**TPS: Annual General Mandate 2024**

On April 25, 2024, Sai Gon Transportation Packing Joint Stock Company announced General Mandate No. 13/NQ-DHDCD as follows:

Article 1. The General Meeting of Shareholders unanimously approved the contents of Report No. 52/BC-STP dated March 28, 2024 by the Company's Executive Board on the Report on production and business results in 2023 and the plan for 2024.

|  |  |  |
| --- | --- | --- |
| 1. Completed targets for 2023: |  |  |
| * Revenue | : | VND 71,555,542,298. |
| * Profit before tax: | : | VND 31,270,820,295. |
| * Profit after tax: | : | VND 24,899,899,622. |
| * Payable to the State budget | : | VND 12,720,408,709. |
| * Average salary * Employee: * Enterprise managers: | :  : | VND 19.6 million/person/month.  VND 43.2 million/person/month. |
| 1. Business plan 2024 | : |  |
| * Revenue | : | VND 74,200,000,000. |
| * Profit before tax: | : | VND 33,550,124,304. |
| * Profit after tax: | : | VND 26,730,099,443. |
| * Payable to the State budget | : | VND 13,427,953,319. |
| * Average salary * Employee: * Enterprise managers: | :  : | VND 18.8 million/person/month.  VND 36 million/person/month. |
| 1. Investment plan for 2024: | : | 2,644,576  (Unit: VND 1,000) |
| 1. The Board of Directors is assigned to adjust and supplement the 2024 Production and Business Plan to suit the actual situation. |  |  |

‎‎Article 2. The General Meeting of Shareholders approves Report No. 06/BC-HDQT dated April 01, 2024 of the Company's Board of Directors on investment results in 2023 and plan for 2024.

‎‎Article 3. The General Meeting of Shareholders approves Report No.09/BC-HDQT dated April 01, 2024 of the Company's Board of Directors on activity results of the Board of Directors in 2023 and plan for 2024.

‎‎Article 4. The General Meeting of Shareholders unanimously approved the contents of Report No. 01/BC-BKS dated March 25, 2024 by the Company's Supervisory Board on the Report of the Supervisory Board submitted to the Annual General Meeting of Shareholders 2024.

‎‎Article 5. The General Meeting of Shareholders unanimously approved Proposal No. 08/TTr-HDQT dated April 1, 2024 by the Company's Board of Directors approving the audited Financial Statements for the fiscal year ending December 31, 2023 by AFC Vietnam Auditing Co., Ltd.

‎‎Article 6. The General Meeting of Shareholders unanimously approved the contents of Proposal No. 09/TTr-HDQT dated April 1, 2024 by the Company's Board of Directors on the distribution of profits and establishment of funds in 2023; Total salary fund, remuneration of members of the Board of Directors and Supervisory Board; profit distribution and establishment of planned funds in 2024 and some other issues.

I. Profit distribution and appropriation for funds in 2023:

|  |  |
| --- | --- |
| 1 Appropriation for funds |  |
| Total revenue | VND 71,555,542,298 |
| Profit before tax: | VND 31,270,820,295 |
| Profit after tax (Distributed profit): | VND 24,899,899,622 |
| * Development and investment fund (5% of profit after tax) | VND 1,244,994,981 |
| * Bonus and welfare fund, in which: | VND 6,403,587,112 |
| * Bonus fund | VND 1,600,896,778 |
| * Welfare fund: | VND 4,802,690,334 |
| * - Bonus fund for the Board of Directors, the Supervisory Board, and the Executive Board of the Company: | VND 191,160,000 |
| * Dividend payment: 25%/Charter capital: | VND 12,500,000,000 |
| * - Remaining profit of the previous years after appropriation for funds and dividend payment: | VND 4,560,157,529 |
| * Retained profit in previous years | VND 7,356,734,496. |
| * Total retained profit | VND 11,916,892,025 |
| 2 Dividend payment in cash (25%/Charter capital) | VND 12,500,000,000 |

II. Total realized salary fund of 2023:

|  |  |
| --- | --- |
| Total salary fund of the Company: | VND 23,661.08 million |
| * - Bonus fund for the managers of the Company | VND 1,529.28 million |
| * - Salary fund of employees: | VND 21,650.16 million |
| * Remuneration of members of the Board of Director and Supervisory Board | VND 481.64 million; |

III Expected plan on profit distribution in 2024:

|  |  |
| --- | --- |
| Total revenue | VND 74,200,000,000 |
| Profit before tax: | VND 33,550,124,304 |
| Profit after tax (Distributed profit): | VND 26,730,099,443 |
| * Investment and development fund | Deduct 5% of profit after tax |
| * Appropriation for Bonus and welfare fund: | According to the provisions of Circular No. 28/2016/TT-BLDTBXH. |
| * - Bonus fund for the Board of Directors, the Supervisory Board, and the Executive Board of the Company: | According to the provisions of Circular No. 28/2016/TT-BLDTBXH. |
| Dividend payment rate in 2024: | Expected to be 20-25% of Charter capital (expected); |

III Expected total salary fund in 2024:

|  |  |
| --- | --- |
| Total revenue | VND 74,200,000,000 |
| Profit after tax (Distributed profit): | VND 26,730,099,443 |
| Total salary fund of the Company: | VND 24,616,500,000 |
| * - Bonus fund for the managers of the Company | VND 1,296,000,000 |
| * - Salary fund of employees: | VND 22,785,600,000 |
| * Remuneration of members of the Board of Director and Supervisory Board | VND 534,900,000 |

IV. Remuneration for members of the Board of Directors and the Supervisory Board in 2024:

Chair of the Board of Directors (VND/person/month):

Member of the Board of Directors: VND 5,800,000/person/month

Chief of the Supervisory Board: VND 6,300,000/person/month

Members of the Supervisory Board: VND 4,400,000/person/month

1. Bonus fund for the Board of Directors, the Supervisory Board, and the Executive Board of the Comapny in 2024:

To be implemented in accordance with Circular No. 28/2016/ TT-BLDTBXH dated September 01, 2016 of the Ministry of Labor, Invalids and Social Affairs.

1. Selection of an audit company for the Financial Statements 2024: Select AFC Vietnam Auditing Company Limited to audit the Financial Statements 2024.

‎‎Article 7. The General Meeting of Shareholders unanimously approved the contents of Proposal No. 10/TTr-HDQT dated April 1, 2024 by the Company's Board of Directors on amending some articles of the Company's Charter.

‎‎Article 8. The General Meeting of Shareholders unanimously approved the contents of Proposal No. 11/TTr-HDQT dated April 3, 2024 by the Company's Board of Directors on the Election of additional members to the Board of Directors and Approval of the list of candidates for the 2021-2026 term.

‎‎Article 9. The General Meeting of Shareholders unanimously approved the results of the election of additional members to the Company's Board of Directors for the 2021-2026 term.

Ms. Do Thi Thanh Thuy - Position: Member of the Board of Directors.

‎‎Article 10. The Board of Directors of Sai Gon Transportation Packing Joint Stock Company is assigned to organize the implementation of the contents of this General Mandate and report on the implementation status at the next General Meeting of Shareholders.

‎‎Article 11. Terms enforcement:

11.1 The Annual General Mandate 2024 of Sai Gon Transportation Packing Joint Stock Company was prepared, announced, and unanimously approved before all shareholders attending the Annual General Meeting of Shareholders 2024 at 11:30 AM on April 25, 2024.

1. The Board of Directors is responsible for publishing the Annual General Mandate 2024 and posting it on the website of Sai Gon Transportation Packing Joint Stock Company (www.benbaivantaisaigon.com.vn) in accordance with the law on information disclosure. The Supervisory Board is responsible for checking, monitoring the implementation of this General Mandate.
2. This General Mandate takes effect on the date of its promulgation. Members of the Board of Directors, Supervisory Board, Board of Management, and departments and units under Sai Gon Transportation Packing Joint Stock Company are responsible for implementing this General Mandate in accordance with the provisions of the Law and the Company's Charter.