

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2022
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's Annual General Meeting of Shareholders 2022 dated April 27, 2022,

RESOLVES:

Article 1: Approve the 2021 separate financial statements and the 2021 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 2021 performance and 2022 orientation.

1. Business Performance in 2021

| Categories | Unit | 2020 Actual | 2021 Plan | 2021 Actual |
|------------------|-------------|-------------|-----------|-------------|
| Net Sales | Billion VND | 27,961 | 33,491 | 26,374 |
| Profit After Tax | Billion VND | 4,937 | 5,289 | 3,929 |

2. 2022 Planning:

| Categories | Unit | 2021 Actual | 2022 Plan | % Growth Rate |
|------------------|-------------|-------------|-----------|---------------|
| Net Sales | Billion VND | 26,374 | 34,791 | 32% |
| Profit After Tax | Billion VND | 3,929 | 4,581 | 17% |

Article 3: Approve the Report on activities of the Independent Directors in the Audit Committee in 2021.

Article 4: Approve the selection of the independent auditor for the fiscal year 2022 and Q1 2023.

To grant authorities to the Board to select the independent auditor for SABECO's financial statements and other businesses upon request for the fiscal year 2022, Q1 2023 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 2021 profit distribution.

| No. | Categories | 2021 Plan (Bil. VND) | 2021 Actual (Bil. VND) |
|-----|----------------------------------|-------------------------|---------------------------|
| 1 | Undistributed profit - beginning | 13,560 | 12,374 |
| 2 | Profit after tax for the year | 4,951 | 3,677 |

| | | | |
|----------|---------------------------------------|---------------|---------------|
| 3 | Profit distribution, in which: | 2,405 | 2,346 |
| | Bonus and Welfare fund | 155 | 97 |
| | Investment and Development fund | 0 | 0 |
| | Social activities fund | 5 | 5 |
| | Dividend | 2,244 | 2,244 |
| | Dividend ratio | 35.0% | 35.0% |
| 4 | Undistributed profit - ending | 16,106 | 13,705 |

Article 6: Approve the 2022 profit distribution plan.

| No. | Categories | 2021 Actual (Bil. VND) | 2022 Plan (Bil. VND) |
|------------|---|-----------------------------------|---------------------------------|
| 1 | Undistributed profit – beginning | 12,374 | 13,705 |
| 2 | Profit after tax for the year | 3,677 | 4,390 |
| 3 | Profit distribution, in which: | 2,346 | 2,386 |
| | Bonus and Welfare fund | 97 | 105 |
| | Investment and Development fund | 0 | 0 |
| | Social activities fund | 5 | 37 |
| | Dividend | 2,244 | 2,244 |
| | Dividend ratio | 35.0% | 35.0% |
| 4 | Undistributed profit - ending | 13,705 | 15,709 |

Article 7: Approve the **VND6,778,400,000** amount of salary, remuneration, bonus for the Board of Directors in 2021.

Article 8: Approve the **VND6,734,000,000** amount of salary, remuneration, bonus for the Board of Directors in 2022.

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

Article 10: Approve the addition of of registered business line for SABECO and its branches/subsidiaries as follows:

1. Additional business line:

| No. | Business line | Code |
|------------|--|-------------|
| 1 | Electric power generation Details: Wind power, solar power and other electricity production. | 3511 |

2. Adjustment of internal regulation of SABECO on the contents related to business line:

Adjust Clause 1, Article 4 of SABECO's Charter.

3. To authorize the General Director to direct the implementation of relevant administrative procedures at competent state agencies.

Article 11: Implementation provisions:

The Resolution of the 2022 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




Koh Poh Tiong

