



RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2024
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 2024 dated April 25, 2024,

RESOLVES:

Article 1: Approve the 2023 separate financial statements and 2023 consolidated financial statements of Saigon Beer – Alcohol – Beverage Corporation which were audited by KPMG Vietnam Company Limited.

Article 2: Approve the Report of the Board of Directors on 2023 performance and 2024 orientation.

1. Business performance in 2023

Categories	Unit	2022 Actual	2023 Plan	2023 Actual
Net Sales	Billion VND	34,979	40,272	30,461
Profit After Tax	Billion VND	5,500	5,775	4,255

2. 2024 planning

Categories	Unit	2023 Actual	2024 Plan	% Growth Rate
Net Sales	Billion VND	30,461	34,397	12.9%
Profit After Tax	Billion VND	4,255	4,580	7.6%

Article 3: Approve the Report on activities of the Independent Directors in the Audit Committee in 2023.

Article 4: Approve the selection of independent auditor for the fiscal year 2024 and Q1 2025.

To assign the Board to select the independent auditor for SABECO's financial statements and other businesses upon request for the fiscal year 2024, Q1 2025 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 2023 profit distribution.

No.	Categories	Budget 2023 (Billion dong)	Actual 2023 (Billion dong)
1	Undistributed profit - Beginning	15,490	15,565
2	Profit after tax for the year	5,542	4,118
3	Profit distribution, in which:	2,373	11,026
	- Distribute to Bonus and Welfare fund	105	102
	- Distribute to Investment and Development fund	0	0
	- Distribute Social activities fund	23	22
	- Bonus share	0	6,413
	- Dividend	2,244	4,489
	- Dividend ratio	35.0%	35.0%
4	Undistributed profit - Ending	18,659	8,657

Implement the second payment of 2023 dividend in cash, as follows:

- Payment ratio: 20% / par value of share (VND 2,000 per share)
- Record date: 08/07/2024
- Date of payment: 31/07/2024
- Source of payment: Retained profits.

Article 6: Approve the 2024 profit distribution plan.

No.	Categories	Actual 2023 (Billion dong)	Budget 2024 (Billion dong)
1	Undistributed profit - Beginning	15,565	8,657
2	Profit after tax for the year	4,118	4,465
3	Profit distribution, in which:	11,026	4,625
	- Distribute to Bonus and Welfare fund	102	112
	- Distribute to Investment and Development fund	0	0
	- Distribute Social activities fund	22	24
	- Bonus share	6,413	0
	- Dividend	4,489	4,489
	- Dividend ratio	35.0%	35.0%
4	Undistributed profit - Ending	8,657	8,496

Article 7: Approve the settlement of remuneration in 2023 for the Board of Directors.

Approve the remuneration settlement in 2023 for the members of the Board of Directors, Audit Committee and other Committees in SABECO as follows:

No.	Content	2023 Plan	2023 Actual
1	Remuneration for members of the Board of Directors - Member: - Amount:	7 people 5,408,000,000 VND	7 people 4,056,000,000 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

No.	Content	2023 Plan	2023 Actual
3	Remuneration for members of the Nomination and Remuneration Committee - Member: - Amount:	4 people 798,000,000 VND	4 people 636,000,000 VND
4	Remuneration for members of the Sustainability and Risk Management Committee - Member: - Amount:	3 people 540,000,000 VND	3 people 324,000,000 VND
Total		7,760,000,000 VND	6,030,000,000 VND

Article 8: Approve the plan of remuneration in 2024 for the Board of Directors.

Approve the remuneration plan in 2024 for the members of the Board of Directors, Audit Committee and other Committees in SABECO as follows:

No.	Content	2023 Actual	2024 Plan
1	Remuneration for members of the Board of Directors - Member: - Amount:	7 people 4,056,000,000 VND	7 people 5,408,000,000 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 636,000,000 VND	4 people 1,014,000,000 VND
4	Remuneration for members of the Sustainability and Risk Management Committee - Member: - Amount:	3 people 324,000,000 VND	3 people 780,000,000 VND
Total		6,030,000,000 VND	8,216,000,000 VND

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

Article 10: Implementation provisions:

The Resolution of the 2024 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

