**TKA: Annual General Mandate 2024**

On May 3, 2024, Tan Khanh An JSC. announced General Mandate No. 38/NQ-DHDCD as follows:

Article 1. Approve the financial settlement report 2023 with the following targets:

1. Results of implementing production and business targets in 2023

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Targets | Unit | 2023 Plan | 2023 Results | Comparison (%) | |
| Plan 2023 | Results 2022 |
| I | Packaging consumption output | Thousand bags | 34,600 | 38,830 | 112.23 | 105.20 |
|  | * Cement bag | Thousand bags | 15,400 | 14,514 | 94.25 | 90.24 |
|  | * Agricultural product bags + PE bags | Thousand bags | 19,200 | 24,316 | 126.65 | 116.75 |
| II | Net revenue | Million VND | 175,000 | 182,577 | 104.33 | 97.22 |
|  | In which: Revenue from packaging consumption | Million VND | 163,900 | 171,942 | 104.91 | 97.21 |
| III | Profit before tax | Million VND | 12,300 | 13,520 | 109.92 | 106.04 |
|  | In which: Packaging profit, other | Million VND | 10,500 | 12,195 | 116.14 | 113.11 |
| IV | Profit after tax | Million VND | 9,800 | 10,805 | 110.26 | 105.94 |
| V | Results excluding salary (Revenue minus expenses before salary) | Million VND | 37,291 | 41,293 | 110.73 | 106.67 |
| VI | Average labor (Excluding managers) | Person | 260 | 245 | 94.23 | 94.23 |
| VII | Targets of average employee salary |  |  |  |  |  |
| 1 | Average income of executive managers from TKA (person/month) | VND 1,000 | 33,778 | 30,472 | 119.82 | 112.95 |
| 2 | Average income of non-executive managers from TKA (person/month) | VND 1,000 | 2,000 | 2,000 | 100.00 | 100.00 |
| 3 | Average income from TKA (person/month) | VND 1,000 | 7,589 | 8,918 | 117.51 | 113.23 |

1. Investment activity results in 2023.

|  |  |  |
| --- | --- | --- |
| No. | Project/construction name. | Results  (VND) |
| 1 | Complete Fire Protection System | 350,468,109 |
| 2 | Invest in 200,000PTU air conditioner | 238,181,818 |
| 3 | Invest in forklifts | 507,000,000 |
| 4 | Renovation and repair of factories and warehouses for rent | 1,007,077,500 |
|  | Total | 2,102,727,427 |

Article 2. Approve the production, business and investment plan for 2024.

1. Production and business targets

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Targets | Unit | Results  2023 | Plan  2024 | Plan 2024/  Results 2023  (%) | Notes | |
| I | Packaging consumption output | Thousand bags | 38,830 | 35,970 | 92.63 |  | |
|  | * Cement bag | Thousand bags | 14,514 | 14,800 | 101.97 |  | |
|  | * Agricultural product bags + PE bags | Thousand bags | 24,316 | 21,170 | 87.06 |  | |
| II | Net revenue | Million VND | 182,577 | 163,540 | 89.60 |  | |
|  | In which: Packaging | Million VND | 171,942 | 152,500 | 88.72 |  | |
| III | Profit before tax | Million VND | 13,520 | 12,900 | 95.41 |  | |
|  | In which: Packaging profits | Million VND | 12,195 | 11,150 | 91.39 |  | |
| IV | Profit after tax | Million VND | 10,805 | 10,300 | 95.51 | |  |
| V | Results excluding salary (Revenue minus expenses before salary) | Million VND | 41,293 | 39,144 | 94.80 | |  |
| VI | Average number of employees  (not including management labor) | Person | 245 | 246 | 100.41 | |  |
| VII | Targets of average employee salary | |  |  |  | |  |
| 1 | - Average income of executive managers from TKA (person/month) | Thousand VND | 40,472 | 35,000 | 86.48 | |  |
| 2 | - Average income of non-executive managers from TKA (person/month) | Thousand VND | 2,000 | 2,000 | 100.00 | |  |
| 3 | Average income from TKA (person/month) | Thousand VND | 8,918 | 8,431 | 94.53 | |  |

1. Investment plan for 2024.

Expected investment in 2024 is as follows:

Unit: Million VND

|  |  |  |
| --- | --- | --- |
| No. | Category | Estimate (Excluding VAT) |
| 1 | Invest in 01 1.63m lathe with 3.6 meter long belt for maintenance work. | 500 |
| 2 | Invest in 06 circular looms with 06 shuttles, capacity: 2.2-2.5 m/min (Including: Transportation costs; installation; logistics; bidding...) | 3,500 |
|  | Total | 4,000 |

Based on the general market situation and favorable conditions to survey prices, purchase and deploy in accordance with the Company's current situation.

Article 3. Approve the proposed remuneration of the Board of Directors and the Supervisory Board in 2023, and the remuneration plan for the Board of Directors and the Supervisory Board in 2024, as follows:

1. In 2023

* Members of the Board of Directors:

01 person X VND 3,000,000/month X 12 months = VND 36,000,000

* Members of the Supervisory Board:
* Chief of the Supervisory Board:

01 person X VND 2,000,000 / month X 12 months = VND 24,000,000  
+ Member of the Supervisory Board

02 person X VND 1,500,000/month X 12 months = VND 36,000,000

1. In 2024

* Chair of the Board of Directors: VND 3,000,000/month
* Chief of the Supervisory Board: VND 2,000,000/month
* Members of the Supervisory Board: VND 1,500,000/month

Article 4. Approve the profit distribution plan for 2023 and expected 2024, as follows:

1. Profit distribution plan in 2023

| 1 | Undistributed profit after tax in 2023 | 10,805,259,585 |
| --- | --- | --- |
| 2 | Undistributed profit | 10,805,259,585 |
| 3 | Appropriation of funds, in which |  |
| - | Investment and development fund (10%) | 1,080,525,959 |
| - | Bonus and welfare fund (2.97-monthly salary) | 6,502,608,626 |
| - | Appropriation for the Enterprise Manager Bonus Fund (1.5 months of Executive Manager salary) | 182,125,000 |
| 4 | Dividend payment (8% of charter capital) | 3,040,000,000 |
| 5 | Remaining undistributed profit | 0 |

1. Expected profit distribution in 2024.
2. Expected dividend: 8% - 10% of charter capital.
3. Appropriation for funds:

* Expected development and investment fund: 10 - 15%
* Bonus and welfare fund: not more than 3-month average salary of the employee.

Article 5. Approve the selection of the audit company for the Financial Statements 2024:

The General Meeting of Shareholders authorized the Company's the Supervisory Board to select a suitable audit company that meets the prescribed requirements to submit to the Board of Directors for approval of the audit company for the Financial Statements 2024 for the Company.

Article 6. Terms of enforcement

This General Mandate was approved by the Company's Annual General Meeting of Shareholders 2024.

This General Mandate takes effect from the date it is approved by the General Meeting of Shareholders.

Members of the Board of Directors, the Supervisory Board, the Manager and all shareholders of Tan Khanh An JSC are responsible for implementing this General Mandate and organizing its implementation according to their authority and functions, in accordance with the provisions of law and the Charter of Tan Khanh An JSC.