**HRB: Annual General Mandate 2024**

On April 29, 2024, Harec Investment and Trade Joint Stock Company announced General Mandate No. 64 NQ-HAREC as follows:

Article 1: Approve the Report of the Board of Directors, the Supervisory Board and the Board of Managers.

Approve the production and business plan 2024 as follows:

* Total revenue: VND 36.8 billion
* Profit before tax: VND 17 billion
* Dividend rate: 17%/share

Production and business results 2023:

* Total revenue: VND 51.046 billion, equal to 138% of the plan approved by the General Meeting of Shareholders.
* Profit before tax: VND 29.874 billion, equal to 179% of the plan approved by the General Meeting of Shareholders.
* Profit after tax: VND 23.339 billion, equal to 160% of the plan approved by the General Meeting of Shareholders.
* Expected dividend payment rate is 30.5%/share, equal to 180% of the plan approved by the General Meeting of Shareholders.

Article 2: Approve the Audited Financial Statements 2023.

Article 3: Approve the plan on profit distribution 2023 and the plan on profit distribution 2024.

1. The General Meeting approves the dividend payment in cash and authorizes the Board of Directors to decide the time of payment and implement the payment.
* Dividend payment rate: 30.5%
* Total amount of dividend payment: VND 19,332,120,000
1. Based on the production and business plan 2024 of Harec Investment and Trade Joint Stock Company, the General Meeting of Shareholders approves the proposal for the dividend payment rate in 2024 as: 17%/share
2. The plan on profit distribution 2023 is as follows:
* Total profit after tax: VND 23,339,136,543
* Profit distribution:
* Bonus fund: VND 1,166,956,827
* Welfare fund: VND 1,166,956,827
* Bonus fund for the Board of Directors and the Supervisory Board: VND 653,565,460
* Investment and development fund VND 50,000,000
* Total amount of dividend payment: VND 19,332,120,000
* Dividend payment rate: VND 3,050/share
1. The plan on profit distribution 2024:
* Total profit after tax : VND 14,000,000,000
* Profit distribution:
* Bonus fund: 5% of profit after tax
* Welfare fund: : 5% of profit after tax

Dividends payment rate: : 17%/share

Bonus fund for the Board of Directors and the Supervisory Board:

* Bonus for completing the plan: 2% of profit after tax
* Bonus for exceeding production plan: 2% of profit after tax
* Development and investment fund: Remaining profit after tax

Article 4: Approve the Remuneration for the Board of Directors and the Supervisory Board 2023 and the Proposal in 2024.

* Total remuneration in 2023 Equivalent to 2% of profit after tax
* Total remuneration in 2024 Equivalent to 2% of profit after tax.

Article 5: Approve the selection of an audit company 2024;

The General Meeting authorizes the Board of Directors to select an audit company named in the list of independent audit companies that are eligible for auditing according to current regulations to audit the Financial Statements 2024 and review Quarterly and Semi-annual Financial Statements (if necessary at the request of state management agencies).

Article 6: Approve the proposal of shareholders of HABECO

* Assign the Board of Director to assign the Executive Board to continue implementing the name transfer on the land use right certificate at 4A Lang Ha.
* Implement recovery of investment on share and finance with Petro Vietnam Technical Services Corporation to avoid risks.
* Assign the Board of Director to assign the Executive Board to develop and implement solutions to prevent risks in the management and use of cash flow.
* Divide investment and development funds among shareholders.

Article 7: Terms of enforcement

The General Mandate is approved in full text by the Annual General Meeting 2024 of Harec Investment and Trade Joint Stock Company at the meeting.
 The Board of Directors, Supervisory Board and Executive Board are responsible for the implementation of this General Mandate.

This General Mandate takes effect on the date of its signing.