**NFC: Annual General Mandate 2024**

On April 24, 2024, Ninh Binh Phosphate Fertilizer Joint Stock Company announced General No. 618/NQ-DHDCD as follows:

‎‎Article 1. Approve the Report on the activities of the Board of Directors and Report of the Board of Managers on activities of the Company in 2023 and the orientation for 2024, with the following main targets:

1. Production and business results 2023

| No. | Target | Unit | Results 2022 | Plan 2023 | Results 2023 | % Results in  2023 compared to | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 2022 | Plan  2023 |
| 1 | Industrial production value according to net value | Billion VND | 730.151 | 769.747 | 721.167 | 98.8 | 93.7 |
| 2 | Total revenue | Billion VND | 701.196 | 764.5 | 722.605 | 103.1 | 94.5 |
| 3 | Production volume |  |  |  |  |  |  |
|  | Phosphate fertilizer | Tons | 140,000 | 140,000 | 140,000 | 100 | 100 |
|  | NPK fertilizer | Tons | 34,000 | 35,000 | 35,000 | 102.9 | 100 |
| 4 | Consumption volume |  |  |  |  |  |  |
|  | Phosphate fertilizer | Tons | 127,025 | 132,000 | 135,266 | 106.5 | 102.5 |
|  | NPK fertilizer | Tons | 34,042 | 35,000 | 33,530 | 98.5 | 95.8 |
| 5 | Profit before tax | Billion VND | 35.103 | 32.5 | 35.036 | 99.8 | 107.8 |
| 6 | Payable to state budget: | Billion VND | 9.794 | 9.779 | 10.37 | 105.9 | 106 |

1. Production and business plan for 2024

| No. | Target | Unit | Plan 2024 |
| --- | --- | --- | --- |
| 1 | Industrial production value according to net value | Billion VND | 723.938 |
| 2 | Total revenue | Billion VND | 716.5 |
| 3 | Production volume |  |  |
|  | Calcium Magnesium Phosphate | Tons | 140,000 |
|  | NPK fertilizer | Tons | 35,000 |
| 4 | Consumption volume |  |  |
|  | Calcium Magnesium Phosphate | Tons | 132,000 |
|  | NPK fertilizer | Tons | 35,000 |
| 5 | Profit before tax | Billion VND | 34.0 |
| 6 | Dividend | % | >=13 |

‎‎Article 2. Approve the Financial Statements, Report on the Board of Directors' and Executive Board's income in 2023 audited by Vietnam Auditing & Evaluation Company Limited.

‎‎Article 3. Approve the Report of the Supervisory Board on the result of inspecting and supervising activities of the Company in 2023.

‎‎Article 4. Approve the Plan on profit distribution, appropriation for funds, and dividend payment for 2023 of the Company.

| No. | Target | Plan 2023: | |
| --- | --- | --- | --- |
| Appropriation for funds/Profit After Tax (%) | Value (VND) |
| 1 | Net revenue from goods sales |  | 726,550,063,932 |
| 2 | Total profit before tax |  | 35,036,124,769 |
| 3 | Corporate income tax |  | 6,894,977,857 |
| 4 | Profit after tax in 2023 |  | 28,141,146,912 |
| 5 | Undistributed profits transferred from the previous year |  | 4,033,836,734 |
| 6 | Distributed profits in 2022: |  | 30,985,517,182 |
| 6.1 | Appropriation for investment and development fund: | 10% | 2,814,114,691 |
| 6.2 | Appropriation for bonus and welfare fund | 10% | 2,814,114,691 |
| 6.3 | Dividend payment in cash (Percentage of charter capital) | 16% of charter capital | 25,170,016,000 |
| 6.4 | Bonus fund of Managers |  | 187,271,800 |
| 7 | Remaining profit transferred to the next year |  | 1,189,466,464 |

* Time of the dividend payment:
* The dividend amount of 16% of charter capital is equivalent to VND 25,170,016,000. The company plans to initiate the dividend payment process for shareholders after approval by the General Meeting of Shareholders."

‎‎Article 5. - The General Meeting of Shareholders authorized the Board of Directors of the Company to decide the advance dividend payment yield in 2024 and carry out to pay advance dividends to the shareholders in accordance with the production and business results of the Company.

‎‎Article 6. Approve the salary, remuneration for the Board of Directors and the Supervisory Board for 2024;

1. The Board of Directors
   1. Chair of the Board of directors

* Receive a specialized salary according to the Company's salary and bonus distribution regulations.”
  1. Remuneration of members of the Board of Directors
* Pay rate: VND 5,000,000 per month.

1. The Supervisory Board
   1. Remuneration of the Head of Supervisory Board:

* Pay rate: VND 5,000,000 per month.
  1. Remuneration of supervisors:
* Pay rate: VND 4,000,000 per month.

‎‎Article 7. Approve the plan for selecting an audit company for the Financial Statements 2024 The General Meeting of Shareholders authorizes the Board of Directors to select one independent audit company from among the three proposed by the Supervisory Board that meet the conditions, capacity, reasonable audit fees, and approved by the State Security Commission of Vietnam to audit listed companies in 2024, to execute the audit of the Company's financial statements 2024.”

‎‎Article 8. The General Meeting of Shareholders assigns the Board of Directors, the Board of Managers, the Supervisory Board and relevant departments to implement the contents of this General Mandate.

This General Mandate takes effect from April 24, 2024.