

Thanh Hoa, March...05.., 2026

**PROPOSAL**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Re:**

- Approval of the 2025 Audited Financial Statement;
- Approval of the 2025 Profit Distribution Plan;
- Approval of the 2026 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 2025; Remuneration payment plan in 2026.

*Pursuant to:*

- Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as 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 Law No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025 and its guiding documents;
- Pursuant to the 2025 Financial Statements (separate and consolidated) audited by NVA Auditing Company Limited;
- Pursuant to the Resolution of the Board of Directors meeting of Hanoi - Thanh Hoa Beer Joint Stock Company dated March 05, 2026;

Board of Directors of Hanoi Beer Joint Stock Company - Thanh Hoa presents to the General Meeting of Shareholders the key indicators of the audited 2025 Financial Statements; 2025 Profit Distribution Plan; 2026 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 2025; Remuneration payment plan in 2026. Specifically, as follows:

**I. 2025 Audited Financial Statement**

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

**a. Balance sheet**



No.	Indicators	Unit	Parent company	Consolidated
	<b>TOTAL ASSETS</b>			
A	Current assets	VND	160,805,720,357	234,115,120,467
B	Non-current assets	VND	75,436,562,312	64,090,367,762
	<b>TOTAL ASSETS</b>	VND	<b>236,242,282,669</b>	<b>298,205,488,229</b>
	<b>CAPITAL RESOURCES</b>			
<b>A</b>	<b>LIABILITIES</b>	VND	<b>84,952,566,199</b>	<b>150,175,442,039</b>
I	Current liabilities	VND	71,821,246,845	136,317,622,685
II	Non-current liabilities	VND	13,131,319,354	13,857,819,354
<b>B</b>	<b>OWNERS' EQUITY</b>	VND	<b>151,289,716,470</b>	<b>148,030,046,190</b>
I	Equity	VND	150,899,716,470	147,640,046,190
	- Contributed Owner's equity	VND	114,245,700,000	114,247,700,000
II	Funding sources	VND	390,000,000	390,000,000
	<b>TOTAL LIABILITIES AND OWNERS' EQUITY</b>	VND	<b>236,242,282,669</b>	<b>298,205,488,229</b>

**b. Business results**

No.	Indicators	Unit	Parent company	Consolidated
1	Total accounting profit before tax	VND	3,808,813,505	6,116,940,059
2	Total accounting profit after tax	VND	2,457,617,038	4,263,741,939
	<i>-In which: Profit after tax from the subsidiary transferred to the parent company</i>	VND		1,806,124,901
3	Total accounting profit after tax distributed	VND		4,263,741,939

**II. 2025 Profit distribution plan:**

2.1 Distributed profit in 2025 is: 4,263,741,939 VND

2.2 Retained profit from last year: 0 VND

2.3 Total distributed profit in 2025 is: 4,263,741,939 VND

2.4 Profit distribution in 2025 is as follows:

No.	Indicators	Unit	Amount
	Total profit distributed in 2025	VND	4,263,741,939
	<b>Distribution:</b>		
1.	Bonus and Welfare fund	VND	1,030,599,439
	In which:		
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	786,736,052
	- Habeco Central Trading Company Limited	VND	243,863,387

2.	Executive Management Bonus	VND	377,000,000
	In which:		
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	192,500,000
	- Habeco Central Trading Company Limited	VND	184,500,000
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 22, 2026.

### III. 2026 Profit Plan and the Proposed Profit distribution

#### 3.1 Profit plan

No.	Indicators	Unit	Total Amount
1	Total accounting profit before tax	VND	5,080,912,140
2	Corporate income tax expense	VND	1,016,182,428
3	Total accounting profit after tax	VND	4,064,729,712

#### 3.2 Proposed Profit distribution:

No.	Indicators	Unit	Total Amount
1	Total profit before tax in 2025	VND	5,080,912,140
2	Profit after tax	VND	4,064,729,712
2.1	Proposed profit distribution	VND	4,064,729,712
<b>Distribution</b>			
a	Bonus and Welfare fund	VND	804,587,212
	In which:		
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	624,217,661
	- Habeco Central Trading Company Limited	VND	180,369,551
b	Executive Management Bonus	VND	404,000,000
	In there:		
	- Hanoi - Thanh Hoa Beer Joint Stock Company	VND	218,000,000
	- Habeco Central Trading Company Limited	VND	186,000,000
c	Expected dividend 2,5 % (two percent)	VND	2,856,142,500

**IV. Approval of the Remuneration for the Board of Directors' members; Board of Supervisors; BOD's Secretary in 2025; Salary of executive managers in 2025; Remuneration payment plan in 2026.**

**4.1 Report on remuneration payment for the Board of Directors and Board of Supervisors in 2025 according to the Resolution of the 2025 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
- BOS's Members: 3,000,000 VND/month

+ Total remuneration paid to the Board of Directors and Board of Supervisors' members in 2025 is: **456,000,000 VND**

+ Total remuneration paid to the Secretary of the Board of Directors in 2025 is: **36,000,000 VND** (Calculated in the Salary Fund).

**4.2 Report on salary payment for executive managers in 2025 (Director, Deputy Director, Chief Accountant and Head of the Board of Supervisors)**

Total salary payment for executive manager is: **1,541,964,000 VND.**

**4.3 Remuneration payment plan for Board of Directors' members; Board of Supervisors; BOD's Secretary in 2026:**

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

- Chairman of the Board of Directors: 8,000,000 VND/month
- Members of the Board of Directors: 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
- Members of the Board of Supervisors: 3,000,000 VND/month


*Remuneration 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 2025 Financial statements (seperated and consolidated) of Hanoi - Thanh Hoa Beer Joint Stock Company audited by NVA Auditing Company Limited;
2. Approval of the 2025 Profit distribution plan and dividend payment as proposed;
3. Approval of the 2026 Profit plan and proposed profit distribution, dividend payment as proposed;
4. Approval of Remuneration for members of the Board of Directors (BOD), the Board of Supervisors (BOS), and the BOD's secretary; Salary of executive managers in 2025; Remuneration payment plan in 2026.

**Recipients:**

- 2026 GMA;
- Board of Directors, Board of Supervisors of the Company;
- Archived: Office, Board of Directors. 

O/B. THE BOARD OF DIRECTORS  
CHAIRMAN  
  
  
Bai Trương Thang