HA NOI - HAI DUONG BEER JOINT STOCK COMPANY
Address: Quan Thanh Street, Binh Han Ward, Hai Duong City, Hai Duong Province
Telephone: 0220.3852 319 **Fax:** 0220.3859 835
Website: www.habecohd.com.vn

INVITATION LETTER
TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To : Shareholders of HaNoi – HaiDuong Beer Joint Stock Company (HAD)

The Board of Directors of Hanoi - Hai Duong Beer Joint Stock Company respectfully invites shareholders to attend the 2025 Annual General Meeting of Shareholders, which will be held as follows:

1. Time: 09:00 AM, April 25, 2025

2. Venue: Hanoi - Hai Duong Beer Joint Stock Company, Quan Thanh Street, Binh Han Ward, Hai Duong City, Hai Duong Province.

3. Meeting Agenda: Details of the agenda, program, and meeting documents are available on the company's website: http://habecohd.com.vn/danh-muc-co-dong/dai-hoi-dong-co-dong/. Shareholders are kindly requested to review the documents before the meeting.

4. Participants:

1. Shareholders of Hanoi - Hai Duong Beer Joint Stock Company who are listed as eligible participants as of March 26, 2025.
2. Legally authorized representatives attending the meeting on behalf of shareholders.

5. Notes for Attendees:

1. To facilitate the organization of the meeting, shareholders are requested to confirm attendance or proxy authorization by sending the Registration Confirmation Form (template available on the company's website) to the Meeting Organizing Committee via post, fax, or email before 5:00 PM on April 22, 2025. The proxy authorization form can be in the company's provided template (available on the website) or another format, provided it complies with Clause 2, Article 144 of the 2020 Enterprise Law and the Company's Charter..
2. Shareholders are requested to arrive on time;
3. When attending the meeting, shareholders or authorized representatives must bring the Invitation Letter, Citizen ID/Passport, and the Proxy Authorization Form for identity verification.

6. Meeting Organizing Committee Contact:

Address: Quan Thanh Street, Binh Han Ward, Hai Duong City, Hai Duong Province
Phone: 0220.3852.319 - Fax: 0220.3859.835
Contact Person: Ms. Bui Thi Thanh Binh, Phone: 0366.068.396

Respectfully!

Hai Dương, April 01st, 2025
ON BEHALF OF BOD
CHAIRMAN

S.Đ.K.K.D.0800283766-C.T.C.P
CÔNG TY CỔ PHẦN BIA HÀ NỘI - HẢI DƯƠNG
TP. HẢI DƯƠNG

Nguyen Quang Thanh

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

CONFIRMATION LETTER
TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANOI - HAI DUONG BEER JOINT STOCK COMPANY

To: Organizing Committee of the 2025 Annual General Meeting of Shareholders,
Hanoi - Hai Duong Beer Joint Stock Company

Shareholder's Name (or Organization Representative): ....

Address:...

ID Card/Citizen ID/Passport No: .... Date of Issue:: .... Place of Issue:: ....

(Or) Business Registration Certificate No: .... Place of Issue: .... Place of Issue: ....

Phone: .... Fax: ....Email: ....

Number of Shares Owned: ....

(In words: ....)

I/We have received the invitation to attend the 2025 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company and hereby confirm my/our participation in the meeting through the following method::

- **DIRECTLY ATTENDING THE MEETING** ☐
- **AUTHORIZING A REPRESENTATIVE TO ATTEND THE MEETING** ☐

  *(*A proxy authorization letter is attached*)*

This confirmation is submitted for the Organizing Committee of the General Meeting of Shareholders to acknowledge and compile the participant list./.

..................., ... 2025

SHAREHOLDER
(Signature, Full Name, and Seal)

*** Notes:**

1. Shareholders attending the meeting in person must present this Confirmation Letter along with their Citizen Identification Card/passport when completing the meeting attendance procedures;
2. For authorized representatives attending the meeting, the required documents include: the original Power of Attorney (either in the Company's prescribed form available on its website or another form that complies with Clause 2, Article 144 of the 2020 Law on Enterprises and the Company's Charter on Organization and Operation) with the signatures of both the authorizing party and the authorized party, and the original Citizen Identification Card /passport of the authorized representative or the original Citizen Identification Card/passport of the legal representative of the authorized organization.

CÔNG TY CỔ PHẦN BIA HÀ NỘI - HẢI DƯƠNG

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……………, ……………… 2025

POWER OF ATTORNEY
TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANOI - HAI DUONG BEER JOINT STOCK COMPANY

To: The Board of Directors of Hanoi - Hai Duong Beer Joint Stock Company **(HAD)**

1. AUTHORIZING PARTY:

Shareholder's Name:……………………………………………………………………………………

ID/Citizen ID/Passport/Business Registration No: ………..Issued on………………. Issued by…………………………

Address/Head Office:: ……………………………………………………………………………………

Phone Number: ……………………………………………………………………………………

Number of Shares Owned: ……………………………………………………………………………………

(In words: ……………………………………………………………………………………)

For institutional shareholders: Legal Representative's Name: ……………………………………

ID/Citizen ID/Passport No. of Legal Representative: …….Issued on………………. Issued by…………………………

2. AUTHORIZED PARTY:

Name of Individual/Organization: ……………………………………………………………………………………

ID/Citizen ID/Passport/Business Registration No: ………..Issued on………………. Issued by…………………………

Nationality:: ……………………………………………………………………………………

Address/Head Office:: ……………………………………………………………………………………

Phone Number: ……………………………………………………………………………………

For institutional authorized parties: Legal Representative's Name: ……………………………………

ID/Citizen ID/Passport No. of Legal Representative:: ……Issued on………………. Issued by…………………………

Alternatively, the shareholder may authorize all of their shares to one (01) of the following members of the Board of Directors (BOD) of HAD by marking (X) or (√) in the box next to the name of the authorized BOD member::

☐ Mr: Nguyen Quang Thanh – Chairman
☐ Ms. Nguyen Thị Minh Nguyet – Member
☐ Mr: Tran Huy Loan – Vice Chairman
☐ Mr: Tran Van Ha – Member

3. AUTHORIZATION CONTENT:

Number of Authorized Shares: ……………………………………………………………………………………

(In words:: ……………………………………………………………………………………)

Scope of Authorization: The Authorized Party is entitled to represent the Authorizing Party to attend the 2025 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company on April 25, 2025, and exercise all shareholder rights and obligations at the meeting concerning the authorized shares.

Authorization Duration: This Authorization Letter is valid from the date of signing until the conclusion of the 2025 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company.

We take full responsibility for this authorization and commit to strictly complying with the current laws and the Charter of Hanoi - Hai Duong Beer Joint Stock Company.

AUTHORIZING PARTY	AUTHORIZED PARTY
(Signature, Full Name, and Seal)	*(Signature, Full Name, and Seal)*

AGENDA

Annual General Meeting of Shareholders 2025

HaNoi - HaiDuong Beer Joint Stock Company

April 25, 2025

No.	AGENDA
1	Welcoming guests Verifying guests' eligibility to attend the EGM, distributing EGM documents
2	Opening Ceremony & Introduction of Delegates
3	Report on the Verification of Shareholder Eligibility
4	- Introduction of the Presidium, Appointment of the Secretariat, and Approval of the Vote Counting Committee; - Approval of the Agenda, Working Regulations, and Voting Rules of the General Meeting.
5	- Reports from the Board of Directors, Executive Board, and Supervisory Board on the 2024 performance and the 2025 operational plan; - Proposals for the General Meeting: + Proposal for approval of the audited 2024 financial statements; + Proposal for approval of the 2024 dividend rate and profit distribution plan; + Proposal for approval of the 2025 business and production targets; + Proposal for approval of the 2025 profit distribution plan and dividend rate; + Proposal for approval of the 2024 remuneration settlement and the 2025 remuneration plan for the Board of Directors and Supervisory Board; + Proposal for selecting the auditing firm for 2025.
6	Q&A
7	Guidance and Execution of Voting & Announcement of Voting Results
8	Approval of the Minutes and Resolutions of the General Meeting
9	Closing

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HA NOI – HAI DUONG BEER JOINT STOCK COMPANY

No: 01/2025/NQ-ĐHCĐ

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hai Duong, April ...., 2025

DRAFT

RESOLUTION
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS HANOI - HAI DUONG BEER JOINT STOCK COMPANY

Based on The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Based on The Charter on Organization and Operation of Hanoi - Hai Duong Beer Joint Stock Company;

Based on The Minutes of the 2025 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company dated April 25, 2025.

The 2025 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company was conducted from 09:00 AM to … on April 25, 2025, at the company's headquarters, located at Quan Thanh Street, Binh Han Ward, Hai Duong City, Hai Duong Province.

The meeting was attended by **……** shareholders and duly authorized representatives, representing ……… shares, accounting for ……….% of the total voting shares of the company.

The General Meeting reviewed and discussed the presented documents. The shareholders attending the 2025 Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company unanimously agreed on the following:

RESOLUTION:

Article 1: Approval of the 2024 Business Performance Report of Hanoi - Hai Duong Beer Joint Stock Company.

Key business and production indicators achieved in 2024 are as follows:

Items	Unit	Implementation 2023	Plan 2024	Implementation 2024	% Implementation as	
					Plan 2024	Same periot
1. Revenue	Billion VND	166,6	169,9	171,9	101,2	103,2
2. Submit budget	Billion VND	117,0	115,0	122,6	106,6	104,8
3. Profit after Tax	Billion VND	6,0	4,5	6,3	140,0	105,0

Article 2: Approval of the Board of Directors' Report on the 2024 performance and the 2025 operational plan.

Article 3: Approval of the Supervisory Board's Report on the 2024 performance and the 2025 operational plan.

Article 4: Approval of the 2024 financial statements audited by Nhan Tam Viet Auditing Co., Ltd.

Article 5: Approval of the 2024 dividend rate at 12% of charter capital (each share receives 1,200 VND in dividends), to be paid in cash.

Article 6. Approval of the 2024 profit distribution plan as follows:

Total profit after corporate income tax	**8.066.498.950**
- Total undistributed after-tax profit for 2024	*6.307.588.425*
- Undistributed after-tax profit from 2023	*1.758.910.525*
Dividend payment for 2024 in cash (12% of charter capital)	4.800.000.000
Allocation to Bonus and welfare funds	1.673.000.000
Bonus for the Executive Management Board	219.000.000
Remaining undistributed after-tax profit	1.374.498.950

Article 7. Approval of the 2025 business and production targets.

Items	Unit	Plan 2025	% of plan compared to actual in 2024
1. Revenue	Million VND	172.406	100,3
2. Profit after Tax	-	6.634	105,2

Article 8: Approval of the Dividend Plan and Profit Distribution Plan for the 2025 Financial Year

8.1. Dividend Plan for 2025

- Dividend for the 2025 financial year: a payment rate of 12% per share.

- Payment schedule: to be made after the resolution of the General Meeting of Shareholders.

8.2. Profit Distribution Plan for the 2025 Financial Year

Total profit after corporate income tax	**8.008.498.950**
- Total undistributed after-tax profit for 2025	*6.634.000.000*
- Undistributed after-tax profit from 2024	*1.374.498.950*
Dividend payment for 2025 in cash (12% of charter capital)	4.800.000.000
Allocation to Bonus and welfare funds	1.740.200.000
Bonus for the Executive Management Board	250.000.000
Remaining undistributed after-tax profit	1.218.298.950

Article 9: Approval of the Remuneration Settlement for 2024 and the Remuneration Plan for the Board of Directors and Supervisory Board for 2025

9.1. Remuneration Settlement for 2024:

- Approved total remuneration: 456 million VND

- Actual remuneration paid: 547.2 million VND

9.2. Remuneration Plan for 2025

Approved total remuneration: 456 million VND

Article 10. Approval of the Authorization for the Board of Directors to Select the Auditing Firm for the 2025 Financial Statements.

Article 11. Implementation Clause.

This resolution has been approved by the General Meeting of Shareholders and will take effect from April 25, 2025.

The General Meeting of Shareholders authorizes the Board of Directors to direct and organize the implementation of the contents of this resolution in accordance with the law and the Company's Charter..

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING

Recipients:
- Shareholders,
- Members of the BOD,
- Members of the SB,
- Members of the EB,
- Archived at the Company.

Nguyen Quang Thanh

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MINUTES OF THE MEETING
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

At 09:00 AM on April 25, 2025, **the** Annual General Meeting of Shareholders of Hanoi - Hai Duong Beer Joint Stock Company was held at the company's headquarters located at Quan Thanh Street, Binh Han Ward, Hai Duong City.

The Presidium of the General Meeting was composed of the following members:

1. Mr Nguyen Quang Thanh - Chairman of the Board of Directors: Chairman of the meeting.

2. Mr Trần Huy Loãn - Vice Chairman of the Board of Directors, General Director of the Company: Member

3. Mr Trần Vân Hà - Member of the Board of Directors: Member

The Shareholder Eligibility Verification Committee consisted of 03 members:

1. Ms Bui Thi Thanh Binh – Head of the Supervisory Board: Head of the Committee

2. Mr Tran Van Ha – Member of the Board of Directors: Member

3. Ms Ha Thi Thuy Duong – Deputy Head of the Accounting and Finance Department: Member

The meeting unanimously elected the following:

- Secretary of the Meeting: Ms Hà Thị Thuỷ Dương

- Vote Counting Committee**: **Comprising 03 members:

1. Ms. Bui Thi Thanh Binh – Head of the Supervisory Board: Head of the Committee

2. Ms. Đang Thi Minh Duyet – Chief Accountant: Member

3. Mr. Nhu Viet Anh – Head of Planning and Investment Department: Member

Meeting Attendance:

At the opening of the meeting, there were … shareholders and authorized representatives (collectively referred to as delegates), corresponding to …… shares with voting rights, representing …% of the total voting shares of the Company.

The General Meeting unanimously approved the Agenda and Working Regulations that had been communicated by the Board of Directors.

PROCEEDINGS OF THE MEETING

I. The meeting heard the Report of the CEO on the 2024 business performance and the 2025 plan, presented by Mr. Trần Huy Loãn, the Company's General Director.

II. The meeting heard the Report of the Board of Directors on the 2024 performance and the 2025 operational direction, presented by Mr. Nguyễn Quang Thanh, Chairman of the Board of Directors.

III. The meeting heard the Report of the Supervisory Board on the 2024 activities and the 2025 operational plan, presented by Ms. Bùi Thị Thanh Bình, Head of the Supervisory Board.

IV. The meeting also heard several proposals for review and voting by the General Meeting of Shareholders:

1. Proposal for approval of the audited financial statements for 2024.

2. Proposal for approval of the dividend rate and profit distribution plan for 2024.

3. Proposal for approval of the business and production targets for 2025.

4. Proposal for approval of the profit distribution plan and dividend rate for 2025.

5. Proposal for approval of the remuneration settlement for 2024 and the remuneration plan for the Board of Directors and Supervisory Board for 2025.

6. Proposal for selecting the auditing firm for the 2025 financial statements.

V. Comments and Opinions at the General Meeting

VI. The meeting proceeded with voting on each item presented by the Board of Directors as outlined above.

At the time of voting, ……. shareholders and authorized representatives represented …………… shares with voting rights.

Voting Results are as follows:

1. Approval of the CEO's Report on the 2024 business performance and the 2025 plan, with the results as follows:

Total number of votes in favor: **……** votes, representing **……** shares, accounting for ……% of the voting shares at the meeting.

Therefore, Item 1 was approved with ……% of the total votes from shareholders present and voting.

2) Approval of the Board of Directors' Report on the 2024 performance and the 2025 operational plan, with the results as follows:

Total number of votes in favor: **……** votes, representing **……** shares, accounting for ……% of the voting shares at the meeting.

Therefore, Item 2 was approved with ……% of the total votes from shareholders present and voting.

3) Approval of the Supervisory Board's Report on the 2024 performance and the 2025 operational plan, with the results as follows:

Total number of votes in favor: ...... votes, representing ...... shares, accounting for ......% of the voting shares at the meeting.

Therefore, Item 3 was approved with ......% of the total votes from shareholders present and voting.

4) Approval of the audited financial statements for 2024, with the results as follows:

Total number of votes in favor: ...... votes, representing ...... shares, accounting for ......% of the voting shares at the meeting.

Therefore, Item 4 was approved with ......% of the total votes from shareholders present and voting.

5) Approval of the dividend rate and profit distribution plan for 2024, with the results as follows:

Total number of votes in favor: ...... votes, representing ...... shares, accounting for ......% of the voting shares at the meeting.

Therefore, Item 5 was approved with ......% of the total votes from shareholders present and voting.

6) Approval of the business and production targets for 2025, with the results as follows:

Total number of votes in favor: ...... votes, representing ...... shares, accounting for ......% of the voting shares at the meeting.

Therefore, Item 6 was approved with ......% of the total votes from shareholders present and voting.

7) Approval of the profit distribution plan and dividend rate for 2025, with the results as follows:

Total number of votes in favor: ...... votes, representing ...... shares, accounting for ......% of the voting shares at the meeting.

Therefore, Item 7 was approved with ......% of the total votes from shareholders present and voting.

8) Approval of the remuneration settlement for 2024 and the remuneration plan for the Board of Directors and Supervisory Board for 2025, with the results as follows:

Total number of votes in favor: ...... votes, representing ...... shares, accounting for ......% of the voting shares at the meeting.

Therefore, Item 8 was approved with ......% of the total votes from shareholders present and voting.

9) Approval of the selection of the auditing firm for the 2025 financial statements, with the results as follows:

Total number of votes in favor: **......** votes, representing **......** shares, accounting for ......% of the voting shares at the meeting.

Therefore, Item 9 was approved with ......% of the total votes from shareholders present and voting.

VII. The General Meeting unanimously resolved and issued a Resolution on the items that were approved during the meeting.

VIII. The minutes were completed and approved at the General Meeting.

The 2025 Annual General Meeting of Hanoi - Hai Duong Beer Joint Stock Company was concluded at .... hours and .... minutes on the same day.

The Reports, Proposals, Vote Counting Minutes, and Board of Directors Election Vote Counting Minutes, which were approved during the meeting, are integral parts of this meeting minutes.

SECRETARY OF THE MEETING	**ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS** **CHAIRMAN OF THE MEETING**
Ha Thi Thuy Duong	**Nguyen Quang Thanh**

DRAFT

HÀ NỘI - HAI DUONG BEER JOINT STOCK COMPANY
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REPORT
On Business Performance in 2024 and Plan for 2025
(Presented at the 2025 Annual General Meeting of Shareholders)

I. BUSINESS PERFORMANCE IN 2024

1. General Assessment

In 2024, the Company continued to face numerous challenges due to various external factors, such as increasing competition among businesses within and outside the industry, as well as the impact of government policies on controlling alcohol consumption.

In response to these difficulties, the Executive Board made great efforts to implement multiple solutions, including focusing on the core product—Hải Dương draft beer—by enhancing quality and expanding distribution to other provinces. The Company also diversified its product range and continued to promote the Hà Nội draft beer brand in the local market.

2. Business Performance Indicators in 2024

Items	Unit	Implementation 2023	Plan 2024	Implementation 2024	% Implementation as	
					Plan 2024	Same periot
1. Revenue	Billion VND	166,6	169,9	171,9	101,2	103,2
2. Submit budget	Billion VND	117,0	115,0	122,6	106,6	104,8
3. Profit after Tax	Billion VND	6,0	4,5	6,3	140,0	105,0

3. Performance Across Key Operational Areas

- Corporate Governance: The Company successfully organized the 2024 Annual General Meeting of Shareholders, where 100% of the shareholders approved the reports on operational performance and profit distribution for 2023, as well as the 2024 business targets. The Company also revised its Charter.

+ Strictly adhered to the reporting and information disclosure requirements on the stock market and those set by the Parent Corporation.

- Production Management: The production planning and execution were flexible and aligned with market demand, ensuring inventory levels remained reasonable. The Company consistently adhered to technological processes to maintain stable product quality, which was highly regarded by consumers. Machinery and equipment were well-maintained and operated safely and efficiently, meeting production demands. The Company also implemented measures to enhance cost savings in production. The quality management systems and environmental standards—ISO 22000:2018, ISO 9001:2015, and ISO 14001:2015—continued to be effectively applied.

- Sales and Market Development: The Company launched promotional campaigns and customer support programs, strengthened sensory evaluation processes, and improved coordination between Technical, Market, and Production departments to manage post-sales quality effectively. Any defective products were quickly identified and addressed in the market.

- Quality Management and New Product Development: The Company focused on strengthening quality control at all production stages. Additional investments were made in equipment to enhance product quality inspection and management.

- Labor Organization and Salary Management: The Company finalized the 2023 salary fund settlement, developed the 2024 salary unit price, and planned labor allocation efficiently to save human resources while ensuring production needs were met. All policies and regulations related to labor and social welfare were fully complied with.

Average workforce during the year: 151 employees

Average monthly income per employee: 13.4 million VND

- Financial Management: The financial statements were prepared on time, meeting both internal management and external disclosure requirements. The Company ensured timely payment of salaries, bonuses, and working capital for business and investment activities.

Key Financial Indicators of the Company (as of December 31, 2024):

Return on Equity (ROE)	:	8,5%
Return on Total Assets (ROA)	:	6,6%
Total Debt to Equity Ratio	:	0,29 lần
Overall Liquidity Ratio	:	4,48 lần
Current Ratio	:	3,57 lần
Quick Ratio	:	2,57 lần
Earnings per Share (EPS)	:	1.239 VND

Infrastructure Maintenance and Capital Construction: The company has focused on upgrading and repairing production equipment, factory buildings, and warehouses to meet production requirements, ensure food safety and environmental standards, and improve working conditions for employees.

Union and Employee Welfare Activities: The Employee Conference was organized at all levels, from workshops and departments to the company level, promoting democratic participation among employees. Employee feedback during the conference was acknowledged and promptly addressed by company leadership. Welfare policies, including allowances, company trips, and bonuses for holidays and Tet, were ensured.

II. BUSINESS PRODUCTION PLAN FOR 2025 AND IMPLEMENTATION SOLUTIONS

In 2025, the economy is forecasted to continue facing many difficulties and challenges, significantly impacting the company's business operations, employment, and employee income.

1. Strategic Directions and Tasks

Given the situation, the management board has set the following objectives:

- Continue to effectively utilize existing resources and maintain flexibility in production to meet the diverse product demands of different customer segments and market regions.

- Focus on expanding sales in out-of-province markets to increase market share and product consumption outside the local area. Strengthen investments in direct sales points within residential areas.

- Implement essential measures to enhance product quality, aligning with current financial conditions and production capacity. Repair and upgrade key equipment to ensure stable and safe production.

- Improve human resource management and corporate governance, emphasizing cost-saving initiatives across all processes to enhance business efficiency.

- Ensure job security and income for employees while safeguarding shareholders' interests and fulfilling tax obligations to the state.

2. Key Business Targets for 2025

Items	Unit	Plan 2025	% of plan compared to actual in 2024
1. Revenue	Million VND	172.406	100,3
2. Profit after Tax	-	6.634	105,2

3. Implementation Solutions for the 2025 Business Plan

*** Planning and Production**

- Continue enhancing statistical analysis, forecasting, and developing specific production plans aligned with consumption trends. Ensure the timely and adequate supply of materials for production while maintaining optimal inventory levels to improve the efficiency of working capital and storage management.

- Proactively manage and direct operations, increasing flexibility in production planning, allocation, and balancing stock levels efficiently.

- Focus on repairing and upgrading equipment, particularly auxiliary equipment, to ensure stable production and product quality.

- Strengthen management, implement cost-saving measures in production, link responsibilities with incentives, and expand performance-based contracts in various production and distribution stages to minimize production costs and enhance product competitiveness.

*** Market Development**

- Leverage strengths and enhance customer support and care through various suitable approaches. Continue consolidating the distribution system and sales network for Hải Dương-branded beer products. Focus on developing direct sales points in densely populated areas. Maintain and expand markets in other provinces with competitive advantages.

- Assess market consumption trends to develop strategies for product growth and sales. Design and implement the 2025 marketing plan tailored to each market region and product category.

*** Investment and Infrastructure Development**: Repair and upgrade production facilities and equipment to ensure productivity and product quality.

*** Labor Management:**

- Optimize labor allocation according to seasonal demand while maintaining high-quality service to satisfy customers.

- Focus on training programs to improve managerial competencies and enhance work efficiency and cost-effectiveness.

- Ensure compliance with labor policies and protect the legitimate rights of employees. Strengthen workplace safety management to prevent potential risks, work-related accidents, and fire hazards. Maintain security, safety, and a clean working environment within the company.

*** Financial Management:**

- Balance and prepare financial resources for business operations and capital investments, ensuring sufficient funding for all activities in each period.

- Improve sales management, enhance cash flow control, and comply with financial reporting and disclosure regulations.

*** Product Quality and Research & Development**

- Strengthen quality management, further tightening control over all production stages. Invest in additional equipment to enhance product quality control. Review and optimize production processes, hygiene, and equipment operations to meet quality standards.

- Improve sensory evaluation and coordination among Technical, Market, and Production teams for after-sales quality management. Promptly identify and address defective products in the market.

*** Union work:**

- Encourage innovation and promote employee engagement through internal competitions and initiatives.

- Strengthen corporate social responsibility initiatives, including charitable activities and support for policy beneficiary families. Enhance employees' mental well-being, foster a positive corporate culture, and create a dynamic, healthy work environment.

With a spirit of unity, dynamism, and creativity, along with the support of the General Meeting of Shareholders, the Board of Directors, the Executive Board, and the collective efforts of all employees, the Company is committed to overcoming challenges and successfully achieving the 2025 business targets.

Best regards!

DIRECTOR

Tran Huy Loan

DRAFT

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REPORT OF THE BOARD OF DIRECTORS
On the Performance in 2024 and the Business Orientation for 2025
(Presented at the 2025 Annual General Meeting of Shareholders)

Based on the Charter, Corporate Governance Regulations, and the Operating Regulations of the Board of Directors (BOD) of Hanoi - Hai Duong Beer Joint Stock Company (the Company), the BOD hereby reports to the General Meeting of Shareholders on the performance in 2024 and the business plan for 2025 as follows:

I. PERFORMANCE RESULTS IN 2024

1. Operations of the Board of Directors

In 2024, the Board of Directors consisted of the following members:

- Mr. Nguyen Quang Thanh, Chief of Office, Hanoi Beer - Alcohol - Beverage Joint Stock Corporation: Chairman of the BOD.
- Mr. Tran Huy Loan, General Director of the Company: Vice Chairman of the BOD.
- Ms. Nguyen Thị Minh Nguyet, Deputy Head of Planning Department, Hanoi Beer - Alcohol - Beverage Joint Stock Corporation: Member.
- Mr. Tran Van Ha, Deputy General Director of the Company: Member.

The activities of the BOD adhered to the Operating Regulations of the BOD, Corporate Governance Regulations, the Law on Enterprises, and the Company's Charter. The BOD members fulfilled their assigned roles and responsibilities with a high sense of accountability. The independent and non-executive members regularly supervised the executive management and business operations of the Company, maintaining continuous communication with the Board of Management.

In 2024, the BOD held 05 (five) meetings, issuing resolutions and decisions regarding quarterly, semi-annual, and annual business tasks, as well as other critical management matters. Specifically:

No.	BOD	Number of BOD Meetings Attended	Meeting Attendance Rate (%)	Reason for Absence
1	Nguyen Quang Thanh	5/5	100	
2	Tran Huy Loan	5/5	100	
3	Nguyen Thi Minh Nguyet	5/5	100	
4	Tran Van Ha	5/5	100	

* Resolutions and Decisions in 2024:

No.	Resolution/decision No.	Date	Content	Approval Rate
1	60/NQ-HĐQT	26/02/2024	Resolution on Convening the 2024 Annual General Meeting of Shareholders	100%
2	63/QĐ-HĐQT	19/04/2024	Decision on the Establishment of the Shareholder Qualification Verification Committee	100%
3	72/QĐ-HĐQT	29/05/2024	Decision on the Approval of the 2023 Salary Settlement	100%
4	73/QĐ-HĐQT	29/05/2024	Decision on Assigning Salary Targets for 2024	100%
5	79/QĐ-HĐQT	12/08/2024	Decision on Early Salary Increase for Ms. Duyet	100%
6	80/QĐ-HĐQT	16/08/2024	Decision on Assigning Employees for Business Trips	100%

- Remuneration of the Board of Directors (Based on the Resolution of the General Meeting of Shareholders in 2024, the remuneration for the BOD members as of December 31, 2024, is as follows:):

No.	BOD Member	Position	Remuneration level (VND)	Duration (Months)	Total Annual Amount (VND)
1	Nguyen Quang Thanh	Chairman	8.000.000	12	96.000.000
2	Tran Huy Loan	Chairman	7.000.000	12	84.000.000
3	Nguyen Thị Minh Nguyet	Member	6.000.000	12	72.000.000
4	Tran Van Ha	Menber	6.000.000	12	72.000.000
	Total				**324.000.000**

2. Supervision and Coordination with the Executive Board

- The Board of Directors (BOD) continuously supervises the activities of the Executive Board. In addition to regular exchanges, information updates, and guidance, the BOD evaluates the operational situation and business performance of the previous quarter at each quarterly meeting, sets out tasks and plans for the upcoming quarter, and promptly issues resolutions and decisions on matters within its authority.

The Executive Board has assigned specific responsibilities and areas of supervision to ensure the effective management and operation of production and business activities. The Executive Board has worked diligently to implement the resolutions, directions, and objectives set by the BOD, successfully achieving the 2024 business targets as established by the General Meeting of Shareholders and the BOD. This has ensured stable employment, income, and livelihood for employees while securing the rights and benefits of shareholders.

- On business operations: The company has focused on stabilizing and improving product quality, enhancing the brand's reputation for quality. Market expansion efforts have been emphasized not only within the province but also in key neighboring provinces, maintaining stable product prices and strengthening customer service.

- On investment activities: In 2024, the company did not undertake any major investment projects but implemented minor repair and maintenance projects to support production and improve working conditions for employees.

- On information disclosure: The BOD and the Executive Board strictly comply with current legal regulations on information disclosure for listed companies. Periodic and extraordinary disclosures have been carried out fully and in accordance with regulations.

- On other operational aspects:

+ The Executive Board has effectively implemented salary policies, bonuses, social insurance, and improvements in working conditions for employees. The company strictly adheres to labor laws, environmental protection regulations, and democratic governance within the enterprise.

+ Compliance with production technology processes, equipment operation protocols, equipment maintenance regulations, ISO 22000:2018 food safety management system, and ISO 14001:2015 environmental management system is ensured.

+ The company actively supports and coordinates with political and social organizations, ensuring harmonious and effective operations. National security, public order, and social stability are maintained.

+ Employee engagement and productivity-enhancing campaigns have been effectively organized. Social welfare and charitable contributions are carried out with a strategic focus, reinforcing corporate image and culture.

3. Implementation Results of the 2024 General Meeting of Shareholders' Resolutions

a) Results of the 2024 Business Plan Targets

Items	Unit	Implementation 2023	Plan 2024	Implementation 2024	% Implementation as	
					Plan 2024	Same periot
1. Revenue	Billion VND	166,6	169,9	171,9	101,2	103,2
2. Submit budget	Billion VND	117,0	115,0	122,6	106,6	104,8
3. Profit after Tax	Billion VND	6,0	4,5	6,3	140,0	105,0

b) Implementation of the 2023 Profit Distribution Plan as per the Resolution of the 2024 General Meeting of Shareholders

Items	Amount (VND)
Total undistributed after-tax profit	**8.358.910.525**
- After-tax profit for 2023	**6.005.794.274**
- Undistributed after-tax profit from 2022	**2.353.116.251**
Dividend payment for 2023 in cash (12% of charter capital)	4.800.000.000

Allocation to Bonus and welfare funds	1.800.000.000
Remaining undistributed after-tax profit	1.758.910.525

c) Dividend Payment for 2023:

The dividend payment was executed on September 27, 2024, at a rate of 12% per share.

Total amount paid: VND 4,800,000,000.

d) Final Settlement of the 2023 Remuneration for the Board of Directors (BOD) and the Supervisory Board (SB):

- Total remuneration for 2023: VND 519.84 million, including:

+ Remuneration already paid in 2023: VND 456 million.

+ Remaining remuneration for 2023, settled in 2024: VND 63.84 million.

e) Remuneration Payment for 2024:

- Approved total remuneration: VND 456 million.

- Actual remuneration paid in 2024: VND 456 million (Average: VND 38 million/month).

- Final Settlement: Actual after-tax profit for 2024 (after objective adjustments): VND 8,532 million, 14.6% higher than the plan (VND 7,446 million).

According to Circular 28/2016/TT-BLĐTBXH dated September 1, 2016, the BOD and SB remuneration can be increased by 20% compared to the planned amount.

Revised average monthly remuneration:

VND 38 million × 1.2 = VND 45.6 million/month.

Total adjusted remuneration for 2024:

VND 45.6 million × 12 months = VND 547.2 million.

Remaining amount to be paid: VND 91.2 million.

f) Selection of the Auditing Firm for 2024:

As authorized by the General Meeting of Shareholders and based on the proposal of the Supervisory Board, the Board of Directors entrusted the Company's General Director to select the auditing firm. The selected firm is Nhan Tam Viet Auditing Co., Ltd., which will conduct: The semi-annual financial review and The annual financial audit for 2024. (This firm is also responsible for auditing the consolidated financial statements of the parent company – the Hanoi Beer – Alcohol – Beverage Corporation).

II. BUSINESS ORIENTATION FOR 2025

The year 2025 is expected to bring continued challenges and difficulties for the Company's production and business operations. Given this situation, the Board of Directors (BOD) outlines the following business directions for 2025:

1. Each BOD member must proactively develop a detailed plan for their assigned tasks and work together to formulate resolutions that build a long-term vision and development strategy for the Company in the new context.

2. Collaborate with the Parent Corporation to synchronize and enhance the Company's corporate governance system.

3. Strengthen supervision and coordination with the Executive Board to improve human resource management, investment management, and labor productivity. Continue to implement cost-saving measures and waste reduction while controlling the use of raw materials in production according to technical-economic standards.

4. Focus on market development and new product innovation to meet customer demands. Implement strategic measures to adapt to market conditions and strive to exceed business plan targets and the resolutions approved by the General Meeting of Shareholders.

5. Business Plan Targets for 2025:

- Revenue: VND 172,406 million

- Net Profit after Tax: VND 6,634 million

- Employee Income: Ensured to be stable and equivalent to the previous year.

- Dividend Payout: 12%

This report summarizes the Board of Directors' activities in 2024 and outlines the business orientation for 2025 for submission to the General Meeting of Shareholders.

Sincerely!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Quang Thanh

HA NOI - HAI DUONG BEER JOINT STOCK COMPANY
Address: Quan Thanh Street, Binh Han Ward, Hai Duong City, Hai Duong Province
Telephone: 0220.3852 319 **Fax:** 0220.3859 835
Website: www.habecohd.com.vn

DRAFT

REPORT OF THE SUPERVISORY BOARD
On the Results of Operations in 2024 and the Directions for 2025
(Presented at the 2025 Annual General Meeting of Shareholders)

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the current Charter of Hanoi - Hai Duong Beer Joint Stock Company (the Company);

Pursuant to the Corporate Governance Regulations and the Operational Regulations of the Supervisory Board of the Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders of the Company;

Pursuant to the contents of the Minutes of the Supervisory Board Meeting regarding the approval of the 2024 audited financial statements by Nhan Tam Viet Auditing Co., Ltd.;

The Supervisory Board (SB) hereby reports on the inspection and supervision results of the Company's operations in 2024 as follows:

I. Activities of the Supervisory Board in 2024

The SB participated in the meetings of the Board of Directors (BOD), thereby obtaining information on corporate governance, management, and the implementation of the business plan approved by the Annual General Meeting of Shareholders (AGM).

The SB supervised the compliance of the BOD and the Executive Board with the Company's regulations, policies, and the State's circulars and regulations in managing business operations, including tax obligations, social insurance, health insurance, and other financial responsibilities.

The SB reviewed and approved the 2024 audited financial statements of the Company and assessed the implementation of the 2024 AGM resolutions.

The SB participated in the 2024 AGM and conducted inspections and supervision within its scope of responsibilities to ensure the protection of shareholders' interests.

In 2024, the SB held three meetings to implement related tasks, with details of the meetings and attendance rates as follows:

No.	Supervisory Board Member	Number of meetings attended	Meeting Attendance Rate (%)	voting rate (%)	Reason for Absence
1	Bui Thi Thanh Binh	3/3	100	100	
2	Cao Hai Yen	3/3	100	100	
3	Nguyen Thi Minh Phuong	3/3	100	100	

- Remuneration of the Supervisory Board (Implemented in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders) as of December 31, 2024, as follows:

Stt	Supervisory Board Member	Position	Remuneration (VND/month)	Duration	Total Annual Amount (VND)
1	Bui Thi Thanh Binh	Head	5.000.000	12	60.000.000
2	Cao Hai Yen	Member	3.000.000	12	36.000.000
3	Nguyen Thi Minh Phuong	Member	3.000.000	12	36.000.000

- Other operational costs: None.

II. OPERATIONAL RESULTS

2.1. Appraisal of the 2024 Financial Statements

The 2024 financial statements of the Company have been audited by Nhat Tam Viet Auditing Co., Ltd. The audit firm did not express any qualified opinions regarding the 2024 financial statements. The financial statements fairly and accurately reflect, in all material respects, the Company's financial position as of December 31, 2024, as well as its business performance and cash flow situation for the fiscal year ended on the same date, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and relevant legal regulations on financial statement preparation and presentation.

The Supervisory Board (SB) agrees with the audited 2024 financial statements of the Company. Below is a summary of key financial indicators for 2024:

Total Assets	**95.109.340.477**	**vnd**
- Current assets	75.744.139.662	vnd
- Long-term Assets	19.365.200.815	vnd
Total Capital Sources	**95.109.340.477**	**vnd**
- Liabilities	21.208.308.483	vnd
- Owner's Equity	73.901.031.994	vnd
Business Performance		
- Profit Before Tax:	7.944.485.531	vnd
- Profit After Tax	6.307.588.425	vnd

2.2. Regarding the Profit Distribution Plan, Fund Allocation, and Dividend for 2024

The Supervisory Board (BKS) fully agrees with the company's profit distribution plan, fund allocation, and dividend policy for 2024.

According to the resolution of the Annual General Meeting of Shareholders (AGM) 2024, the profit distribution plan is as follows:

(Unit: VND)

Total profit after corporate income tax	**6.265.910.525**
- Total undistributed after-tax profit for 2024	*4.507.000.000*
- Undistributed after-tax profit from 2023	*1.758.910.525*
Dividend payment for 2024 in cash (10% of charter capital)	4.000.000.000
Allocation to Bonus and welfare funds	1.352.100.000
Remaining undistributed after-tax profit	913.810.525

Results: The total undistributed profit after tax reached 8,066,498,950 VND.

The company has proposed the following profit distribution plan:

(Unit: VND)

Total profit after corporate income tax	**8.066.498.950**
- Total undistributed after-tax profit for 2024	*6.307.588.425*
- Undistributed after-tax profit from 2023	*1.758.910.525*
Dividend payment for 2024 in cash (12% of charter capital)	4.800.000.000
Allocation to Bonus and welfare funds	1.673.000.000
Bonus for the Executive Management Board	219.000.000
Remaining undistributed after-tax profit	1.374.498.950

- The Supervisory Board agrees with the proposed profit distribution plan.
- Agrees with the proposed 2024 dividend rate of 12% per share, equivalent to 4.8 billion VND, which is a 20% increase compared to the plan set at the 2024 Annual General Meeting of Shareholders.

2.3. Supervision Results of the Board of Directors and Executive Board

Through its supervision activities, the Supervisory Board (BKS) evaluates that the management and operations of the Board of Directors (HĐQT) and the Executive Board in 2024 have complied with the Company's Charter and the Resolutions of the General Meeting of Shareholders (AGM).

In 2024, the company faced significant business challenges due to market competition among beer brands and strict government policies on alcohol consumption. However, thanks to the timely and appropriate strategies implemented by the Board of Directors and the Executive Board, the company achieved stable business performance. After-tax profit increased by 5% compared to the AGM-approved plan. Key financial ratios indicate that the company's profitability remained relatively high compared to industry peers..

2.4. Evaluation of the 2024 Business Plan Implementation According to the Annual General Meeting (AGM) Resolution

- As of December 31, 2024, the charter capital remained unchanged at 40,000,000,000 VND.
- Throughout the year, the company executed the profit distribution plan in accordance with the AGM 2024 resolution.
- Evaluation of 2024 business plan implementation after the AGM:.

(Unit: Billion VND)

Items	Implemen-tation 2023	Plan 2024	Implemen-tation 2024	% Implementation as	
				Plan 2024	Same periot
1. Revenue	166,6	169,9	171,9	101,2	103,2
2. Submit budget	117,0	115,0	122,6	106,6	104,8
3. Profit after Tax	6,0	4,5	6,3	140,0	105,0

III. Recommendations of the Supervisory Board to the Company

Through the 2024 supervisory activities, it has been observed that the Company's business operations have been conducted safely, in compliance with legal regulations, and aligned with the resolutions of the Annual General Meeting of Shareholders (AGM), achieving strong business performance. The Board of Directors (BOD) and the Executive Board have led all employees in the Company to work tirelessly, successfully exceeding the planned targets.

However, given the challenges expected in 2025, the Supervisory Board (SB) recommends that the BOD and Executive Board:

- Proactively develop appropriate business strategies, optimize cost savings both in production and non-production areas, maintain stable product quality, expand the market, and increase sales volume to ensure the fulfillment of business targets.

- Continue to enhance the management structure, review, refine, and supplement internal regulations to align with the Company's operations, and strengthen internal control processes to ensure effective risk management and governance.

- Strictly review and adhere to the proper procedures for seeking approval and reporting, following HABECO's regulations on managing representatives in subsidiary and affiliated companies where HABECO holds equity stakes.

IV. Supervisory Board's Activity Plan for 2025

The SB will continue to perform its duties in accordance with the Company's Charter and its own operational regulations. In 2025, the SB will enhance its inspection and supervision efforts to identify potential risks in business management and operations, issue timely warnings, and propose necessary corrective actions. Additionally, the SB will Monitor the implementation of the AGM resolutions; Strengthen reporting and recommendations to the BOD and Executive Board regarding business operations.

This report summarizes the Supervisory Board's activities in 2024 and its work plan for 2025, presented to the AGM.

Sincerely!

ON BEHALF OF THE BOARD OF SUPERVISION
HEAD OF CONTROL BOARD

Bui Thi Thanh Binh

DRAFT

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HA NOI – HAI DUONG BEER JOINT STOCK COMPANY

No.: /TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hai Dương, April ...., 2025

PROPOSAL
Re: Approval of the Audited Financial Statements for 2024

To: General meeting of shareholders

Based on:

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

- The Charter of Hanoi - Hai Duong Beer Joint Stock Company;

The Resolution of the 2024 Annual General Meeting of Shareholders authorizing the Board of Directors to select an auditing firm for the 2024 Financial Statements. Following the proposal of the Supervisory Board, the Board of Directors has selected Nhan Tam Viet Auditing Co., Ltd. to conduct the audit of the Company's 2024 Financial Statements.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the audited 2024 Financial Statements, which have been disclosed as per regulations and published on the Company's website (www.habecohd.com.vn), including:

1. The audit report issued by the auditing firm;
2. The Balance Sheet as of December 31, 2024;
3. The Income Statement for the year 2024;
4. The Cash Flow Statement for the year 2024;
5. The Notes to the Financial Statements for the year 2024.

Key financial indicators from the audited 2024 Financial Statements are as follows:

No.	Items	Amount (VND)
1	**Total Assets**	**95.109.340.477**
2	**Owner's Equity**	**73.901.031.994**
2.1	Owner's Contribution capital	40.000.000.000
2.2	Development Investment Fund	25.834.533.044
2.3	Retained Profit After-Tax	6.307.588.425
3	**Total Revenue and Other Income**	**177.482.891.876**
3.1	Revenue from Sales of Goods and Services	174.394.759.147
3.2	Financial Revenue	3.061.280.766

3.3	Other Income	26.851.963
4	**Total Expenses**	**169.538.406.345**
4.1	Deductions	2.456.223.018
4.2	Cost of Goods Sold	132.418.573.499
4.3	Financial Expenses	0
4.4	Selling Expenses	22.950.067.906
4.5	General Administrative Expenses	11.713.541.922
4.6	Other Expenses	0
5	**Profit Before Tax**	**7.944.485.531**
6	**Profit After Corporate Income Tax**	**6.307.588.425**
7	**Earnings per Share**	**1.239**

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Respectfully!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Quang Thanh

DRAFT

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HA NOI - HAI DUONG BEER JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: /TTr-HĐQT

Hải Dương, April ...., 2025

PROPOSAL
Re: Approval of the Dividend Rate and Profit Distribution Plan for 2024

To: General meeting of shareholders

Based on:
- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Charter of Ha Noi - Hai Duong Beer Joint Stock Company;
- The audited financial statements by Nhan Tam Viet Auditing Co., Ltd.,

The Board of Directors proposes that the General Meeting of Shareholders consider and approve the dividend rate and the profit distribution plan for 2024 as follows:

1. Dividend rate and dividend payment for 2024:

The Board of Directors proposes a cash dividend payment for 2024 at a rate of 12% per share, equivalent to 4,800,000,000 VND.

2. Profit distribution plan for the fiscal year 2024:

Unit: VND

Total profit after corporate income tax	**8.066.498.950**
- Total undistributed after-tax profit for 2024	*6.307.588.425*
- Undistributed after-tax profit from 2023	*1.758.910.525*
Dividend payment for 2024 in cash (12% of charter capital)	4.800.000.000
Allocation to Bonus and welfare funds	1.673.000.000
Bonus for the Executive Management Board	219.000.000
Remaining undistributed after-tax profit	1.374.498.950

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Respectfully!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Quang Thanh

DRAFT

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HA NOI – HAI DUONG BEER JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: /TTr-HĐQT

Hải Dương, April ...., 2025

PROPOSAL
Re: Approval of the Business Plan Targets for 2025

To: General meeting of shareholders

The Board of Directors respectfully requests the General Meeting of Shareholders to review and approve the key targets of the Business Plan for 2025:

Items	Unit	Plan 2025	% of plan compared to actual in 2024
1. Revenue	Million VND	172.406	100,3
2. Profit after Tax	-	6.634	105,2

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Respectfully!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Quang Thanh

DRAFT

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION **HA NOI – HAI DUONG BEER JOINT STOCK COMPANY**	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No.: /TTr-HĐQT	*Hai Dương, April ...., 2025*

PROPOSAL

Re: Approval of the Profit Distribution Plan and Dividend Rate for 2025

To: General meeting of shareholders

Based on the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Based on the current Charter of Ha Noi - Hai Duong Beer Joint Stock Company;

Based on the Business Plan for 2025.

The Board of Directors proposes that the General Meeting of Shareholders approve the profit distribution plan and dividend rate for 2025 as follows:

1. Dividend Plan for 2025:

- Dividend for the 2025 financial year: Cash payment at a rate of 12% per share.

- Payment plan: To be executed after the resolution of the General Meeting of Shareholders.

2. Profit Distribution Plan for the 2025 Financial Year:

Unit: VND

Total profit after corporate income tax	**8.008.498.950**
- Total undistributed after-tax profit for 2025	*6.634.000.000*
- Undistributed after-tax profit from 2024	*1.374.498.950*
Dividend payment for 2025 in cash (12% of charter capital)	4.800.000.000
Allocation to Bonus and welfare funds	1.740.200.000
Bonus for the Executive Management Board	250.000.000
Remaining undistributed after-tax profit	1.218.298.950

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Respectfully!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Quang Thanh

DRAFT

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HA NOI – HAI DUONG BEER JOINT STOCK COMPANY

No.: /TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hai Dương, April ...., 2025

PROPOSAL
Re: Approval of the 2024 Remuneration Settlement; Remuneration Plan for the Board of Directors and the Supervisory Board in 2025

To: General meeting of shareholders

Based on the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Based on the current Charter of Hanoi - Hai Duong Beer Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval:

1. Settlement of the 2024 Remuneration:

1.1. The total approved remuneration for the Board of Directors and the Supervisory Board is 456,000,000 VND, allocated as follows::

No.	Position	Number of People	Months	Monthly Remuneration (VND)	Annual Remuneration (VND)
1	Chairman of the Board	1	12	8.000.000	96.000.000
2	Vice Chairman of the Board	1	12	7.000.000	84.000.000
3	Board Members	2	12	12.000.000	144.000.000
4	Head of the Supervisory Board	1	12	5.000.000	60.000.000
5	Supervisory Board Members	2	12	6.000.000	72.000.000
	Total	**7**			**456.000.000**

1.2. Final Settlement of Remuneration for 2024:

- Total remuneration paid in 2024: 456,000,000 VND

- Settlement details:

+ Actual post-tax profit for 2024, after adjusting for objective factors: 8,532 million VND, 14.6% higher than the planned profit of 7,446 million VND.

+ According to Circular 28/2016/TT-BLĐTBXH dated September 1, 2016, for every 1% of actual profit exceeding the planned profit, the average remuneration can be increased by up to 2%, but the total increase must not exceed 20% of the planned remuneration. Therefore, the actual remuneration for the Board of Directors and the Supervisory Board is increased by 20%.

+ Approved average monthly remuneration for 2024:

= 456,000,000 /12 = 38,000,000 VND/month

+ Actual average monthly remuneration for 2024:

= 38,000,000 * 1.2 = 45,600,000 VND/month

+ Total actual remuneration for 2024:

= 45,600,000 * 12 = 547,200,000 VND

+ Remaining amount to be paid: 91,200,000 VND

2. Remuneration Payment Plan for 2025

The total proposed remuneration for approval: 456,000,000 VND, with the fixed monthly payments for members of the Board of Directors (HĐQT) and Supervisory Board (BKS) as follows:

No.	Position	Number of People	Months	Monthly Remuneration (VND)	Annual Remuneration (VND)
1	Chairman of the Board	1	12	8.000.000	96.000.000
2	Vice Chairman of the Board	1	12	7.000.000	84.000.000
3	Board Members	2	12	12.000.000	144.000.000
4	Head of the Supervisory Board	1	12	5.000.000	60.000.000
5	Supervisory Board Members	2	12	6.000.000	72.000.000
	Total	**7**			**456.000.000**

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Respectfully!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Quang Thanh

DRAFT

HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HA NOI – HAI DUONG BEER JOINT STOCK COMPANY

No.: /TTr-BKS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hai Dương, April ...., 2025

PROPOSAL
Re: Selection of the Audit Firm for the 2025 Financial Statements

To: General meeting of shareholders

The Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

The current Charter of Hanoi - Hai Duong Beer Joint Stock Company;

To meet the audit requirements for the consolidated financial statements of the parent company, Hanoi Beer - Alcohol - Beverage Corporation (HABECO), the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval:.

Authorizing the Board of Directors to decide on the selection of an independent audit firm to conduct the review of the semi-annual financial statements (first 6 months) and the audit of the annual financial statements for 2025. The selection will be based on the proposal and evaluation of the Supervisory Board to ensure compliance with regulations and the Company's financial reporting requirements.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Respectfully!

ON BEHALF OF THE SUPERVISORY BOARD
PREFECT

Bui Thi Thanh Binh