination and candidacy is still not enough, then: The incumbent BOD/BOS shall nominate additional candidates. The nomination of candidates by the incumbent BOD/BOS 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/BOS 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/BOS 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/BOS 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/Board of Supervisors (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/BOS 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/BOS”: is understood as the total number of representative votes multiplied (x) by the number of elected members of BOD/BOS.
- 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.

2. Instructions for Filling Out the Election Ballot

Each Election ballot allows voting for a maximum number of members of BOD/BOS as specified in Clause 1, Section IV of this Regulation (for ballot of BOD) and in Clause 2, Section IV of this Regulation (for ballot of BOS). Voter 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/BOS 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/BOS" 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/BOS 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/BOS, 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/BOS, elections will be held until the required number of members are elected.
- The result of the additional election of members of the Board of Directors for the 2026 - 2031 term shall only take effect after the 2026 Annual General Meeting of Shareholders approves the Regulations on nomination, candidacy, election of additional members of the Board of Directors, Board of Supervisors (Term 2026 - 2031), and approves of the dismissal of 02 members of the

Board of Directors due to the end of the term and electing 02 additional members of the Board of Directors for the 2026 - 2031 term.

- The result of the additional election of members of the Board of Directors for the 2026 - 2031 term shall only take effect after the 2026 Annual General Meeting of Shareholders approves the Regulations on nomination, candidacy, election of additional members of the Board of Directors, Board of Supervisors (Term 2026 - 2031), and approves of the dismissal of a member of the Board of Supervisors due to the end of the term and electing an additional member of the Board of Supervisors 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 Annual General Meeting of Shareholders of Hanoi - Thanh Hoa Beer Joint Stock Company ends.
- Above is the entire regulation on nomination, candidacy, election of additional members of the Board of Directors, Board of Supervisors (Term 2026 - 2031) at the Company's 2026 Annual General Meeting of Shareholders.

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

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



Bui Trung Thang

**HANOI – THANH HOA BEER JOINT STOCK COMPANY
 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**



Print code

DRAFT

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	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/>
5	<input type="checkbox"/>	<input type="checkbox"/>
6	<input type="checkbox"/>	<input type="checkbox"/>

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)



Print code

DRAFT

VOTE ON THE BOARD OF SUPERVISORS

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 Supervisors: shares

I agree to elect 01 additional member of the Board of Supervisors for the 2026 - 2031 term as follows:

No.	Full name	Cumulative voting (for candidates)	Number of votes (for each candidate)
1	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/>
5	<input type="checkbox"/>	<input type="checkbox"/>
6	<input type="checkbox"/>	<input type="checkbox"/>

Instruction:

1. The maximum number of candidates that voters are eligible to elect is equal to the number of candidates needed to elect (01 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)



HANOI - THANH HOA BEER JOINT STOCK COMPANY

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

Phone: (0237) 3852.503

Fax: (0237) 3853.270

Website: www.biathanhhoa.com.vn

Email: thb@biathanhhoa.com.vn

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

**Dear: Organizing Committee of the 2026 Annual 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 March 23, 2026)

I would like to request Hanoi - Thanh Hoa Beer Joint Stock Company to allow me to nominate myself as a candidate 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 yours.

Attached documents:

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

....., April , 2026

Candidate

(Signature and full name)



HANOI - THANH HOA BEER JOINT STOCK COMPANY
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Province
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Website: www.biathanhhoa.com.vn Email: thb@biathanhhoa.com.vn

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 March 23, 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 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 nomination, candidacy, election of additional members of the Board of Directors, Board of Supervisors (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, April , 2026 at

....., April , 2026

**GROUP SHAREHOLDERS’
REPRESENTATIVE**
(Signature and full name)



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GROUP MEETING MINUTES

**NOMINATION OF CANDIDATES FOR THE BOARD OF SUPERVISORS
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 March 23, 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 Board of Supervisors 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 nomination, candidacy, election of additional members of the Board of Directors, Board of Supervisors (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 Supervisors.

This record was made at, April , 2026 at

....., April , 2026
**GROUP SHAREHOLDERS’
REPRESENTATIVE**
(Signature and full name)



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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 Annual 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 March 23, 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 Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company
for the 2026 - 2031 term.

....., April , 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).



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NOMINATION FORM FOR CANDIDATES FOR THE BOARD OF SUPERVISORS

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

**To: Organizing Committee of the 2026 Annual 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 March 23, 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 Board of Supervisors of Hanoi - Thanh Hoa Beer Joint Stock Company
for the 2026 - 2031 term.

....., April , 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).

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.

....., April , 2026

Declarant

(Signature and full name)