**HAT: Annual General Mandate 2024**

On April 24, 2024, Hanoi Beer Trading JSC announced General Mandate No. 01/NQ-DHDCD-HAT as follows:

‎‎Article 1. Approve the Report of the Executive Board on business results 2023 and plan 2024 with the following main targets:

Business results in 2023:

* Total revenue and income: VND 1,247,045,003,328
* Total profit before tax: VND 31,114,453,779
* Total profit after tax: VND 24,830,750,148
* Dividend payment rate: 30%

Plan for 2024

* Total revenue and income: VND 1,351,283,688,249
* Total profit before tax: VND 23,353,512,793
* Total profit after tax: VND 18,682,810,234
* Dividend payment rate: 30%

‎‎Article 2. Approve the Report of the Board of Directors for 2023 and the orientation for 2024 activities.

‎‎Article 3. Approve the Report of Supervisory Board in 2023

‎‎Article 4. Approve the Financial Statements 2023.

Article 5. Approve the Profit Distribution Plan 2023 and the Profit Distribution Plan 2024.

1. Profit distribution plan in 2023

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| No. | Explanation | Amount (VND) |
| I | Distribution of Profit after tax (PAT) in 2023 | 24,993,142,675 |
|  | Accumulated undistributed profit after tax at end of last period | 162,392,527 |
|  | Undistributed profit after tax in this period | 24,830,750,148 |
| 1 | Appropriation for funds: | 6,800,721,347 |
|  | Bonus and welfare fund \* | 6,389,084,791 |
|  | Bonus fund for the Executive Board. | 411,636,556 |
| 2 | Dividend payment 2023 | 9,369,000,000 |
|  | Payment rate: | 30 |
| 3 | Undistributed profit | 8,823,421,328 |

1. Profit distribution plan for 2024

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| --- | --- | --- |
| No. | Explanation | Amount (VND) |
| I | Distribution of Profit after tax (PAT) in 2024 | 27,506,231,562 |
|  | Accumulated undistributed profit after tax at end of last period | 8,823,421,328 |
|  | Undistributed profit after tax in this period | 18,682,810,234 |
| 1 | Appropriation for funds: | 5,687,500,000 |
|  | Bonus and welfare fund | 5,350,000,000 |
|  | Bonus fund for the Executive Board. | 337,500,000 |
| 2 | Dividend payment 2024 | 9,369,000,000 |
|  | Payment rate: | 30 |
| 3 | Undistributed profit | 12,449,731,562 |

‎‎Article 6. Approve the salary and remuneration settlement 2023 and the planned remuneration and salary levels 2024 for members of the Board of Directors and Supervisory Board.

1. Salary and remuneration settlement 2023:

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| --- | --- | --- |
| No. | Explanation | Amount (VND) |
|  | SALARY FUND FOR THE BOARD OF DIRECTORS AND SUPERVISORY BOARD |  |
| 1 | Planned salary and remuneration according to the General Mandate 2023 | 1,049,600,000 |
| 2 | Results | 1,264,800,000 |
| Salary of the executive Chief of the Supervisory Board | 892,800,000 |
| Salaries of executive members of the Board of Directors and Supervisory Board | 372,000,000 |
| 3 | Conclusion: Difference between results and plan | 215,200,000 |

1. Planned remuneration and salaries 2024 for members of the Board of Directors and Supervisory Board:

* Salaries of executive members of the Board of Directors and Supervisory Board: VND 614,000,000
* Remuneration of non-executive members of the Board of Directors and Supervisory Board: VND 392,800,000

Total: VND 1,006,800,000.

‎‎Article 7. Approve on the main business targets 2024 as follows:

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| --- | --- | --- | --- |
| No. | Target | Unit | Plan 2024 |
| 1 | Total revenue and income | VND | 1,351,283,688,249 |
| 2 | Total profit before tax | VND | 23,353,512,793 |
| 3 | Total profit after tax: | VND | 18,682,810,234 |
| 4 | Dividend payment | % | 30 |

‎‎Article 8. Approve the selection of an audit company in 2024

Authorize the Board of Directors to select a reputable audit company from the list of audit companies approved by the State Securities Commission to audit the Financial Statements 2024.

‎‎Article 9. Approve the annual contracts with HABECO Corporation

Propose the annual signing of contracts between Hanoi Beer Trading JSC and Hanoi Beer Alcohol And Beverage Joint Stock Corporation.

‎‎Article 10. Approve the contract for buying and selling goods between the Company and Habeco CO., LTD.

‎‎Article 11. Terms of enforcement

* The entire content of this General Mandate was approved by the General Meeting of Shareholders and takes effect from the date of signing.
* Members of the Board of Directors, Supervisory Board, Board of Managers and all shareholders of Hanoi Beer Trading JSC are responsible for implementing this General Mandate.