

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**

**Re: Approval of the 2025 profit distribution plan**

To: 2025 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020;
- Pursuant to Decree No. 140/2020/NĐ-CP dated November 30<sup>th</sup>, 2020;
- Pursuant to Circular No. 16/2023/TT-BTC amending Circular No. 36/2011/TT-BTC on guidelines for state capital investment in enterprises, dated March 17<sup>th</sup>, 2023;
- Pursuant to the Charter of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;

The Board of Directors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation respectfully submits to the General Meeting of Shareholders for approval the 2025 profit distribution plan, as follows:

**1. Approval of profit distribution plan for 2025**

*Unit: VND*

No.	Indicators	Amount	Note
I	Planned profit after tax 2025	228,883,599,657	
II	Undistributed profit from the previous year	6,056,702,727	
III	Distribution of profit after tax in 2025	234,940,302,384	
1	Appropriation to the Parent Company's funds	35,690,899,467	
1.1	Reward and welfare fund of the Parent Company	32,778,566,581	Following the Decree No. 44/2025/NĐ-CP dated February 28 <sup>th</sup> , 2025.
1.2	Reward fund of the Board of Management	2,098,400,000	

No.	Indicators	Amount	Note
1.3	Reward fund of the Board of Directors and Board of Supervisors	813,932,886	Following the Decree No. 44/2025/NĐ-CP dated February 28 <sup>th</sup> , 2025.
<b>2</b>	<b>Dividend payment 2025</b>	<b>197,030,000,000</b>	
-	Payment ratio (%)	8.50%	
<b>3</b>	<b>Remaining undistributed profit</b>	<b>2,219,402,917</b>	Due to the decimal fraction in the dividend payout ratio, the remaining undistributed profit amounts to 2,219,402,917 VND. This remaining profit will be carried forward and included in the dividend payment for the following year.

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Respectfully ask for the consideration and approval of General Meeting of Shareholders.

Best regards!

**O/B BOARD OF DIRECTORS  
CHAIRMAN**

***Recipients:***

- Above;
- BoD;
- BoS;
- Archive: AD, TV.

**Tran Dinh Thanh**