**LBC: Annual General Mandate 2024**

On June 15, 2024, Long Bien Joint Stock Company announced General Mandate No. 01/NQDHDCD2024 as follows:

Article I: The General Meeting of Shareholders 2024 of Long Bien Joint Stock Company approved the following contents:

1. Report on production and business results in 2023, the plan for 2024 of the Executive Board with main targets as follows:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Targets | Unit | 2023 | | | Results 2023/Results 2022 (%) |
| Plan | Results | Results/Plan (%) |
| 1 | Total net revenue, financial revenue, and other incomes | Million VND | 170,850 | 161,839 | 94.7 | 104.5 |
| 2 | Profit before tax | Million VND | 7,300 | 8,778 | 120.2 | 127 |
| 3 | Average income | Thousand VND | 7,000 | 7,100 | 101.4 | 104.4 |
| 4 | Dividend rate | % | 9 | 12 | 133.3 | 133.3 |

\* Production and business plan for 2024:

* Total revenue: VND171.6 billion.
* Profit before tax: VND8.2 billion;
* Average income (person/month): VND7,200,000
* Dividend: 9%/year.

1. The Audited Financial Statements 2023.
2. Report of the Board of Directors.
3. Report on activities of the Supervisory Board of the Company in 2023, the plan on activities for 2024 of the Supervisory Board.
4. Plan on profit distribution and dividend payment in 2023.

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target content | Unit | Results 2023 |
| 1 | Profit before tax | VND | 8,778,076,015 |
| 2 | Profit after tax | VND | 6,985,708,407 |
| 3 | Appropriation for funds |  | 488,999,588 |
|  | *Investment and Development fund* | *VND* |  |
|  | *Bonus and welfare funds* | *VND* | *488,999,588* |
| 4 | Remaining profit | VND | 6,496,708,819 |
| 5 | Dividend payment |  |  |
|  | - Dividend payment rate/year | % | 12 |
|  | - Dividend payment amount | VND | 1,800,000,000 |

1. Bonus for the Board of Directors, the Executive Board, and the Supervisory Board in 2023.

Total appropriation of 3% of profit after tax:

Bonus for the Board of Directors of 1.65% of profit after tax: VND115,200,000

Bonus for the Executive Board of 0.85% of profit after tax: VND59,400,000

Bonus for the Supervisory Board of 0.5% of profit after tax: VND34,900,000

1. Remuneration for the Board of Directors and the Supervisory Board in 2024.

Remuneration for the Board of Directors and the Supervisory Board in 2024 is calculated monthly according to the coefficient X basic salary and paid once a month as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Position | Coefficient | Equivalent (VND) |
| I | The Board of Directors |  |  |
| 1 | Chair of the Board of Directors | 5 | 9,000,000 |
| 2 | Vice Chair of the Board of Directors | 4 | 7,200,000 |
| 3 | Member of the Board of Directors | 3 | 5,400,000 |
| II | The Supervisory Board |  |  |
| 1 | Chief of the Supervisory Board | 2.5 | 4,500,000 |
| 2 | Member of the Supervisory Board | 1 | 1,800,000 |

1. Select an audit company for the Financial Statements 2024: AFC Vietnam Auditing Company Limited;
2. Continue to establish an investment project for a commercial center combined with an office at No. 2 Ngo Xuan Quang, Trau Quy, Gia Lam (this content was approved by the General Meeting of Shareholders 2021, 2022, 2023)
3. Apply for cancellation of public company eligibility
4. Investment and business development work.

* Continue to strengthen the Company's existing network, renovate and complete the Supermarket system to ensure internal and external images create visual and operational highlights to attract customers to shop.
* Organize centralized exploitation of goods from manufacturers, large suppliers, and reputable customers, and brands, ensuring quality, and competitive prices to supply to Supermarkets in the Company.
* Develop marketing programs and promotional programs following the reality of the units and consumer psychology. Build a corporate culture, a culture of behavior with customers; in business, always maintain credibility with customers.
* Strengthen business management, review, amend, supplement, and issue the Company's internal management rules, regulations, and statutes to improve the efficiency of management and administration of production and business activities of the Company. Thoroughly implement thrifty practices and prevent waste in all stages of work.
* Review and supplement plans to improve the efficiency of using the Company's network, focusing on improving the efficiency of points where investment projects are being established and points that are not fully exploited to improve the efficiency of network use.
* Perform well the tasks of national security and defense, patrolling and guarding to ensure the safety of people, property, and goods, maintaining political security and social order and safety in the Company; preventing fire, explosion, theft, or loss of property or goods.

1. Labor organization and implementation of policies for employees:

* Implement well the Company's Charter of Organization and Operation, Collective Labor Agreement, and labor regulations issued by the Company.
* Continue to research and arrange the use of the workforce based on reasonable work organization, suitable for each unit, creating conditions for employees to fully develop their working and creative abilities to implement production and business tasks to ensure increased labor productivity.
* Implement policies and regimes for employees based on the Company's regulations and issue legal documents such as labor, social insurance, health insurance, unemployment insurance, etc., and the Company’s regulations. Pay monthly salaries in full to employees. Pay social insurance, health insurance, and unemployment insurance on time as prescribed.

Article II. The General Meeting of Shareholders 2024 of Long Bien Joint Stock Company assigned the Board of Directors to be responsible for organizing and directing the implementation of the tasks approved by the General Mandate.