**SDN: Annual General Mandate 2024**

On April 10, 2024, Dongnai Paint Corporation announced General Mandate No. 02/NQ-SDN/DHCD2024 as follows:

Article 1. The General Meeting of Shareholders approved the Production and Business Results 2023.

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| --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Target | Unit | Plan in 2023  | Results in 2023  | Results in 2022  | Results/Plan (%) | Results/Last year (%) |
| 1 | Total output value | Million VND | 377,683 | 312,017 | 438,330 | 82.61 | 71.18 |
| 2 | Total revenue | “ | 132,000 | 125,095 | 139,845 | 94.77 | 89.45 |
| 3 | Output of all kinds | Tons | 14,170 | 11,553 | 15,058 | 81.53 | 76.72 |
| 4 | Profit (after tax) | Million VND | 7,350 | 16,469 | 15,726 | 224.06 | 104.72 |
| 5 | Payable to the state budget | Million VND | 9,000 | 6,361 | 10,898 | 70.68 | 58.15 |
| 6 | Average salary | “ | 11.319 | 10.077 | 12.20 | 89.02 | 82.59 |

Article 2. The General Meeting of Shareholders approved the Production and Business Plan in 2024

* Total output value: VND 325,181 Million.
* Total revenue: VND 114,000 Million.
* Payable to State budget: VND 8,000 Million.
* Profit after tax: VND 7,748 Million.
* Average salary: VND 10.5 Million.
* Expected dividends distribution: 15%/par value
* Total output 12,400 tons

Article 3. The General Meeting of Shareholders approved the Summary Report of the Board of Directors 2023 and Operational Direction 2024.

Article 4. The General Meeting of Shareholders approved the audited Financial Statements 2023, including the following contents:

* Balance sheet
* Report on results of production and business activities
* Cash Flow Statement
* Financial Statement Footnotes;

Article 5. The General Meeting of Shareholders approved the Report of the Supervisory Board on the management and administration of the Board of Directors and the Executive Board of the Company in 2023.

Article 6. The General Meeting of Shareholders approved the profits distribution, the funds appropriation and the dividends payment in 2023.

1. The General Meeting of Shareholders approved a dividend payment in 2023 of 15% per par value. The company made a dividend prepayment of 5%/par value, additional payment of 10%/par value.
2. The General Meeting of Shareholders approved the profits distribution, funds appropriation in 2023.

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Contents | Rate compared to profit after tax | Amount (VND) |
| I | Charter capital: |  | 30,364,360,000 |
| II | Business results in 2023: |  |  |
| 1 | Net revenue from goods sales and service provision |  | 110,535,437,606 |
| 2 | Profit after tax for fund appropriation & dividends distribution |  | 16,468,647,332 |
| III | Total appropriation of funds |  | 8,224,950,720 |
| 1 | Investment and development fund | 30% | 4,940,594,200 |
| 2 | Bonus fund | 8% | 1,317,491,787 |
| 3 | Welfare fund | 5% | 823,432,367 |
| 4 | Community social work fund | 2% | 329,372,946 |
| 5 | Bonus for Executive Management Board  | 2% | 329,372,947 |
| 6 | Bonus for Executive Management Board (Employees) | 1% | 164,686,473 |
| 7 | Bonus for the Board of Directors and the Supervisory Board | 5% | 320,000,000 |
| IV | Remaining profit after appropriation for funds: |  | 8,243,696,612 |
| V | The remaining profit transferred from 2022 |  | 15,122,130,194 |
| VI | Additional appropriation of the Development Investment Fund from the previous year's profit |  | 10,000,000,000 |
| VII. | Total remaining Profit (IV+V-VI) |  | 13,365,826,806 |
| VIII | Dividend | 15% | 4,554,654,000 |
| IX | Remaining profit transferred to 2024 |  | 8,811,172,806 |

Article 7. The General Meeting of Shareholders approved the Proposal on Profit Distribution, Appropriation of Funds and dividends payment in 2024.

1. The General Meeting of Shareholders approved the expected dividend payment in 2024 of 15% / par value.
2. The General Meeting of Shareholders approved the distribution of profits, Appropriation of funds in 2024.

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Content | % of Plan | Amount (VND) |
| I | Charter capital |  | 30,364,360,000 |
| II | Business result |  |  |
| 1 | Profit before tax |  | 9,685,000,000 |
| 2 | Profit after tax (Corporate income tax 20%) |  | 7,748,000,000 |
| III | Total Appropriation of Funds |  | 3,331,640,000 |
| 1 | Investment and development fund | 25% | 1,937,000,000 |
| 2 | Bonus fund | 8% | 619,840,000 |
| 3 | Welfare fund | 5% | 387,400,000 |
| 4 | Social - Community Fund  | 2% | 154,960,000 |
| 5 | Bonus for Executive Management Board  | 3% | 232,440,000 |
| IV | Remaining profit after appropriation for funds |  | 4,416,360,000 |
| V | The remaining profit transferred from 2023 |  | 8,811,172,806 |
| VI | Total remaining Profit (IV+V) |  | 13,227,532,806 |
| VII. | Dividend | 15% | 4,554,654,000 |
| VIII | Remaining profit transferred to 2025 |  | 8,672,878,806 |

1. Request the General Meeting of Shareholders to reward the Board of Directors and the Supervisory Board with 5% on profit before tax exceeding the plan and deducting from profit after tax.

Article 8. The General Meeting of Shareholders approved the list of 3 audit companies that have been introduced to consider signing a contract to audit the Company's Financial Statements 2024 and authorized the Board of Directors to select 1 audit company in the above list to conduct the audit of the Financial Statements 2024.

Article 9. The General Meeting of Shareholders approved the Proposal of settlement of remuneration and bonuses of the Board of Directors and the Supervisory Board, the Person in charge of corporate governance, Person in charge of disclosing information on production and business efficiency in 2023.

1. Remuneration and bonuses of the Board of Directors, the Supervisory Board, the person in charge of corporate governance, the person in charge of disclosing information:

|  |  |
| --- | --- |
| * The Board of Directors
 | 632,264,000 |
| * The Supervisory Board
 | 241,384,000 |
| * Person in charge of corporate governance, Person in charge of disclosing information
 | 76,290,000 |
| Total  | 949,938,000 |

1. The bonus of the Board of Directors and the Supervisory Board, the person in charge of corporate governance, the person in charge of disclosing information is 5% / Profit before tax exceeding the plan and deducted from profit after tax.
* Profit before tax plan for 2023; VND 9,187,500,000
* Result of profit before tax in 2023: VND 20,749,786,533
* Realized profit exceeds the plan: VND 11,562,286,533
* Deduct 5%/profit exceeding the plan: VND 320,000,000

Article 10. The General Meeting of Shareholders approved the effective remuneration and bonuses from production and business activities of the Board of Directors, the Supervisory Board, the person in charge of corporate governance, the person in charge of disclosing information in 2024.

1. Remuneration for the Board of Directors
* Chair of the Board VND 7,000,000/month
* Vice Chair of the Board of Directors: VND 6,500,000/month
* Members of the Board of Directors: VND 6,000,000/month
* Person in charge of corporate governance: VND 2,000,000/month
1. Remuneration of the Supervisory Board and Persons in charge of disclosing information:
* Chief of the Supervisory Board: VND 6,000,000/month
* Member of the Supervisory Board: VND 3,000,000/month
* Persons in charge of disclosing information: VND 2,500,000/month

This is the actual remuneration paid, personal income tax is deducted before this rate. The application period starts from January 2024 until the General Meeting of Shareholders makes a Decision to change.

1. Bonuses of the Board of Directors, Supervisory Board, Person in charge of corporate governance, Persons in charge of disclosing information when profit before tax exceeds the plan in 2024.

To motivate and encourage the Board of Directors, the Supervisory Board, the person in charge of corporate governance, the persons in charge of disclosing information in directing the production and business to exceed the set plan, request the General Meeting of Shareholders to spend an additional 5%/profit before tax exceeding the plan and deduct from profit after tax.

Article 11: The General Meeting of Shareholders approves the General Mandate and assigns the Board of Directors to be responsible for organizing and directing the implementation. This General Mandate takes effect from the date of its signing.