**BBH: Annual General Mandate 2024**

On May 16, 2024, Hoang Thach Bagging Joint Stock Company announced General Mandate No. 10/NQDHCD as follows:

Article 1: Approve the production and business results in 2023, the production and business plan for 2024, and the solutions.

Main targets are as follows:

1. Production and business results in 2023

* Packaging production output: 16,575,601 bags
* Packaging consumption: 16,575,601 bags
* Total revenue: VND 90,669.768 million
* Profit before tax: VND 671.313 million
* Profit after tax: VND 524.65 million;
* Payables to the State budget: VND 2,147.665 million;

1. Production and business plan for 2024

* Packaging production output: 23,000,000 bags
* Packaging consumption: 23,000,000 bags
* Total revenue: VND 120 billion
* Profit before tax: VND 680 million;
* Profit after tax: VND 529.6 million;
* Dividend payment rate: 2% of charter capital.
* Payable to State budget in accordance with current State regulations.

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

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

Article 4: Approve the Audited Financial Statements 2023.

Article 5: Approve the selection of an audit company for the Financial Statements 2024.

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

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| No. | Target | Value (Million VND) |
| 1 | Total distributable profit after tax in 2023 | 631.745 |
| 1.1 | Undistributed profit after tax as of December 31, 2022 | 107.095 |
| 1.2 | Profit after tax in 2023 | 524.650 |
| 2. | Total distributed profit in 2023 | 609.586 |
| 2.1 | Dividend payment rate in 2023 (2% in cash) | 409.586 |
| 2.2 | Appropriation for bonus and welfare fund | 200.0 |
| 3 | Total remaining undistributed profit | 22.159 |

Article 7: Approve the plan on dividend payment in 2023 in cash.

1. Dividend payment form: In cash (VND)
2. Dividend payment rate: 2% of par value (for each common share, shareholders will receive VND 200)
3. Dividend recipients: Existing shareholders named on the list of shareholders of the Company at the record date for the list of shareholders to exercise the rights.
4. Dividend payment source: From the undistributed profit after tax in 2023:
5. Payment method:

* For deposited securities: Owners implement the procedures to receive dividends at the Depository Members where depository accounts are opened.
* For undeposited securities: Owners implement the procedures to receive dividends at the Finance and Accounting Department of Hoang Thach Bagging Joint Stock Company, Minh Tan Ward, Kinh Mon Commune, Hai Duong Province, or provide accounts to receive by transferring.

1. Payment time: The Board of Directors selects an appropriate payment time according to the regulations.

The General Meeting of Shareholders assigns the Board of Directors to implement relevant necessary procedures to complete the plan on dividend payment in cash to ensure the interests of shareholders.

Article 8: Approve the Report on remuneration payment for the Board of Directors, the Supervisory Board, the Secretariat of the Company, and salary of the Chair of the Board of Directors and the Chief of the Supervisory Board of the Company in 2023.

* Chair of the Board of Directors (non-executive): VND 6,000,000/person/month.
* Members of the Board of Directors: VND 4,000,000/person/month.
* Members of the Supervisory Board and the Secretariat: VND 3,000,000/person/month.
* Executive Chair of the Board of Directors and Chief of the Supervisory Board: Pay salary according to the regulations on salary payment of the Company associated with the production and business results.

Article 9: Approve the plan on remuneration payment plan for the Board of Directors, the Supervisory Board and the Chief of the Supervisor Board of the Company for 2024

* Chair of the Board of Directors (non-executive): VND 6,000,000/person/month.
* Members of the Board of Directors: VND 4,000,000/person/month.
* Members of the Supervisory Board, the Company's Secretariat: VND 3,000,000/person/month.
* Chief of the Supervisory Board: Pay salary according to the regulations on salary payment of the Company associated with the production and business results.

Article 10: Approve the expected profit distribution plan for 2024. Specifically as follows:

Expected profit before tax according to the plan is VND 680 million after payment to the State budget. The Board of Directors submits to the General Meeting of Shareholders the expected dividend payment and appropriation for funds as follows:

* Dividend payment rate: 2% of charter capital.
* Appropriation for bonus and welfare fund: ≥ VND 120,000,000

(If profits exceed the plan, it is proposed to additionally appropriate the bonus and welfare fund at least 40% of the profits exceeding the plan, and the bonus fund for the Executive Board from 5% to 10% of the profits exceeding the plan)

Based on the actual production and business results achieved in 2024, the Board of Directors will submit to the Annual General Meeting of Shareholders 2025 the decision on the specific plan on profit distribution in 2024.

Article 11: This General Mandate takes effect from 11:55 a.m. on May 16, 2024.

The Board of Directors, the Supervisory Board, the Board of Managers, and the entire of shareholders of Hoang Thach Bagging Joint Stock Company are responsible for implementing this General Mandate.