



RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
SAIGON BEER – ALCOHOL – BEVERAGE CORPORATION

Pursuant to the Law on Enterprises No. 59/2020/QH14 and its amendments and supplements;
Pursuant to the Charter of Saigon Beer – Alcohol – Beverage Corporation (SABECO);
Pursuant to the Meeting Minutes of SABECO Annual General Meeting of Shareholders 2026 dated April 23, 2026,

RESOLVES:

Article 1: Approve the 2025 separate financial statements and 2025 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 2025 performance and 2026 orientation.

1. Business performance in 2025

Categories	Unit	2024 Actual	2025 Plan	2025 Actual
Net Sales	Billion VND	31,872	31,641	25,888
Profit After Tax	Billion VND	4,495	4,802	4,573

2. 2026 Planning

Categories	Unit	2025 Actual	2026 Plan	% Growth Rate
Net Sales	Billion VND	25,888	28,959	12%
Profit After Tax	Billion VND	4,573	4,937	8%

Article 3: Approve the Report on 2025 activities of the Independent Directors in the Audit Committee.

Article 4: Approve the selection of independent auditor for the fiscal year 2026 and Q1 2027.

To assign the Board to select the independent auditor for SABECO's financial statements and other businesses upon request for the fiscal year 2026, Q1 2027 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 2025 profit distribution.

No.	Categories	Budget 2025 (Billion dong)	Actual 2025 (Billion dong)
1	Undistributed profit - Beginning	7,984	9,218
2	Profit after tax for the year	4,728	4,424
3	Profit distribution, in which:	6,568	6,565
	- Distribute to Bonus and Welfare fund	131	129
	- Distribute to Investment and Development fund	-	-

No.	Categories	Budget 2025 (Billion dong)	Actual 2025 (Billion dong)
	- Distribute Social activities fund	24	23
	- Dividend	6,413	6,413
	- Dividend ratio	50%	50%
4	Undistributed profit - Ending	6,144	7,076

Implement the remaining payment of 2025 dividend in cash, as follows:

- Payment ratio: 30% / par value of share (VND 3,000 per share)
- Record date: July 29th, 2026
- Date of payment: August 28th, 2026
- Source of payment: Retained profits.

Article 6: Approve the 2026 profit distribution plan.

No.	Categories	Actual 2025 (Billion dong)	Budget 2026 (Billion dong)
1	Undistributed profit - Beginning	9,218	7,076
2	Profit after tax for the year	4,424	4,761
3	Profit distribution, in which:	6,565	6,594
	- Distribute to Bonus and Welfare fund	129	157
	- Distribute to Investment and Development fund	-	-
	- Distribute Social activities fund	23	24
	- Dividend	6,413	6,413
	- Dividend ratio	50%	50%
4	Undistributed profit - Ending	7,076	5,243

Article 7: Approve the settlement of remuneration in 2025 for the Board of Directors.

To approve the remuneration settlement in 2025 for the members of the Board of Directors, Audit Committee and other Committees in SABECO as follows:

No.	Content	2025 Plan	2025 Actual
1	Remuneration for members of the Board of Directors - Member: - Amount:	7 people 6,500,000,000 VND	6 people ⁽¹⁾⁽²⁾ 4,498,000,000 VND
2	Remuneration for members of the Audit Committee - Member: - Amount:	3 people 1,014,000,000 VND	3 people ⁽²⁾ 798,000,000 VND
3	Remuneration for members of the Nomination and Remuneration Committee - Member: - Amount:	4 people 1,014,000,000 VND	3 people ⁽¹⁾ 780,000,000 VND

No.	Content	2025 Plan	2025 Actual
4	Remuneration for members of the Sustainability and Risk Management Committee - Member: - Amount:	3 people 780,000,000 VND	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND
5	Remuneration for members of the Land Committee - Member: - Amount:	3 people 780,000,000 VND	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND
Total		10,088,000,000 VND	6,688,000,000 VND

⁽¹⁾ Mr. Koh Poh Tiong has waived his remuneration in 2025.

⁽²⁾ Mr. Michael Chye Hin Fah has waived his remuneration from May 2025.

Article 8: Approve the plan of remuneration in 2026 for the Board of Directors.

To approve the remuneration plan in 2026 for the members of the Board of Directors, Audit Committee and other Committees in SABECO as follows:

No.	Content	2025 Actual	2026 Plan
1	Remuneration for members of the Board of Directors - Member: - Amount:	6 people ⁽¹⁾⁽²⁾ 4,498,000,000 VND	7 people 6,500,000,000 VND
2	Remuneration for members of the Audit Committee - Member: - Amount:	3 people ⁽²⁾ 798,000,000 VND	3 people 1,014,000,000 VND
3	Remuneration for members of the Nomination and Remuneration Committee - Member: - Amount:	3 people ⁽¹⁾ 780,000,000 VND	4 people 1,014,000,000 VND
4	Remuneration for members of the Sustainability and Risk Management Committee - Member: - Amount:	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND	3 people 780,000,000 VND
5	Remuneration for members of the Land Committee - Member: - Amount:	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND	3 people 780,000,000 VND
Total		6,688,000,000 VND	10,088,000,000 VND

⁽¹⁾ Mr. Koh Poh Tiong has waived his remuneration in 2025.

⁽²⁾ Mr. Michael Chye Hin Fah has waived his remuneration from May 2025.

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

Article 10: Approve the dismissal of Mr. Le Thanh Tuan as a member of the Board of Directors.

Article 11: Approve the election of Ms. Nguyen Thanh Huong as a member of the Board of Directors for the term 2023–2028.

Article 12: Implementation provisions:

The Resolution of the 2026 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

