**BHG: Annual General Mandate 2024**

On June 26, 2024, Bien Ho Tea Joint Stock Company announced General Mandate No. 11/NQ-DHDCD as follows:

‎‎Article 1. Approve the following reports:

1. Report on the results of activities in 2023, and the operational orientation in 2024 of the Board of Directors.

* Production and business results in 2023.

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| No. | Targets | Unit | Plan 2023 | Results 2023 | Results/Plan rate (%) |
| 1 | Revenue | Billion VND | 105 | 116.573 | 111% |
| 2 | Profit before tax | Billion VND | 1.2 | 1.23 | 102.5% |
| 3 | Profit after tax | Billion VND | 0.960 | 1.225 | 127.6% |

1. Report of the Board of Management on the production and business results in 2023, and the production and business plan for 2024.
2. Report on activities of the Supervisory Board in 2023 in a 5-year term (2018 - 2023); and the task of supervising in 2023.

‎‎Article 2. Proposal on the remuneration and expenses of the Members of the Board of Directors, the Supervisory Board, and the salary of the Board of Management in 2023; And the plan on remuneration and expenses for the Board of Directors and the Supervisory Board in 2024.

1. The realized remuneration of the Members of the Board of Directors and the Supervisory Board in 2023 is:
2. Remuneration of the Members of the Board of Directors:

* Chair of the Board of Directors: VND5,000,000/month
* Members of the Board of Directors: VND3,000,000/month

Total remuneration of the Board of Directors in 2023: VND216,000,000.

1. Remuneration of the Supervisory Board:

* Chief of the Supervisory Board: VND3,000,000/month
* Members of the Supervisory Board: VND2,000,000/month.

Total remuneration of the Supervisory Board in 2023: VND84,000,000.

1. The realized salary of the Board of Management:

Total salary of the Board of Management in 2023: VND671,880,000

1. Remuneration plan for the Board of Directors, and the Supervisory Board in 2024:
2. Remuneration of the Board of Directors:

* Chair of the Board of Directors: VND25,000,000/month
* Vice Chair of the Board of Directors: VND13,000,000/month
* Members of the Board of Directors: VND3,000,000/month

1. Remuneration of the Supervisory Board:

* Chief of the Supervisory Board: VND3,000,000/month
* Members of the Supervisory Board: VND2,000,000/month.

‎‎Article 3. Approve the Audited Financial Statements for 2023, and the plan on profit distribution in 2023.

1. Approve the Financial Statements 2023:

The Financial Statements 2023 were audited by VIETVALUES Auditing and Consulting Co., Ltd,. The Financial Statements 2023 have been disclosed according to regulations and posted on the website: htttp://www.bienhotea.com of the Company.

1. Approve the Plan for profit distribution in 2023:

According to the Financial Statements 2023 with the revenue of VND116.573 billion and the profit after tax of VND1.225 billion.

The profit rate in 2023 compared to the charter capital is only 1.37%. The Annual General Meeting of Shareholders 2024 agrees on not distributing profit of 2023.

‎‎Article 4. Approve the targets of the production and business plan for 2024.

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| --- | --- | --- | --- | --- | --- |
| No. | Targets | Unit | Results  2023 | Plan  2024 | Plan 2024/ Results 2023 rate (%) |
| 1 | Revenue | Billion VND | 116.573 | 120 | 103% |
| 2 | Profit before tax | Billion VND | 1.230 | 1.562 | 126.99% |
| 3 | Profit after tax | Billion VND | 1.225 | 1.250 | 102.04% |
| 4 | Average income | Million VND/person/month | 9.7 | 9.7 | 100% |

‎‎Article 5. Approve the criteria for selecting an audit company for the Financial Statements, and the selection of an audit company for the Financial Statements 2024.

1. Criteria for selecting an audit company for the Financial Statements:

* An independent audit company with functions according to the provisions of law and approved by the State Securities Commission to audit public and listed companies.
* A company that is experienced in auditing companies with similar business sectors and fields as the Company.
* A company that is prestigious in audit quality; has appropriate audit fees and meets the Company's requirements on audit progress and quality.

1. Select an audit company for the Financial Statements 2024:

VIETVALUES Auditing and Consulting Co., Ltd,

1. Authorize the Board of Management of the Company to sign an audit contract for the Financial Statements 2024.

‎‎Article 6. Approve the transactions between the Company and PDMR, affiliated persons of PDMR, or affiliated persons of the Company.

Approve the transactions between the Company and affiliated individuals/organizations following the provisions of the Law on Enterprises 2020 and the Law on Securities 2019 as follows:

1. Affiliated organizations, individuals:
2. Gia Lai Coffee Joint Stock Company
3. Legend Highland Investment Joint Stock Company
4. Nghia Hung Energy Joint Stock Company
5. Individuals who are PDMR, affiliated persons of PDMR, or affiliated persons of the Company.

* Mr. Trinh Quang Hung - Chair of the Board of Directors
* Mr. Trinh Dinh Truong - Member of the Board of Directors

1. Content of transaction:

* Transactions on the purchasing and sale of goods.
* Transactions on short-term and long-term loans, prepayments, and short-term loan principal repayments to ensure capital for the production and business activities in compliance with the provisions of the Law on Securities.
* Other transactions related to the production and business activities.

The Board of Directors is responsible for explaining and reporting the implementation of the above contents (if any arises) to the General Meeting of Shareholders at the nearest meeting.

Authorize the Board of Directors/the Board of Management to sign and implement the above transactions per the provisions of law.

‎‎Article 7. Approve the dismissal of members of the Board of Directors and the election of new additional members for the Board of Directors.

1. The dismissal of the member of the Board of Directors for Mr.: Pham Van Cuong, from June 26, 2024
2. Approve the election result of an additional member of the Board of Directors for: Nguyen Cong Tien, from June 26, 2024

‎‎Article 8. Approve the dismissal of members of the Supervisory Board and the election of new additional members for the Supervisory Board.

1. The dismissal of the member of the Supervisory Board for Ms.: Le Thi Vinh, from June 26, 2024
2. Approve the election result of an additional member of the Supervisory Board for Mr. Le Ba Hieu, from June 26, 2024.

‎‎Article 9. Members of the Board of Directors, the Supervisory Board, and the Board of Management are responsible for the implementation of this General Mandate following the provisions of law and the Charter of Bien Ho Tea Joint Stock Company.

This General Mandate has been approved by the Annual General Meeting of Shareholders 2024 and takes effect from June 26, 2024.