**HAD: Annual General Mandate 2024**

On April 19, 2024, Hanoi – Hai Duong Beer JSC announced General Mandate No. 01/2024/NQ-DHCD as follows:

‎‎Article 1. Approve the Report on the production and business results in 2023 of Hanoi – Hai Duong Beer JSC.

Main production and business targets in 2023 are as follows:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Targets | Unit | 2022 Results | 2023 Plan | 2023 Results | Results compared to (%) |
| Year plan | Same period |
| 1 Revenue | Million VND | 151,588 | 187,904 | 166,554 | 88.6 | 109.9 |
| 2 Payable to the State budget | Million VND | 114,000 | 137,000 | 117,000 | 85.4 | 102.6 |
| 3 Profit after tax | Million VND | 10,531 | 5,618 | 6,005 | 106.9 | 57.0 |

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

‎‎Article 3. Approve the Report of the Supervisory Board on the operation results in 2023 and the orientation for 2024.

‎‎Article 4. Approve the Company's Audited Financial Statements 2023 by Nam Viet Auditing And Accounting Financial Consulting Services Company Limited (AASCN).

‎‎Article 5. Approve the dividend of the fiscal year 2023 is 12%/share capital (01 share is paid VND 1,200 in dividend) and is paid in cash.

‎‎Article 6. Approve the profit distribution plan in 2023 as follows:

|  |  |
| --- | --- |
| Total undistributed profit after tax: | 8,358,910,525 |
| * Profit after tax in 2023
 | 6,005,794,274 |
| * Undistributed profit after tax 2022
 | 2,353,116,251 |
| Dividend payment in 2023 in cash is 12%/charter capital | 4,800,000,000 |
| Appropriation for welfare and bonus fund. | 1,800,000,000 |
| Undistributed profit after tax | 1,758,910,525 |

‎‎Article 7. Approve the target of production and business plan for 2024

|  |  |  |  |
| --- | --- | --- | --- |
| Targets | Unit | 2024 Plan | Compared to 2023 Results (%) |
| 1 Revenue | Million VND | 169,938 | 102.0 |
| 2 Payable to the State budget | - | 115,000 | 98.3 |
| 3 Profit after tax | - | 4,507 | 75.1 |

‎‎Article 8. Approve the dividend plan and the profit distribution plan in 2024;

1. Dividend plan in 2024
* Dividend for fiscal year 2024: Payment rate is 10%/share.
* Payment plan: After having the General Mandate.
1. Profit distribution plan in the fiscal year 2020-2024;

|  |  |
| --- | --- |
| Profit after tax | 6,265,910,525 |
| * Profit after tax in 2024
 | 4,507,000,000 |
| * Undistributed profit after tax 2023
 | 1,758,910,525 |
| Dividend payment in 2024 in cash is 10%/charter capital | 4,000,000,000 |
| Appropriation for welfare and bonus fund. | 1,352,100,000 |
| Remaining undistributed profit | 913,810,525 |

‎‎Article 9. Approve the settlement of remuneration in 2023 and the remuneration plan of the Board of Directors and Supervisory Board in 2024

1. Settlement of remuneration in 2023:
* Total approved remuneration: VND 510 Million.
* Total realized remuneration: VND 519.84 Million.
1. The remuneration plan in 2024

Total approved remuneration: VND 456 Million.

‎‎Article 10. Approve authorizing the Board of Directors to select an audit company for the Financial Statements 2024

‎‎Article 11. Approve the amendment and supplementation of the Charter and the amended and supplemented Charter.

‎‎Article 12. Terms of enforcement

This General Mandate is approved by the General Meeting of Shareholders and takes effect from April 19, 2024.

The General Meeting of Shareholders assigns the Board of Directors to direct and organize the implementation of the contents of this General Mandate in accordance with the law and the Company's Charter.