**HTC: Annual General Mandate 2024**

On April 29, 2024, HocMon Trade JSC announced General Mandate No. 06/2024/NQ-DHDCD as follows:

Article 1. Approve the Activity Report 2023 of the Board of Directors and the Report on business results in 2023.

Some main contents are as follows

* Charter capital: VND 164,999 million
* Total net income: VND 1,054,424 million
* Profit before tax: VND 57,030 million
* Profit after tax: VND 46,169 million
* Dividend payment rate: 14% of charter capital
* Total number of employees: 548 persons
* Total salary fund: VND 87,315 million

Article 2. Approve the business plan 2024

Some main contents are as follows:

1. Business plan (consolidated) for 2024

* Charter capital: VND 164,999 million
* Total net income: VND 1,034,565 million
* Profit before tax: VND 47,483 million
* Profit after tax: VND 37,664 million
* Total number of employees: 563 persons
* Total salary fund: VND 83,503 million
* Profit distribution: VND 37,664 million
* Investment and development fund: VND 3,346 million
* Bonus and welfare fund: VND 9,226 million
* Bonus fund for the Executive Management Board: VND 377 million
* Dividend payment: VND 19,800 million

Dividend payment rate: Minimum 12%/ charter capital

* Undistributed profits: VND 4,915 million

1. Business plan 2024 of each legal entity in the Company's system:

\* HocMon Trade JSC

* Total net revenue: VND 922,482 million
* Profit before tax: VND 36,266 million
* Profit after tax: VND 33,457 million
* Total number of employees: 130 persons
* Total salary fund: VND 15,456 million

(Salary unit price is 55.00% of total revenue minus (-) total expenses without salary and allowances)

* Profit distribution: VND 33,457 million, equivalent to 100.00%
* Investment and development fund: VND 3,346 million, equivalent to 10.00%
* Bonus and welfare fund: VND 5,019 million, equivalent to 15.00%
* Bonus fund for the Executive Management Board: VND 377 million, equivalent to 1.13%
* Dividend payment: VND 19,800 million, equivalent to 59.18%
* Undistributed profits: VND 4,915 million, equivalent to 14.69%

\* Hoc Mon Agriculture Wholesale Market Company Limited

* Total net income: VND 145,360 million
* Profit before tax: VND 35,055 million
* Profit after tax: VND 28,044 million
* Total number of employees: 433 persons
* Total salary and wages fund: VND 68,047 million

(Salary unit price is 66.00% of total revenue minus (-) total expenses without salary and allowances)

* Profit distribution: VND 28,044 million, equivalent to 100.00%
* Investment and development fund: VND 0 million, equivalent to 0.00%
* Bonus and welfare fund: VND 4,207 million, equivalent to 15.00%
* Payable to owner: VND 23,837 million, equivalent to 85.00%

1. The General Meeting of Shareholders unanimously authorized the Board of Directors to carry out the following tasks:

* Adjust the Business Plan 2024 (consolidated and of legal entities in the system) to suit the actual situation of the Company.
* Based on the Company's business results during the year (consolidated and of legal entities in the system), it is decided to temporarily appropriate the Company funds, but not exceeding 80% of the total appropriation amount according to the rate approved by the General Meeting of Shareholders.

Article 3. Approve the Activity Report 2023 of the Supervisory Board

Article 4. Approve the Company's Audited Financial Statements 2023 (before and after consolidation)

Article 5. Approve the profit distribution and dividend plan for 2023

1. Distribute consolidated profits throughout the system

* Profit after tax: VND 46,168,682,712
* Profit distribution: VND 46,168,682,712
* Investment and development fund: VND 4,246,682,193
* Bonus and welfare fund: VND 11,766,100,045
* Bonus fund for the Executive Management Board: VND 1,668,465,661
* Dividend payment: VND 23,099,990,200

Dividend payment rate/charter capital: 14% of charter capital

* Undistributed profit: VND 5,387,444,613

1. Profit distribution of HocMon Trade JSC (Holding Company)

\* Profit after tax: VND 42,466,821,927

\* Profit distribution: VND 42,466,821,927, equivalent to 100.00%

* Investment and development fund: VND 4,246,682,193, equivalent to 10.00%
* Bonus and welfare fund: VND 7,644,027,947, equivalent to 18.00%
* Bonus fund for the Executive Management Board: VND 1,668,465,661, equivalent to 3.93%
* Dividend payment: VND 23,099,990,200, equivalent to 54.40%

Dividend payment rate/charter capital: 14% of charter capital

* Undistributed profit: VND 5,807,655,926, equivalent to 13.67%
  1. Profit distribution of Hoc Mon Agriculture Wholesale Market Company Limited (subsidiary)

\* Profit after tax: VND 27,480,480,650

\* Profit distribution: VND 27,480,480,650, equivalent to 100.00%

* Investment and development fund: VND 0, equivalent to 0.00%
* Bonus and welfare fund: VND 4,122,072,098, equivalent to 15.00%
* Payable to owner: VND 23,358,408,552, equivalent to 85.00%

Article 6. Finalization of remuneration 2023 and remuneration plan 2024 of the Board of Directors and the Supervisory Board

1. The total remuneration of the Board of Directors, the Supervisory Board, and Company Secretariat in 2023 is VND 1,368,000,000.
2. Remuneration levels for members of the Board of Directors, members of the Supervisory Board and Company Secretariat applicable for 2024:
3. Remuneration of members of the Board of Directors:

* Chair of the Board of Directors: VND 16,000,000/month
* Vice Chair of the Board of Directors: VND 14,000,000/month
* Members of the Board of Directors: VND 12,000,000/month/person

1. Remuneration of members of the Supervisory Board:

* Chief of the Supervisory Board: VND 12,000,000/month
* Members of the Supervisory Board: VND 10,000,000/month/person

1. Remuneration of person in charge of corporate governance-cum-Company Secretariat: VND 8,000,000/month

In addition to the fixed remuneration as above, based on the Company's business activity results set at the beginning of the year, members of the Board of Directors, the Supervisory Board and Company Secretariat will receive additional bonuses based on business activity results (consolidated):

* 1% calculated on profit after tax reaching the yearly plan.
* 10% calculated on profit after tax exceeding yearly plan.

Article 7. Approve the plan to select a company to audit/review the Company's Financial Statements 2024

According to the proposal of the Supervisory Board, the General Meeting of Shareholders agreed on the list of companies to audit/review the Company's Financial Statements 2024.

Article 8. Approve the dismissal of members of the Supervisory Board

According to the content of the application to resign as a member of the Supervisory Board, the General Meeting of Shareholders unanimously agreed to dismiss Mr. Le Ngoc Nguyen Hoang from the position of Member of the Supervisory Board.

Article 9. Additional election of members of the Board of Directors for the remaining period of the 2022 - 2027 term

The Meeting conducted an additional election of members of the Company's Board of Directors for the remaining period of the 2022 - 2027 term by cumulative voting method, the election results are as follows:

Elected members of the Board of Directors of the Company:

1. Mr. Le Anh Phuong
2. Ms. Nguyen Thi Thai Nhi

Article 10. Additional election of members of the Supervisory Board for the remaining period of the 2022 - 2027 term

The Meeting conducted an additional election of members of the Company's the Supervisory Board for the remaining period of the 2022 - 2027 term using cumulative voting method, the election results are as follows:

Ms. Huynh Le Yen Nhi was elected as a member of the Company's Supervisory Board.

Article 11. The General Meeting of Shareholders assigned the Board of Directors and General Manager of the Company to successfully implement the contents of the General Mandate and report the results at the nearest General Meeting of Shareholders.

This General Mandate was approved by the Annual General Meeting of Shareholders 2024 of HocMon Trade JSC at 11:50 a.m., April 29, 2024.

This General Mandate takes effect from April 29, 2024.