



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: The proposed profit distribution plan for 2025

To: The 2025 Annual General Meeting of Shareholders

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;*
- *The current Charter on the organization and operation of Hanoi Beer Trading Joint Stock Company;*
- *The current state regulations in the field of financial accounting*

The Board of Directors respectfully submits for approval to the General Meeting of Shareholders the proposed profit distribution plan for 2025 as follows:

No.	Description	Amount (VND)
I	Distribution of Profit After Tax (PAT) for 2025	25.455.594.572
	- Unallocated PAT carried forward from previous period	12.587.103.817
	- Unallocated PAT for the current period	12.868.490.755
1	Allocation to reserves	3.860.547.000
	Employee reward and welfare fund	3.195.224.000
	Executive reward fund	665.323.000
2	Dividend payment for 2025	6.246.000.000
	Dividend payout ratio (%)	20
3	Unallocated profit	15.349.047.572

We respectfully request for your review and approval.

On behalf of the Board of Directors
Chairman

Mr. Nguyen Manh Hung