**HPB: Annual General Mandate 2024**

On April 6, 2024, PP Pack Marking JSC announced General Mandate No. 03/2024/NQ-DHCD/HPB as follows:

Article 1. Approve the contents of the Reports:

* Approve the Report of the Board of Directors and Executive Board on production and business results in 2023, production and business plan for 2024.
* Approve of the Report of the Supervisory Board on appraising the production and business activities in 2024
* Approve the Audited Financial Statements 2023 of the Company.

Article 2: Approve the production and business results in 2023 and profit distribution in 2023

* Approve the production and business results in 2023
* Revenue: VND 158,159,350,259
* Profit after tax: VND 9,100,613,878
* Approve the profit distribution in 2022

|  |  |  |
| --- | --- | --- |
| Targets | Unit | Amount for execution |
| * Dividend payment (%/year): 15%x3,657,200 shares (Treasury shares: 222,800 shares)   Account for 60.28% of profit after tax | VND | 5,485,800,000 |
| * Investment and development fund   Account for 30.24% of profit after tax | VND | 2,752,813,878 |
| * Bonus and welfare fund Account for 4.74% of profit after tax | VND | 431,000,000 |
| * Other funds (the Board of Directors)   Account for 4.74% of profit after tax | VND | 431,000,000 |
| Total | VND | 9,100,613,878 |

* Dividend payment of 2023 is 15% in cash. Payment in 2 rounds at the rate of 15% = VND 1,500/share in cash.
* Round 1: Pay 10% on April 10, 2024
* Round 2: Pay 5% no later than May 15, 2024

Article 3. Approve the production, business and investment plan in 2024.

* Main targets of the production and business plan for 2024
* Revenue: VND 145 billion (VND 9 billion of which is from supplies business)
* Output: 30,000,000 (In which 50 tons of exported fabric)
* Profit before tax: VND 2.2 - 4.4 billion (Including packaging production profit)
* Dividend payment: 5%/year - 10%/year
* Measures to implement the production and business plan for 2024 and expand investment, including:
* Approve the authorization for the Board of Directors - the Board of Managers to have the rights to decide:
* Rearrange production organization, rearrange current equipment, and streamline professional departments. production department... while minimizing production expenses such as material waste rates according to norms
* The professional departments recalculate the cost: Correctly and fully calculate the price of each month's materials in the selling price and propose a selling price for each customer with the requirement that the selling price must cover production expenses for materials, electricity, salary... The Board of Leaders sets the number one goal in 2024 to focus all efforts on exploiting the water market and participating in the auction of fertilizer packaging... and striving for a winning rate of the bid to reach > 70% of auctions
* Fire prevention and fighting: In Q2/2024, urge the fire prevention and fighting construction party at locations 97 Dinh Nhu and 143 Truong Son to complete the fire prevention and fighting contract signed between the Company and Hoang Hai Company to complete procedures according to the regulations of fire prevention and fighting to check and accept constructed fire prevention and fighting works.
* Investment in equipment in 2024: In 2024, the Company temporarily has no plans to purchase new equipment but focuses on researching and improving existing equipment to serve current production needs.

Article 4. Approve amendments and adjustments to the Company's Charter and Regulations

Article 5. Approve authorization for the Board of Directors to buy 500,000 shares - 1,000,000 shares on the Upcom stock exchange by order matching or agreement method.

Article 6. Approve the authorization of the Board of Directors to select a audit company to audit the Financial Statements 2024 of the Company, including:

* Anviet Auditing Company Limited - Ha Noi Branch

Address: 9th Floor, AC Building, Lane 78, Duy Tan Street, Dich Vong Hau Ward, Cau Giay District, Hanoi City, Vietnam.

Phone number: (+84)2437958705 - Fax: (+84)2437958677

* Or another audit company (except for Anviet Auditing Company Limited, the Board of Directors has the rights to select a second audit company)

Article 7. Approve the list of elected candidates to the Board of Directors and the Supervisory Board for the term of 2024-2029.

List of elected members of the Board of Directors:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Full name | Gender | Date of birth |
| 1 | Mai Van Binh | Male | 1950 |
| 2 | Mai Thuc Dinh | Male | 1977 |
| 3 | Bui To Hung | Male | 1959 |
| 4 | Mai Huong | Female | 1980 |
| 5 | Tran Thi Thanh Huong | Female | 1977 |

List of elected members of the Supervisory Board

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Full name | Gender | Date of birth |
| 1 | Nguyen Thuy Hien | Female | 1960 |
| 2 | Nguyen Thi Hai Yen | Female | 1971 |
| 3 | Nguyen Phuong Thao | Female | 1986 |

Article 8. Approve the remuneration for the Board of Directors and the Supervisory Board

Calculated according to the Company's average quarterly salary multiplied by the following coefficient:

* Chair of the Board of Directors, Member of the Board of Directors-cum-Chair of the Audit Committee: multiplier coefficient 1
* Members of the Board of Directors, Chief of the Supervisory Board: multiplier coefficient 0.8
* Member of the Supervisory Board, information publisher: multiplier coefficient 0.6

Article 9. This General Mandate is approved by the General Meeting and takes effect from April 06, 2024.