**PMP: Annual General Mandate 2024**

On April 29, 2024, Dam Phu My Packaging Joint Stock Company announced General Mandate No. 10/NQ-DHDCD as follows:

Article 1: Approve the following contents:

1. Approve the production and business results in 2023, as follows:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Targets | Unit | Plan 2023 | Results 2023 | Results/Plan 2023 |
|  |  |  | 1 | 2 | 3 = 2/1 |
| 1 | Production output |  |  |  |  |
| 1.1 | Traditional package | Million packages | 50.00 | 78.7 | 157% |
| 1.2 | Flexible intermediate bulk containers | Thousand packages | 600.00 | 623.0 | 104% |
| 2 | Sale volume |  |  |  |  |
| 2.1 | Traditional package | Million packages | 50.00 | 78.1 | 156% |
| 2.2 | Flexible intermediate bulk containers | Thousand packages | 600.00 | 627 | 105% |
| 3 | Total revenue | Billion VND | 381.57 | 539.15 | 141% |
| 4 | Total expense | Billion VND | 373.63 | 529.83 | 142% |
| 5 | Profit before tax | Billion VND | 7.94 | 9.32 | 117% |
| 6 | Profit after tax | Billion VND | 6.35 | 7.30 | 115% |

1. Approve the production and business plan for 2024 with some following main targets:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Targets | Unit | Plan 2024 |
| 1 | Production output |  |  |
| - | Traditional package | Million packages | 60 |
| - | Flexible intermediate bulk containers | Thousand packages | 600 |
| 2 | Sale volume |  |  |
| - | Traditional package | Million packages | 60 |
| - | Flexible intermediate bulk containers | Thousand packages | 600 |
| 3 | Total revenue | Billion VND | 403.2 |
| 4 | Total expense | Billion VND | 395.2 |
| 5 | Profit before tax | Billion VND | 8.0 |
| 6 | Profit after tax | Billion VND | 6.4 |

1. Approve the Report of the Board of Directors.
2. Approve the Report on activities in 2023 and operating plan for 2024 of the Supervisory Board.
3. Approve the list of audit companies and authorizing the Board of Directors of the Company to select one of the proposed audit companies to audit the Company's Financial Statements 2024 as follows:
* PWC (Vietnam) Limited
* Deloitte Vietnam Company Limited,
* Ernst & Young Global Limited,
* FAC Auditing Company Limited
1. Approve the Audited Financial Statements 2023.
2. Approve the profit distribution plan for 2024 as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Explanation | Unit | Profit after tax | Appropriation rate |
| 1 | Profit transferred from 2022 | VND | 46,806,996 |  |
| 2 | Profit after tax in 2023 | VND | 7,298,983,380 |  |
| 3 | Appropriation for funds | VND | 2,142,567,507 |  |
| 3.1 | Investment and development fund | VND | 1,094,847,507 | 15.0% of profit after tax |
| 3.2 | Bonus and welfare fund | VND | 1,094,847,507 | 15.0% of profit after tax |
| 3.2.7 | Bonus fund | VND | 766,393,255 | 70.0% of bonus and welfare fund |
| 3.2.2 | Welfare fund | VND | 328,454,252 | 30.0% of bonus and welfare fund |
| 4 | Profit after tax in 2023 after appropriation for funds | VND | 5,109,288,366 |  |
| 5 | Total remaining profit (1+4) | VND | 5,156,095,362 |  |
| 6 | Dividend payment with the rate of 10%/charter capital | VND | 4,200,000,000 |  |
| 6.1 | Dividend per share | VND | 1,000 |  |
| 6.2 | Dividend/charter capital | % | 10.0% |  |
| 7 | Appropriation for the bonus of the Board of Leaders with the rate of 5% of profit after tax | VND | 258,000,000 |  |
| 8 | Profit carried forward to 2024 | VND | 698,095,362 |  |
|  | Time for dividend payment is assigned for the Board of Directors to consider and decide.  |

1. Approve the profit distribution plan for 2024
* Dividend payment in cash, at an estimated rate of 10% of par value (equivalent to the charter capital in 2024 of VND 42 billion).
* Appropriation for funds:
* Investment and development fund: 15% of profit after tax
* Bonus and welfare fund: 15% of profit after tax (in which, 70% is appropriated for bonus funds and 30% is appropriated for welfare funds)
1. Approve the Report on remuneration, and other benefits of the Board of Directors, the Supervisory Board in 2023:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Full name | Position | Remuneration(VND) | Bonus(VND) | Total (VND) |
| Including personal income tax |
|  | The Board of Directors |  |  |  |
| 1 | Tran Thuong Tin | Chair  | 53,333,333 | 5,000,000 | 58,333,333 |
| 2 | Tran Anh Tu | Member | 46,666,667 | 5,000,000 | 51,666,667 |
| 3 | Le Hong Quan | Member | 46,666,667 | 5,000,000 | 51,666,667 |
| 4 | Nguyen Huu Dung | Member | 46,666,667 | 5,000,000 | 51,666,667 |
| 5 | Cao Vinh Hau | Member | 46,666,667 | 5,000,000 | 51,666,667 |
|  | Supervisory Board |  |  |  |  |
| 1 | Chu Xuan Hai | Chief | 40,000,000 | 5,000,000 | 45,000,000 |
| 2 | Pham Van Khanh | Member | 26,666,667 | 5,000,000 | 31,666,667 |
| 3 | Nguyen T. Thu Oanh | Member | 26,666,667 | 5,000,000 | 31,666,667 |

1. Approve the remuneration plan for the Board of Directors, the Supervisory Board in 2024:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Explanation | Unit | Amount | Note |
| 1 | Remuneration of the Board of Directors | VND | 216,000,000 | Chair of the Board of Directors: VND 4 million/month; Member of the Board of Directors: VND 3.5 million/month/person. Chief of the Supervisory Board: VND 3 million/month; Member of the Supervisory Board: VND 2 million/ month/person |
| 2 | Remuneration of the Supervisory Board | VND | 84,000,000 |
|  | Total | VND | 300,000,000 |  |

The above remuneration does not include:

* Personal income tax deducted at source.
* Salary in case the members of the Board of Directors or the Supervisory Board are employees of the Company.
* Expenses according to the Regulations on Expense Reimbursement.
1. Approve the signing of contracts to purchase packaging with the main contents as above, between the Company and Petrovietnam Fertilizer & Chemicals Corporation and its subsidiaries, member units of Petrovietnam Fertilizer & Chemicals Corporation. At the same time, the General Meeting of Shareholders authorizes the Board of Directors to have full authority to decide and direct the organization of signing, implementing contracts to purchase packaging with Petrovietnam Fertilizer & Chemicals Corporation and its subsidiaries, member units of Petrovietnam Fertilizer & Chemicals Corporation. In case of changes, the General Meeting of Shareholders agrees to allow the Board of Directors to proactively make appropriate adjustments to the above main contents, ensuring the Contract value according to market price..
2. Approve the Company's internal regulations on corporate governance, which supplements Appendix 1 on the regulations on organizing the Online General Meetings of Shareholders and combining face-to-face and online.
3. Dismiss members of the Board of Directors and the Supervisory Board for the term of 2019-2024
4. Approve the list of candidates and the election results as follows:

The Board of Directors for the term of 2024-2029 includes (according to the alphabetical order):

* Mr. Nguyen Huu Dung
* Ms. Vu Thi
* Mr. Tran Thuong Tin
* Mr. Tran Anh Tu

The Supervisory Board for the term of 2024-2029 includes (according to the alphabetical order):

* Mr. Chu Xuan Hai
* Ms. Nguyen Thi Thu Oanh
* Mr. Tong Trong Tuan

The biographies of members of the Board of Directors, and the Supervisory Board are attached.

Article 2: The General Meeting of Shareholders agrees to authorize the Board of Directors, the Supervisory Board, and the Executive Board of the Company to implement the contents of the General Mandate as regulated.

Article 3: This General Mandate has been approved by the General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company and takes effect from April 29, 2024.