



HANOI BEER ALCOHOL AND BEVERAGE JOINT STOCK CORPORATION
HANOI BEER TRADING JOINT STOCK COMPANY
183 Hoang Hoa Tham, Ba Dinh, Hanoi, Tel: 84 4 37281476, Fax: 84 4 37281106
Website: biahoihanoi.com.vn, Stock code: HAT

Hanoi, day ... month ... year 2025

PROPOSAL

Re: Approval of Salary, Remuneration Settlement for 2024; Salary and Remuneration Plan for 2025 for Members of the Board of Directors and Supervisory Board

To: The 2025 Annual General Meeting of Shareholders

Pursuant to:

- Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;
- Securities Law No. 54/2019/QH14 dated November 26, 2019, and the guiding documents for its implementation
- The current Charter on the organization and operation of Hanoi Beer Trading Joint Stock Company;
- Resolution of the 2024 Annual General Meeting of Shareholders;
- Audited 2024 financial statements by Vietnam Human Tam Auditing Co., Ltd.
- 2025 production and business plan of Hanoi Beer Trading Joint Stock Company

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the salary, remuneration settlement for 2024, and salary and remuneration plan for 2025 for members of the Board of Directors and Supervisory Board as follows:

1. Salary, Remuneration Settlement for 2024 of the Board of Directors and Supervisory Board:

No.	Description	Amount (VND)
	Salary Fund of the Board of Directors and Supervisory Board	
1	Salary and remuneration plan according to 2024 AGM Resolution	1.006.800.000
2	Actual implementation	1.010.727.128
	Salary for full-time members of the Board and Supervisory Board	614.000.000
	Remuneration for part-time members of the Board and Supervisory Board	396.727.128
3	Conclusion: Difference between actual and planned implementation	3.927.128

2. Salary, Remuneration, Bonus Plan for the Board of Directors in 2025:

a) Salary and Remuneration Plan:

- Salary for full-time members of the Board of Directors and Supervisory Board:
1.260.000.000 VND
- Remuneration for part-time members of the Board of Directors and Supervisory Board:
500.000.000 VND
- **Total: 1.760.000.000 VND**

b) The plan will be applied based on the principles outlined in Decree No. 44/2025/ND-CP dated February 28, 2025, by the Government regarding the management of labor, salary, remuneration, and bonus in State-owned enterprises, with adjustments considering the objective factors that affect productivity and profitability for 2025.

We respectfully request the General Meeting to review and approve this proposal./.

On behalf of the Board of Directors

Chairman

Mr. Nguyen Manh Hung

