**BBS: Annual General Mandate 2024**

On April 25, 2024, Vicem Packaging But Son Joint Stock Company announced General Mandate No. 01-2024/NQ-DHCD as follows:

‎‎Article 1. Approve the Report on activities of the Board of Directors in 2023

‎‎Article 2. Approve the Report on the activities of the Supervisory Board in 2023

‎‎Article 3. Approve the Report on production and business results in 2023 and the production and business plan for 2024;

* Results of production and business activities in 2023:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Content | Unit: | Plan | Results | Results/Plan  (%) | Compared to that of 2022 |
| I | Financial targets | | | | | |
| 1 | Revenue from goods sale | Billion VND | 388.89 | 355.62 | 91.4 | 79.3 |
| 2 | Profit | Billion VND | 5.37 | 7.10 | 132.2 | 72.0 |
| 3 | Payable to state budget: | Billion VND | 13.146 | 12.830 | 97.6 | 110.6 |
| 4 | Cash dividend payout rate | % | 7% | 9% | 128.6 | 75.0 |
| II | Output Indicators | | | | | |
| 1 | Consumption of cement bags | Million bags | 70.0 | 55.9 | 79.8 | 79.9 |
| 2 | Consumption of Jumbo bags, Sling | Thousand bags | 1,200 | 1,410 | 117.5 | 86.9 |
| III | Labor and Salary Indicators | | | | | |
| 1 | Number of employees | Person | 500 | 441 | 88.2 | 94.2 |
| 2 | Total salary fund: | Billion VND | 55.786 | 54.607 | 97.9 | 85.0 |
|  | In which:  Product salary | Billion VND | 51.300 | 50.185 | 97.8 | 84.1 |
|  | Salary outside unit price | Billion VND | 2.950 | 2.887 | 97.9 | 101.8 |
|  | Salary fund for the Board of Managers | Billion VND | 1.536 | 1.536 | 100.0 | 90.9 |
| 3 | Average monthly salary/person | Million VND | 9.0 | 10.1 | 112.2 | 106.3 |

* Production and Business plan for 2024;

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Content | Unit: | Plan |
| 1 | Revenue | Billion VND | 335.821 |
| 2 | Profit before tax | Billion VND | 7.041 |
| 3 | Profit after tax | Billion VND | 5.632 |
| 4 | Payable to state budget: | Billion VND | 7.796 |
| 5 | Cash dividend payout rate | % | 8.0 |

‎‎Article 4. Approve the Audited Financial Statements 2023

‎‎Article 5. Approve the profit distribution plan in 2023

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Unit | Amount |
| 1 | Total profit before tax | VND | 7,103,682,917 |
| 2 | Corporate income tax payable | VND | 1,445,754,278 |
| 3 | Undistributed profit after tax in 2023 | VND | 5,657,928,639 |
| 4 | Undistributed profit after tax from previous years | VND |  |
| 5 | Dividend payment of 2023 in cash (9%) | VND | 5,400,000,000 |
| 6 | Appropriation for investment and development fund | VND | 100,000,000 |
| 7 | Allocation to bonus and welfare fund | VND | 157,928,639 |
| 8 | Remaining undistributed profit | VND | 0 |

‎‎Article 6. Approve the targets of the plan for 2024

‎‎Article 7. Approve the actual remuneration 2023 for the Board of Directors, Supervisory Board, Company Secretariat and the Remuneration Plan 2024

‎‎Article 8. Agree on selecting An Viet Auditing Co., Ltd. as the audit company for 2024 based on Proposal No. 05/2024/TT-DHDCD on the selection of an audit company

‎‎Article 9. This General Mandate took effect from April 25, 2024

The Board of Directors, Supervisory Board, Board of Managers and all shareholders of Vicem Packaging But Son Joint Stock Company are responsible for implementing this General Mandate.