**STP: Annual General Mandate 2024**

On April 24, 2024, Song Da Industry Trade Joint Stock Company announced General Mandate No. 01/2024/NQ-DHDCD as follows:

Article 1. Approve the Report of the Board of Directors on operating results in 2023; Plans, directions, and tasks for 2024.

* Results of implementing the production and business plan 2023:

|  |
| --- |
| The results of production and business activities achieved in 2023 are as follows: |
| No. | Target | Unit | Plan 2023 | Results 2023 |
| Value | Completion rate (%) |
| 1 | Total production and business value | Billion VND | 220.2 | 232.7 | 105.7 |
| 2 | Revenue | Billion VND | 203.8 | 217.5 | 106.6 |
| 3 | Payable to the State budget | Billion VND | 10.0 | 5.36 | 53.6 |
| 4 | Profit before tax | Billion VND |  | 12.5 | 125.9 |
| 5 | Profit after tax | Billion VND | 8.0 | 10.1 | 126.2 |
| 6 | Average income of workers | VND million/employee/month | 10.0 | 11.1 | 111.2 |
| 7 | Consumed products |  |  |  |  |
|  | - Production of all kinds of packaging | Million SP | 33.2 | 36.2 | 108.9 |
|  | - Trading plastic beads | Tons | 1,000 | 553.4 | 55.3 |

Article 2. Approve the Report on activities of the Supervisory Board in 2023 and the operational plan for 2024.

Article 3. Approve the Financial Statements 2023 audited by A&C Auditing Company Limited; Approve the Profit Distribution Plan 2023.

1. The Audited Financial Statements 2023;

The Company's Audited Financial Statements 2023 have been disclosed according to regulations and posted on the Company's website at [www.stp.com.vn](http://www.stp.com.vn), including the following contents:

* Independent auditor’s report.
* Balance Sheet as of December 31, 2023.
* Income statement 2023.
* Cash flow statement.
* Financial Statements footnotes.
1. Approve the profit distribution plan in 2023:

Unit: VND

| No. | Item | 2023 |
| --- | --- | --- |
| 1 | Profit after tax until December 31, 2023 | 10,101,106,891 |
| 2 | Dividend payment to shareholders at the rate of 10% [(8,022,063 shares) x (VND 10,000) x (10%)] | 8,022,063,000 |
| 3 | Appropriation for bonus and welfare fund: 5% [(1) X (5%)] | 505,055,345 |
| 4 | Remaining profit after tax after dividends and appropriations for funds [(1)-(2)-(3)] | 1,573,988,546 |

Article 4. Approve production and business plan for 2024 and expected dividend for 2024:

* Total output value: VND 211.90 billion
* Total revenue: VND 198.16 billion
* Profit before tax: VND 8.0 billion
* Average income of employees (person/month): VND 11.5 million
* Payable to the State budget: VND 8.0 billion
* Main product volume:

+ Production of packaging (Domestic and export): 33.0 million products

+ Plastic business: 1,000 tons

* Dividend payment rate: 7-10%/year

Article 5. Approve the Report on remuneration for the Board of Directors, the Supervisory Board, and the Secretariat in 2023; Remuneration plan for 2024 and bonus policy for 2024:

5.1. Report on remuneration of the Board of Directors, the Supervisory Board, and the Secretariat in 2023:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Position | Number of people | Remuneration (VND/month) | Total amount allowed to be paid(VND) | Total paid amount(VND) |
| I | Board of Directors | 05 |  | 612,000 000 | 563,059,091 |
| 1 | Executive Chair of the Board of Directors | 01 | 35,000,000 | 420,000,000 | 371,059,091 |
| 2 | Member of the Board of Directors | 04 | 4,000,000 | 192,000,000 | 192,000,000 |
| II | The Supervisory Board | 03 |  | 216,000,000 | 216,000,000 |
| 1 | Executive Chief of the Supervisory Board | 01 | 12,000,000 | 144,000,000 | 144,000,000 |
| 2 | Member of the Supervisory Board | 02 | 3,000,000 | 72,000,000 | 72,000,000 |
| III | The Secretariat of the Board of Directors | 01 | 3,000,000 | 36,000,000 | 36,000,000 |
|  | Total (I+II+III): |  |  | 864,000,000 | 815,059,091 |

5.2. Remuneration plan for the Board of Directors, the Supervisory Board, and the Secretariat in 2024:

* Salary of the Executive Chair of the Board of Directors: VND 35,000,000/person/month
* Remuneration of 04 members of the Board of Directors: VND 4,000,000/person/month
* Salary of the Executive Chief of the Supervisory Board: VND 12,000,000/person/month
* Remuneration of 02 members of the Supervisory Board and 01 Secretariat: VND 3,000,000/person/month
* Total remuneration paid to the Board of Directors, the Supervisory Board, and the Secretariat in 2024: VND 864,000,000/year
1. Bonus policy in 2024:
* Bonuses for the Board of Directors, the Supervisory Board, the Board of Management and key employees: 15% of profit after tax exceeding plan if profit target is exceeded.

Article 6. Approve the selection of an audit company for the Financial Statements 2024:

The General Meeting of Shareholders authorizes the Board of Directors to select one of the following audit companies to audit the Financial Statements 2024 and review the semi-annual Financial Statements 2024 of Song Da Industry Trade Joint Stock Company:

* A&C Auditing and Consulting Company Limited (Hanoi branch)

Address: 40 Giang Vo, Cat Linh Ward, Dong Da District, Hanoi

* TTP Auditing Company Limited

Address: 12th floor, West Tower, Hancorp Plaza Building, 27 Tran Dang Ninh, Dich Vong Ward, Cau Giay District, Hanoi

Article 7. Implementation of the General Mandate:

* This General Mandate takes effect from April 24, 2024.
* The General Meeting of Shareholders assigned the Board of Directors to implement the above contents in accordance with the provisions of Law and the Company's Charter and report the results of implementation at the next annual General Meeting of Shareholders.