**PMS: Annual General Mandate 2024**

On March 25, 2024, Petroleum Mechanical Stock Company announced General Mandate No. 34/PMS-NQ-DHDCD on approving the contents of the Annual General Meeting of Shareholders 2024 as follows:

Article 1: Approve the Reports and Proposals of the Board of Directors and the Supervisory Board of the Company with the following basic targets:

* 1. Approve the Report on activities of the Supervisory Board in 2023 and the plan for 2024, in which:
* The General Meeting of Shareholders authorizes the Board of Directors of the Company to continue to choose a plan to exploit and use the land at 446 No Trang Long (HCMC) and carry out legal procedures for long-term lease of vacant land that is currently unused at Nhon Trach Factory (Dong Nai) to ensure the most efficiency, in accordance with the provisions of law and the Company's charter;
* Approve transferring all profit after tax in 2023 of Dong Nai Petroleum Mechanical Company Limited to Petroleum Mechanical Stock Company.

Production, business and investment results in 2023:

* Revenue: VND 1,429 billion;
* Profit before tax: VND 36.1 billion;
* Investment and repair: VND 14.5 billion;
* Dividend payment: 33.5%/Charter capital:

Production, business and investment plan for 2024:

* Revenue: VND 1,376.6 billion;
* Profit before tax: VND 24.5 billion;
* Investment and repair: VND 57,167,300,000
* Dividend payment: Minimum 12% of the charter capital.
	1. Approve the Audited Financial Statements 2023 and the Proposal on audit company selection in 2024.
	2. Approve the Report on activities of the Supervisory Board in 2023 and the plan for 2024.
	3. Approve the Proposal on audit company selection in 2024.
	4. Approve the profit distribution plan for 2023 and the 2024 plan with the following main contents:
* Dividend payment plan: 33.5%/Charter capital and distribution of funds in 2023.
* Settlement of the salary fund realized in 2023: VND 42,565,837,644 (in which, the Executive Board’s salary fund is VND 3,398,400,000).
* Remuneration settlement for members of the Board of Directors and the Supervisory Board in 2023: VND 1,030,200,000 (in which, the remuneration for the Board of Directors and the Supervisory Board that do not participate in management is deducted from profit after tax with an amount of VND 490,800,000)
* Salary fund plan for 2024 is: VND 37,497,600,000 (in which, the Executive Board’s salary fund is VND 3,216,000,000) and is settled according to actual output and revenue. The salary fund of the Executive Board is settled as follows:
* If the Company completes its production and business plan and the realized profit exceeds the plan, for every 1% of realized profit exceeding the planned profit, the average realized salary is calculated by a maximum of 2%, but no more than 20% of the planned average salary.
* If the Company's realized profit is lower than the planned profit, for every 1% decrease in realized profit compared to the plan, the average realized salary of the Executive Board must be reduced by 1% of the planned average salary (but not lower than 80% of the planned average salary).
* The remuneration plan for members of the Board of Directors and the Supervisory Board in 2024 is: VND 1,152,000,000 and is increased by a maximum of 20% (at the same rate as the Executive Board). The specific remuneration distribution for each member will be based on each person's specific work as approved upon in the Board of Directors and the Supervisory Board.
	1. Approve the authorization letter for the Manager of the Holding Company/Subsidiary to sign and implement economic contracts with Viet Nam National Petroleum Group and companies with capital/shares of Viet Nam National Petroleum Group, sign economic contracts between the Holding Company and Subsidiaries, ensuring the most efficiency and in accordance with the provisions of law and the Company's charter.
	2. The General Meeting of Shareholders authorizes the Company's Board of Directors to approve supplementing investment items arising in 2024 under the authority of the General Meeting of Shareholders to ensure the most efficiency.

Article 2: Organization

* 1. The General Meeting of Shareholders authorizes the Board of Directors to implement the contents approved by the General Meeting of Shareholders in this General Mandate and carry out necessary procedures in accordance with current regulations.
	2. This General Mandate is approved by the Annual General Meeting of Shareholders 2024 of Petroleum Mechanical Stock Company and takes effect from March 25, 2024.

All shareholders, the Board of Directors, the Supervisory Board, the Executive Board and related organizations and individuals are responsible for implementing this General Mandate./.