



No. 56/2021/NQ-ĐHĐCĐ

Ho Chi Minh City, April 28, 2021

RESOLUTION**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2021****SAIGON BEER – ALCOHOL – BEVERAGE CORPORATION**

Pursuant to the Law on Enterprises No. 59/2020/QH14;

Pursuant to the Charter of Saigon Beer – Alcohol – Beverage Corporation (SABECO);

Pursuant to the Meeting Minutes of the SABECO’s Annual General Meeting of Shareholders 2021 dated April 28, 2021,

RESOLVES:

Article 1: Approve the 2020 separate financial statements and the 2020 consolidated financial statements of Saigon Beer – Alcohol – Beverage Corporation which were audited by KPMG (Vietnam) Limited

Article 2: Approve the Report of the Board of Directors on 2020 performance and 2021 orientation

Key result of 2020:

Categories	Unit	2019 Actual	2020 Plan	2020 Actual
Net Sales	Billion VND	37,899	23,800	27,961
Profit After Tax	Billion VND	5,370	3,252	4,937

Business plan for 2021:

Categories	Unit	2020 Actual	2021 Plan	% Growth Rate
Net Sales	Billion VND	27,961	33,491	20%
Profit After Tax	Billion VND	4,937	5,289	7%

Article 3: Approve the Activity Report of the Audit Committee in 2020

Article 4: Approve the independent auditor for the fiscal year 2021 and Q1/2022

To grant authorities to the Board to select the independent auditor for SABECO’s financial statements and other business upon request in the fiscal year 2021, Q1/2022 and all relevant period as necessary from the list below:

- Ernst & Young Vietnam Limited;
- KPMG Vietnam Company Limited;
- PWC (Vietnam) Limited;
- Deloitte Vietnam Business and Finance advisory company Limited.

Article 5: Approve the 2020 profit distribution

No.	Categories	2020 Plan (Bil. dong)	2020 Actual (Bil. dong)
1	Undistributed profit - beginning	10,358	11,232
2	Profit after tax	3,252	4,937



3	Profit distribution:	2,419	2,417
	Bonus and Welfare Fund	165	167
	Investment and Development Fund	0	0
	Social Activities Fund	9	6
	Dividend payout	2,244	2,244
	Dividend payout ratio	35.0%	35.0%
4	Undistributed profit - ending	11,191	13,751

Article 6: Approve the 2021 profit distribution plan

No.	Categories	2020 Actual (Bil. Dong)	2021 Plan (Bil. Dong)
1	Undistributed profit - beginning	11,232	13,751
2	Profit after tax	4,937	5,289
3	Profit distribution:	2,417	2,430
	Bonus and Welfare Fund	167	179
	Investment and Development Fund	0	0
	Social Activities Fund	6	6
	Dividend	2,244	2,244
	Dividend Ratio	35.0%	35.0%
4	Undistributed profit - ending	13,751	16,610

Article 7: Approve the VND6,642,320,000 amount of salary, remuneration, bonus for the Board of Directors in 2020.

No.	Categories	Unit	2020 Plan	2020 Actual
I	Salary & Bonus			
1	Number of full-time Members	People	2	2
2	Salary Fund	VND	2,613,600,000	2,613,600,000
3	Bonus Fund	VND	916,800,000	458,400,000
II	Remuneration			
1	Number of concurrent Members	People	6	6
2	Remuneration Fund	VND	3,570,320,000	3,570,320,000
III	Total Amount	VND	7,100,720,000	6,642,320,000

Article 8: Approve the **VND8,314,800,000** amount of salary, remuneration, bonus for the Board of Directors in 2021.

No.	Categories	Unit	2020 Actual	2021 Plan
I	Salary & Bonus			
1	Number of full-time Members	People	2	2
2	Salary Fund	VND	2,613,600,000	2,474,400,000
3	Bonus Fund	VND	458,400,000	458,400,000
II	Remuneration			
1	Number of concurrent Members	People	6	6
2	Remuneration Fund	VND	3,570,320,000	5,382,000,000
III	Total Amount	VND	6,642,320,000	8,314,800,000

Article 9: Approve related party transactions within SABECO's group

Article 10: Approve amendments to the Charter

Article 11: Approve amendments to the Internal Regulations on Corporate Governance

Article 12: Approve the Operation Regulations of the Board of Directors

Article 13: Approve the dismissal of the following members of the Board of Directors:

- Mr. Nguyen Tien Dung
- Mr. Luong Thanh Hai

Article 14: Approve the election of the following additional members of the Board of Directors:

- Mr. Le Thanh Tuan
- Ms. Ngo Minh Chau

Article 15: Implementation provisions:

The Resolution of the 2021 Annual General Meeting of Shareholders of Saigon Beer – Alcohol – Beverage Corporation is approved and takes effect from the signing date.

All shareholders of Saigon Beer – Alcohol – Beverage Corporation, members of the Board of Directors, the General Director and all employees of the Corporation are responsible for implementing this Resolution.

Recipients:

- SABECO's shareholders;
- Board of Directors;
- General Director;
- BOD Office, Archives.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

CHAIRPERSON



Fran Kim Nga