

RESOLUTION

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
(Draft)**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020

Pursuant to the Charter on the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation, as amended for the fifth time on April 28th, 2021;

Pursuant to the Meeting Minutes on, 2025 of Annual General Meeting of Shareholders of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

RESOLVED:

Article 1. Approval of Board of Management's report on evaluation of business and production activities in 2024 and plan for 2025 (Attachment) as follows

Article 2. Approval of Board of Directors' report on corporate governance and operational performance in 2024 and orientations for 2025 (Attachment).

Article 3. Approval of Board of Supervisors' report at the 2025 Annual General Meeting of Shareholders (Attachment).

Article 4. Approval of the 2024 audited separate financial statements and the 2024 audited consolidated financial statements

Article 5. Approval of seeking shareholders' opinions on the 2024 profit distribution plan after receiving feedback from the Ministry of Industry and Trade and the Ministry of Finance.

Article 6. Approval of the 2025 business plan.

Indicators	Unit	2025 Plan
1. Consolidated revenue from sales and provision of services (including special consumption tax)	Billion VND	12,011.2
2. Revenue from sales and provision of services of the Parent company (including special consumption tax)	Billion VND	7,471.1
3. Total profit after tax of the Parent company	Billion VND	228.9
4. Dividend payment	%/year	8.5

Article 7. Approval of the 2025 profit distribution plan.

No.	Indicators	Amount
I	Planned profit after tax 2025	228,883,599,657
II	Undistributed profit from the previous year	6,056,702,727
III	Distribution of profit after tax in 2025	234,940,302,384
1	Appropriation to the Parent Company's funds	35,690,899,467
1.1	Reward and welfare fund of the Parent Company	32,778,566,581
1.2	Reward fund of the Board of Management	2,098,400,000
1.3	Reward fund of the Board of Directors and Board of Supervisors	813,932,886
2	Dividend payment 2025	197,030,000,000
-	Payment ratio (%)	8.5
3	Remaining undistributed profit	2,219,402,917

Due to the decimal fraction in the dividend payout ratio, the remaining undistributed profit amounts to 2,219,402,917 VND. This remaining profit will be carried forward and included in the dividend payment for the following year.

Article 8. Approval of the 2024 salary and remuneration settlement; and the 2025 planned salary and remuneration for Members of the Board of Directors and the Board of Supervisors

1. The 2024 salary and remuneration settlement for the Board of Directors and the Board of Supervisors:

No.	Description	Amount (VND)
1	Planned salary and remuneration according to the 2024 AGM Resolution	3,888,000,000
2	Implementation	4,909,143,624
	Salary of dedicated members of the Board of Directors and Board of Supervisors	2,835,543,624
	Remuneration of concurrent members of the Board of Directors and Board of Supervisors	2,073,600,000
3	Conclusion: Variance between implementation and the plan approved by the AGM	1,021,143,624

2. The 2025 planned salary, remuneration, and bonuses for the Board of Directors and the Board of Supervisors

a) Planned salary and remuneration

No.	Description	Amount (VND)
1	Salary of dedicated members of the Board of Directors and Board of Supervisor	2,963,597,316
2	Remuneration of concurrent members of the Board of Directors and Board of Supervisors	1,920,000,000
	Total	4,883,597,316

b) Implemented salary, remuneration, and bonuses will be settled following the principles stipulated in Decree No. 44/2025/NĐ-CP dated February 28th, 2025, issued by the Government on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises, considering the exclusion of objective factors affecting productivity and realized profits in 2025.

Article 9. Authorize the Board of Directors to select a reputable auditing firm

from the list of auditing firms approved by the State Securities Commission for auditing public interest entities in the securities sector in 2025, to audit the 2025 financial statements.

Article 10. Terms and conditions

- The entire resolution has been unanimously approved by the General Meeting of Shareholders and takes effect from the date of signing.

- The members of the Board of Directors, the Board of Supervisors, the General Director, the Deputy General Directors, and all shareholders of the Corporation are responsible for implementing this resolution./.

Recipients:

- *Article 10;*
- SSC;
- HOSE;
- Ministry of Industry and Trade;
- Archive: AD, HABECO Secretary.

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**

Tran Dinh Thanh