**HAM: Annual Corporate Governance Report 2023**

On January 30, 2024, Hau Giang Materials Joint Stock Company announced Report No. 02/HAM.2023 on the corporate governance in 2023 as follows:

|  |  |
| --- | --- |
| * Name of public company: * Head office address: * Tel * Email: * Charter capital: * Securities code | : Hau Giang Materials Joint Stock Company  : No. 184 Tran Hung Dao Road, An Nghiep Ward, Ninh Kieu District, Can Tho  : 02923.832.176 - Fax: 02923.734.426  : [hamaco@hamaco.vn](mailto:hamaco@hamaco.vn)  : VND 96,380,610,000  : HAM |

* Corporate governance model: The General Meeting, the Board of Directors, the Managing Director and the Internal Audit Committee under the Board of Directors.
* Internal audit execution: Implemented.

Implement Circular No. 96/2020/TT-BTC dated November 16, 2020 by the Ministry of Finance on guiding the disclosure of information on the securities market, Hau Giang Materials Joint Stock Company reports the company's corporate governance situation in 2023 as follows:

1. Activities of General Meeting

The Annual General Meeting in 2023 of Hau Giang Materials Joint Stock Company was conducted as follows:

* Date: April 01, 2023.
* Venue: At Ninh Kieu Riverside Hall, No. 02 Hai Ba Trung Street, Tan An Ward, Ninh Kieu District, Can Tho City.
* Detailed content of the Annual General Mandate 2023:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | General Mandate/Decision of the General Meeting | Date  Promulgate: | Contents |
| 01 | General Mandate No.  01/NQ/DHDCD.23 | April 01, 2023 | The Annual General Meeting 2023 of Hau Giang Material Joint Stock Company discussed and approved the General Mandate of the meeting, with the following contents:  Article 1. Approve the report on business activities in 2022, profit distribution, dividend payment, remuneration for the Board of Directors in 2022:  Consolidated profit after tax: VND 26,265,349,276;  - Non-controlling Shareholders: VND -1,588,897,573  - Shareholders of Hau Giang Materials Joint Stock Company: VND 24,676,451,703  The distribution is as follows:  Bonus and welfare fund (3%): VND 740,293,551;  Dividend payment (12%/par value): VND 11,565,673,200;  Investment and Development fund (20%): VND 4,935,290,341;  Remuneration for the Board of Directors: VND 616,911,292 (2.5% of the Consolidated profit after tax.)  Article 2. Approve the Report on activities of independent members of the Board of Directors in 2022  The General Meeting approves the Report on activities of members of the Board of Directors in 2022.  Article 3. Approve business targets, in which main indicators include:   * Consolidated revenue: VND 3,700 billion * Consolidated profit after tax: VND 50 billion * Basic tool and construction investment: VND 30 billion * Dividend payment: 10% at par value   Article 4: Approve the selection of an audit company for the fiscal year 2023  The General Meeting authorizes the Board of Directors to select one of the audit companies on the list of audit companies approved by the State Securities Commission to audit the Financial Statements for the fiscal year 2023.  Article 5: Approve the remuneration for the Board of Directors in 2023.  Remuneration for the Board of Directors 2.5% of the Consolidated profit after tax.  Article 6: Approve the adjustment of Section 1 Article 6 of the Company's charter of Hau Giang Materials Joint Stock Company  The Charter capital of the Company is VND 96,380,610,000.  The total charter capital of the Company is divided into 9,638,061 shares with a par value of VND 10,000/share.  The General Meeting authorizes the Board of Directors to adjust and promulgate  Article 7: Authorization  The General Meeting of Hau Giang Materials Joint Stock Company unanimously authorizes the Board of Directors to actively implement the contents of this General Mandate. |

Board of Directors (Annual Report 2023):

1. Information about members of the Board of Directors:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Member of the Board of Directors | Position | Date of appointment as member of the Board of Directors | |
| Appointment date | Dismissal date |
| 01 | Mr. Le Hoang Nam | Chair | April 29, 2021 | April 29, 2021 |
| 02 | Mr. Pham Ngoc Minh | Vice Chair | April 29, 2021. | April 29, 2021 |
| 03 | Mr. Mai Bao Ngoc | Member | April 29, 2021 | April 29, 2021 |
| 04 | Mr. Dao Duc Dai | Member | April 29, 2021 | April 29, 2021 |
| 05 | Ms. Lam Thi Truc Ha | Member | April 29, 2021 | April 29, 2021 |

1. Board Resolutions/Board Decisions:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2.1. Board Resolution | | | | | | |
| No. | | Resolution/Decision | Date | | Contents | |
| 01 | | Resolution  No. 01/NQ/HDQT.2023 | February 10, 2023 | | The Board of Directors approves the content of the Proposal on the Plan to hold the Annual General Meeting in 2023, including the following issues:   * Record date: March 03, 2023; * Convening date: Expected on April 1, 2023; * Expected venue: Dong Ha Hotel - Fortuneland; 141 Tran Van Kheo Road, Cai Khe, Ninh Kieu, Can Tho.   Content: As per the Meeting agenda | |
| 02 | | Resolution  No. 02/NQ/HDQT.2023 | March 17, 2022 | | * Board of Directors approved the Regulation * Report on the activities of the Board of Directors for Q4 and year 2022. * Activities of the Board of Directors; * Business operations; * Business objectives for Q1/2023. * Board of Directors approves: * Report on the Internal Audit Committee's activities in 2022 and the operational plan 2023. * Activities of the Internal Audit Committee; * Activities results * Operational plan for 2023 * The Board of Directors approves the Managing Director's proposal to establish the Vi Thanh Branch. * The Board of Directors approves the draft report for the Annual General Meeting 2023.   Business operations report for 2022 and mushroom business objectives 2023;  Consolidated Financial Statements 2022  Approve the report on audit results of 2022.  Report on Independent Member of the Board of Director's activities for 2022;  Report on the remuneration of the Board of Directors and Managing Director's income for 2022;  Proposal on collecting the shareholders' opinions; + Draft Resolution. | |
| 03 | | Resolution  No. 03/NQ/HDQT.2023 | April 14, 2023 | | * The Board of Directors approves the production and business situation report 2022 of Hamaco Concrete Joint Stock Company, including: * Revenue: VND 792,726 million, reaching 137% of the plan * Profit after tax: VND 8,556 million, reaching 47.5% of the plan * Dividend payment: 5%, achieving 80% of the plan; * Basic construction: VND 9.024 billion. * The Board of Directors approves the dividend payment and establishment of funds for 2022 of Hamaco Concrete Joint Stock Company, including: * Remuneration fund of the Board of Directors and Supervisory Board: 0%/Profit after tax * Appropriation for bonus and welfare funds 2%/Profit after tax * Dividend payment: 5%/par value of share * The Board of Directors approves the business plan 2023 of Hamaco Concrete Joint Stock Company, including: * Revenue: VND 545 billion; * Profit after tax: VND 22 billion; * Remuneration of the Board of Directors and the Supervisory Board: 1%/Profit after tax * Dividends: 5% par value of shares * Total investment value in 2023: VND 54.5 billion; * Selection of audit company in 2023: * The Board of Directors assigns the Board of Directors of Hamaco Concrete Joint Stock Company to make decision. | |
| 04 | | Resolution No. 04/NQ/HDQT.2023 | June 22, 2023 | | * The Board of Directors agrees to appoint AFC Audit Viet Nam Company Ltd - Can Tho Branch as the independent audit company to audit the financial statements of Hau Giang Materials Joint Stock Company for 2023. * Mr. Mai Bao Ngọc, Managing Director of the Company, is authorized to negotiate, sign, and execute the contract and handle issues related to the aforementioned contract. * This Resolution takes effect from the date of its signing. Members of the Board of Directors, Internal Audit Committee and Executive Board and other professional departments and relevant individuals are responsible for implementing this Board Resolution. | |
| 05 | | Resolution  No. 10/NQ/HDQT.2023 | August 25, 2023 | | Board of Directors approves:  Report on the activities of the Board of Directors for Q2 and the first 6 months of 2023.   * Activities of the Board of Directors; * Business operations; * Business objectives for Q3/2023.   Board of Directors approves:  Report on the activities of the Internal Audit Committee for Q2 and the operational plan for Q3/2023.   * Activities of the audit inspection; * Audit operation results; * Operation plan in Q3/2023 * The Board of Directors approves the Managing Director's Proposal to authorize the Managing Director to fully negotiate, decide on contract content, and sign contracts for lease/business cooperation, appendices, and related documents regarding the lease/business cooperation of the following assets: * Office at Binh Loi, Ho Chi Minh City; * Warehouse in Vinh Long; * Office warehouse at C22 Le Hong Phong; * Room, warehouse at 8A CMT8; * Office at 184 Tran Hung Dao; * Office at 65A 3/2 Street; * Warehouse at Bai Vong, Phu Quoc; * Land at 91B; * And other offices, warehouses for rent or sublease.   The Board of Directors approves the Managing Director's Proposal to sign a contract to borrow assets for mortgage to obtain bank loans for the company, specifically regarding assets as follows:   * Asset owner: Mr. Le Hoang Nam - Chair of the Board of Directors and his wife, Quach Yen Van. * Asset address: Le Thi Hong Gam Road, Area 2, Tra An Ward, Binh Thuy District, Can Tho City. * Asset name: Land use rights, ownership of houses and other assets attached to land number CR 731391 (Number in the Certificate issued by the Department of Natural Resources and Environment of Can Tho City on July 15, 2019). * Contract name signed by both parties: Asset borrowing contract. * Asset borrowing period: 02 years * The Board of Directors approves the Managing Director's proposal to sign an appendix to the contract to purchase 68 houses of An Khuong Real Estate Limited Liability Company.   The Board of Directors approves the Managing Director's Proposal to continue the operations of Petro Company until the end of 2023, to stabilize commitments with Total and implement the production volume growth roadmap for Total to 1,000 tons by 2025. To reassess the operating model and prepare personnel for 2024 in meeting of Q3/2023.  The Board of Directors approves the Managing Director's proposal to approve the Managing Director to sign loan contracts from individual entities such as shareholders, employees, and other individuals, borrowing for the purpose of supplementing short-term and long-term capital sources for the company's business operations, specifically as follows:   * Subjects: Shareholders, employees, and other individuals * Total loan amount: Maximum VND 120 billion. * Interest rate: at different times but not exceeding 150% of the average interest rate of the Company's loans from the bank. * Contract: with accompanying contract templates. | |
| 06 | | Resolution  No. 11/NQ/HDQT.2023 | December 04, 2023 | | * The Board of Directors agrees on allowing Ms. Huynh Tu My to resign from the position of member of the Internal Audit Committee of Hau Giang Materials Joint Stock Company as of December 5, 2023. * The Board of Directors nominates Mr. Nguyen Sa Nho, born on June 21, 1992, to the position of specialist member of the Internal Audit Committee from December 5, 2023. | |
| 07 | | Resolution  No. 13/NQ/HDQT.2023 | December 11, 2023 | | The Board of Directors agrees on advancing interim dividends for Q1/2023 as follows:   * The interim dividend for Q1/2023 is: 5%/share (Shareholders receive VND 500 for every share they own). * Record date for the list of shareholders for dividend payment: December 27, 2023 * Dividend payment date: January 15, 2024 * Payment form: Cash or bank transfer. | |
| 08 | | Resolution  No. 16/NQ/HDQT.2023 | December 29, 2023 | | * Board of Directors approves:   Activity report of the Board of Directors for Q3 and first 9 months of 2023.   1. Activities of the Board of Directors; 2. Business operations; 3. Business goals for Q4/2023.   Board of Directors approves:  Activity report of the Internal Audit Committee for Q3 and operational plan for Q4/2023.   1. Activities of the audit inspection; 2. Audit operation results; 3. Operational plan for Q4/2023.  * The Board of Directors agrees on preliminarily evaluating the business results of 2023 and the business plan targets for reported by the Managing Director in 2024. * The Board of Directors approves the Managing Director's proposal on the promulgation of documents 2024, including:   Assignment of tasks to members of  the Board of Directors for 2024; Coordination regulations between the Board of Directors and Managing Director for 2024;  Regulations on the operation of the Executive Board and support staff for 2024;  Regulations on the operation of the Internal Audit Committee for 2024; Regulations on Legal Affairs - Debt Recovery 2024;  Information Disclosure Regulations  Financial regulations for 2024.  Decision on the assignment of tasks to the Board of Management for 2024.   * The Board of Directors approves the Proposal for documents under the approval authority of the Board of Directors on the assignment of tasks to the Board of Management for 2024. * The Board of Directors agrees in principle to the content of the Managing Director's Proposal on the rotation and appointment of personnel at the beginning of 2024 under the authority of the Board of Directors and Managing Director. * The Board of Directors agrees in principle to the content of the Managing Director's Proposal on the operating plan of HAMACO Petro Company in 2024. * The Board of Directors agrees in principle to the content of the Managing Director's Proposal on the plan for "Office buildings for rent and Service commercial centers" at the construction site No. 8A, Cach Mang Thang Tam Street, Binh Thuy Ward, An Thoi Ward, Binh Thuy District, Can Tho City. | |
| 09 | | Resolution No. 17/NQ/HDQT.2023 | December 29, 2023 | | The Board of Directors approves the Managing Director's Proposal on the signing of Contracts for purchase, sale of goods, borrowing, and lending capital in 2024 with specific related entities, including:   |  |  |  | | --- | --- | --- | | No. | Company name | Relationship | | 01 | Hamaco Petro Co., Ltd. | Subsidiary | | 02 | Hamaco Concrete Joint Stock Company | Subsidiary | | 03 | Hamaco Vithanh Co., Ltd. | Subsidiary | | 04 | Hamaco Green Building Materials Co., Ltd. | Subsidiary | | 05 | Hau Giang Hamaco Concrete Co., Ltd | Subsidiary of Hamaco Concrete Joint Stock Company | | 06 | Dai Viet Company Limited | Company with capital contribution from key management members (Mr. Dao Duc Dai - member of the Board of Directors) | | 07 | Thu Duc Trading and Import - Export Joint Stock Company | Company with capital contribution from key management members (Mr. Pham Ngoc Minh - member of the Board of Directors) | | 08 | U&I Investment Corporation | Company with capital contribution from related person, key management members (Mr. Le Hoang Nam) |   The Board of Directors approves the Managing Director's Proposal on the approval for the Managing Director to sign loan contracts from individual entities such as shareholders, employees, and other individuals, for the purpose of supplementing short-term and long-term capital for the company's business activities in 2024, as follows:  Subjects: shareholders, employees, and other individuals.  Total loan amount: Maximum VND 150 billion.  Interest rate: at different times but not exceeding 150% of the average interest rate of the Company's loans from the bank.  Contract: with accompanying contract templates. | |
| 10 | | Resolution  No. 18/NQ/HDQT.2023 | December 29, 2023 | | * The Board of Directors approves the Proposal of the Manager of Hamaco Green Building Materials Co., Ltd. on the investment for phase 2 expansion of the cement mixing plant - Hamaco Green specifically as follows:   Expansion Project in Phase 2 - Cement Mixing Plant.   * Project’s name: Expansion Project in Phase 2 - Cement Mixing Plant. * Venue: Song Hau Industrial Park, Dong Phu Commune, Chau Thanh District, Hau Giang Province * Project investment capital: VND 62 billion; (attached is the consolidated estimate). * Project funding source: Long-term loans   - Execution time: from January to the end of June 2024.   * The Board of Directors assigns to the Manager of HAMACO Green Construction Materials Co., Ltd. to negotiate investment costs, select contractors, and sign contracts to implement the project. | |
| 11 | | Resolution  No. 19/NQ/HDQT.2023 | December 29, 2023 | | * The Board of Directors agrees on the details of the Loan Agreement between Hau Giang Materials Joint Stock Company (the Borrower) and Quoc Thai An Khang Private Enterprise (the Lender). According to the general provisions of the Contract, there are 6 Articles that both parties commit to implement (with the Contract attached). * Mr. Mai Bao Ngọc, Managing Director of the Company, is authorized to negotiate, sign, and execute the contract and handle issues related to the aforementioned contract. | |
| 12 | | Resolution No. 20/NQ/HDQT.2023 | December 29, 2023 | | * The Board of Directors agrees on the contents of the Proposed Plan to organize the Annual General Meeting in 2024 as follows:   The scheduled date of the Annual General Meeting is: March 03, 2024  Announce of General Mandate or Notice on the organization of the Annual General Meeting in 2024 is on: January 15, 2024  The record date for the list of shareholders to attend the Annual General Meeting in 2024 is on: February 05, 2024  Print and send invitations to the Annual General Meeting; disclose information on the Annual General Meeting invitation letter, the organization program, and related documents (if any) is on: February 11, 2024  Complete the set of documents sent to shareholders (Annual General Meeting' Proposals, agenda...) If the final adjustment is made on: February 29, 2024  Venue for the Annual General Meeting: Assign the Administrative - Personnel Department to select and announce later.   * Assign Mr. Mai Bao Ngoc - Managing Director of the Company to direct relevant Departments and Committees to prepare Annual General Meeting documents, send notifications, and announce information as prescribed in Article 1. | |
| 2.2. Board Decision | | | | | | |
| No. | Decision | | | Date | | Contents |
| 01 | Decision No. 01/QD/HDQT.23 | | | April 04, 2023 | | The Board of Directors approved the dividend payment for the third round as follows:  Dividend payment for the third round of 2022: 4%/share (Shareholders receive VND 400 for every share they own).  Record date for the list of shareholders for dividend payment: April 20, 2023  Dividend payment date: May 11, 2023  Payment form: In cash or by bank transfer. |
| 02 | Decision No. 02/QD/HDQT.23 | | | December 11, 2023 | | The Board of Directors agrees on paying the interim dividend for the 1st round of 2023 as follows:  The interim dividend for the 1st round of 2023 is: 5%/share (Shareholders receive VND 500 for every share they own).  Record date for the list of shareholders for dividend payment: December 27, 2023  Dividend payment date: January 15, 2024  Payment form: Cash or bank transfer.  Assign to the Managing Director of Hau Giang Materials Joint Stock Company to implement for the relevant Departments to organize the implementation. |

1. Audit Committee and Internal Audit Committee:
2. Information about members of the Audit Committee

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Member of the Audit Committee | Position | Date of appointment as member of the Board of Directors  the Audit Committee | Date of dismissal as member of the Supervisory Board  the Audit Committee | Qualification |
| 01 | Pham Ngoc Minh | Chair of the Audit Committee | May 03, 2021 |  | Bachelor in Economics |
| 02 | Dao Duc Dai | Member of the Audit Committee | May 03, 2021 |  | Bachelor in Economics |

2. Information about members of the Internal Audit Committee

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Member of the Audit Committee | Position | Date of appointment as member of the Board of Directors  the Audit Committee | Date of dismissal as member of the Supervisory Board  the Audit Committee | Qualification |
| 01 | Huynh Tu My | Chair of the Internal Audit Committee | July 01, 2020 | January 01, 2023 | Bachelor in Economics |
| Member | January 01, 2023 | December 05, 2023 |
| 02 | Nguyen Quoc Huy | Member of the Internal Audit Committee | January 01, 2023 |  | Bachelor in Economics |
| 03 | Lam Anh Thu | Member of the Internal Audit Committee | December 15, 2018 | January 01, 2023 | Bachelor in Economics |
| 04 | Lam Thi Le Ha | Member of the Internal Audit Committee | June 01, 2022 |  | Bachelor in Economics |
| 05 | Nguyen Sa Nho | Member of the Internal Audit Committee | December 05, 2023 |  | Bachelor in Audit – Accounting |

1. Executive Board of the Company

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Full name | Position | Date of birth | Qualification | Date of appointment/dismissal |
| 01 | Mai Bao Ngoc | Managing Director | January 06, 1980 | Bachelor in Economics | May 03, 2021 |
| 02 | Pham Van Hung | Deputy Managing Director | March 01, 1975 | Bachelor in Economics | June 01, 2021 |
| 03 | Lam Thi Truc Ha | Deputy Managing Director | August 14, 1978 | Bachelor in Economics | June 01, 2021 |

1. Chief Accountant of the Company:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Full name | Date of birth | Qualification | Date of appointment/dismissal |
| 01 | Lam Thi Thu Hien | January 13, 1982 | Bachelor in Economics | June 01, 2021 |

1. Training on corporate governance
2. List of related persons of the public company and transactions of the related persons of the Company with the Company itself.
3. Transactions between the Company and related persons of the Company; or between the Company and principal shareholders, PDMR and related persons of PDMR

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Name of institution/ individual | Relations with the Company | NSH No.\*, date of issue, place of issue | Head office address  Contract address: | Time of transaction with the Company | Approved General Mandate/Decision, Board Resolution/Decision No.  Board Decision  Number of Resolutions/Decisions approved by the General Meeting/Board of Directors... (if any, clearly state the date of issuance) | Content, quantity, total value of transaction | Note |
| 1 | Dai Viet Company Limited | Related organization of Mr. Dao Duc Dai – Member of the Board of Directors | Tax code:  1800751328 | No. 307E/9 Hoang Quoc Viet, Area 4, An Binh Ward, Ninh Kieu District, Can Tho City | January 02, 2023 | 399/HDBH.23 | 167,385,810,860 |  |
| 006/HDNT.2023 | 2,081,653,060 |  |

1. Transactions between the Company’s PDMR, related persons of PDMR and subsidiaries, companies controlled by the listed company: None
2. Transactions between the Company and other entities:
   1. Transactions between the Company and the companies where members of the Board of Directors, members of the Supervisory Board or Executive Manager (Managing Director) have been founding members or members of the Board of Directors and Executive Manager (Managing Director) for the past three (03) years (calculated at the date of reporting):

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Name of organization/individual | Relations with the Company | Time of transaction | Transaction content | Transaction value  (VND) | Note |
| 1 | Dai Viet Company Limited | Related organization of Mr. Dao Duc Dai - member of the Board of Directors | From July 1, 2023  To December 31, 2023 | Sales of goods | 63,071,441,565 |  |
| Goods purchase | 2,081,653,060 |  |
| 2 | Hamaco Concrete Joint Stock Company | Related organization of Mr. Le Hoang Nam - Chair of the Board of Directors; Mr. Mai Bao Ngoc - Managing Director of the Company | From July 1, 2023  To December 31, 2023 | Sales of goods | 711,969,186 |  |
| Goods purchase | 1,670,510,000 |  |
| 3 | Công ty TNHH một thành viên Hamaco Petro (Tentatively transalated as Hamaco Petro Company Limited) | Related organization of Mr. Mai Bao Ngoc - Managing Director of the Company | From July 1, 2023  To December 31, 2023 | Sales of goods | 0 |  |
| Goods purchase | 7,739,517,829 |  |
| 4 | Công Ty TNHH Một Thành Viên Vật Liệu Xây Dựng Xanh Hamaco (Tentatively translated as Hamaco Green Construction Materials Company Limited) | Related organization of Mr. Le Hoang Nam - Chair of the Board of Directors | From July 1, 2023  To December 31, 2023 | Sales of goods | 54,354,883,505 |  |
| Goods purchase | 36,191,454,500 |  |
| Service | 260,601,000 |  |
| 5 | Công ty TNHH MTV Hamaco Vị Thanh (tentatively translated as Hamaco Vi Thanh Company Limited) | Related organization of Mr. Pham Van Hung | From July 1, 2023  To December 31, 2023 | Sales of goods | 0 |  |
| Goods purchase | 0 |  |

* 1. Transactions between the Company and the companies in which related persons of members of the Board of Directors, members of the Supervisory Board and Executive Manager (Managing Director) who are members of the Board of Directors or Executive Manager (Managing Director):

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Name of organization/individual | Relations with the Company | Time of transaction | Content of transaction | Transaction value | Note |
| 1 | CHL Production and Trading Company Limited | Organization related to Mr. Le Chi Hieu - related person to PDMR of the Company | From July 1, 2023  To December 31, 2023 | Goods purchase | 0 |  |

* 1. Other transactions of the Corporation (if any) that can bring about material or non-material benefits to members of the Board of Directors, members of the Supervisory Board or Executive Manager (Managing Director).

None

1. Share transactions of PDMR and related persons of PDMR:
2. Transaction of PDMR and related persons related to the Company’s shares:

None

1. Other significant issues: None.