**HGM: Annual General Mandate 2024**

On March 28, 2024, Ha Giang Mineral and Mechanics JSC announced General Mandate No. 01/NQ-DHDCD as follows:

Article 1: Approve the Report of the Board of Directors on production and business results in 2023, and production, business and investment plan for 2024.

* Production and business results in 2023:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Target | Unit | 2023 | Compare Results (%) |
| to the year Plan | to the Results of the same period of 2022 |
| Plan | Results |
| 1 | Revenue from goods sale | Billion VND | 171 | 175.67 | 102.75 | 87.42 |
| 2 | Products for consumption | Ton | 650 | 657.29 | 101.12 | 93.82 |
| 3 | Metal production | Ton | 500 | 622.74 | 124.55 | 87.49 |
| 4 | Exploiting raw materials | Ton | 5,000 | 5,169.36 | 103.39 | 160.84 |
| 5 | Employee | Person | 144 | 142 | 98.61 | 98.61 |
| 6 | Average income | Million VND |  | 17.5 |  |  |
| 7 | Payable to state budget | Billion VND |  | 30.22 | 100 | 61.67 |
| 8 | Profit before tax without provision (\*) | Billion VND | 41 | 70 | 170.73 | 64.22 |
| 9 | Dividend paid in cash (\*\*) | % | ≥ 15 | 45 | 300 | 112% |

(\*) According to General Mandate No. 01/NQ-DHDCD approved on March 31, 2023, profit before tax in 2023 is VND 41 billion, excluding financial provisions, this target achieves 170.73% of the plan.

(\*\*) According to General Mandate No. 01/NQ-DHDCD approved on March 31, 2023, the dividend in 2023 is ≥ 15%, the Company prepaid 10% dividends for the first round of 2023 and 35% dividends for the second round of 2023.

Article 2: Approve the report on activities of the Supervisory Board in 2023

Article 3: Approve the Financial Statements 2023 audited by AASC Auditing Firm Company Limited.

Article 4: Approved the profit after tax distribution plan in 2023 as follows:

* 45% dividends are paid in cash (VND 4,500/share) with 10% for the first round and 35% for the second round.
* Appropriation for bonus and welfare funds for employees: VND 7,500,000,000
* Appropriation for social welfare and local support funds: VND 3,000,000,000.
* Bonuses for exceeding the profit before tax plan in 2023 for the Executive Board: VND 1,500.000,000

Article 5: Approve the Proposal on remuneration settlement for the Board of Directors, the Supervisory Board, and the person in charge of corporate governance in 2023 and the remuneration plan for 2024.

* Total realized remuneration in 2023: VND 972,000,000
* Remuneration plan for 2024: VND 972,000,000

Article 6: Approve the Proposal on production, business and investment plan in 2024 with a number of main targets as follows:

* Production of antimony metal: 500 tons
* Consumption of antimony metal: 680 tons
* Revenue from goods sales: VND 181 billion
* Profit before tax: VND 50 billion (excluding provisions and reversal of financial investment provisions)
* Dividend payment in cash ≥ 15%
* Authorize the Board of Directors to decide on the dividend prepayment and payment time.
* Temporary appropriation for bonus and welfare fund during the year is 5% from profit after tax.
* The bonus for exceeding the pre-tax profit plan (excluding the provision and reversal of financial investment provisions) for the Company's Executive Board is 20% of the excess performance compared to that of the 2024 plan.
* Investment plan for 2024: Assign the Company to implement according to its authority based on the actual situation.

Article 7: Approve the Proposal on selecting an audit company for the Financial Statements 2024. Assign the Supervisory Board and the Executive Board to consider selecting an independent audit company to audit the Financial Statements 2024 according to current regulations.

Article 8: Approve the Proposal on adjusting the Antimony ore mining and processing project at Mau Due Mine, Mau Due Commune, Yen Minh District, Ha Giang Province. Assign the Board of Directors of the Company to implement according to current regulations.

Article 9: Terms of enforcement.

1. This General Mandate takes effect from March 28, 2024.
2. Members of the Board of Directors, the Supervisory Board and the Board off Managers are responsible for implementing this General Mandate in consistent with functions, responsibilities and authorities in compliance with Company’s Charter and provisions of law.