

Ha Noi, ....., 2026

No. /NQ-ĐHĐCĐ-HABECO

## **RESOLUTION**

### **2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION (Draft)**

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

*Pursuant to the Charter of the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation, as amended for the fifth time at Annual General meeting of shareholders on April 28<sup>th</sup>, 2021;*

*Pursuant to the Meeting Minutes on April 22<sup>nd</sup>, 2026 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 2025 and plan for 2026 (Attachment).

**Article 2.** Approval of Board of Directors' report on corporate governance and operational performance in 2025 and orientations for 2026 (Attachment).

**Article 3.** Approval of Board of Supervisors' report at the 2026 Annual General Meeting of Shareholders (Attachment).

**Article 4.** Approval of the 2024 profit distribution plan.

| No. | Indicators                                  | Amount (VND)    |
|-----|---|-----------------|
| I   | Profit after tax 2024                       | 368,800,516,618 |
| II  | Undistributed profit from the previous year | 10,769,050,005  |

| No.        | Indicators  | Amount (VND)           |
|------------|---|------------------------|
| <b>III</b> | <b>Distribution of profit after tax in 2024 = (I) + (II)</b>          | <b>379,569,566,623</b> |
| <b>IV</b>  | <b>Fund appropriation &amp; dividend payment = (1) + (2)</b>          | <b>373,512,863,896</b> |
| 1          | Appropriation to the Parent Company's funds                           | 67,536,863,896         |
| 1.1        | <i>Reward and welfare fund of the Parent Company</i>                  | 66,240,863,896         |
| 1.2        | <i>Reward fund of the Board of Directors and Board of Supervisors</i> | 1,296,000,000          |
| 2          | Dividend payment 2024   | 305,976,000,000        |
| -          | <i>Payment ratio (%)</i>  | 13.2                   |
| <b>V</b>   | <b>Remaining undistributed profit = (III) – (IV)</b>                  | <b>6,056,702,727</b>   |

**Article 5.** Approval of the 2025 audited separate financial statements and the 2025 audited consolidated financial statements

**Article 6.** Approval of the 2025 profit distribution plan.

| No.        | Indicators  | Amount (VND)    |
|------------|---|-----------------|
| <b>I</b>   | <b>Profit after tax 2025</b>  | 400,256,911,984 |
| <b>II</b>  | <b>Undistributed profit from the previous year</b>                    | 6,056,702,727   |
| <b>III</b> | <b>Distribution of profit after tax in 2025 = (I) + (II)</b>          | 406,313,614,711 |
| <b>IV</b>  | <b>Fund appropriation &amp; dividend payment = (1) + (2)</b>          | 398,958,679,037 |
| 1          | Appropriation to the Parent Company's funds                           | 46,622,679,037  |
| 1.1        | <i>Reward and welfare fund of the Parent Company</i>                  | 45,157,599,842  |
| 1.2        | <i>Reward fund of the Board of Directors and Board of Supervisors</i> | 1,465,079,195   |
| 2          | Dividend payment 2025   | 352,336,000,000 |
| -          | <i>Payment ratio (%)</i>  | 15.2            |
| <b>V</b>   | <b>Remaining undistributed profit = (III) – (IV)</b>                  | 7,354,935,674   |



**Article 7.** Approval of the 2026 business plan.

| No. | Indicators  | Unit        | 2026 Plan |
|-----|---|-------------|-----------|
| 1   | Revenue from sales and provision of services (inclusive of special consumption tax) | Billion VND | 7,799.6   |
| 2   | Total profit after tax  | Billion VND | 234.4     |
| 3   | Dividend payment  | %/year      | 8.5       |

**Article 8.** Approval of the 2026 profit distribution plan

| No. | Indicators  | Amount (VND)    |
|-----|---|-----------------|
| I   | <b>Planned profit after tax for 2026</b>                              | 234,400,175,721 |
| II  | <b>Undistributed profit from the previous year</b>                    | 7,354,935,674   |
| III | <b>Distribution of profit after tax in 2026 = (I) + (II)</b>          | 241,755,111,395 |
| IV  | <b>Fund appropriation &amp; dividend payment = (1) + (2)</b>          | 240,618,066,875 |
| 1   | Appropriation to the Parent Company's funds                           | 43,588,066,875  |
| 1.1 | <i>Reward and welfare fund of the Parent Company</i>                  | 42,593,266,875  |
| 1.2 | <i>Reward fund of the Board of Directors and Board of Supervisors</i> | 994,800,000     |
| 2   | Dividend payment 2026 plan  | 197,030,000,000 |
| -   | Payment ratio (%)   | 8.5             |
| V   | <b>Remaining undistributed profit = (III) – (IV)</b>                  | 1,137,044,520   |

**Article 9.** Approval of the 2025 salary and remuneration settlement; and the 2026 planned salary and remuneration for Members of the Board of Directors and the Board of Supervisors:

**1. The 2025 salary and remuneration settlement for the Board of Directors and the Board of Supervisors:**

| No. | Description   | Amount (VND)         |
|-----|---|----------------------|
| 1   | <b>Planned salary and remuneration according to the 2025 AGM Resolution</b>           | <b>4,883,597,316</b> |
| 2   | <b>Implementation</b>   | <b>5,860,316,779</b> |
|     | <i>Salary of dedicated members of the Board of Directors and Board of Supervisors</i> | 3,556,316,779        |

|   |  |                    |
|---|--|--------------------|
|   | <i>Remuneration of concurrent members of the Board of Directors and Board of Supervisors</i> | 2,304,600,000      |
| 3 | <b>Conclusion: Variance between implementation and the plan approved by the AGM</b>          | <b>976,719,463</b> |

## **2. The 2026 planned salary, remuneration, and bonuses for the Board of Directors and the Board of Supervisors:**

### a) Planned salary and remuneration

- Salary of dedicated members of the Board of Directors and Board of Supervisor: 2,328,000,000 VND.

- Remuneration of concurrent members of the Board of Directors and Board of Supervisors: 1,651,200,000 VND.

**Total: 3,979,200,000 VND**

b) Implemented salary, remuneration, and bonuses: Will be settled following the principles stipulated in Decree No. 248/2025/ND-CP dated September 15th, 2025, issued by the Government on the management of labor, salaries, remuneration, and bonuses for direct representatives of the owner, representatives of state capital portions, and supervisors in state-owned enterprises, considering the exclusion of objective factors affecting productivity and realized profits in 2026.

**Article 10.** 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 2026, to audit the Financial Statements for the year 2026.

**Article 11.** Approve the results of the dismissal and replacement election of the Supervisor of Hanoi Beer Alcohol and Beverage Joint Stock Corporation for the 2025 - 2030 term.

- Dismiss Ms. Thieu Hong Nhung from the position of Supervisor for the 2025 - 2030 term.

- Mr./Ms. .... has been elected as a Supervisor for the 2025 - 2030 term of Hanoi Beer Alcohol and Beverage Joint Stock Corporation.

**Article 12.** 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 12;*
- SSC;
- HOSE;
- Ministry of Industry and Trade;
- Archive: AD, HABECO Secretary.

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

**Tran Dinh Thanh**

