**BHP: Annual General Mandate 2024**

On April 10, 2024, Hanoi - Haiphong Beer Joint Stock Company announced General Mandate No. 01/2024/NQ-DHCDTN/HNP as follows:

Article 1: Approve the Summary Report of the Board of Directors on production and business results in 2023 and orientations for 2024 with the following main targets:

* 1. Production and business results in 2023:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Content of planned targets (General Mandate) | Unit | 2022 | 2023 | Rate (%) |
| Plan | Results | 2023 Results/2022 Results | 2023 Results/2023 Plan |
| 1 | Total revenue | Billion VND | 315.7 | 341.1 | 315.6 | 100% | 92.5% |
| 2 | Payable to state budget | Billion VND | 130.8 | 135.0 | 126.7 | 96.8% | 94% |
| 3 | Profit after tax | Billion VND | 2.592 | 2.727 | 2.728 | 105% | 100% |
| 4 | Dividend payment rate | % | 2.5 | 2.5 | 2.5 | 100% | 100% |

* 1. Approve the production and business plan for 2024

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Target | Unit | 2023 Results | 2024 Plan | 2024 Plan/2023 Results (%) |
| 1 | Total revenue | Billion VND | 315.7 | 337.5 | 106.9% |
| 2 | Payable to state budget | Billion VND | 126.7 | 128.6 | 101.5% |
| 3 | Profit after tax | Billion VND | 2.728 | 2.781 | 102% |
| 4 | Dividend payment rate | % | 2.5 | 2.5 | 100% |

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

Article 3: Approve the Report on activities of the Supervisory Board on compliance with the Company's Charter, appraisal of financial results 2023 and its operating plan 2024.

Article 4: Approve the Chief Accountant’s Audited Financial Statement 2023.

Article 5: Approve the Proposal on approving the Audited Financial Statements 2023 and the profit distribution plan 2023, specifically as follows:

|  |  |  |
| --- | --- | --- |
| No. | Profit distribution | Amount (VND) |
| 1 | Total undistributed profit | 2,774,664,304 |
| 1.1 | Undistributed profit in previous years | 45,675,503 |
| 1.2 | Undistributed profit this year | 2,728,988,801 |
| 2 | Appropriation for funds | 2,711,022,145 |
| 2.1 | Appropriation for bonus fund for the Executive Board | 138,733,215 |
| 2.2 | Appropriation for bonus fund | 138,733,215 |
| 2.3 | Appropriation for welfare fund | 138,733,215 |
| 2.4 | Dividend payment (rate: 2.5% \* 91,792,900,000) | 2,294,822,500 |
| 3 | Remaining profit transferred to 2024 | 63,642,159 |

Article 6: Approve the Proposal on production and business plan and dividend payment plan for 2024 as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Unit | 2024 Plan |
| 1 | Total revenue | Billion VND | 337.5 |
| 2 | Compulsory tax | Billion VND | 128.6 |
| 3 | Profit after tax | Billion VND | 2.718 |
| 4 | Average income | Million VND/month | 10.4 |
| 5 | Dividend payment rate | % | 2.5 |

Article 7: Approve the Proposal on settlement of salaries and remunerations in 2023 for the Board of Directors and the Supervisory Board; Salary and remuneration payment plan for 2024 of the Board of Directors and the Supervisory Board, specifically as follows:

* Settlement of remuneration implemented in 2023 of the Board of Directors and Supervisory Board is: VND 580,139,770.
* Plan on remuneration fund in 2024 of the Board of Directors and Supervisory Board: VND 580,139,770.

Salaries, remunerations, performance bonuses: will be settled according to the principles specified in Circular No. 28/2016/TT-BLDTBXH dated September 01, 2016 of the Ministry of Labor, War Invalids and Social Affairs guiding the implementation of regulations on labor, wages and remunerations, bonuses for joint stock companies and controlling capital contributed by the State consider eliminating objective factors affecting labor productivity and profits made in 2023.

Article 8: Approve the Proposal on selecting audit company for the Financial Statements 2024. Specifically, the General Meeting of Shareholders approves the list of audit companies for the Financial Statements 2024, which are audit companies approved by the State Securities Commission to audit the Financial Statements 2024; assign the Board of Directors to choose one of the above mentioned audit companies; assign the Company Manager to sign a contract to provide audit services with the selected audit company.

Article 9: Approve the Proposal on supplementing the Company's business lines. In details:

1. Supplement to the business lines;

|  |  |  |
| --- | --- | --- |
| No. | Business code | Additional registered business lines |
| 1 | 4633 | Wholesale of beverages |
| 2 | 4723 | Retail sale of beverages in specialized stores |

1. Amend the Company's Charter.

Amend Article 4.1 on the Company's business lines in the Company's Charter to reflect the addition of business lines in Section 1 above.

1. Implementation

Assign the Manager to carry out the necessary procedures according to the law to register a change in business lines approved by the General Meeting of Shareholders.

Article 10: Approve the Proposal on the profit distribution plan of 2024.

Article 11; This General Mandate takes effect from the approval of the Annual General Meeting of Shareholders of Hanoi - Haiphong Beer Joint Stock Company on April 10, 2024.

Members of the Board of Directors, the Supervisory Board, the Board of Managers and shareholders are responsible for implementing this General Mandate./.