**BAL: Annual General Mandate 2024**

On April 23, 2024, Beer - Alcohol - Beverage Packaging Joint Stock Company announced General Mandate No. 61/NQ-DHDCD as follows:

Article 1. Approve the following reports:

1. The Report of the General Manager on production - business result 2023 and the production and business plan 2024.
2. The Report on activities 2023 of the Board of Directors and the Operational plan 2024;
3. The Report on surveillance activity 2023 and the Operational plan 2024 of the Supervisory Board.

‎‎Article 2. Approve the following contents:

1. The Audited Financial Statements 2023.
2. The Plan on profit distribution, appropriation and use for funds; dividend payment rate 2023 as follows:

*Unit VND*

|  |  |
| --- | --- |
| \* Undistributed profit after tax as of December 31, 2023: | 2,140,277,698 |
| \* Dividend payment 2023 (Dividend payment rate of 7%): | 1,400,000,000 |
| \* Appropriation for the investment and development fund | 0 |
| \* Appropriation for bonus and welfare funds (1.39 months of average realized salary) | 447,000,000 |
| \* Appropriation for the bonus fund for the Executive Board (0.63 months of average realized salary) | 40,000,000 |
| \* Remaining profit after tax | 253,277,698 |

1. The production and business and dividend payment plan for 2024 as follows:

| Targets | Unit | Results 2023 | Plan 2024 | Plan/Results (%) |
| --- | --- | --- | --- | --- |
| Total revenue | Billion VND | 45.911 | 41.770 | 90.98 |
| Industrial production revenue | Billion VND | 39.395 | 36.240 | 91.99 |
| Service Revenue, others (VND) | Billion VND | 6.516 | 5.530 | 84.87 |
| Sale volume of bottle cap products | Million caps | 301.61 | 300.00 | 99.47 |
| Payable to the state budget | Billion VND | 4.271 | 3.500 | 81.95 |
| Profit before tax | Billion VND | 2.057 | 0.938 | 45.60 |
| Dividend payment rate | % | 7.0 | 2.5 | 35.71 |

1. The Realized Remuneration Fund for Non-executive Personnel 2023 and the Planned Remuneration Fund for Non-executive Personnel 2024 of members of the Board of Directors, the Supervisory Board as follows:

* The realized Remuneration fund for Non-executive personnel in 2023 is VND 223,200,000.
* The planned Remuneration fund for Non-executive personnel in 2024 is VND 186,000,000.
* The Remuneration fund for Non-executive personnel can change upon the production-business result following current provisions.

1. The list of audit companies 2024 of Beer - Alcohol - Beverage Packaging Joint Stock Company and audit company agreed by the State Securities Commission to audit the Financial Statements 2024. Assign the Board of Directors to select one of these audit companies and the General Manager to sign auditing service contracts with the selected audit company.
2. Approve contracts between the Company and relevant persons of the Company:

* Approve the Purchase and sale contract 2024 following the agreement with Hanoi Beer-Alcohol-Beverage Joint Stock Corporation.
* Approve the Purchase and sale contract 2025 with Hanoi Beer-Alcohol-Beverage Joint Stock Corporation.
* Authorize the General Manager to sign the Purchase and sale contract 2025 with Hanoi Beer-Alcohol-Beverage Joint Stock Corporation following provisions of law and internal regulations of the Company.

1. Approve the adjustment on the Company’s Charter following Proposal No. 59/TTr-HDQT on April 23, 2024 of the Board of Directors.

Article 3. This General Mandate was approved by the Annual General Meeting of Shareholders of Beer - Alcohol - Beverage Packaging Joint Stock Company on April 23, 2024, and takes effect on the date of signing. Members of the Board of Directors, the Supervisory Board, the Executive Board, and shareholders of Beer - Alcohol - Beverage Packaging Joint Stock Company are responsible for implementing this General Mandate.