**DHB: Annual General Mandate 2024**

On April 24, 2024, Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company announced General Mandate No. 02/NQ-DHDCD as follows:

‎‎Article 1. Approve the Report of the Board of Directors on the task implementation in 2023; and the task orientation for 2024.

‎‎Article 2. Approve the Report of the General Manager on production and business results in 2023 and the plan for 2024:

* Production and business results in 2023

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Target | Unit | Plan approved by the General Meeting of Shareholders in 2023 | Results 2023  |
| Results  | Compared to the annual plan (%) | Compared to the Results 2022 (%) |
| I | Payable to the State budget | Billion VND | 96.1 | 58.2 | 60.5 | 44.2 |
| II | Industrial production value (Market price) | Billion VND | 4,447.6 | 4,215.5 | 94.8 | 62.5 |
| III | Total revenue: | Billion VND | 4,615.0 | 4,435.1 | 96.1 | 68.4 |
| IV | Production and business efficiency | Billion VND | 931.8 | 858 | 92.1 | 48.2 |
| V | Production output: |  |   |   |   |   |
| - | Total quantity converted to Urea (based on produced liquid NH3) | Tons | 450,000 | 452,168 | 100.5 | 99.1 |
| 1 | Urea | Tons | 325,860 | 391,174 | 120.0 | 117.3 |
| 2 | Commercial NH3 | Tons | 70,000 | 34,890 | 49.8 | 52.3 |
| 3 | Produced electricity | Mw.h | 142,550 | 150,299 | 105.4 | 113.7 |
| VI | Consumption output: |   |   |   |   |   |
| - | Total quantity converted to Urea (based on commercial quantity) | Tons | 461,528 | 471,064 | 102.1 | 109.6 |
| 1 | Urea | Tons | 340,000 | 410,592 | 120.8 | 130.8 |
| 2 | Commercial NH3 | Tons | 70,000 | 34,832 | 49.8 | 52.2 |

‎‎Article 3. Approve the Audited Financial Statements 2023.

‎‎Article 4. Approve the Report on operation results of the Supervisory Board in 2023 and orientation for 2024.

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

1. Approve the list of 03 audit companies that fully meet the criteria for selecting an independent audit company, which are:
* AASC Auditing Firm Company Limited.

Address: No. 1 Le Phung Hieu, Trang Tien Ward, Hoan Kiem District, Hanoi.- MOORE AISC Auditing and Informatics Services Co., Ltd (AISC).

* Auditing & Informatic Services Company Limited

Address: No. 389A Dien Bien Phu, Ward 4, District 3, Ho Chi Minh City.

* Vietnam Auditing and Evaluation Co., Ltd. (VAE)

Head office address: 11th Floor, Song Da Building, Alley 165 Cau Giay, Dich Vong Ward, Cau Giay District, Hanoi.

1. The General Meeting of Shareholders authorizes the Board of Directors to select one of the above-mentioned audit companies to audit the Financial Statements for 2024 and assigns the General Manager to sign the auditing contract.

‎‎Article 6. Approve the Production and Business Plan for 2024, with the following main targets:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Unit | Production and business plan in 2024 |
| 1 | Main production targets |  |  |
| - | Urea production output | Tons | 367,440 |
| - | Commercial NH3 production output | Tons | 40,000 |
| 2 | Consumption targets |  |  |
| - | Urea output | Tons | 370,000 |
| - | Commercial NH3 production output | Tons | 40,000 |
| 3 | Total revenue: | Million VND | 4,720,374 |
| 4 | Profit before tax | Million VND | 168,317 |

Regarding the level of advance dividend payment and implementation of advance dividend payment in 2024:

The General Meeting of Shareholders authorizes the Board of Directors of the Company to decide the level of advance dividend payment for 2024 and to make advance dividend payments to shareholders in accordance with the Company's production and business results during the year.

‎‎Article 7. Approve the payment of remuneration to the Board of Directors (BOD) and Supervisory Board (SB) in 2024, as follows:

1. Remuneration level of the Board of Directors:
* Chair of the Board of Directors: VND 10,000,000/month;
* Members of the Board of Directors: VND 8,000,000/person/month;
1. Remuneration of the Supervisory Board:
* Supervisor: VND 6,500,000/person/month;

Particularly for the Chief of the Supervisory Board: Receive executive salary according to the Company's Salary Scale, equal to the salary level of the Company's Chief Accountant.

The total remuneration paid to the Board of Directors and Supervisory Board in 2024 is: VND 660,000,000;

‎‎Article 8. Approve the dismissal of members of the Board of Directors for the term 2021-2026 from April 24, 2024 for Mr. Nguyen Phung Hung and Mr. Nguyen Duc Ninh.

‎‎Article 9. Approve the election result of members of the Board of Directors in the term of 2021 - 2026. Mr. Nguyen Dinh Hong and Ms. Nguyen Tuyen Anh have been elected as members of the Board of Directors for the term 2021-2026 from April 24, 2024.

‎‎Article 10. Terms of enforcement

This General Mandate was approved by the Annual General Meeting of Shareholders in 2024 of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company and takes effect from April 24, 2024.