

Thanh Hoa, February 26, 2025

RESOLUTION
THE BOARD OF DIRECTORS OF HANOI – THANH HOA BEER
JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter of Hanoi - Thanh Hoa Beer Joint Stock Company, as approved at the General Meeting of Shareholders on April 26, 2024;
Pursuant to the Vote Counting Minutes No. 08/BB-HDQT-THB dated February 25, 2025;

The Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company approves on

RESOLUTION:

Article 1: Approval of the timeline for organizing the 2025 Annual General Meeting of Shareholders (AGM):

- Final record date for list of shareholders attending 2025 AGM: Expected on **March 26, 2025**.
- Tentative date of the AGM: **April 25, 2025**.

Article 2: Approval of the contents to be proposed at the 2025 AGM for consideration and approval:

- Report on the activities of the Board of Directors, including the 2024 performance results and 2025 orientations.
- Report on the activities of the Board of Supervisors for 2024 and the 2025 plan.
- Report of the Board of Management on 2024 business performance and the 2025 business plan.
- Audited financial statements for 2024.
- Profit distribution plan for 2024.
- Profit plan and proposed profit distribution for 2025.
- Finalization of remuneration payments for members of the Board of Directors, Board of Supervisors, and the Board of Directors' Secretary; salary payments for key management personnel for 2024, and the remuneration plan for 2025.
- Approval of the list of audit firms to conduct the 2025 financial statement audit.
- Authorization for the Board of Directors to select the audit firm for the 2025 financial statement audit.
- Dismissal and election of members of the Board of Directors, Board of Supervisors.
- Other contents within the authority of the General Meeting of Shareholders.



Article 3: Approval of hiring a consulting organization to guide and organize the 2025 Annual General Meeting of Shareholders.

Article 4: Assigning the Director to organize and implement the 2025 Annual General Meeting of Shareholders in compliance with legal regulations.

Article 5: This Resolution takes effect from the date of signing. Members of the Board of Directors, the Board of Management, and relevant departments are responsible for implementing this Resolution.

Recipients:

- Board of Directors' members;
- Board of Management;
- Board of Supervisors;
- Archived: Office Administration, BOD Secretary.

**OBH, BOARD OF DIRECTORS
CHAIRMAN**



Bui Trung Thang

