

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Re:

- Approval of the 2024 Audited Financial Statement;**
- Approval of the 2024 Profit Distribution Plan;**
- Approval of the 2025 Profit Plan and the Proposed Profit distribution;**
- Approval of the remuneration for the Board of Director' members; Board of Supervisors; BOD's Secretary; Salary of executive managers in 2024; Remuneration payment plan in 2025.**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 and documents guiding its implementation;*
- Pursuant to the Financial Statements (separate and consolidated) in 2024 audited by Nhan Tam Viet Auditing Company Limited on March 4, 2025;*
- Pursuant to the Resolution of the Board of Directors meeting of Hanoi - Thanh Hoa Beer Joint Stock Company dated March 28, 2025;*

Board of Directors of Hanoi Beer Joint Stock Company - Thanh Hoa presents to the General Meeting of Shareholders the key indicators of the audited 2024 Financial Statements; 2024 Profit Distribution Plan; 2025 Profit Plan and the Proposed Profit distribution; Approval of the remuneration for the Board of Director' members; Board of Supervisors; BOD's Secretary; Salary of executive managers in 2024; Remuneration payment plan in 2025. Specifically, as follows:

I. 2024 Audited Financial Statement

The Board of Directors submits to the General Meeting of Shareholders the audited separate financial statements and consolidated financial statements in 2024 of Hanoi - Thanh Hoa Beer Joint Stock Company was independently audited by Nhan Tam Viet Auditing Company Limited , signed on March 4, 2025. In which, the key indicators are as follows:

a. Balance sheet

No.	Indicators	Unit	Parent company	Consolidated
	TOTAL ASSETS			
A	Current assets	VND	153,283,625,956	221,519,930,302
B	Non-current assets	VND	68,601,676,220	58,488,749,476
	TOTAL ASSETS	VND	221,885,302,176	280,008,679,778
	CAPITAL RESOURCES			
A	LIABILITIES	VND	70,767,567,011	132,430,776,813
I	Current liabilities	VND	61,580,864,285	122,567,574,087
II	Non-current liabilities	VND	9,186,702,726	9,863,202,726
B	OWNERS' EQUITY	VND	151,117,735,165	147,577,902,965
I	Equity	VND	150,727,735,165	147,187,902,965
	- Contributed Owner's equity	VND	114,245,700,000	114,245,700,000
II	Funding sources	VND	390,000,000	390,000,000
	TOTAL LIABILITIES AND OWNERS' EQUITY	VND	221,885,302,176	280,008,679,778

b. Business results

No.	Indicators	Unit	Parent company	Consolidated
1	Total accounting profit before tax	VND	4,831,895,915	5,944,481,964
2	Total accounting profit after tax	VND	3,531,436,794	3,811,598,714
	<i>-In which: Profit after tax from the subsidiary transferred to the parent company</i>	VND		<i>1,444,846,709</i>
3	Total accounting profit after tax distributed	VND		3,811,598,714

II. 2024 Profit distribution plan:

2.1 Distributed profit in 2024 is: 3,811,598,714 VND

2.2 Retained Profit from last year: 0 VND

2.3 Total distributed profit in 2024 is: 3,811,598,714 VND

2.4 Profit distribution in 2024 is as follows:

No.	Indicators	Unit	Amount
	Total profit distributed in 2024	VND	3,811,598,714
	Distribution:		
1.	Welfare and Reward fund	VND	666,456,214
	In which:		
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	509,509,548

	- HABECO Central Trading Company Limited	VND	156,946,666
2.	Executive Management Bonus	VND	289,000,000
	In which:		
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	172,000,000
	- HABECO Central Trading Company Limited	VND	117,000,000
A	Profit distributed to shareholders: Dividend payment of 2.5% (Resolution of the 2024 General Meeting expected is 2.0%).	VND	2,856,142,500

The Board of Directors respectfully proposes that the General Meeting of Shareholders approve the payment of cash dividends and authorizes the Board of Directors to decide the payment time and make the payment. Cash dividend payment plan:

- Dividend payout ratio: 2.5% (two point five percent)
- Total dividend payment : 2,856,142,500 VND
- Dividend payment date: before October 24, 2025.

III. 2025 Profit Plan and the Proposed Profit distribution

3.1 Profit plan

<i>No.</i>	<i>Indicators</i>	<i>Unit</i>	<i>Total Amount</i>
1	Total accounting profit before tax	VND	4,825,046,214
2	Corporate income tax expense	VND	965,009,243
3	Total accounting profit after tax	VND	3,860,036,971

3.2 Proposed distribution:

No.	Indicators	Unit	Total Amount
1	Total profit before tax in 2025	VND	4,825,046,214
2	Profit after tax	VND	3,860,036,971
2.1	Proposed profit distribution	VND	3,860,036,971
Distribution			
a	Welfare and Reward fund	VND	1,175,122,971
	In which:		
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	900,552,843
	- HABECO Central Trading Company Limited	VND	274,570,128
b	Executive Management Bonus	VND	400,000,000
	In there:		
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	215,000,000
	- HABECO Central Trading Company Limited	VND	185,000,000
c	Expected dividend 2.0 % (two percent)	VND	2,284,914,000

IV. Approval of the remuneration for the Board of Directors' members; Board of Supervisors; BOD's Secretary; Salary of executive managers in 2024; Remuneration payment plan in 2025.

4.1 Report on remuneration payment for the Board of Directors and Board of Supervisors in 2024 according to the Resolution of the 2024 Annual General Meeting of Shareholders

+ Board of Directors, BOD's Secretary:

- Chairman of the Board of Directors: 8,000,000 VND/month
- BOD's members: 5,000,000 VND/month
- BOD's Secretary: 3,000,000 VND/month

+ Board of Supervisors:

- Head of Board of Supervisors: 4,000,000 VND/month (Calculated in the Salary Fund)
- BOS's Members: 3,000,000 VND/month

+ Total remuneration paid to the Board of Directors and Board of Supervisors' members in 2024 is : **408,000,000 VND**

+ Total remuneration paid to the Secretary of the Board of Directors in 2024 is: **36,000,000 VND** (Calculated in the Salary Fund).

4.2 Report on salary payment for executive managers in 2024 (Director, Deputy Director, Chief Accountant and Head of the Board of Supervisors)

Total salary payment for executive manager is: **1,379,835,600 VND.**

4.3 Remuneration payment plan for Board of Directors, Board of Supervisors' members, and Board of Directors' secretary in 2025:

+ *Board of Directors and Board of Directors' secretary:*

- Chairman of the Board of Directors: 8,000,000 VND/month
- BOD's members: 5,000,000 VND/month
- BOD's Secretary : 3,000,000 VND/month (Paid from the Salary Fund)

+ *Board of Supervisors:*

- Head of the Board of Supervisors: 4,000,000 VND/month
- Board of Supervisors' Member: 3,000,000 VND/month

Salary is paid once a month, payment time is from the 15th to the 20th of each month.

With the above report content, the Board of Directors of Hanoi - Thanh Hoa Beer Joint Stock Company respectfully requests the General Meeting to consider:

1. Approval of the financial statements of Hanoi - Thanh Hoa Beer Joint Stock Company as of December 31, 2024 audited by Nhan Tam Viet Auditing Company Limited;

2. Approval of the plan for profit distribution and dividend payment in 2024;

3. Approval of the 2025 Profit and Profit Distribution Plan, Dividend Payment as proposed;

4. Approval of payment settlement Remuneration for members of the Board of Directors (BOD), the Board of Supervisors (BOS), and the BOD's secretary; Salary of executive managers in 2024; Remuneration payment plan in 2025.

**O/B. THE BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- 2025 Shareholders' Meeting;
- Board of Directors, Board of Supervisors of the Company;
- Archived: Office, Board of Directors.

Bui Truong Thang