**HBH: Annual General Mandate 2024**

On April 24, 2024, Habeco - Hai Phong Joint Stock Company announced General Mandate No. 01/NQ-DHDCD-HHP as follows:

‎‎Article 1. Approve the Production and Business Summary Report 2023 and the tasks and directions 2024 of the Board of Directors, as follows:

Approve the results of production and business activities in 2023:

* Total Revenue: VND 442.61 billion, equal to 75.33% of the annual plan.
* Profit after tax: VND 0.95 billion, equal to 190% of the annual plan.
* Budget payment: VND 225.38 billion, equal to 75.23% of the annual plan.
* Average income VND 10.1 million/month, reaching 101.51% of the annual plan.

Approve the production and business plan 2024.

* Industrial production value (at fixed price): VND 255.11 billion;

|  |  |
| --- | --- |
| * Total revenue:
 | VND 466.57 billion |
| * Payable to State budget:
 | VND 237.27 billion; |
| * Profit before tax:
 | VND 1,268 million; |
| * Profit after tax:
 | VND 964 million; |
| * Average income
 | VND 10.26 million/person/month |

‎‎Article 2. Approve the Performance Report 2023 and Orientation 2024 of the Board of Directors.

‎‎Article 3. Approve the Corporate Governance Report 2023 of the Board of Directors.

‎‎Article 4. Approve the Report of the Supervisory Board.

‎‎Article 5. Regarding the selection of an audit company for the Financial Statements 2024, the General Meeting authorizes the Board of Directors to select a reputable, capable and experienced audit company, permitted to operate in Vietnam, in the list of audit companies approved by the State Securities Commission to audit the Financial Statements 2024.

‎‎Article 6. Approve the audited Financial Statements 2023 and the profit distribution plan 2023 with some main contents as follows:

1 Audited Financial Statements 2023.

Unit VND

|  |  |  |
| --- | --- | --- |
| Target | December 31, 2023 | January 01, 2023 |
| Balance sheet |  |  |
| Assets |  |  |
| A. Short-term assets: | 134,535,742,283 | 109,919,117,824 |
| B. Long-term assets: | 129,523,718,800 | 155,809,552,434 |
| Total assets | 264,059,461,083 | 265,728,670,258 |
| Capital source |  |  |
| A. Liabilities | 94,344,580,462 | 93,361,013,126 |
| I. Short-term debt | 94,344,580,462 | 93,361,013,126 |
| II. Long-term debt | - | - |
| B. Owners’ equity | 169,714,880,621 | 172,367,657,132 |
| I. Owners’ equity | 169,714,880,621 | 172,367,657,132 |
| Contributed capital of owner | 160,000,000,000 | 160,000,000,000 |
| Target |  |  |
| II. Funding source and other funds | - | - |
| TOTAL CAPITAL SOURCE | 264,059,461,083 | 265,728,670,258 |
| BUSINESS RESULTS |  |  |
| 1 Revenue from goods sales & service provision | 243,918,420,146 | 306,722,085,350 |
| 2 Total profit before tax | 1,253,749,211 | 19,471,699,166 |
| 3 Total profit after tax | 946,581,739 | 15,513,863,708 |

2 Plan on profit distribution in 2023;

Approve not to distribute the realized profit in 2023 of VND 946 million (profit after tax).

‎‎Article 7. Approve the report on remuneration payment to members of the Board of Directors and Supervisory Board in 2023 and the plan for 2024 as follows:

Finalization of remuneration 2023 of the Board of Directors and Supervisory Board:

|  |  |  |
| --- | --- | --- |
| No. | Explanation | Amount (VND) |
| 1 | Remuneration plan according to the General Mandate 2023  | 413,040,000 |
| 2 | Results 2023  | 445,836,000 |
| 3 | Conclusion: the difference between the implementation and the plan approved by the General Meeting of Shareholders 2023 | 32,796,000 |

Remuneration plan for 2024:

|  |  |  |
| --- | --- | --- |
| No. | Position | Remuneration rate (VND/month) |
| 1 | Chair of the Board of Directors | 7,260,000 |
| 2 | Member of the Board of Directors | 5,880,000 |
| 3 | Chief of the Supervisory Board | 3,100,000 |
| 4 | Members of the Supervisory Board: | 2,140,000 |

The total planned remuneration fund for 2024 is: VND 413,040,000. Remuneration is paid once per quarter, applicable from Q2/2024.

‎‎Article 8. Approve the Proposal of some main targets of the production and business plan 2024 as follows:

* Industrial production value (at fixed price): VND 255.11 billion.
* Total revenue: VND 466.57 billion
* Payable to State budget: VND 237.27 billion;
* Profit before tax: VND 1,268 million;
* Profit after tax: VND 964 million;
* Average income VND 10.26 million/person/month

During the implementation of the production and business plan 2024, if it is necessary to adjust the cost plan, the Board of Directors respectfully submits to the General Meeting to authorize the Board of Directors and Executive Board to adjust the cost plan to ensure the planned profit is achieved.

‎‎Article 9. Approve the Profit Distribution Plan for 2024

‎‎Article 10. Approve contracts, transactions between the Company and affiliated persons

‎‎Article 11. Approve the proposal to dismiss members of the Board of Directors at the end of the 2019-2024 term and nominate members of the Board of Directors for the 2024-2029 term.

* Dismiss 01 member of the Board of Directors:
* Ms. Quach Thi Thu Huyen
* List of nominees for the Board of Directors, number of votes 01:
* Ms. Quach Thi Thu Huyen

‎‎Article 12. The General Meeting approves the election results and the list of elected members of the Board of Directors for the 2024-2029 term as follows:

* Members of the Board of Directors:
1. Ms. Quach Thi Thu Huyen

‎‎Article 13. Terms of enforcement

1. The General Mandate was unanimously approved by the General Meeting in its entirety at the Annual General Meeting 2024 and takes effect from the date of approval.
2. Members of the Board of Directors, Supervisory Board and Executive Board and all shareholders of the Company are responsible for implementing this General Mandate.