**BBM: Annual General Mandate 2024**

On April 12, 2024, Ha Noi - Nam Dinh Beer Joint Stock Company announced General Mandate No. 01/NQ-DHDCD-HANABECO as follows:

‎‎Article 1. The General Meeting of Shareholders approved the Report of the Board of Managers to evaluate production and business activities in 2023 and the plan for 2024 as follows:

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| 1. Business results of 2023: | |
| * Total revenue: | VND 61.026 billion |
| * Profit before tax: | VND 1.015 billion |
| * Profit after tax: | VND 0.795 billion |
| 1. Business plan for 2024: |  |
| * Total revenue: | VND 65.302 billion |
| * Profit before tax: | VND 0.713 billion |
| * Profit after tax: | VND 0.571 billion |

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

‎‎Article 3. Approve the Report on activities of the Supervisory Board in 2023 and plan for 2024;

‎‎Article 4. Approve the Audited Financial Statements in 2023 and the profit distribution plan in 2023.

* Dividend payment rate in 2023: 2%
* Approve the plan on profit distribution 2023;

*Unit: VND*

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Targets | Amount | Note |
| I | Total profit after tax in 2023 | 795,328,589 | Profit after tax on the Audited Financial Statements 2023 |
| II | Profit after tax distribution in 2023 | 795,328,589 |  |
| 1 | Appropriation for funds | 300,000,000 |  |
| 1.1 | Investment and development fund |  |  |
| 1.2 | Bonus and welfare fund | 300,000,000 |  |
| 1.3 | Bonus fund for the Executive Board | 0 |  |
| 1.4 | Social welfare fund | 0 |  |
| 2 | Dividend payment for 2023 (Payment rate: 2%) | 400,000,000 | The Annual General Meeting of Shareholders 2023 approved the dividend payment plan for 2023 at a rate of 2%, based on the production-business results of 2023. The Company will proceed to formulate and present the dividend payment plan with a rate of 2%. |
| 3 | Undistributed profit | 95,328,589 |  |

‎‎Article 5. Approve the main business targets for 2024 as follows:

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| --- | --- | --- | --- |
| No. | Target | Units | Plan for 2024 |
| 1 | Total revenue | Billion VND | 65.302 |
| 2 | Payable to the state budget | Billion VND | 29.701 |
| 3 | Profit before tax | Billion VND | 0.713 |
| 4 | Profit after tax | Billion VND | 0.571 |
| 5 | Dividend payment rate | % | 2 |

‎‎Article 6. Approve the plan on profit distribution in 2024 as follows:.

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| --- | --- | --- | --- |
| No. | Target | Amount | Note |
| I | Undistributed profit in 2023 | 95,328,589 |  |
| II | Total profit after tax in 2024 | 571,013,254 |  |
| III | Distribution of profit after tax in 2024 |  |  |
| 1 | Appropriation for funds | 171,013,254 |  |
| 1.1 | Development and investment fund |  |  |
| 1.2 | Bonus and welfare funds | 171,013,254 |  |
| 1.3 | Bonus fund for the Executive Board s |  |  |
| 1.4 | Social security fund |  |  |
| 2 | Dividend payment in 2024 (payment rate: 2%) | 400,000,000 |  |
| 3 | Undistributed profit | 95,328,589 |  |

‎‎Article 7. Approve the remuneration settlement in 2023 and the planned salary and remuneration in 2024 for members of the Board of Directors and the Supervisory Board.

1. Expected remuneration of the Board of Directors and the Supervisory Board in 2023:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Explanation | Amount (VND) | Note |
| 1 | Remuneration plan according to the Annual General Mandate 2023 | 308,814,000 |  |
| 2 | Results | 311,054,700 |
| 3 | Difference | 2,240,700 |

1. Salary, remuneration, and bonus plan 2024 of members of the Board of Directors and the Supervisory Board:
2. Salary and remuneration plan:

* Remuneration of non-executive members of the Board of Directors: VND 192,000,000.
* Remuneration of non-executive members of the Supervisory Board: VND 84,000,000.

Total: VND 276,000,000

1. Salaries, remuneration, and performance bonuses: It will be settled according to the principles specified in Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016, of the Ministry of Labor, War Invalids and Social Affairs guiding the implementation of regulations on labor, salary, remuneration and bonuses for companies with controlling shares and contributed capital of the State considering excluding objective factors affecting productivity and realized profit in 2024

‎‎Article 8. The General Meeting of Shareholders authorized the Board of Directors of the Company to select an audit company for the Financial Statements 2024 (Attached).

‎‎Article 9. Terms of enforcement

1. This General Mandate was approved at the Annual General Meeting of Shareholders 2024 and takes effect from the date of approval.
2. Members of the Board of Directors, the Supervisory Board, the Board of Managers, and all shareholders of Ha Noi - Nam Dinh Beer Joint Stock Company are responsible for the implementation of this General Mandate.