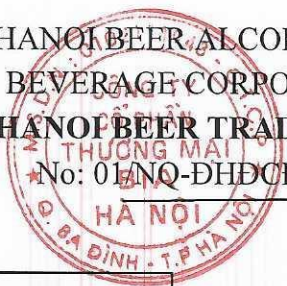


HANOI BEER ALCOHOL AND
BEVERAGE CORPORATION
HANOI BEER TRADING JSC
No: 01/NQ-ĐHĐCĐ-HAT



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, day, month 2025

DRAFT

RESOLUTION

Annual General Meeting of Shareholders 2025

Hanoi Beer Trading Joint Stock Company – HABECO Trading

Pursuant

- The Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- The Charter of Hanoi Beer Trading Joint Stock Company;
- The Minutes of the Meeting and the Vote Counting Minutes of the Annual General Meeting of Shareholders 2025 of Hanoi Beer Trading Joint Stock Company dated April 22, 2025;

RESOLVES

Article 1. To approve the report of the Executive Board on the business results of 2024 and the business plan for 2025 (attached), as follows:

Business results for 2024

- | | |
|----------------------------|-----|
| - Total revenue and income | VND |
| - Total profit before tax | VND |
| - Total profit after tax | VND |
| - Dividend rate | % |

Business plan for 2025

- | | |
|----------------------------|-----|
| - Total revenue and income | VND |
| - Total profit before tax | VND |
| - Total profit after tax | VND |
| - Dividend rate | % |

Article 2. To approve the Report of the Board of Directors for 2024 and the orientation for operations in 2025 (attached).

Article 3. To approve the Report of the Supervisory Board for 2024 (attached).

Article 4. To approve the audited Financial Statements for 2024.

Article 5. To approve the 2024 profit distribution plan and the 2025 projected profit distribution plan:

5.1. Profit distribution plan for 2024

5.2. Profit distribution plan for 2025



Article 6. To approve the final settlement of remuneration and salaries in 2024 and the planned remuneration and salaries in 2025 for members of the Board of Directors and the Supervisory Board.

1. Details of remuneration and salary settlement for 2024::

No.	Description	Amount (VND)
	REMUNERATION AND SALARY FUND FOR THE BOARD OF DIRECTORS AND SUPERVISORY BOARD	
1	Salary and remuneration plan as per the 2024 AGM Resolution	
2	Actual implementation	
	Salary for full-time members of the Board of Directors and Supervisory Board	
	Remuneration for part-time members of the Board of Directors and Supervisory Board	
3	Conclusion: Difference between actual and planned amount	

2. Remuneration and Salary Plan for the Board of Directors and Supervisory Board Members in 2025:

- Salary for full-time members of the Board of Directors: VND
- Remuneration for part-time members of the Board of Directors and Supervisory Board:VND
- **Total: VND.**

Điều 7. Thông qua các chỉ tiêu kế hoạch năm 2025 như sau:

No.	Indicator	Unit	2025 Plan
1	Total revenue and income	VND	
2	Total pre-tax profit	VND	
3	Total after-tax profit	VND	
4	Dividend payout ratio	%	

Article 8. Approval of the selection of the auditing company for 2025.

Article 9. Approval of contracts and transactions with Hanoi Beer, Alcohol, and Beverage Joint Stock Corporation and related parties.

Article 10. Election of the following individuals as members of the Board of Directors and Supervisory Board for the term 2025-2030::

- Board of Directors:

+ Mr./Ms. [name]:

+ Mr./Ms. [name]:

+ Mr./Ms. [name]:

- Supervisory Board:

+ Mr./Ms. [name]:

+ Mr./Ms. [name]:

+ Mr./Ms. [name]:

Article 11. Implementation Clause:

- This entire resolution is approved by the General Meeting of Shareholders and is effective from the date of signing.
- Please fill in the amounts, names, and any missing information as necessary. Let me know if you need further adjustments or more sections translated!

On behalf of the General Meeting of Shareholders

Recipients:

- SSC; HNX;
- HABECO for reporting;
- Members of the Board of Directors,
Supervisory Board
- To be posted on the company's website;
- Company's office archive;

CHAIRMAN

Mr. Nguyen Manh Hung

