



RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
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 SABECO Annual General Meeting of Shareholders 2025 dated April 24, 2025,

RESOLVES:

Article 1: Approve the 2024 separate financial statements and 2024 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 2024 performance and 2025 orientation.

1. Business performance in 2024

Categories	Unit	2023 Actual	2024 Plan	2024 Actual
Gross Sales (with Special sales tax) less deductions	Billion VND	39,362	44,309	41,135
Net Sales	Billion VND	30,461	34,397	31,872
Profit After Tax *	Billion VND	4,255	4,580	4,495

* Profit After Tax included the profit attributable to non-controlling interests.

2. 2025 planning

Categories	Unit	2024 Actual	2025 Plan	% Growth Rate
Gross Sales (with Special sales tax) less deductions	Billion VND	41,135	44,819	9%
Net Sales	Billion VND	31,872	31,641	-1%
Profit After Tax *	Billion VND	4,495	4,835	8%

* Profit After Tax included the profit attributable to non-controlling interests.

Article 3: Approve the Report on 2024 activities of the Independent Directors in the Audit Committee.

Article 4: Approve the selection of independent auditor for the fiscal year 2025 and Q1 2026.

To assign the Board to select the independent auditor for SABECO's financial statements and other businesses upon request for the fiscal year 2025, Q1 2026 and all relevant periods as deemed necessary from the list below:

- Ernst & Young Vietnam Limited;
- KPMG Vietnam Company Limited;
- PWC (Vietnam) Limited;

- Deloitte Vietnam Company Limited.

Article 5: Approve the 2024 profit distribution.

No.	Categories	Budget 2024 (Billion dong)	Actual 2024 (Billion dong)
1	Undistributed profit - Beginning	8,657	10,217
2	Profit after tax for the year	4,465	4,330
3	Profit distribution, in which:	4,625	6,564
	- Distribute to Bonus and Welfare fund	112	127
	- Distribute to Investment and Development fund	0	0
	- Distribute Social activities fund	24	24
	- Bonus share	0	-
	- Dividend	4,489	6,413
	- Dividend ratio	35%	50%
4	Undistributed profit - Ending	8,496	7,984

Implement the remain payment of 2024 dividend in cash, as follows:

- Payment ratio: 30% / par value of share (VND 3,000 per share)
- Record date: 01/07/2025
- Date of payment: 31/07/2025
- Source of payment: Retained profits.

Article 6: Approve the 2025 profit distribution plan.

No.	Categories	Actual 2024 (Billion dong)	Budget 2025 (Billion dong)
1	Undistributed profit - Beginning	10,217	7,984
2	Profit after tax for the year	4,330	4,728
3	Profit distribution, in which:	6,564	6,568
	- Distribute to Bonus and Welfare fund	127	131
	- Distribute to Investment and Development fund	0	0
	- Distribute Social activities fund	24	24
	- Bonus share	-	0
	- Dividend	6,413	6,413
	- Dividend ratio	50.0%	50.0%
4	Undistributed profit - Ending	7,984	6,144

Article 7: Approve the settlement of remuneration in 2024 for the Board of Directors.

No.	Content	2024 Plan	2024 Actual
1	Remuneration for members of the Board of Directors		
	- Member:	7 people	7 people
	- Amount:	5,408,000,000 VND	4,056,000,000 VND

Article 8: Approve the plan of remuneration in 2025 for the Board of Directors.

No.	Content	2024 Actual	2025 Plan
1	Remuneration for members of the Board of Directors - Member: - Amount:	7 people 4,056,000,000 VND	7 people 6,500,000,000 VND
2	Remuneration for members of the Audit Committee - Member: - Amount:	3 people 1,014,000,000 VND	3 people 1,014,000,000 VND
3	Remuneration for members of the Nomination and Remuneration Committee - Member: - Amount:	4 people 780,000,000 VND	4 people 1,014,000,000 VND
4	Remuneration for members of the Sustainability and Risk Management Committee - Member: - Amount:	3 people 468,000,000 VND	3 people 780,000,000 VND

No.	Content	2024 Actual	2025 Plan
5	Remuneration for members of the Land Committee - Member: - Amount:	No	3 people 780,000,000 VND
Total		6,318,000,000 VND	10,088,000,000 VND

Article 9: Approve related party transactions within SABECO group of companies.

Article 10: Implementation provisions:

The Resolution of the 2025 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 shareholders;
- Board of Directors;
- General Director;
- BOD Office archives.

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON**



Koh Poh Tiong

