**EBS: Annual General Mandate 2024**

On April 24, 2024, Educational Book JSC in Hanoi City announced General Mandate No. 01/SGDHN as follows:

‎‎Article 1. Approve the Reports of the Meeting:

* Report of the Board of Directors.
* Report of the Board of Management;
* Report on activities of the Supervisory Board.

‎‎Article 2. Approve the Financial Statements, the revenue and profit distribution in 2023 audited by AAC Auditing And Accounting Company, the profit distribution and salary unit price in 2023.

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| No. | Target | Results 2023 (the Holding Company) | Results 2023 (Consolidated) |
| 1 | Total revenue (net revenue, financial revenue, other income) | 77,641,755,410 | 87,550,092,401 |
| 2 | Profit before tax | 9,893,527,877 | 14,804,501,183 |
| 3 | Profit after corporate income tax | 8,174,423,850 | 13,086,250,472 |
| 4 | Dividend rate | 8% |  |
|  | Dividend payment amount: | 7,972,467,200 |  |
| 5 | Remaining profit | 201,956,650 |  |
| 6 | Appropriation for funds: | 201,956,650 |  |
| 6.1 | Bonus fund for the Executive Board. | 67,318,883 |  |
| 6.2 | Bonus and welfare fund | 67,318,883 |  |
| 6.3 | Investment and development fund. | 67,318,884 |  |
| 7 | Actual salary unit price | VND 731 salary / VND 1,000 Profit before tax |  |

‎‎Article 3. Approve the production and business plan and salary unit price for 2024.

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| --- | --- | --- |
| No. | Target | 2024 |
| 1 | Total revenue (net revenue, financial revenue, other income) | minimum VND 82.1 billion |
| 2 | Profit before tax | minimum VND 10.5 billion |
| 3 | Profit margin (Profit before tax / Charter capital) | minimum 10.3% |
| 4 | Expected dividend (percentage of par value of VND 10,000) | minimum 8.5% |
| 5 | Salary unit price | VND 1,124 salary /VND 1,000 Profit before tax |

‎‎Article 4. Approve authorizing the Board of Directors to invest in potential projects and companies to promote the efficient use of the company's capital. Facing difficulties of inflation and high input costs, the Company's Executive Board seeks the opinion to authorize the Board of Directors to adjust the business and production plan 2024 and salary unit price in September 2024.

‎‎Article 5. Approve on authorizing the Board of Directors to decide on selecting the audit company for the semi-annual Financial Statements, annual Financial Statements and consolidated Financial Statements of the Company in 2024 and disclose information as prescribed.

‎‎Article 6. Approve the total remuneration paid to members of the Board of Directors, Secretariat of the Board of Directors and Supervisory Board of the Company in 2023 as: VND 279,600,000; In which:

* Total remuneration of the Board of Directors: VND 225,600,000;
* Total Secretariat of the Board of Directors remuneration: VND 12,000,000;
* Total Supervisory Board remuneration: VND 42,000,000;

Approve maintaining the 2023 remuneration levels for members of the Board of Directors and Supervisory Board of Educational Book JSC in Hanoi City in 2024 as follows:

* Remuneration of the Chair of the Board of Directors VND 3,500,000 per month.
* Vice Chair of the Board of Directors remuneration: VND 2,800,000 per month.
* Remuneration for members of the Board of Directors: VND 2,500,000/person/month;
* Secretariat of the Board of Directors remuneration: VND 1,000,000/person/month;
* Chief of Supervisory Board remuneration: VND 1,500,000 per month.
* Member of Supervisory Board remuneration: VND 1,000,000/person/month;

Remuneration paid to members of the Board of Directors and the Supervisory Board at the end of each month. If the plan is exceeded, the Board of Directors shall decide the supplementary remuneration rate for the Board of Directors and Supervisory Board but not exceeding 20% of the additional profit.

‎‎Article 7. Approve the Company lending an amount greater than 35% of the Company's total asset value recorded in the latest Financial Statements.

‎‎Article 8. Approve the election results, the following gentlemen and ladies have been elected as members of the Board of Directors and Supervisory Board for the 2024-2029 term:

* List of members of the Board of Directors

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| --- | --- |
| No. | Full name of candidate |
| 1 | Ngo Trong Vinh |
| 2 | Bui Thi Thu Lan |
| 3 | Nguyen Thanh Tung |
| 4 | Ngo Anh Phuong |
| 5 | Lam Quynh Huong |
| 6 | Ngo Thi Thanh Huyen |
| 7 | Ngo Phuong Anh |

* List of members of the Supervisory Board:

|  |  |
| --- | --- |
| No. | Full name of candidate |
| 1 | Mr. Nguyen Trong Ha |
| 2 | Tran Van Que |
| 3 | Nguyen Thi Mai Lam |

‎‎Article 9. Approve the list of members of the Board of Directors and Supervisory Board for the 2024-2029 term as follows:

* List of members of the Board of Directors

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| --- | --- | --- |
| No. | Full name | Note |
| 1 | Ngo Phuong Anh |  |
| 2 | Ngo Thi Thanh Huyen |  |
| 3 | Lam Quynh Huong |  |
| 4 | Bui Thi Thu Lan |  |
| 5 | Mr. Ngo Anh Phuong |  |
| 6 | Nguyen Thanh Tung |  |
| 7 | Ngo Trong Vinh |  |

* List of members of the Supervisory Board:

|  |  |  |
| --- | --- | --- |
| No. | Full name | Note |
| 1 | Mr. Nguyen Trong Ha |  |
| 2 | Nguyen Thi Mai Lam |  |
| 3 | Tran Van Que |  |

‎‎Article 10. Terms of enforcement

This General Mandate was approved by the General Meeting of Shareholders and takes effect from April 24, 2024.

The Board of Directors of Educational Book JSC in Hanoi City is responsible for carrying out the work authorized by the General Meeting of Shareholders in this General Mandate, ensuring the interests of shareholders, enterprises and in accordance with the provisions of the Law.