



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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, , 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

Re: Approval of the 2024 profit distribution plan

To: 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;
- Pursuant to Decree No. 140/2020/NĐ-CP dated November 30th, 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 17th, 2023;
- Pursuant to the Charter of organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation;
- Pursuant to Document No. 10005/BCT-KHTC dated December 18th, 2025, and Document No. 10238/BCT-KHTC dated December 26th, 2025, of the Ministry of Industry and Trade regarding the 2024 profit distribution plan,

The Board of Directors of Hanoi Beer Alcohol and Beverage Joint Stock Corporation respectfully submits to the General Meeting of Shareholders for approval the 2024 profit distribution plan of HABECO, as follows:

Approval of profit distribution plan for 2024:

Unit: VND

No.	Indicators	Amount	Note
I	Profit after tax 2024	368,800,516,618	Profit after tax in 2024 based on HABECO's 2024 separate financial statements
II	Undistributed profit from the previous year	10,769,050,005	
III	Distribution of profit after tax in 2024 = (I) + (II)	379,569,566,623	
IV	Fund appropriation & dividend payment = (1) + (2)	373,512,863,896	

No.	Indicators	Amount	Note
1	Appropriation to the Parent Company's funds	67,536,863,896	
1.1	Reward and welfare fund of the Parent Company	66,240,863,896	Implemented in accordance with Decree No. 53/2016/ND-CP dated June 13 th , 2016, and Circular No. 28/2016/TT-BLDTBXH dated September 1 st , 2016.
1.2	Reward fund of the Board of Directors and Board of Supervisors	1,296,000,000	
2	Dividend payment 2024	305,976,000,000	
-	Payment ratio (%)	13.2%	
V	Remaining undistributed profit = (III) – (IV)	6,056,702,727	Due to the decimal fraction in the dividend payout ratio leading to remaining undistributed profit, this retained profit will be accumulated by HABECO to be carried forward for dividend payment in the following year.

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