**BXH: Annual General Mandate 2024**

On April 16, 2024, Haiphong Packing VICEM Joint Stock Company announced General Mandate No. 32/NQ-DHDCDC.HPVC as follows:

Article 1: Approve the Report on production and business results in 2023 and the production and business plan 2024 with the following main targets:

1. Production and business plan 2023:
* Production output: 42.98 million bags;
* Consumption output: 43.45 million bags;
* Total revenue: VND 219,159.933 million;
* Profit after tax: VND 1,203.613 million;
* Rate of Profit/Owners’ equity: 2.83%
* Payable to State budget: VND 6,513.432 million;
1. Production and business plan 2024
* Production output and consumption: 31.0 million bags;
* Total revenue: VND 156,780.000 million;
* Profit before tax: VND 752.000 million;
* Profit after tax: VND 564.000 million;
* Rate of Profit/Owners’ equity: 1.35%
* Payable to State budget: VND 5,962 million;
* Dividend payment rate (in cash): From 1% of charter capital;

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

Article 3. Approve the Report on the evaluation of independent members of the Board of Directors in 2023.

Article 4: Approve the Report on activities of the Supervisory Board in 2023

Article 5: Approve the Audited Financial Statements 2023

Article 6: Approve the profit distribution plan 2023, specifically as follows:

* Total distributed profit in 2023: VND 1,203,013,002.
* Dividend payment (2.5% X Charter capital): VND 753,010,000
* Appropriation for bonus and welfare fund: VND 450,603,002

Article 7: Approve the remuneration for the Board of Directors and the Supervisory Board in 2023 and the remuneration plan 2024

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| No. | Position | Unit | Results 2023 | Plan 2024 |
| 1 | Chair of the Board of Directors | VND/month | 6,000,000 | 6,000,000 |
| 2 | Member of the Board of Directors | VND/person/month | 4,000,000 | 4,000,000 |
| 3 | Chief of the Supervisory Board | VND/month | 4,000,000 (\*) | 4,000,000 |
| 4 | Member of the Supervisory Board | VND/person/month | 3,000,000 | 3,000,000 |

(\*) Notes: From January 2023 to April 2024, the Executive Chief of the Supervisory Board will receive the salary according to the Company's salary regulations.

Article 8: Approve the list of selected audit companies for the Financial Statements 2024.

Article 9: Approve the operating regulations of the Board of Directors;

Article 10: Approve the operating regulations of the Supervisory Board;

Article 11. Approve on signing the contract for purchase and sale of packages with Dien Bien Cement Joint Stock Company in 2024.

Article 12: Approve on signing the contract for purchase and sale of packages with Vicem Hai Phong Cement Company Limited in 2024.

Article 13: Approve on signing the contract for purchase and sale of packages with Dien Bien Cement Joint Stock Company in 2025;

Article 14: Approve on signing the contract for purchase and sale of packages with Vicem Hai Phong Cement Company Limited in 2025;

Article 15: This General Mandate is approved by the Annual General Meeting of Shareholders 2024 of Haiphong Packing VICEM Joint Stock Company and takes effect from April 16, 2024.

Based on the above content, the Board of Directors, the Board of Managers and all shareholders of Haiphong Packing VICEM Joint Stock Company are responsible for implementing this General Mandate.