

No.: 01/2026/NQ-ĐHCD

Haiphong, April 20, 2026

RESOLUTION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANOI - HAI DUONG BEER JOINT STOCK COMPANY

Based on The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Based on The Charter on Organization and Operation of Hanoi - Hai Duong Beer Joint Stock Company;

Based on The Minutes of the 2026 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company dated April 20, 2026.

The 2026 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company was conducted from 09:30 AM to 10:30 AM on April 20, 2026, at the company's headquarters, located at Quan Thanh Street, Binh Han Ward, Hai Duong City, Hai Duong Province.

The meeting was attended by 95 shareholders and duly authorized representatives, representing 2.464.726 shares, accounting for 61,6% of the total voting shares of the company.

The General Meeting reviewed and discussed the presented documents. The shareholders attending the 2026 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company unanimously agreed on the following:

RESOLUTION:

Article 1: Approval of the 2025 Business Performance Report of Hanoi - Hai Duong Beer Joint Stock Company.

Key business and production indicators achieved in 2025 are as follows:

Items	Unit	Implemen- tation 2024	Plan 2025	Implemen- tation 2025	% Implementation as	
					Plan 2025	Same periot
1. Revenue	Billion VND	171.9	175.6	162.8	92.7	94.7
2. Profit after Tax	Billion VND	6.3	6.90	6.94	100.6	110.2

Article 2: Approval of the Board of Directors' Report on the 2025 performance and the 2026 operational plan.

Article 3: Approval of the Supervisory Board's Report on the 2025 performance and the 2026 operational plan.

Article 4: Approval of the 2025 financial statements audited by NVA Limited Liability Company

Article 5: Approval of the 2025 dividend rate at 12% of charter capital (each share receives 1,200 VND in dividends), to be paid in cash.

Article 6. Approval of the 2025 profit distribution plan as follows:

Total profit after corporate income tax	8.318.160.833
- Total undistributed after-tax profit for 2025	6.943.661.883
- Undistributed after-tax profit from 2024	1.374.498.950
Dividend payment for 2025 in cash (12% of charter capital)	4.800.000.000
Allocation to Bonus and welfare funds	3.133.160.833
Bonus for the Executive Management Board	385.000.000

Article 7. Approval of the 2026 business and production targets.

Items	Unit	Plan 2026	% of plan compared to actual in 2025
1. Revenue	Million VND	179.603	110,3
2. Profit after Tax	-	7.164	103,2

Article 8: Approval of the Dividend Plan and Profit Distribution Plan for the 2026 Financial Year

8.1. Dividend Plan for 2026

- Dividend for the 2026 financial year: a payment rate of 10% per share.
- Payment schedule: to be made after the resolution of the General Meeting of Shareholders.

8.2. Profit Distribution Plan for the 2026 Financial Year

Undistributed after-tax profit for 2026	7.164.000.000
Dividend payment for 2026 in cash (10% of charter capital)	4.000.000.000
Allocation to Bonus and welfare funds	2.814.000.000
Bonus for the Executive Management Board	350.000.000

Article 9: Approval of the Remuneration Settlement for 2025 and the Remuneration Plan for the Board of Directors and Supervisory Board for 2026

9.1. Remuneration Settlement for 2025:

- Approved total remuneration: 456 million VND
- Actual remuneration paid: 456 million VND

9.2. Remuneration Plan for 2026

Approved total remuneration: 471,96 million VND

Article 10. Approval of the Authorization for the Board of Directors to Select the Auditing Firm for the 2026 Financial Statements.

Article 11. Approval of the additional election of a member of the Supervisory Board

Approval of the list of elected members of the Supervisory Board: Ms. Bui Thi Thanh Binh

Article 12. Implementation Clause.

This resolution has been approved by the General Meeting of Shareholders and will take effect from April 20, 2026.

The General Meeting of Shareholders authorizes the Board of Directors to direct and organize the implementation of the contents of this resolution in accordance with the law and the Company's Charter.

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

Recipients:

- Shareholders,
- Members of the BOD,
- Members of the SB,
- Members of the EB,
- Archived at the Company.



Nguyễn Quang Thanh

