**BEL: Annual General Mandate 2024**

On April 25, 2024, Viettronics Bien Hoa Joint Stock Company announced General Mandate No. 01/2024/NQ-DHDCD as follows:

‎‎Article 1. Production and business results in 2023 and the plan for 2024:

1. Agree to approve the content summarizing the Board of Directors' activities in 2023 according to the report presented at the Meeting.
2. Agree to approve the content on production and business results 2023 including a number of main targets:

* Total revenue: VND 26.826 billion
* Total profit before tax: VND 8.24 billion
* Dividends: 10% (5% of dividends has been advanced to pay shareholders in 2023)

1. Agree on operational plan targets for 2024 as follows:

* Total revenue: VND 25 billion
* Total profit before tax: VND 5.5 billion

1. Agree to assign the Company’s Board of Directors to direct the General Manager to develop detailed operational plans 2024, specific implementation measures, and strict management of expenses to ensure completion of the profit plan with the minimum criteria mentioned above; as well as bring maximum benefits to shareholders following relevant regulations and the Company's status.

‎‎Article 2. Financial Statements

Agree to approve the content of the Financial Statements 2023 which has been fully audited and approved by UHY Auditing and Consulting Company Limited as documents at the Meeting.

‎‎Article 3. Report of the Supervisory Board

Agree to approve the content of the Company’s Supervisory Board Report 2023 as the content of the documents presented at the Meeting.

‎‎Article 4. Settlement of remuneration of the Board of Directors, the Supervisory Board 2023, and plan 2024.

Agree to approve the content of Proposal for the Settlement of remuneration of the Board of Directors, the Supervisory Board 2023, remuneration of the Board of Directors, the Supervisory Board 2024, as follows:

1. Remuneration of the Board of Directors, the Supervisory Board 2023 is VND 208,800,000.
2. Remuneration plan for the Board of Directors, the Supervisory Board 2024 as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Position | Remuneration (person/month) | Number of people X Months | Total |
| 1 | Chair of the Board of Directors | 3,000,000 | 1 x 12 | 36,000,000 |
| 2 | Member of the Board of Directors | 2,500,000 | 4 x 12 | 120,000,000 |
| 3 | Chief of the Supervisory Board | 2,000,000 | 1 x 12 | 24,000,000 |
| 4 | Members of the Supervisory Board | 1,200,000 | 2 x 12 | 28,800,000 |
| Total | |  |  | 208,800,000 |

‎‎Article 5. Profit distribution

1. Agree to approve the Company’s profit distribution 2023 as follows:

|  |  |  |
| --- | --- | --- |
| No. | Explanation | Total amount (VND) |
| 1 | Total profit before tax | 8,240,357,241 |
| 2 | Provisional current corporate income tax (20%) | 1,700,977,364 |
| 3 | Profit after tax (3=1-2) | 6,539,379,877 |
| 4 | Retained profit from 2022 | 782,685,691 |
| 5 | Total undistributed profit after tax (5=3+4) | 7,322,065,568 |
| 6 | Appropriation for welfare fund: | 650,000,000 |
| 7 | Bonuses for managers and business executives | 100,000,000 |
| 8 | Total retained undistributed after-tax profits (8=5-6-7) | 6,572,065,568 |
| 9 | Dividend payments of 10% in 2023 | 6,000,000,000 |
| a | 5% dividend has been advanced for the first period of 2023 | 3,000,000,000 |
| b | Pay 5% dividend for the second period of 2023 | 3,000,000,000 |
| 10 | Retained profits in 2023 will be reallocated to the profit of the following year | 572,065,568 |

1. Agree to authorize the Board of Directors to choose the appropriate time to pay dividends in cash for the second period of 2023 in compliance with relevant legal regulations.

‎‎Article 6. Selection of an audit company for the Financial Statements in 2024.

Agree to assign the Supervisory Board to decide on the selection of an audit company for the Company's Financial Statements 2024. The selected audit company must be on the list of independent audit companies approved by the State Securities Commission to audit the Financial Statements 2024 and has public interests.

‎‎Article 7. Terms of enforcement

This Annual General Mandate was unanimously approved in full by the General Meeting of Shareholders at the Meeting and takes effect from April 25, 2024. Members of the Board of Directors, the Supervisory Board, and the Executive Board of the Company are responsible for implementing this General Mandate./.