**CLH: Annual General Mandate 2024**

On April 10, 2024, La Hien Cement Joint Stock Company announced General Mandate No. 34/NQ-DHDCD as follows:

‎‎Article 1. The Annual General Meeting of Shareholders 2024 of La Hien Cement Joint Stock Company approves:

1. Report on production and business performance results in 2023 and directions and tasks of production and business plan in 2024 with some main indicators as follows:
   1. Production and business results in 2023:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Targets | Unit | Plan in 2023 | Results in 2023 | Results/Plan  (%) |
| 1 | 2 | 3 | 4 | 5 | (6)= (5)/(4)\*100 |
| A | Item targets |  |  |  |  |
| I | Production output: | Tons | 740,000 | 628,999 | 85.00 |
| 1 | Cement: | “ | 690,000 | 606,723 | 87.93 |
| 2 | Commercial clinker | “ | 50,000 | 22,276 | 44.55 |
| II | Consumption output | Tons | 740,000 | 628,999 | 85.00 |
| - | Cement: | “ | 690,000 | 606,723 | 87.93 |
| - | Commercial clinker | “ | 50,000 | 22,276 | 44.55 |
| B | Other revenue and income | Million VND | 745,000 | 665,009 | 89.26 |
| - | Cement: | “ | 710,909 | 642,670 | 91.05 |
| - | Commercial clinker | “ | 34,091 | 16,009 | 46.96 |
| - | Other revenue, financial revenue and other income | “ |  | 6,330 |  |
| C | Profit before tax | Million VND | 58,000 | 60,233 | 103.85 |
| D | Dividend (expected) | % | 25 | 26 | 104.00 |
| E | Payables to the State budget | Million VND | 41,862 | 40,650 | 97.10 |
| F | Employees and income |  |  |  |  |
| 1 | Average labor | Person | 547 | 524 | 95.80 |
| 2 | Average salary | VND/person/month | 12,187,690 | 12,740,300 | 104.53 |

* 1. Production and business direction and plan and construction investment plan in 2024:
* Production and business plan in 2024:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Targets | Unit | 2024 | Note |
| 1 | Sale volume | Tons | 670,000 |  |
|  | Cement: | “ | 650,000 |  |
|  | Commercial clinker | “ | 20,000 |  |
| 2 | Other revenue and income | Million VND | 680,632 |  |
|  | Cement, commercial clinker | “ | 676,632 |  |
|  | Other revenue, financial revenue and other income | “ | 4,000 |  |
| 3 | Profit before tax | Million VND | 40,000 |  |
| 4 | Dividend | % | 15 |  |
| 5 | Payable to the State Budget | Million VND | 33,523 |  |
| 6 | Norm labor | Person | 505 |  |
| 7 | Average salary | Thousand VND/person/month | 11,221 |  |

Assign the Board of Directors of La Hien Cement Joint Stock Company to proactively manage and implement the production and business plan in 2024 in accordance with actual production and product consumption markets, but ensure does not affect the assigned planned profit.

* Construction and investment plan in 2024

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Items | Unit | Quantity | Total investment (million VND) | Plan for 2024 | | Note |
| Value  Million VND | Rate compared to total investment |
| I | Transitional works |  |  |  |  |  |  |
| II | New groundbreaking construction |  |  | 8,496 | 8,013 | 94.31% |  |
| 1 | Project to upgrade automation system (DCS) line II | System | 01 | 8,496 | 8,013 | 94.31% |  |
| III | Prepared investment |  |  | 104,463 | 100 | 0.10% |  |
| 1 | Dong Chuong limestone mine construction investment project (adjusted) | Project | 01 | 104,463 | 100 | 0.10% |  |
| IV | Provision |  |  | 39,360 | 4,426 | 11.34% |  |
| 1 | Project of automatic bag loading system | System | 01 | 11,760 | 926 | 7.87% |  |
| 2 | Air compressor investment project | Pack | 02 | 3,600 | 1,500 | 41.67% |  |
| 3 | Bagging system Investment project | System | 01 | 24,000 | 2,000 | 8.33% |  |
|  | Total |  |  | 152,319 | 12,539 |  |  |

The General Meeting of Shareholders authorizes the Board of Directors to proactively manage the initial construction projects expected to be implemented in 2024, estimated at VND 28,598 million.

1. Report of the Board of Directors on the activities of the Board of Directors of La Hien Cement Joint Stock Company in 2023 and the operational plan for 2024.
2. Report of the Supervisory Board on activities of the Company in 2023 and the operational plan for 2024; Self-assessment report on the performance of the Supervisory Board in 2023.
3. Approve the Audited Financial Statements 2023 of La Hien Cement Joint Stock Company
4. Approve the profit distribution plan and dividend payment rate for 2023 according to the following table:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Targets | Unit | Implementation |
| 1 | Profit after tax | VND | 47,118,162,905 |
|  | In which: Profit transferred from the previous year | “ | 0 |
|  | Profit this year | “ | 47,118,162,905 |
| 2 | Appropriation for funds: | “ | 15,918,162,905 |
| a | Appropriation for investment and development fund: | “ | 0 |
| b | Appropriation for bonus and welfare fund (2.74 times of average monthly salary) | “ | 15,656,316,905 |
| b1 | The Company's realized salary fund for 2023 | VND | 68,511,006,216 |
| b2 | The Company's average monthly salary fund |  | 5,709,250,518 |
| b3 | Maximum number of months of salary to be appropriated (3 months of salary) | Month | 2.74 |
| b4 | Appropriation level for bonus and welfare fund (b4=b2\*b3) | VND | 15,656,316,905 |
| c | Deduction to reward fund for business managers (1.5 times of months average salary of executive company managers) | “ | 261,846,000 |
| c1 | Realized average monthly salary fund for managers in 2023 (1.5 times of average monthly salary of executive Company managers) | VND | 174,564,000 |
| c2 | Maximum number of months of salary to be deducted (1.5 months of salary) | Month | 1.5 |
| c3 | Deduction level for bonus fund for Managers (c3=c1\*c2) | VND | 261,846,000 |
| 3 | Plan for dividend payment in 2023 |  |  |
| a | Dividend payment rate according to the General Mandate at the beginning of the year | % | 25 |
| b | Dividend payment rate | % | 26 |
| c | Dividend payment amount | VND | 31,200,000,000 |
| 4 | Remaining profit after dividends and deductions from the above funds | VND | 0 |

1. Final settlement of remuneration payments to the Board of Directors and the Supervisory Board in 2023; Remuneration plan for the Board of Directors and the Supervisory Board in 2024.
   1. Remuneration for the Board of Directors and the Supervisory Board implemented in 2023:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Full name | Position | Implemented (VND) |
| 1 | Do Huy Hung | Chair of the Board of Directors (1) | 22,276,800 |
| 2 | Vu Minh Tan | Chair of the Board of Directors (2) | 66,830,400 |
| 3 | Tran Quang Khai | Member of the Board of Directors | 74,880,000 |
| 4 | Le Thi Thu Hien | Member of the Board of Directors (1) | 18,720,000 |
| 5 | Ha Van Chuyen | Member of the Board of Directors | 74,880,000 |
| 6 | Pham Manh Tien | Member of the Board of Directors (2) | 56,160,000 |
| 7 | Nguyen Xuan Hau | Member of the Board of Directors (2) | 56,160,000 |
| 8 | Trinh Quoc Binh | Member of the Board of Directors (1) | 18,720,000 |
| 9 | Hoang Thi Thuy | Member of the Supervisory Board (1) | 18,720,000 |
| 10 | Nguyen Thi Hong Nhung | Member of the Supervisory Board (2) | 56,160,000 |
| 11 | Tran Thu Huong | Member of the Supervisory Board | 74,880,000 |
|  | Total |  | 538,387,200 |

1. Until April 14, 2023
2. From April 15, 2023;
   1. Remuneration payment plan for the Board of Directors and the Supervisory Board in 2024.

Base on production and business results, if the manager's salary is determined to increase, the level of remuneration payments will increase accordingly, but the maximum payment level must not exceed 20% of the manager's salary and is expected as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Position | Quantity | Plan (VND/person/month) | Note |
| 1 | Chair of the Board of Directors | 1 | 4,760,000 |  |
| 2 | Member of the Board of Directors | 4 | 4,000,000 |  |
| 3 | Members of the Supervisory Board | 2 | 4,000,000 |  |

1. Approve the options for the selection of audit companies for the Financial Statements 2024
2. Approve goods purchase and sale contracts with affiliated persons, big purchase and sale contracts (35% of the total value of corporate assets).

* Coal purchase and sale contract with Vietnam National Coal And Mineral Industries Holding Corporation Limited in 2024 is as follows: The total expected coal volume for the production plan in 2024 is: 88,000 +/-10% tons.
* Assign the Manager of La Hien Cement Joint Stock Company to sign economic contracts with affiliated persons.

‎‎Article 2. Implementation

* This General Mandate was approved in full by the Annual General Meeting of Shareholders 2024 of La Hien Cement Joint Stock Company.
* This General Mandate takes effect from the end of the General Meeting.
* The General Meeting of Shareholders authorizes the Board of Directors of La Hien Cement Joint Stock Company to implement the contents approved by the Annual General Meeting of Shareholders 2024 in this General Mandate and carry out the necessary procedures to comply with the General Mandate and provisions of law./.