**IST: Annual General Mandate 2024**

On April 25, 2024, Tan Cang Song Than ICD Joint Stock Company announced General Mandate No. 44/NQ-DHDCD as follows:

Article 1: Approve the full text of Report No. 35/BC-HDQT dated April 19, 2024 on production, business and unit construction results in 2023 and production, business and unit construction plans in 2024.

Results of production and business activity results in 2023:

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| --- | --- | --- | --- | --- | --- |
| Target | Results 2023 | Plan 2023 | Compared to Plan 2023 | Results 2022 | Compared to Results 2022 |
| Revenue (billion VND) | 421.116 | 403.379 | 104.4% | 389.206 | 108.2% |
| Cost (billion VND) | 352.688 | 336.322 | 104.9% | 325.871 | 108.2% |
| Profit before tax (billion VND) | 68.428 | 67.057 | 102% | 63.335 | 108% |
| Profit after tax (billion VND) | 54.921 | 53.225 | 103.2% | 50.024 | 109.8% |
| Employees’ income (million VND) | 25.786 | 25.357 | 101.7% | 24.801 | 104% |
| ROE | 26.6% | 26.2% | 0.4% | 26.1% | 0.5% |
| ROA | 11.9% | 10.9% | 1% | 10.2% | 1.7% |
| ROS | 13.2% | 13.3% | -0.1% | 13.1% | 0.1% |
| EPS (VND) | 3,625 | 3,512 | 103.2% | 3,293 | 110.1% |
| Investment in capital construction (billion VND) | 13.243 | 31.977 | 41% | 7.900 | 168% |
| Investment in equipment (billion VND) | 7.451 | 33.380 | 22% | 4.318 | 121% |

Production and business plan targets for 2024:

- Total revenue: VND 430.43 billion, an increase of 2.2% compared to 2023 results.

- Total cost: VND 358.04 billion, an increase of 1.5% compared to 2023 results.

- Profit before tax: VND 72.39 billion, an increase of 5.8% compared to 2023 results

- Average income of employees is 26.333 million/month, an increase of 2.1% compared to 2023 results.

- Expected dividend rate is 20% (The dividend 2024 is 2% lower than 2023 because the dividend 2024 is calculated based on the Charter capital after increasing by VND 150 billion)

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| --- | --- | --- |
| No. | Contents | Plan 2024 |
| I | Categorized by investment characteristics | 34,896 |
| 1 | Capital construction investment | 25,917 |
| 1.1 | Investment project to renovate, upgrade and expand warehouse 7&8 | 17,901 |
| 1.2 | Renovate, upgrade and supplement fire protection systems of warehouses in stages | 3,500 |
| 1.3 | Equip fire protection system for warehouses 7 & 8 - expanded renovation | 2,200 |
| 1.4 | Consulting on surveys, inspections, and consulting on preparing feasibility study reports for warehouse 18 renovation and upgrade projects | 2,316 |
| 2 | Investment in equipment and technology | 8,979 |
| 2.1 | Investing in upgrading IT infrastructure | 2,300 |
| 2.2 | Fiber Optic Infrastructure | 3,329 |
| 2.3 | Invest in wooden pallets | 1,800 |
| 2.4 | Upgrade and replace high-resolution camera system for Kimberly-Clark Vietnam Distribution Center | 1,000 |
| 2.5 | Electronic Office software - BASE.VN | 550 |
| III | Categorized by capital source | 34,896 |
| 1 | Investment from Owners’ equity | 21,701 |
| 2 | Invest from loan capital | 13,195 |

Article 2: Approve the full text of Report No. 28/BC-HDQT dated April 4, 2024 on the Board of Directors' activity results in 2023 and directions for 2024.

Article 3: Approve the full text of Report No. 29/BC-BKS dated April 4, 2024 on the activity results of the Supervisory Board in 2023 and directions for 2024.

Article 4: Approve the full text of Proposal No. 36/TTr-HDQT dated April 19, 2024 on approval of the Audited Financial Statements 2023.

Article 5: Approve the full text of Proposal No. 30/TTr-BKS dated April 4, 2024 on the approval of the list of independent audit companies to audit the Financial Statements 2024.

Article 6: Approve the full text of Proposal No. 37/TTr-HDQT dated April 19, 2024 on the approval of the profit distribution plan 2023 and profit distribution plan 2024.

Profit distribution plan for 2023:

Unit: VND

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Content | Plan (1) | Results |
| 1 | Profit after tax in 2023 | 53,224,820,287 | 54,920,707,952 |
| 1.1 | Investment and development fund | Value | 15,967,446,086 | 16,476,212,386 |
| Compared to profit | 30% | 30% |
| 1.2 | Bonus and welfare fund | Value | 10,575,000,000 | 10,700,000,000 |
| Compared to profit | 20% | 19% |
| 1.3 | Bonus fund for managers | Value | 477,500,000 | 477,500,000 |
| Compared to profit | 0.9% | 0.9% |
| 1.4 | Dividend payment | Value | 26,204,874,201 | 27,266,995,566 |
| % of Charter capital | 22% | 23% |
| 2 | Remaining profit |  | 0 | 0 |

\* Charter capital: VND 120,086,720,000

(1): Plan approved by the Annual General Meeting 2023

Dividend payment plan for 2023:

* Exercise rate: 23% of charter capital as of December 31, 2023. Form: In cash.
* Execution time: Within 06 months from the end of the Annual General Meeting 2024 as prescribed in Article 135 of the Law on Enterprises

Plan 2024:

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| --- | --- | --- |
| No. | Content | Plan |
| 1 | Profit after tax in 2024 | 56,546,070,636 |
| 1.1 | Appropriation for investment and development fund | Value | 15,101,694,636 |
| Compared to profit | 27% |
| 1.2 | Appropriation for bonus and welfare fund | Value | 10,950,000,000 |
| Compared to profit | 19% |
| 1.3 | Appropriation for the bonus fund for managers | Value | 477,500,000 |
| Compared to profit | 0.8% |
| 1.4 | Dividend payment | Value | 30,016,876,000 |
| 2 | Remaining profit  | 0 |

Article 7: Approve the full text of Proposal No. 38/TTr-HDQT dated April 19, 2024 on the approval of the operating budget of the Board of Directors and the Supervisory Board in 2023 and the plan for 2024.

Article 8: Approve the full text of Proposal No. 39/TTr-HDQT dated April 19, 2024 on the approval of salary, bonus, and remuneration funds realized in 2023 and plan for 2024.

Article 9: Approve the full text of Proposal No. 40/TTr-HDQT dated April 19, 2024 on the approval of the productivity bonus fund for executive managers to implement in 2023 and the Plan 2024.

Article 10: Approve the full text of Proposal 41/TTr-HDQT dated April 1, 2024 on the approval of signing contracts and transactions between Tan Cang Song Than ICD Joint Stock Company and affiliated persons

Article 11: Approve the full text of Proposal 31/TTr-HDQT dated April 4, 2024 on the approval of the Plan to increase charter capital of Tan Cang Song Than ICD Joint Stock Company.

Article 12: Approve Mr. Pham Thanh Son's resignation as a member of the Board of Directors - term 2021-2026.

Article 13: Approve the results of additional election of 01 member of the Board of Directors for the 2021-2026 term as follows:

|  |  |  |
| --- | --- | --- |
| No. | List of elected members | Position |
| 1 | Mr. Luu Phuoc Hong | Member of the Board of Directors |

Article 14: This General Mandate takes effect from the date of its signing.

Article 15: The Board of Directors, Executive Board, person in charge of corporate governance and relevant Departments and Divisions are responsible for directing the implementation of this General Mandate.