



MINISTRY OF INDUSTRY AND TRADE  
**HANOI BEER ALCOHOL AND BEVERAGE  
 JOINT STOCK CORPORATION**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Ha Noi, ..... , 2025*

## **PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**

**Re: Approval of the 2024 salary and remuneration settlement; and the 2025  
 planned salary and remuneration for Members of the Board of Directors and the  
 Board of Supervisors**

To: 2025 Annual General Meeting of Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14, passed by the XIV National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020;
- Pursuant to the Charter on the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation, as amended for the fifth time on April 28<sup>th</sup>, 2021;
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholder;
- Pursuant to the 2024 financial statements;
- Pursuant to the 2025 business and production plan of HABECO,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2024 salary and remuneration settlement and the 2025 planned salary and remuneration for Members of the Board of Directors and the Board of Supervisors of HABECO as follows:

### **1. The 2024 salary and remuneration settlement for the Board of Directors and the Board of Supervisors:**

No.	Description	Amount (VND)
<b>1</b>	<b>Planned salary and remuneration according to the 2024 AGM Resolution</b>	<b>3,888,000,000</b>
<b>2</b>	<b>Implementation</b>	<b>4,909,143,624</b>
	Salary of dedicated members of the Board of Directors and Board of Supervisors	2,835,543,624
	Remuneration of concurrent members of the Board of Directors and Board of Supervisors	2,073,600,000
<b>3</b>	<b>Conclusion: Variance between implementation and the plan approved by the AGM</b>	<b>1,021,143,624</b>

**2. The 2025 planned salary, remuneration, and bonuses for the Board of Directors and the Board of Supervisors:**

## a) Planned salary and remuneration

No.	Description	Amount (VND)
1	Salary of dedicated members of the Board of Directors and Board of Supervisors	2,963,597,316
2	Remuneration of concurrent members of the Board of Directors and Board of Supervisors	1,920,000,000
	<b>Total</b>	<b>4,883,597,316</b>

b) Implemented salary, remuneration, and bonuses will be settled following the principles stipulated in Decree No. 44/2025/NĐ-CP dated February 28<sup>th</sup>, 2025, issued by the Government on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises, considering the exclusion of objective factors affecting productivity and realized profits in 2025.

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

Best regards!

**O/B BOARD OF DIRECTORS  
CHAIRMAN**

***Recipients:***

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

**TRAN DINH THANH**