

MINISTRY OF INDUSTRY AND TRADE
HANOI BEER ALCOHOL AND BEVERAGE
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, , 2026

**REGULATIONS ON THE ELECTION
OF A MEMBER OF THE BOARD OF SUPERVISORS
OF HANOI BEER – ALCOHOL – BEVERAGE JOINT STOCK
CORPORATION (HABECO) FOR THE 2025–2030**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by National Assembly of the Socialist Republic of Vietnam on June 17th, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, and Law No. 76/2025/QH15 dated June 17th, 202;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, and its guiding documents; Law No. 56/2024/QH15 dated November 29th, 2024, amending and supplementing certain articles of the Law on Securities;

Pursuant to the Charter of the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;

The 2026 Annual General Meeting of Shareholders of Hanoi Beer – Alcohol – Beverage Joint Stock Corporation (HABECO) shall conduct the election of a member of the Board of Supervisors for the 2025–2030 term in accordance with these Regulations:

Article 1. Eligible voters:

- Shareholders owning voting shares; and
- Authorized representatives of shareholders owning voting shares of the Corporation (if any).

Article 2. Number of replacement members of the Board of Supervisors to be elected for the 2025–2030 term: 01 (one) supervisor.

Article 3. Qualifications of a member of the Board of Supervisors:

- Not fall under the cases specified in Clause 2, Article 17 of the Law on Enterprises;
- Be in good health, possess good moral character, honesty, integrity,

knowledge, and a strong sense of legal compliance; and be trained in one of the following fields: economics, finance, accounting, auditing, law, business administration, or other fields relevant to the Company's business operations;

- Not be a close relative of any member of the Board of Directors, the General Director, or other managers;

- Not be a manager of HABECO; not necessarily be a shareholder or employee of HABECO; and not work in the accounting or finance department of HABECO;

- Not be a member or employee of the auditing firm that has audited HABECO's financial statements within the preceding three (03) consecutive years;

- Not be a close relative of a manager of HABECO, a representative of the Company's capital, or a representative of the State capital at HABECO.

Article 4. Nomination of candidates for the Board of Supervisors:

Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate Board of Supervisors candidates . A shareholder or a group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to less than 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

In case the number of candidates for the Board of Supervisors through nomination and self-nomination is still insufficient as required, the incumbent Board of Supervisors may nominate additional candidates or organize further nominations in accordance with a mechanism prescribed by the Company. Such nomination mechanism or the manner in which the incumbent Board of Supervisors nominates Supervisors candidates must be clearly announced and approved by the General Meeting of Shareholders prior to conducting the nomination.

Article 5. Dossiers for nomination and self-nomination of candidates to the Board of Supervisors

Shareholders or groups of shareholders meeting the eligibility criteria and conditions may prepare and submit dossiers for nomination or self-nomination of candidates to the Board of Supervisors in accordance with these Regulations.

5.1. Dossiers for nomination and self-nomination include:

- The original written nomination of the shareholder/group of shareholders nominating a candidate to the Board of Supervisors;
- The original curriculum vitae (CV) of the candidate, self-declared, including full details of full name, date of birth, educational background, professional qualifications, working experience, companies in which the candidate currently holds positions as a member of the Board of Supervisors or other managerial positions (if any), and other interests related to HABECO (if any); together with a commitment to the truthfulness, accuracy and reasonableness of the provided information and a commitment to perform duties honestly if elected;
- Certified copy of Citizen Identification Card/Passport;
- Certified copies of degrees, diplomas and professional certificates (if any);
- Documents evidencing the shareholding ratio of the shareholder/group of shareholders meeting the nomination eligibility requirements as prescribed in these Regulations.

5.2. Dossiers for nomination/self-nomination must be submitted to the Organizing Committee of the General Meeting before 5:00 PM on April 10th, 2026 at the following address: Hanoi Beer – Alcohol – Beverage Joint Stock Corporation (HABECO), No. 183 Hoang Hoa Tham Street, Ngoc Ha Ward, Hanoi.

5.3. For nominations/self-nominations made at the General Meeting, the shareholder/group of shareholders must submit the relevant dossiers immediately to the Chairperson for consideration.

5.4. Only dossiers that satisfy the nomination/self-nomination requirements and candidates who meet the eligibility criteria for members of the Board of Supervisors shall be included in the list of candidates announced at the General Meeting.

Article 6. Vote Counting Committee

6.1. The Vote Counting Committee shall be proposed by the Chairperson (through the Organizing Committee) and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee must not be included in the list of nominated or self-nominated candidates for the Board of Supervisors.

6.2. Responsibilities:

- The Vote Counting Committee shall prepare the vote counting minutes and be responsible before the Presidium and the General Meeting of Shareholders for the performance of its duties;
- Accurately determine the voting results at the General Meeting;
- Promptly report the vote counting results to the Secretariat;

- Conduct vote counting in accordance with the Regulations on nomination, self-nomination and election at the General Meeting;
- Review and report to the General Meeting any violations of voting/election procedures or complaints regarding vote counting results.

Article 7. Ballots, voting principles and vote counting

7.1. Ballots

- After the General Meeting of Shareholders approves the list of candidates for election to the Board of Supervisors, the Organizing Committee shall print the full names of candidates on the ballots, unless the General Meeting of Shareholders agrees that shareholders shall fill in the names of candidates on ballots provided by the Organizing Committee;
- Ballots shall be uniformly printed and shall indicate the total number of voting rights corresponding to each attendance code;
- Shareholders or their authorized representatives shall be simultaneously provided with ballots for the election of the Supervisor in accordance with their attendance code;
- In case of writing errors, shareholders may request the Meeting Organizing Committee to replace them with other ballots;
- Invalid ballots include the following cases:
 - ✓ Ballots not issued by HABECO and not bearing HABECO's official seal;
 - ✓ Ballots that are erased, altered, supplemented, or containing names that are incorrect or not included in the list of candidates approved by the General Meeting of Shareholders prior to voting;
 - ✓ Ballots in which the total votes cast for candidates exceed the total voting rights of the shareholder.

7.2. Voting and vote counting principles:

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders.
- Voting shall commence after the distribution of ballots is completed and shall end when the last shareholder casts their ballot into the ballot box.
- Vote counting must be conducted immediately after the close of voting.
- The vote counting results shall be documented in writing and announced by the Head of the Vote Counting Committee before the General Meeting.
- All ballots after counting shall be retained at the head office of HABECO.

Article 8. Voting method and election principles**8.1. Voting method**

The election of members of the Board of Supervisors shall be conducted using the cumulative voting method, whereby each shareholder shall have a total number of votes equal to the number of shares owned multiplied by the number of members to be elected to the Board of Supervisors, and may allocate all or part of such votes to one or more candidates (in accordance with the guidelines set out in the Appendix attached to these Regulations).

8.2. Election principles

Elected members of the Board of Supervisors shall be determined based on the number of votes received, in descending order, starting from the candidate with the highest number of votes until the required number of members as prescribed in the Charter of HABECO is filled.

In case two or more candidates receive an equal number of votes for the last available position, a re-election shall be conducted among such candidates, or selection shall be made in accordance with the criteria specified in the election regulations or the Charter of HABECO.

Article 9. Preparation and announcement of the Vote Counting Minutes:

After counting the votes, the Vote Counting Committee must prepare the Vote Counting Minutes. The full text of the Vote Counting Minutes must be announced before the General Meeting.

Article 10. Any complaints regarding the voting and vote counting shall be resolved by the Chairperson of the meeting and recorded in the Minutes of the General Meeting of Shareholders.

These Regulations consist of 10 Articles and are read publicly before the General Meeting of Shareholders for voting and approval.

O/B BOARD OF DIRECTORS

CHAIRMAN

Tran Dinh Thanh

APPENDIX

GUIDELINES FOR THE ELECTION OF MEMBERS OF THE BOARD OF SUPERVISORS BY THE CUMULATIVE VOTING METHOD

(Attached to the Regulations on the Election of Members of the Board of Supervisors of Hanoi Beer – Alcohol – Beverage Joint Stock Corporation (HABECO))

1. Filling in the ballot:

Each shareholder shall have a total number of votes equal to the total number of voting shares held (including owned and authorized shares) multiplied by the number of members of the Board of Supervisors to be elected.

A shareholder may allocate such total votes to all candidates or concentrate all votes on one or several candidates; however, the total number of votes allocated to all candidates must not exceed the total number of votes the shareholder is entitled to cast.

Example:

The General Meeting of Shareholders resolves to elect 01 member of the Board of Supervisors from a total of 02 candidates. Shareholder Nguyen Van A holds (including owned and authorized shares) 10,000 voting shares. Accordingly, the total number of votes available to shareholder Nguyen Van A is calculated as follows:

$$10,000 \text{ shares} \times 1 = 10,000 \text{ votes}$$

Shareholder Nguyen Van A may allocate votes under the cumulative voting method as follows:

Scenario 1: Shareholder Nguyen Van A evenly divides his votes between the 02 candidates (meaning each candidate receives 5,000 votes).

No.	Candidate's Full Name	Number of votes (for each candidate)
1	Candidate 1	5,000
2	Candidate 2	5,000

Scenario 2: Shareholder Nguyen Van A casts all of his votes for 01 candidate.

No.	Candidate's Full Name	Number of votes (for each candidate)
1	Candidate 1	10,000
2	Candidate 2	

Scenario 3: Shareholder Nguyen Van A casts his votes for 02 candidates (but unevenly).

No.	Candidate's Full Name	Number of votes (for each candidate)
1	Candidate 1	7,000
2	Candidate 2	3,000

2. Invalid ballots

- Ballots not issued by HABECO and not bearing HABECO's official seal;
- Ballots that are erased, altered, supplemented, or containing names that are incorrect or not included in the list of candidates approved by the General Meeting of Shareholders prior to voting;
- Ballots in which the total votes cast for candidates exceed the total voting rights of the shareholder.

No.	Candidate's Full Name	Number of votes (for each candidate)
1	Nguyen Van 1	10,000
2	Nguyen Van 2	5,000



