

Ha Noi,, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Re: Approval of the 2025 salary and remuneration settlement; and the 2026
planned salary and remuneration for Members of the Board of Directors and the
Board of Supervisors

To: 2026 Annual General Meeting of Shareholders

Pursuant to Law on Enterprises No. 59/2020/QH14, issued by National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the Charter of the organization and operation of Hanoi Beer Alcohol and Beverage Joint Stock Corporation ("HABECO")

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholder of HABECO;

Pursuant to the 2025 audited financial statements of HABECO;

Pursuant to the 2026 business and production plan of HABECO,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 salary and remuneration settlement and the 2026 planned salary and remuneration for Members of the Board of Directors and the Board of Supervisors of HABECO as follows:

1. The 2025 salary and remuneration settlement for the Board of Directors and the Board of Supervisors:

No.	Description	Amount (VND)
1	Planned salary and remuneration according to the 2025 AGM Resolution	4,883,597,316
2	Implementation	5,860,316,779
	Salary of dedicated members of the Board of Directors and Board of Supervisors	3,556,316,779
	Remuneration of concurrent members of the Board of Directors and Board of Supervisors	2,304,600,000
3	Conclusion: Variance between implementation and the plan approved by the AGM	976,719,463

2. The 2026 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	2,328,000,000
2	Remuneration of concurrent members of the Board of Directors and Board of Supervisors	1,651,200,000
	Total	3,979,200,000

b) Implemented salary, remuneration, and bonuses: Will be settled following the principles stipulated in Decree No. 248/2025/ND-CP dated September 15th, 2025, issued by the Government on the management of labor, salaries, remuneration, and bonuses for direct representatives of the owner, representatives of state capital portions, and supervisors in state-owned enterprises, considering the exclusion of objective factors affecting productivity and realized profits in 2026.

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