**BHK: Annual General Mandate 2024**

On April 10, 2024, Ha Noi - Kim Bai Beer Joint Stock Company announced General Mandate No. 17/NQ-DHDCD-HKBECO as follows:

Article 1. Approve the Report on the production and business results in 2023 and the production and business plan for 2024 of the Executive Board.

Results of the production and business activities in 2023.

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| --- | --- | --- | --- | --- | --- |
| No. | Main target | Unit | Annual General Mandate 2023 | 2023 Results | Percentage of implementation compared to the Resolution |
| A | B | C | 1 | 2 | 3 = 2/1 |
| I | Revenue from main product consumption | VND | 154,810,000,000 | 157,457,259,545 | 101.71 |
| II | Average income | VND/person/month | 7,700,000 | 7,800,000 | 101.3 |
| III | Profit before tax | VND | 3,536,000,000 | 5,023,312,338 | 142.06 |
| IV | Profit after tax | VND | 2,828,800,000 | 3,984,052,948 | 140.84 |
| V | Dividend | % | 6 | 9 | 150 |

Production and business plan for 2024:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Unit | Total |
| 1 | 2 | 3 | 4 |
| I | Revenue from main product consumption | VND | 174,500,000,000 |
| II | Payable to the State Budget | VND | 125,000,000,000 |
| III | Total profit before tax | VND | 5,700,000,000 |
| IV | Average income | VND | 8,400,000 |
| V | Dividend | % | 9 |

‎‎Article 2. Approve the Report on activities of the Board of Directors in 2023 and the orientation for 2024.

Article 3: Approve the Report on activities of the Supervisory Board at the Annual General Meeting of Shareholders 2024.

Article 4: Approve the Financial Statements 2023 of Ha Noi - Kim Bai Beer Joint Stock Company audited by the Branch of Moore AISC and Informatics Services Limited Company.

Article 5: Approve the Proposal on the profit distribution plan of 2023.

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| --- | --- | --- | --- |
| No. | Target | Unit | Total |
| 1 | Undistributed profit after tax as of December 31, 2022 | VND | 840,376,168 |
| 2 | Profit before tax in 2023 | VND | 5,023,312,338 |
| 3 | Corporate income tax in 2023 | VND | 1,039,259,390 |
| 4 | Profit after tax in 2023 | VND | 3,984,052,948 |
| 5 | Accumulated undistributed profit after tax as of December 31, 2023 | VND | 4,824,429,116 |
| 6 | Distribution of profit after tax in 2023 |  |  |
| 6.1 | Dividend payment of 9% of charter capital | VND | 3,587,400,000 |
| 6.2 | Appropriation for bonus and welfare funds | VND | 597,600,000 |
| 6.3 | Appropriation for bonus fund for the Executive Board | VND | 96,000,000 |
| 6.4 | Undistributed profit in 2023 | VND | 543,429,116 |

Article 6: Approve the Proposal on the planned targets for 2024.

| No. | Item | Unit | Total |
| --- | --- | --- | --- |
| I | Revenue from main product consumption | VND | 174,500,000,000 |
| II | Total profit before tax | VND | 5,700,000,000 |
| III | Total profit after tax | VND | 4,560,000,000 |
| IV | Dividend payment | %/year | 9 |

Article 7: Approve the Proposal on the plan, dividend payment in 2024 and appropriation for funds.

| No. | Target | Unit | Total |
| --- | --- | --- | --- |
| 1 | Undistributed profit after tax as of December 31, 2023 | VND | 543,429,116 |
| 2 | Profit before tax in 2024 | VND | 5,700,000,000 |
| 3 | Corporate income tax | VND | 1,140,000,000 |
| 4 | Profit after tax in 2024 | VND | 4,560,000,000 |
| 5 | Undistributed profit after tax accumulated as of December 31, 2024 | VND | 5,103,429,116 |
| 6 | Distribution of profit after tax |  |  |
| 6.1 | Dividend payment of 9% of charter capital | VND | 3,587,400,000 |
| 6.2 | Appropriation for bonus and welfare funds | VND | 684,000,000 |
| 6.3 | Appropriation for bonus fund for the Executive Board | VND | 108,000,000 |
| 6.4 | Undistributed profit in 2024 | VND | 724,029,116 |

Article 8: Approve the Proposal on the remuneration report in 2023 and the remuneration plan in 2024 of the Board of Directors and the Supervisory Board.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Target | Unit | 2023 Results | 2024 Plan |
| 1 | Chair of the Board of Directors | VND | 72,000,000 | 90,000,000 |
| 2 | Member of the Board of Directors | VND | 216,000,000 | 264,000,000 |
| 3 | Chief of the Supervisory Board | VND | 106,080,000 | 54,000,000 |
| 4 | Member of the Supervisory Board | VND | 72,000,000 | 84,000,000 |
| 5 | Secretariat of the Board of Directors | VND | 24,000,000 | 30,000,000 |

Article 9: Approve the list of 3 audit companies below and authorize the Board of Directors to select 1 out of these 3 audit companies to review and audit the Financial Statements 2024:

1. Vietnam Auditing and Valuation Company Limited
2. The Moore AISC and Informatics Services Limited Company Branch
3. AFC Vietnam Auditing Company Limited - Ha Thanh Branch

Article 10: This General Mandate is approved by the General Meeting of shareholders. The Board of Directors, the Executive Board, the Supervisory Board, and relevant units are responsible for implementing this Resolution.

Article 11: This Resolution takes effect from the date of its signing.