**PMB: Annual General Mandate 2024**

On April 22, 2024 North Petro Vietnam Fertilizer & Chemicals Joint Stock Company announced General Mandate No. 37/NQ-DHDCD as follows:

Article 1: Approve the contents of the Report, Proposal with the following specific contents as follows:

* 1. Approve the adjustment to main targets of the production and business plan 2023.
* Total consumption: 212,127 tons
* Total revenue: VND 2,083.59 billion
* Profit before tax: VND 10.16 billion
* Profit after tax: VND 6.24 billion
* Rate of Dividend payment/Charter capital: 8%
  1. Approve the authorization for the Board of Directors to review and decide on the adjustment to the business plan 2024.
  2. Approve the Report on business results in 2023 with the main targets:

Targets of business output:

Total consumption: 216,818 tons

Financial targets:

* Total revenue: VND 2,153.30 billion
* Profit before tax: VND 10.35 billion
* Profit after tax: VND 6.33 billion
* Rate of Dividend payment/Charter capital: 8%
  1. Approve main targets of the business plan 2024:
* Total consumption: 213,000 tons
* Total revenue: VND 1,998.62 billion
* Profit before tax: VND 11.2 billion
* Profit after tax: VND 8.96 billion
* Rate of Dividend payment/Charter capital: 7%

1. Approve the Report on activities of the Board of Directors in 2023, and operational plan 2024
2. Approve the Financial Statements 2023 audited by Deloitte Vietnam Audit Company Limited and the plan on profit distribution in 2023.

* Appropriation for bonus and welfare fund (20% of profit after tax): VND 1,265,617,863
* Appropriation for supplementing bonus and welfare fund (20% of profit after tax exceeded the plan): VND 16,958,377
* Dividend payment in cash (8%/Charter capital): VND 9,600,000,000
* Profit transferred to 2024: VND 4,664,135,262
  1. Approve the Plan on profit distribution in 2024
* Rate of Dividend payment/Charter capital: 7%

Remaining profit after tax appropriated for funds as follows:

* Bonus and welfare fund: 20% of profit after tax

In case the realized profit exceeds the assigned planned profit, the Company is allowed to make an additional appropriation for welfare and bonus fund at the rate of 20% of profit after tax exceeded the plan.

* 1. Approve the Report on salary, remuneration, allowance and other benefits of the Board of Director and the Supervisory Board in 2023, and the estimate for 2024.
* Implementation report in 2023: VND 2.076 billion
* Estimate for 2024: VND 1.947 billion
  1. Approve the Report on activities of the Supervisory Board in 2023, the operational plan 2024 and authorize the Board of Directors to select one of the three audit companies for the Financial Statements 2024 including: (1) Deloitte Vietnam Audit Company Limited; (2) Ernst & Young Viet Nam Limited, (3) KPMG Limited

Article 2: This General Mandate takes effect from the date (April 22, 2024) approved by the General Meeting of Shareholders 2024.

Article 3: The Board of Directors, the Board of Managers, the Supervisory Board, and Heads of departments under North Petro Vietnam Fertilizer & Chemicals Joint Stock Company are responsible for the implementation of this General Mandate.