

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 April ..., 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 the 2024 profit distribution plan.

Article 6. Approval of the 2025 business plan.

Article 7. Approval of the 2025 profit distribution plan.

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:

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

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