

RESOLUTION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS HANOI – THANH HOA BEER JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and Law No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025 and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and its guiding documents;
- Pursuant to the Charter of Hanoi – Thanh Hoa Beer Joint Stock Company, approved at the Annual General Meeting of Shareholders on April 26, 2024;
- Pursuant to the Meeting Minutes of the 2026 Annual General Meeting of Shareholders of Hanoi – Thanh Hoa Beer Joint Stock Company approved by the General Meeting of Shareholders on April 22, 2026.

DECISION:

Article 1. Approval of the Report of the Board of Directors on the 2025 Operation and 2026 Plan.

Article 2. Approval of the Report of the Executive Board on the 2025 Business results and 2026 Business plan.

Article 3. Approval of the Report of the Board of Supervisors in 2025 and Plan in 2026.

Article 4. Approval of the 2025 Audited Financial Statement (according to Section I of the Proposal No. 33/TTr-THB dated March 05, 2026).

Article 5. Approval of the Report of the 2025 Profit Distribution Plan (according to Section II of the Proposal No. 33/TTr-THB dated March 05, 2026).

- Distributed profit in 2025 is: **4,263,741,939 VND**
- Retained profit from last year: 0 VND
- Total distributed profit in 2025 is: **4,263,741,939 VND**
- Profit distribution in 2025 is as follows:

No.	Indicators	Unit	Amount
	Total profit distributed in 2025	VND	4,263,741,939
	Distribution:		
1.	Bonus and Welfare fund In which:	VND	1,030,599,439
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	786,736,052
	- Habeco Central Trading Company Limited	VND	243,863,387
2.	Executive Management Bonus In which:	VND	377,000,000
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	192,500,000
	- Habeco Central Trading Company Limited	VND	184,500,000
A	Profit distributed to shareholders: Dividend payment of 2.5% (Resolution of the 2025 General Meeting expected is 2.0%).	VND	2,856,142,500

Approval of the payment of cash dividends and authorizes the Board of Directors to decide the payment time and make the payment. Cash dividend payment plan:

- Dividend payout ratio: 2.5% (two point five percent)
- Total dividend payment: 2,856,142,500 VND
- Dividend payment date: before October 22, 2026.

Article 6. Approval of the 2026 Profit Plan and the Proposed Profit distribution (according to Section III of the Proposal No. 33/TTr-THB dated March 05, 2026).

- Profit plan

No.	Indicators	Unit	Total Amount
1	Total accounting profit before tax	VND	5,080,912,140
2	Corporate income tax expense	VND	1,016,182,428
3	Total accounting profit after tax	VND	4,064,729,712

- Proposed Profit distribution:

No.	Indicators	Unit	Total Amount
1	Total profit before tax in 2025	VND	5,080,912,140
2	Profit after tax	VND	4,064,729,712
2.1	Proposed profit distribution	VND	4,064,729,712
Distribution			
a	Bonus and Welfare fund	VND	807,587,212
	In which:		
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	626,651,018
	- Habeco Central Trading Company Limited	VND	180,936,194
b	Executive Management Bonus	VND	401,000,000
	In there:		
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	214,500,000
	- Habeco Central Trading Company Limited	VND	186,500,000
c	Expected dividend 2.5 % (two percent)	VND	2,856,142,500

Article 7. Approval of the remuneration for the Board of Director' members; Board of Supervisors; BOD's Secretary; Salary of executive managers in 2025 (according to Section IV of the Proposal No. 33/TTr-THB dated March 05, 2026).

+ Board of Directors, BOD's Secretary:

- Chairman of the Board of Directors: 8,000,000 VND/month
- BOD's members: 5,000,000 VND/month
- BOD's Secretary: 3,000,000 VND/month

+ Board of Supervisors:

- Head of Board of Supervisors: 4,000,000 VND/month
- BOS's Members: 3,000,000 VND/month

+ Total remuneration paid to the Board of Directors and Board of Supervisors' members in 2025 is: **456,000,000 VND**

+ Total remuneration paid to the Secretary of the Board of Directors in 2025 is: **36,000,000 VND** (Calculated in the Salary Fund).

Article 8. Approval of the Salary of executive managers in 2025 (according to Section IV of the Proposal No. 33/TTr-THB dated March 05, 2026) as follow:

Total salary payment for executive manager is: **1,541,964,000 VND**.

Article 9. Approval of the Remuneration payment plan for Board of Directors' members; Board of Supervisors; BOD's Secretary in 2026 (according to Section IV of the Proposal No. 33/TTr-THB dated March 05, 2026) as follow:

+ Board of Directors and Board of Directors' secretary:

- Chairman of the Board of Directors: 8,000,000 VND/month
- Members of the Board of Directors: 5,000,000 VND/month
- BOD's Secretary : 3,000,000 VND/month (Paid from the Salary Fund)

+ Board of Supervisors:

- Head of the Board of Supervisors: 4,000,000 VND/month
- Members of the Board of Supervisors: 3,000,000 VND/month

Remuneration is paid once a month, payment time is from the 15th to the 20th of each month.

Article 10. Approval of Selection of an independent auditing firm to audit semi-annual and full-year financial statements for 2026 (according to the Proposal No. 34/TTr-THB dated March 05, 2026)

The Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the list to select the units to audit and review the semi-annual and full-year financial statements for 2026, which are independent auditing organizations on the list approved by the State Securities Commission to audit public-interest entities in the securities sector in 2026 (the "Approved Auditing Organizations"); at the same time, assign the Board of Directors to select one of the auditing companies listed on the above list of Approved Auditing Organizations to audit and review the semi-annual and full-year financial statements for 2026; assign the Director of the Company to sign a contract to provide auditing services with the selected auditing company.

Article 11. Approval of the 2026 contract between the Company and Hanoi Beer Alcohol and Beverage Joint Stock Corporation (according to the Proposal No. 35/TTr-THB dated March 05, 2026).

Approval of the 2026 Sales Contract executed with Hanoi Beer Alcohol And Beverage Joint Stock Corporation, and the continued implementation of the contract (pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders).

Approval of the draft of the 2027 Sales Contract with HABECO (attached hereto). Assign the Company Director to organize the execution of the above contract, ensuring compliance with the provisions of the Law, Charter, Regulations, internal regulations and in accordance with the actual production and business situation of the company.

Article 12. Approval of the dismissal of 02 members of the Board of Directors due to the end of the term and electing 02 additional members of the Board of Directors for the 2026 – 2031 term (according to the Proposal No. 36/TTr-THB dated March 05, 2026).

Article 13. Approval of the dismissal of a member of the Board of Supervisors due to the end of the term and electing an additional member of the Board of Supervisors for the 2026 - 2031 term (according to the Proposal No. 37/TTr-THB dated March 05, 2026).

Article 14. The General Meeting unanimously elects the following individuals as members of the Board of Directors for the 2026 – 2031 term.

- Mr.:

- Mr.:

Article 15. The General Meeting of Shareholders unanimously elected Mr./Ms as a member of the Board of Supervisors for the 2026 – 2031 term.

Article 16. The General Meeting of Shareholders assigns the Board of Directors and the Director of Hanoi – Thanh Hoa Beer Joint Stock Company to be responsible for monitoring, urging, and organizing the implementation of this Resolution in accordance with the laws and the Company's Charter.

Article 17. The General Meeting of Shareholders assigns the Board of Supervisors of Hanoi – Thanh Hoa Beer Joint Stock Company to supervise and inspect the activities of the Board of Directors and the Company Director in implementing the Resolution of the General Meeting in accordance with the laws and the Company's Charter.

This Resolution consists of 17 Articles (seventeen articles) and was fully approved by the General Meeting of Shareholders at the 2026 Annual General Meeting of Shareholders held on April 22, 2026.

CHAIRMAN

BUI TRUONG THANG