

*Phu My, April 25, 2025*

No.: 06 /NQ-DHDCD

**RESOLUTION OF THE MEETING**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

- Pursuant to the prevailing Law on Enterprises;
- Pursuant to the current Charter of Dam Phu My Packaging Joint Stock Company;
- Pursuant to the Minutes of the General Meeting of Shareholders No. 05 /BB-DHDCD dated April 25, 2025, of the General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company;
- Pursuant to the number of shareholders and authorized representatives attending the meeting, holding voting shares totaling 3,522,400 out of 4,200,000 shares, accounting for 83.86% of the total voting shares.

**THE GENERAL MEETING OF SHAREHOLDERS  
RESOLVES**

**Article 1: Approval of the following matters:**

1. Approval of the 2024 business performance report.
2. Approval of the 2025 business plan with the following key targets:

No.	Indicator	Unit	Target 2025
1	Production and Sales Volume	Million bags	80.8
1.1	Small Bags	Million bags	80.0
1.2	Jumbo Bags	Million bags	0.8
2	Total Revenue	VND Billion	612.3
3	Total Expenses	VND Billion	602.0
4	Profit Before Tax	VND Billion	10.2

3. Approval of the Report of the Board of Directors.
4. Approval of the Supervisory Board's 2024 performance report and 2025 activity plan.
5. Approval of the list of auditing firms and authorization for the Company's Board of Directors to select one of the proposed auditing firms to audit the Company's 2025 financial statements, as follows:



- + Deloitte Vietnam Company Limited
- + Ernst & Young Vietnam Limited
- + PricewaterhouseCoopers (PwC) Vietnam Limited
- + FAC Auditing Company Limited

6. Approval of the audited 2024 financial statements.
7. Approval of the 2024 profit distribution plan as follows:

No.	Description	Unit	Profit After Tax (PAT)	Allocation Rate
1	Retained earnings carried forward from 2023	VND	698.095.362	
2	Profit after tax for 2024	VND	7.417.636.511	
3	Appropriations to funds	VND	2.225.290.953	
3.1	Development Investment Fund	VND	1.112.645.477	15.0% LNST
3.2	Bonus and Welfare Fund	VND	1.112.645.477	15.0% LNST
3.2.1	Bonus Fund	VND	778.851.834	70.0%KTPL
3.2.2	Welfare Fund	VND	333.793.643	30.0%KTPL
4	Profit after tax for 2024 after fund appropriations	VND	5.192.345.558	
5	Total remaining profit	VND	5.890.440.920	
6	Dividend payment	VND	4.200.000.000	
6.1	Dividend per share	VND	1.000	
6.2	Percentage of Charter Capital	%	10,0%	
7	Bonus to the Management	VND	295.000.000	
8	Retained earnings carried forward to 2025	VND	1.395.440.920	
The timing of the dividend distribution shall be considered and decided by the Board of Directors.				

8. Approval of the 2025 profit distribution plan:
  - Cash dividend payout, with an expected rate of 11% of the par value of shares (equivalent to 42 billion VND in 2025 charter capital).
  - Allocation to reserves:
    - Development Investment Fund: 15% of net profit after tax
    - Reward and Welfare Fund: 15% of net profit after tax (70% for the Reward Fund and 30% for the Welfare Fund)
9. Approval of the remuneration and other benefits report for the Board of Directors and the Supervisory Board for 2024:

No.	Full Name	Position	Actual Remuneration (VND)	Bonus (VND)	Total (VND)	Remarks
	Board of Directors		208,888,890	40,000,000	248,888,890	
1	Tran Thuong Tin	Chairman	53,333,333	15,000,000	68,333,333	
2	Tran Anh Tu	Member	46,666,667		46,666,667	



No.	Full Name	Position	Actual Remuneration (VND)	Bonus (VND)	Total (VND)	Remarks
3	Le Hong Quan	Member	15,555,556	15,000,000	30,555,556	As of April of 2024
4	Vu Thi	Member	31,111,111		31.111.111	From May of 2024
5	Nguyen Huu Dung	Member	46,666,667	10,000,000	56,666,667	
6	Cao Vinh Huu	Member	15,555,556		15,555,556	As of April of 2024
	<b>Supervisory Board</b>		<b>93,333,334</b>	<b>35,000,000</b>	<b>128,333,334</b>	
1	Chu Xuan Hai	Head of Supervisory Board	40,000,000	15,000,000	55,000,000	
2	Phạm Van Khanh	Member	8,888,889	10,000,000	18,888,889	As of April of 2024
3	Tong Trong Tuan	Member	17,777,778		17,777,778	From May of 2024
4	Nguyen Thị Thu Oanh	Member	26,666,667	10,000,000	36,666,667	
<b>Total</b>			<b>302,222,224</b>	<b>75,000,000</b>	<b>377,222,224</b>	

*Note: The total income above is the income before Personal Income Tax (PIT) withholding at source.*

10. Approval of the remuneration plan for the members of the Board of Directors and the Supervisory Board for 2025:

No.	Description	Unit	Amount	Remarks
1	Remuneration for the Board of Directors (5 members)	VND	216.000.000	Chairman of the Board: 4 million/month; Board Members: 3.5 million/month; Supervisory Board Head: 3 million/month; Supervisory Board Members: 2 million/month
2	Remuneration for the Supervisory Board (3 members)	VND	84.000.000	
	<b>Total</b>	<b>VND</b>	<b>300.000.000</b>	

The above remuneration does not include:

- Personal Income Tax (PIT) withheld at source.
- Salary in the case where a Board of Directors or Supervisory Board member is an employee of the Company.
- Travel expenses according to the Company's travel expense regulations.

11. Approval of the key terms of the packaging sales contract arising between the two Annual General Meetings of Shareholders (2025 - 2026), signed between the Company and PetroVietnam Fertilizer and Chemicals Corporation. The General Meeting of Shareholders authorizes the Board of Directors with full authority to decide and direct the organization of the signing and implementation of the

packaging sales contracts with PetroVietnam Fertilizer and Chemicals Corporation. In the event that actual conditions for the implementation of the contract change, the General Meeting of Shareholders grants approval for the Board of Directors to proactively adjust the key terms of the contract, ensuring that the contract value is executed according to market prices.

**Article 2: The General Meeting of Shareholders agrees to delegate the implementation of the Resolution to the Board of Directors, the Supervisory Board, and the Executive Board of the Company in accordance with regulations.**

**Article 3: This Resolution has been approved by the General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company and shall be effective from April 25, 2025.**

**Recipients:**

- Shareholders of the Company;
- Members of the Board of Directors and Supervisory Board;
- Executive Board;
- Archives, Secretary;

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE BOARD**



**Tran Thuong Tin**



No.: *5* /BB-DHDCD

*Phu My, April 25, 2025*

**MINUTES OF MEETING**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

Address: Road 1B, Phu My I Industrial Zone, Phu My Ward, Phu My City,  
Ba Ria - Vung Tau Province

Business Registration Certificate No: 3500874315, issued by the Department of Planning  
and Investment of Ba Ria - Vung Tau Province

**I. Time and Venue**

- Time: 2:00 PM, April 25, 2025
- Venue: Meeting Room of Dam Phu My Packaging Joint Stock Company

**II. Participants and Legality of the Meeting**

**1. Participants:**

- Shareholders of Dam Phu My Packaging Joint Stock Company
- Delegates including members of the Board of Directors, the Supervisory Board, and invited guests of the Company

**2. Legality of the General Meeting:**

The Shareholder Eligibility Verification Committee includes:

- Ms. Pham Thi Hoa – Head of Administration and Human Resources Department – Head of the Committee
- Mr. Vu Quang Dung – Deputy Manager of Planning and Materials Department – Member
- Ms. Le Thi Thanh Tam – Officer of the Administration and Human Resources Department – Member

According to the report of the Shareholder Eligibility Verification Committee, the results of shareholder eligibility verification for the meeting are as follows:

- The total number of voting shares of the Company: 4,200,000 shares;
- Total number of shareholders invited to the meeting: All shareholders on the list;
- Total number of shareholders and authorized representatives attending the meeting: representing 3,522,400 voting shares, accounting for 83.86% of the total voting shares of the Company;
- All attending shareholders and authorized representatives are fully eligible to participate in the meeting.

Pursuant to the provisions of the prevailing Law on Enterprises and the Company's Charter, the 2025 Annual General Meeting of Shareholders held by Dam Phu My Packaging Joint Stock Company on April 25, 2025 is deemed valid and legal.



### **III. Presidium of the General Meeting and Secretary of the Meeting**

#### **1. Presidium:**

- Mr. Tran Thuong Tin – Chairman of the Board of Directors;
- Mr. Tran Anh Tu – Member of the Board of Directors, Director;
- Mr. Chu Xuan Hai – Head of the Supervisory Board.

#### **2. Secretary of the Meeting:**

- Ms. Vuong Thi Mai – Company Secretary.

### **IV. Meeting Agenda and Contents**

- The Company Director's Report on the 2024 Business Performance and 2025 Plan Targets
- The Board of Directors' Report
- The Supervisory Board's Report and proposal for selection of the auditing firm for the 2025 financial statements
- The Audited 2024 Financial Statements.
- Report on the 2024 Profit Distribution Plan and 2025 Profit Distribution Plan
- Report on Implementation & Plan for Remuneration and Bonuses for the BOD and Supervisory Board
- Submission for Signing a Transaction Contract with a Related Party

The full text of the reports and proposals was provided by the Company in the meeting document package, which was published on the website [www.dpmp.vn](http://www.dpmp.vn) and sent to all attending shareholders.

### **V. Approval of the Agenda and the List of the Ballot Counting Committee**

After the Chairman of the Board of Directors delivered his welcoming speech, he proposed that the General Meeting of Shareholders approve the agenda and the list of the Ballot Counting Committee. The General Meeting of Shareholders then voted, with 100% approval for the following items:

- Agenda: As outlined in Section IV above.
- List of the Ballot Counting Committee:
  - ✓ Ms. Pham Thi Hoa – Head of the Committee
  - ✓ Mr. Vu Quang Dung – Member
  - ✓ Ms. Le Thi Thanh Tam – Member

### **VI. Reports on the Matters at the General Meeting**

1. The Company's General Director reported on the results of achieving the 2024 targets and compared them with the same period last year as follows:



No.	Indicator	Unit	2024 Plan	2024 Actual	2023 Actual	2024 Plan vs Actual	2024 Actual vs 2023 Actual
1	<b>Production Volume</b>						
-	Small bags	million bags	60	83.2	78.7	139%	106%
-	Jumbo bags	thousand bags	600	685.5	623.0	114%	110%
2	<b>Sales Volume</b>						
-	Small bags	million bags	60	84.6	78.1	141%	108%
-	Jumbo bags	thousand bags	600	770.0	627.0	128%	123%
3	<b>Total Revenue</b>	billion VND	403.15	616.11	539.15	153%	114%
4	<b>Total Costs</b>	billion VND	395.10	606.57	529.83	154%	114%
5	<b>Profit Before Tax</b>	billion VND	8.05	9.54	9.32	118%	102%
6	<b>Profit After Tax</b>	billion VND	6.44	7.42	7.30	115%	102%

2. The Company Director's Report on the 2025 Plan Targets:

No.	Indicator	Unit	Target 2025
1	Production and Sales Volume	Million bags	80.8
1.1	Small Bags	Million bags	80.0
1.2	Jumbo Bags	Million bags	0.8
2	Total Revenue	VND Billion	612.3
3	Total Expenses	VND Billion	602.0
4	Profit Before Tax	VND Billion	10.2

- Report by the Chairman of the Board of Directors on the activities of the Board of Directors.
- The Head of the Supervisory Board reported on its activities in 2024, the activity plan for 2025, proposed a list of auditing firms, and requested the General Meeting of Shareholders to authorize the Board of Directors to select one of the proposed auditing firms to audit the Company's 2025 financial statements.
- The Chief Accountant, authorized by the Board of Directors, presented the audited financial statements for 2024.
- The Chief Accountant, authorized by the Board of Directors, presented the profit distribution plan and the dividend payout ratio for 2024.

No.	Description	Unit	Profit After Tax (PAT)	Allocation Rate
1	<b>Retained earnings carried forward from 2023</b>	<b>VND</b>	<b>698.095.362</b>	
2	<b>Profit after tax for 2024</b>	<b>VND</b>	<b>7.417.636.511</b>	
3	<b>Appropriations to funds</b>	<b>VND</b>	<b>2.225.290.953</b>	
3.1	Development Investment Fund	VND	1.112.645.477	15.0% LNST



No.	Description	Unit	Profit After Tax (PAT)	Allocation Rate
3.2	Bonus and Welfare Fund	VND	1.112.645.477	15.0% LNST
3.2.1	<i>Bonus Fund</i>	VND	778.851.834	70.0%KTPL
3.2.2	<i>Welfare Fund</i>	VND	333.793.643	30.0%KTPL
4	<b>Profit after tax for 2024 after fund appropriations</b>	VND	<b>5.192.345.558</b>	
5	<b>Total remaining profit</b>	VND	<b>5.890.440.920</b>	
6	<b>Dividend payment</b>	VND	<b>4.200.000.000</b>	
6.1	Dividend per share	VND	1.000	
6.2	Percentage of Charter Capital	%	10,0%	
7	<b>Bonus to the Management</b>	VND	<b>295.000.000</b>	
8	<b>Retained earnings carried forward to 2025</b>	VND	<b>1.395.440.920</b>	
	The timing of the dividend distribution shall be considered and decided by the Board of Directors.			

7. The Chief Accountant, authorized by the Board of Directors, presented the profit distribution plan and the proposed dividend payout ratio for 2025.  
Dividend payment in cash, with an expected rate of 11% of the par value per share (equivalent to a Charter Capital of VND 42 billion in 2025).

- Appropriation to the Development Investment Fund: 15% of profit after tax (PAT).
- Appropriation to the Bonus and Welfare Fund: 15% of PAT, in which:
  - + Bonus Fund: 70% of the Bonus and Welfare Fund
  - + Welfare Fund: 30% of the Bonus and Welfare Fund

8. The Chief Accountant, authorized by the Board of Directors, reported on the remuneration and bonuses of the Board of Directors and the Supervisory Board in 2024, and presented the 2025 budget estimates.

- *Remuneration and bonuses of the Board of Directors and the Supervisory Board in 2024:*

No.	Full Name	Position	Actual Remuneration (VND)	Bonus (VND)	Total (VND)	Remarks
	<b>Board of Directors</b>		<b>208,888,890</b>	<b>40,000,000</b>	<b>248,888,890</b>	
1	Tran Thuong Tin	Chairman	53,333,333	15,000,000	68,333,333	
2	Tran Anh Tu	Member	46,666,667		46,666,667	
3	Le Hong Quan	Member	15,555,556	15,000,000	30,555,556	As of April of 2024
4	Vu Thi	Member	31,111,111		31.111.111	From May of 2024
5	Nguyen Huu Dung	Member	46,666,667	10,000,000	56,666,667	
6	Cao Vinh Huu	Member	15,555,556		15,555,556	As of April of 2024
	<b>Supervisory Board</b>		<b>93,333,334</b>	<b>35,000,000</b>	<b>128,333,334</b>	

No.	Full Name	Position	Actual Remuneration (VND)	Bonus (VND)	Total (VND)	Remarks
1	Chu Xuan Hai	Head of Supervisory Board	40,000,000	15,000,000	55,000,000	
2	Phạm Van Khanh	Member	8,888,889	10,000,000	18,888,889	As of April of 2024
3	Tong Trong Tuan	Member	17,777,778		17,777,778	From May of 2024
4	Nguyen Thi Thu Oanh	Member	26,666,667	10,000,000	36,666,667	
<b>Total</b>			<b>302,222,224</b>	<b>75,000,000</b>	<b>377,222,224</b>	

*Note: The total income above is the income before Personal Income Tax (PIT) withholding at source.*

- *Remuneration Payment Plan for the Board of Directors and Supervisory Board in 2025*

No.	Description	Unit	Amount	Remarks
1	Remuneration for the Board of Directors (5 members)	VND	216.000.000	Chairman of the Board: 4 million/month; Board Members: 3.5 million/month;
2	Remuneration for the Supervisory Board (3 members)	VND	84.000.000	Supervisory Board Head: 3 million/month; Supervisory Board Members: 2 million/month
	<b>Total</b>	<b>VND</b>	<b>300.000.000</b>	

The above remuneration does not include:

- Personal Income Tax (PIT) withheld at source.
  - Salary in the case where a Board of Directors or Supervisory Board member is an employee of the Company.
  - Travel expenses according to the Company's travel expense regulations.
9. Ms. Vo Thi Hue Vice Director, authorized by the Board of Directors, presented the proposal to the General Meeting of Shareholders for approval of the signing of packaging purchase and sale contracts arising between two annual general meetings, to be signed between the Company and PetroVietnam Fertilizer and Chemicals Corporation.

*Note: Shareholders of PetroVietnam Fertilizer and Chemicals Corporation did not vote on this matter due to a conflict of interest.*

**Full text of the reports and proposals as per the Shareholders' Meeting documents.**

## VII. Shareholders' Comments

- None



**VIII. Voting Results and Adoption of Resolutions at the General Meeting**

- 1. Approval of the report on business performance for 2024 and the business targets for 2025:**  
Total number of shares voting in favor: 3,522,400 shares, accounting for 100%.  
Total number of shares voting against: 0 shares, accounting for 0%.  
Total number of shares abstaining: 0 shares, accounting for 0%.
- 2. Approval of the report on the activities of the Board of Directors:**  
Total number of shares voting in favor: 3,522,400 shares, accounting for 100%.  
Total number of shares voting against: 0 shares, accounting for 0%.  
Total number of shares abstaining: 0 shares, accounting for 0%.
- 3. Approval of the report on the activities of the Supervisory Board in 2024 and the plan for 2025:**  
Total number of shares voting in favor: 3,522,400 shares, accounting for 100%.  
Total number of shares voting against: 0 shares, accounting for 0%.  
Total number of shares abstaining: 0 shares, accounting for 0%.
- 4. Approval of the list of auditing firms and authorization for the Board of Directors to select one of the proposed auditing firms to audit the Company's 2025 financial statements:**  
Total number of shares voting in favor: 3,522,400 shares, accounting for 100%.  
Total number of shares voting against: 0 shares, accounting for 0%.  
Total number of shares abstaining: 0 shares, accounting for 0%.
- 5. Approval of the audited financial statements for 2024:**  
Total number of shares voting in favor: 3,522,400 shares, accounting for 100%.  
Total number of shares voting against: 0 shares, accounting for 0%.  
Total number of shares abstaining: 0 shares, accounting for 0%.
- 6. Approval of the profit distribution plan for 2024, with a dividend payout ratio of 10%:**  
Total number of shares voting in favor: 3,522,400 shares, accounting for 100%.  
Total number of shares voting against: 0 shares, accounting for 0%.  
Total number of shares abstaining: 0 shares, accounting for 0%.
- 7. Approval of the profit distribution plan for 2025, with a dividend payout ratio of 11%:**  
Total number of shares voting in favor: 3,522,400 shares, accounting for 100%.  
Total number of shares voting against: 0 shares, accounting for 0%.  
Total number of shares abstaining: 0 shares, accounting for 0%.
- 8. Approval of the report on the remuneration and bonuses of the Board of Directors and the Supervisory Board for 2024:**  
Total number of shares voting in favor: 3,522,400 shares, accounting for 100%.  
Total number of shares voting against: 0 shares, accounting for 0%.  
Total number of shares abstaining: 0 shares, accounting for 0%.
- 9. Approval of the remuneration and bonus payment plan for the Board of Directors and the Supervisory Board for 2025:**  
Total number of shares voting in favor: 3,522,400 shares, accounting for 100%.  
Total number of shares voting against: 0 shares, accounting for 0%.  
Total number of shares abstaining: 0 shares, accounting for 0%.



10. **Approval of key contents of the packaging sales contracts arising between two Annual General Meetings of Shareholders (2025–2026), signed between the Company and PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo). The General Meeting of Shareholders authorizes the Board of Directors to exercise full authority in deciding, directing the execution and implementation of packaging sales contracts with PVFCCo. In case of any changes in actual implementation conditions, the General Meeting of Shareholders authorizes the Board of Directors to proactively adjust the principal terms accordingly, ensuring that contract values reflect market prices.**

*(Shareholders of PVFCCo and related parties are not entitled to vote. Total number of non-voting shares: 1,820,400 shares).*

Total number of voting shares: 1,702,000 shares.

Total number of shares voting in favor: 1,702,000 shares, accounting for 100%.

Total number of shares voting against: 0 shares, accounting for 0%.

Total number of shares abstaining: 0 shares, accounting for 0%.

**IX. Adoption of Resolutions and Closing of the General Meeting**

At 16:50, the General Meeting of Shareholders concluded and voted to approve all items on the agenda. Based on the agenda, the proceedings of the meeting, and the announced vote-counting results, the Secretary of the Meeting reported to the General Meeting of Shareholders the contents of the Resolution as stated above.

Mr. Tran Thuong Tin, on behalf of the Presidium, called for a show-of-hands vote. 100% of the shareholders present at the Meeting unanimously approved the Resolution.

Mr. Tran Thuong Tin, on behalf of the Presidium, expressed his gratitude to the shareholders for their attendance and declared the Meeting adjourned at 17:00.

This Minutes has been accurately recorded by the Secretariat, reflecting the full course of the Meeting in accordance with the Law on Enterprises and the Company's Charter.

**SECRETARY**



**Vuong Thi Mai**

**ON BEHALF OF THE GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN OF THE BOARD**



**Tran Thuong Tin**

**DAM PHU MY PACKAGING JOINT STOCK COMPANY**



**DOCUMENT  
ANNUAL GENERAL MEETING OF  
SHAREHOLDERS 2025**

*Ba Ria – Vung Tau, April 2025*

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**AGENDA OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**DAM PHU MY PACKAGING JOINT STOCK COMPANY**  
**April 25, 2025**

Time	Agenda
13:00 – 14:00	- Shareholder registration and document collection
14:00-14:20	<ul style="list-style-type: none"> <li>- Opening of the meeting, introduction of guests</li> <li>- Report on shareholder eligibility verification</li> <li>- Introduction of the Presidium and Secretariat</li> <li>- Election of the Vote Counting Committee</li> <li>- Approval of the Meeting Regulations</li> <li>- Approval of the Meeting Agenda</li> </ul>
14:20 – 15:00	<ul style="list-style-type: none"> <li>- The Company Director's Report on the 2024 Business Performance and 2025 Plan Targets</li> <li>- The Board of Directors' Report</li> <li>- The Supervisory Board's Report</li> <li>- Proposal on the List of Audit Firms for the 2025 Financial Statements</li> </ul>
15:00 – 15:25	<ul style="list-style-type: none"> <li>- The Audited 2024 Financial Statements.</li> <li>- The 2024 Profit Distribution Plan and 2025 Profit Distribution Plan</li> <li>- Report on Implementation &amp; Plan for Remuneration and Bonuses for the BOD and Supervisory Board</li> </ul>
15:25 – 15:30	- Submission for Signing a Transaction Contract with a Related Party
15:30-15:45	<ul style="list-style-type: none"> <li>- Instructions for voting</li> <li>- Shareholders Cast Their Votes</li> <li>- Collection of Voting Ballots</li> </ul>
15:45 – 16:00	<ul style="list-style-type: none"> <li>- Break for Shareholders;</li> <li>- Vote Counting Committee in Session</li> </ul>
16:00 – 16:15	- Shareholders' Discussion
16:15 – 16:30	<ul style="list-style-type: none"> <li>- Announcement of Vote Counting Results</li> <li>- Adoption of the General Meeting's Resolution</li> <li>- Closing of the General Meeting</li> </ul>

## **MEETING REGULATIONS AND VOTING & BALLOT COUNTING PROCEDURES**

### **Objectives:**

- Ensure transparency, fairness, democracy, and compliance with the law.
- Facilitate the organization of a safe, orderly, and efficient meeting in the overall interest of all shareholders.

### **I. MEETING DISCIPLINE**

1. All shareholders attending the meeting must dress appropriately and present their personal identification, meeting invitation, and any other required documents for verification at the registration desk.
2. The Organizing Committee will prioritize seating arrangements, distribution of documents, and issuance of voting and election ballots for shareholders who have confirmed attendance and arrived on time.
3. Upon entering the meeting hall, shareholders must sit in the designated area as assigned by the Organizing Committee. Compliance with seating arrangements is mandatory.
4. Smoking is strictly prohibited inside the meeting room.
5. Private conversations and mobile phone usage are not allowed during the meeting. All mobile phones must be turned off or switched to silent mode.

### **II. MEETING PROCEDURE**

After the Shareholder Eligibility Verification Committee announces the verification results and confirms the conditions for conducting the meeting, the session will be officially opened and chaired by the Presidium.

1. Announcement of the Meeting Regulations; introduction of the Presidium and the Secretariat.
2. Approval of the Agenda; election of the Vote Counting Committee. The General Meeting shall vote by a show of hands.
3. Presentation of reports to shareholders as per the approved agenda.
4. Execution of procedures related to the election of additional Board members.
5. The Presidium shall preside over the discussion session, listen to shareholder opinions, and provide responses in accordance with the following principles:
  - The discussion session will take place after all agenda items have been presented by the Presidium.
  - Shareholders may raise questions directly or write them on the Question Form (provided by the Organizing Committee) and submit them to the Secretariat for consolidation and forwarding to the Presidium. Meeting materials are available at [www.dpmp.vn](http://www.dpmp.vn); shareholders are encouraged to review these in advance and submit questions prior to the meeting.
  - The Presidium will only respond to key and representative questions relevant to the meeting agenda. It will not provide detailed explanations on matters already disclosed, governed by law, or requiring in-depth technical



clarification for individual shareholders.

- Questions concerning unrelated or individual matters will be compiled and answered in writing or via the Company's website.
- Questions not answered during the meeting due to time constraints will also be addressed in writing or posted on the Company's website.

### **III. VOTING PROCEDURES**

#### **1. Principles:**

All agenda items shall be voted on publicly using Voting Ballots, based on the number of shares owned or represented. Each attending shareholder shall receive a Voting Ballot containing necessary information and matters to be voted on.

#### **2. Voting Method:**

Shareholders shall mark their choice (agree, disagree, abstain) in the corresponding box on the Voting Ballot and return the completed ballot to the Organizing Committee.

#### **3. Timing of Voting:**

Shareholders shall submit their Voting Ballots immediately following the discussion session. Early voting is permitted during the meeting, and ballots may be submitted in advance to the Organizing Committee.

#### **4. Ballot Counting:**

The Vote Counting Committee consists of three members proposed by the Presidium and approved by the General Meeting. The committee is responsible for collecting, counting ballots, and verifying results, with assistance from support staff.

If necessary, the Presidium may invite shareholder representatives to observe the ballot collection and counting process.

### **IV. RESPONSIBILITIES OF THE PRESIDIUM**

1. Conduct the meeting in accordance with the approved agenda, regulations, and voting procedures. The Presidium shall operate on the principle of democratic centralism and make decisions by majority vote.
2. Guide shareholders in discussing and voting on issues within the scope of the meeting and address any related matters arising during the session.
3. Resolve any issues arising during the meeting proceedings.

### **V. RESPONSIBILITIES OF THE SECRETARIAT**

1. Accurately and faithfully record the proceedings and all resolutions passed or noted during the meeting.
2. Compile written questions from shareholders and submit them to the Presidium.
3. Draft the Meeting Minutes and the Resolutions approved at the General Meeting.

### **VI. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE**

1. Announce voting procedures and principles.



2. Distribute and collect ballots, conduct ballot counting, prepare a Vote Counting Report, and announce voting results on the matters presented at the meeting.
3. Review and report to the General Meeting any violations of voting rules or complaints related to the election process.
4. Promptly inform the Secretariat of the voting and election results.

This document constitutes the full Meeting Regulations and the Voting & Ballot Counting Procedures for the Annual General Meeting of Shareholders of **Dam Phu My Packaging Joint Stock Company**.

ON B.O.D <sup>th</sup>  
CHAIRMAN OF THE B.O.D



**Tran Thuong Tin**

## PART I

### THE COMPANY DIRECTOR'S REPORT ON THE 2024 THE BUSINESS PERFORMANCE AND 2025 PLAN TARGETS

#### I. BUSINESS PERFORMANCE IN 2024

At the end of 2023, when planning for 2024, Dam Phu My Packaging Joint Stock Company (the Company) anticipated that 2024 would still be a challenging year due to the prolonged impacts of overlapping negative shocks such as the COVID-19 pandemic, armed conflicts, slow recovery in the European market, and more. Therefore, the Company set a relatively low target for the year, with 60 million small bags and 600 thousand jumbo bags. In reality, the socio-economic situation both domestically and internationally unfolded as forecasted, even worsening when the domestic economy was severely impacted by natural disasters, and on the global front, new wars continued to erupt, leading to a decline in orders and an increase in transportation costs.

However, with the view that the Company needed to make a breakthrough while competitors were downsizing their scale and output, it implemented the following strong measures:

- **Market Expansion and New Customer Acquisition:** The Company promoted market expansion and sought additional new customers by maximizing support for the sales team to have opportunities to engage with customers directly through site visits, participating in domestic and international trade fairs and exhibitions. Despite the difficult circumstances, the Company accepted higher costs, with the goal of acquiring new customers and increasing sales volume to offset the rising costs. As a result, the Company gained 30 new customers and expanded into markets benefiting from trade agreements such as EVFTA and CPTPP.
- **Focus on Production Technology Management and Strict Quality Control:** The Company emphasized managing production technology and maintaining strict quality control to retain existing customers. The Company also provided opportunities for the technical and production teams to interact and learn from machinery suppliers, industry peers, and customer factories to stay updated on the latest technology and acquire knowledge for practical application in production.
- **Reorganize Production Activities to Improve Efficiency and Reduce Production Costs:** The Company reorganized its production activities to enhance efficiency and reduce production costs by streamlining processes and digitizing production. The Company also encouraged individuals and departments to propose new initiatives and solutions to improve performance and reduce costs.



- **Strengthen Training and Internal Development:** The Company intensified internal training programs, optimized and reorganized the existing workforce, and recruited high-quality talent from other companies.
- **Investment in Upgrading Production Facilities:** The Company invested in upgrading production facilities to meet the FSSC food safety standards starting from 2022 and 2023, along with standardizing systems and processes to comply with the aforementioned international standards. Additionally, the Company implemented digital transformation by applying digital technologies in daily business operations, initially using Office 365 and developing a new ERP system, which has proven to be effective and attracted many new customers in 2024.

With such strong and decisive solutions, while continuously adapting to the evolving situation, the Company has exceeded its business targets for 2024, creating momentum and laying the foundation for continued accelerated growth and production expansion in the coming years. The total sales volume for 2024 reached 84.6 million products, with revenue of 616 billion VND. The detailed figures are shown in the table below:

No.	Indicator	Unit	2024 Plan	2024 Actual	2023 Actual	2024 Plan vs Actual	2024 Actual vs 2023 Actual
1	<b>Production Volume</b>						
-	Small bags	million bags	60	83.2	78.7	139%	106%
-	Jumbo bags	thousand bags	600	685.5	623.0	114%	110%
2	<b>Sales Volume</b>						
-	Small bags	million bags	60	84.6	78.1	141%	108%
-	Jumbo bags	thousand bags	600	770.0	627.0	128%	123%
3	<b>Total Revenue</b>	billion VND	403.15	616.11	539.15	153%	114%
4	<b>Total Costs</b>	billion VND	395.10	606.57	529.83	154%	114%
5	<b>Profit Before Tax</b>	billion VND	8.05	9.54	9.32	118%	102%
6	<b>Profit After Tax</b>	billion VND	6.44	7.42	7.30	115%	102%

## II. 2025 IMPLEMENTATION PLAN

Since its establishment, 2024 marked a record-breaking year for the Company in terms of both production volume and revenue. This achievement was the result of the Company's efforts in penetrating new markets as well as the dedicated support from the entire technical and production team. The foundation for these accomplishments lies in the Company's consistent strategy and orientation toward expanding and enhancing its production capacity. Although in recent years, the Company's actual production capacity has been around 50 million units per year, it has proactively intensified market development, expanded its market share, and secured customers and orders in anticipation of future capacity expansion. As a result, the Company has successfully



reached an annual consumption volume of 80 million bags. The gap between actual consumption and internal capacity was bridged through outsourcing production.

On the other hand, in order to achieve these results, the Company had to face various risks, most notably in the following aspects:

- Currently, the existing infrastructure conditions are no longer sufficient to meet the Company's business capacity. The Company has had to expand by constructing a large temporary covered area in the safety corridors between workshops and on unused land, which risks violating regulations on zoning, construction permits, and fire prevention and control. As a result, this may invalidate the Company's property insurance policies. Recognizing the seriousness of this issue, the Company has implemented strict and closely monitored fire safety management, as well as rigorous inspection and supervision of compliance with fire prevention regulations. Nevertheless, there remains a significant risk of safety breaches that could affect Company assets, the health and lives of employees, and the legal liability of its leadership.
- A substantial amount of working capital has had to be mobilized through borrowing, with the value of short-term loans exceeding 2.5 times the Company's charter capital. This has resulted in the Company bearing high capital costs and facing significant risks related to capital safety.
- Based on a comprehensive assessment, it is forecasted that in 2025, the Company will continue to face a complex global economic landscape—particularly with the election of U.S. President Donald Trump, which may trigger trade conflicts between the United States and China. In this context, an influx of low-cost goods from China, including packaging products, is expected to enter Southeast Asian markets, including Vietnam. At the same time, Chinese packaging manufacturers may seek to relocate their production facilities to Vietnam to serve both the domestic market and export to countries involved in trade disputes with China. Additionally, there is a possibility that Vietnam itself could face measures aimed at curbing trade surpluses with the U.S. With these anticipated developments in mind, the Company has set the following sales targets for 2025:

No.	Indicator	Unit	Target 2025
1	Production and Sales Volume	Million bags	80.8
1.1	Small Bags	Million bags	80.0
1.2	Jumbo Bags	Million bags	0.8
2	Total Revenue	VND Billion	612.3
3	Total Expenses	VND Billion	602.0
4	Profit Before Tax	VND Billion	10.2

To successfully achieve the set targets, the Company will continue to implement a comprehensive set of measures that have proven effective in 2024. Specifically, these include:

- ***Market Development:***

- + Continue focusing on export markets by engaging directly with customers, participating in international trade fairs specialized in packaging, agriculture, animal feed, and chemicals. The Company is willing to accept orders that are feasible for production, including those with limited or no profit margin, in order to maintain production momentum and preserve market share.
- + Maintain close customer engagement by promptly handling complaints, responding to inquiries, and providing requested information as quickly as possible.
- + Continuously refresh and update the Company's image, increasing interaction with customers and on social media platforms to enhance brand visibility.
- + Maintain internal training participation to deepen understanding of the Company's products and production processes, thereby improving the quality of customer consultations.
- + Ensure effective customer care and implement favorable sales policies.

- ***Production Management and Competitiveness Enhancement:***

- + Maintain stringent quality control practices, increasing the frequency of product inspections to minimize overlooked defects and prevent faulty products from reaching customers.
- + Develop a comprehensive database of technical specifications for each product line, ensuring regular updates and transparency. This allows subsequent stages to identify and address issues caused by earlier processes, and provides historical data for reference when repeating product orders.
- + Implement a detailed and specific preventive maintenance schedule to ensure stable operation, maximize equipment efficiency, and prolong machinery lifespan. Conduct daily assessments of equipment status to proactively develop backup solutions and minimize downtime due to unexpected failures.
- + Ensure consistent operation of certified systems such as ISO and FSSC, leveraging these standards to continuously improve and standardize management processes, thereby enhancing product value and grade.
- + Encourage innovation and improvement initiatives to enhance product quality, increase labor productivity, optimize material usage, reduce production costs, and improve overall business efficiency.



- + Continue to advance the Company's digital transformation project by upgrading the digital production management software to better control and coordinate manufacturing operations.
- ***Cost Management:***
  - + Consistently review, evaluate, and select suppliers that offer the most cost-effective solutions.
  - + Investigate and utilize alternative raw materials that are more affordable but still meet product standards and technical requirements.
  - + Strengthen management capabilities in key areas, such as input materials for production, inventory management, and spare parts. Focus on production scheduling to speed up product completion and reduce production time.
  - + Promote initiatives for improving material usage, energy conservation, reducing scrap rates, and streamlining production processes.
  - + Place particular emphasis on reducing production time, shortening preparation time for production, and reducing the time between stages in the production process to meet customer deadlines more quickly and reduce the working capital turnover time.
- ***Human Resource Management:***
  - + Arrange personnel and workers rationally to fully utilize their roles and responsibilities.
  - + Strengthen training efforts, including both external and internal training, to improve workers' skills and awareness, ensuring that production meets the standards of "productivity – quality – safety – efficiency"; reorganize issues related to the structure of production management and product quality management.
  - + Closely follow the training process for apprentices, providing clear guidance and explanations so that new workers understand their tasks and are confident in the working conditions. Improve training and recruitment processes to ensure the information is delivered directly and in an easily understandable manner.
  - + Develop a detailed and realistic salary and bonus system, based on the importance and requirements of each position. Regularly review and assess the quality of the workforce.
- ***Investment Promotion Activities:***
  - + Effort to find solutions to overcome difficulties in the process of obtaining approval for the investment project aimed at expanding production.
  - + Intensify the search for partners and collaborations not only to mobilize additional investment capital but also to leverage the strengths of all parties involved, create synergies, cooperate in market expansion, and develop new products, etc.



**DIRECTOR** *Ch*



**Trần Anh Tu**

## PART II

### REPORT OF THE BOARD OF DIRECTORS

#### I. ACTIVITIES OF THE BOARD OF DIRECTORS

##### 1. Members and Structure of the Board of Directors

At the 2024 Annual General Meeting, the new Board of Directors for the 2024-2029 term was elected, consisting of 4 members. This includes one Chairman who is a non-executive member, one executive member who holds the position of CEO, and two non-executive, non-operating members.

Currently, there is a vacancy for an independent board member. The Board of Directors has been actively seeking candidates but has not yet found a suitable one in the past year. This year, the Board will continue its search and propose a candidate for election when an appropriate one is found.

##### 2. Sub-committees of the Board of Directors

The Board of Directors has not established any sub-committees. The activities of the Board are specifically assigned to each member based on their areas of expertise to review matters within the Board's authority. Each member is also responsible for overseeing, directing, and urging the Executive Board to implement the resolutions and decisions of the Board of Directors within their assigned areas. Based on the results of the reviews and supervision, the Board meets to reach a consensus and make decisions.

##### 3. Activities of the Board of Directors

As the highest governing body representing the interests of shareholders, in 2024, the Board of Directors, consisting of 04 current members, has actively fulfilled its roles and responsibilities in strict accordance with the corporate governance standards of the joint-stock company. The Board made collective decisions, with tasks assigned to each member based on their area of expertise.

The members of the Board of Directors perform management and supervisory tasks through information update systems and reports provided by the Executive Board. They engage in direct discussions during meetings or provide feedback on issues within the Board's authority through communication channels. The members directly guide and offer suggestions to the Executive Board on significant issues arising in the course of the company's operations or in the preparation of proposals and projects for presentation to the Board.

The Board of Directors works through regular and extraordinary meetings, obtaining the opinions of members through written resolutions to issue resolutions and decisions on matters within the Board's authority as stipulated in the Company's Charter. In 2024, the Board of Directors held 4 official meetings and provided opinions in writing. The following matters were approved:

- Approved and delegated the implementation of the business production plan for 2024.
- Approved the amended Disclosure Regulations.
- Issued the Internal Audit Regulations.

- Approved the amended Regulations on Organizing Online General Shareholder Meetings.
- Directed the Executive Board to prepare the 2024 cash flow plan and closely monitor the implementation of the cash flow plan.
- Approved the amended Internal Regulations on Corporate Governance.
- Approved the plan for organizing and the meeting materials for the 2024 Annual General Shareholders' Meeting.
- Approved the election results for the Chairman of the Board of Directors and the appointment of the Company's CEO for the 2024-2029 term.
- Reappointed the Company's Chief Accountant.
- Approved the signing of economic contracts with related parties.
- Approved the receivables limit for each quarter.
- Approved the credit limits at banks.
- Approved the selection of the auditing firm for the 2024 financial statements.
- Implemented the dividend distribution in cash for the year 2023.
- Approved the results of the company's production and business activities in 2024.
- Directed the Executive Board to prepare the production and business plan for 2025.
- Directed the Executive Board to promote investment cooperation projects and enhance production capacity.
- Agreed on the plan to organize the year-end review and company year-end party based on the CEO's report.

The official meetings of the Board of Directors and the written opinions collected through resolutions in 2024 were as follows:

No.	Resolution/ Decision No.	Date	Content	Approval Rate
1	01/QĐ - HĐQT	05/01/2024	Decision on issuing the Information Disclosure Regulation	100%
2	02/QĐ - HĐQT	05/01/2024	Decision on issuing the Internal Audit Regulation	100%
3	03/QĐ - HĐQT	05/01/2024	Decision on issuing the Online General Meeting of Shareholders Regulation	100%
4	04/BB - HĐQT	07/01/2024	Minutes of the Board of Directors' meeting on approving the 2024 Business Plan	100%
5	05/NQ - HĐQT	07/01/2024	Resolution of the Board of Directors approving the 2024 Business Plan	100%



No.	Resolution/ Decision No.	Date	Content	Approval Rate
6	06/NQ - HĐQT	04/03/2024	Resolution on finalizing the list of shareholders for meeting organization	100%
7	07/BB - HĐQT	29/03/2024	Minutes of the Board of Directors' Q1/2024 meeting	100%
8	08/NQ - HĐQT	29/03/2024	Resolution of the Board of Directors' Q1/2024 meeting	100%
9	11/BB - HĐQT	29/04/2024	Minutes of the Board of Directors' meeting on electing the Chairman of the Board	100%
10	12/NQ - HĐQT	29/04/2024	Resolution on electing the Chairman of the Board	100%
11	13/QĐ - HĐQT	29/04/2024	Decision on issuing the Internal Corporate Governance Regulation	100%
12	14/QĐ - HĐQT	29/04/2024	Decision on appointing the Company's General Director	100%
13	15/BB - HĐQT	01/07/2024	Minutes of the Board of Directors' approval of the 2024 Audit Contract signing	100%
14	16/NQ - HĐQT	01/07/2024	Resolution of the Board of Directors approving the 2024 Audit Contract signing	100%
15	17/BB - HĐQT	01/07/2024	Minutes of the Board of Directors' approval of the Chief Accountant reappointment	100%
16	18/NQ - HĐQT	01/07/2024	Resolution of the Board of Directors approving the Chief Accountant reappointment	100%
17	19/BB - HĐQT	19/08/2024	Minutes of the Board of Directors approving the 2023 dividend distribution	100%
18	20/NQ - HĐQT	19/08/2024	Resolution of the Board of Directors approving the 2023 dividend distribution	100%
19	21/BB - HĐQT	25/09/2024	Minutes of the Board of Directors' Q3/2024 meeting	100%
20	22/NQ - HĐQT	25/09/2024	Resolution of the Board of Directors' Q3/2024 meeting	100%
21	23/BB - HĐQT	07/11/2024	Minutes of the Board of Directors approving the credit limit agreement signing with banks	100%
22	24/NQ - HĐQT	07/11/2024	Resolution of the Board of Directors approving the credit limit agreement signing with banks	100%
23	25/BB - HĐQT	30/12/2024	Minutes of the Board of Directors' Q4/2024 meeting	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
24	26/NQ - HĐQT	30/12/2024	Resolution of the Board of Directors' Q4/2024 meeting	100%

**4. Activities of Each Member of the Board of Directors** The Board of Directors assigns roles and responsibilities to each member as follows:

No.	Member of the Board of Directors	Assigned Area of Responsibility
1	Mr. Tran Thuong Tin Chairman of the Board	<ul style="list-style-type: none"> <li>- Responsible for the overall operation of the Board of Directors in accordance with the Company's Charter and in matters related to government authorities.</li> <li>- Develops the Board's programs and operational plans.</li> <li>- Convenes and presides over meetings of the Board of Directors and the General Meeting of Shareholders.</li> <li>- Organizes, monitors, supervises, and directs the issuance and amendment of the Company's strategies, regulations, rules, and general policies.</li> <li>- Develops relationships with local authorities and customers within the province and neighboring provinces.</li> <li>- Performs other duties as prescribed by the Company's Charter and the Law on Enterprises.</li> </ul>
2	Mr. Tran Anh Tu Member of the Board of Directors, Director	<ul style="list-style-type: none"> <li>- Implements the Resolutions of the Board of Directors.</li> <li>- Manages the Company's operations.</li> <li>- Proposes planning, restructuring, and development strategies.</li> <li>- Oversees, directs, and supervises business, marketing, organizational, and human resources activities.</li> <li>- Expands relationships with the Corporation and relevant Ministries and agencies.</li> <li>- Performs other duties as prescribed by the Company's Charter and the Law on Enterprises.</li> </ul>
3	Ms. Vu Thi Member of the Board of Directors	<ul style="list-style-type: none"> <li>- Oversees the Company's finance, accounting, and risk management activities.</li> <li>- Supervises information disclosure and shareholder relations.</li> </ul>



No.	Member of the Board of Directors	Assigned Area of Responsibility
		<ul style="list-style-type: none"> <li>- Coordinates with the General Director in expanding relationships with the Corporation and relevant Ministries and agencies.</li> <li>- Performs other duties as prescribed by the Company's Charter and the Law on Enterprises</li> </ul>
4	Mr. Nguyen Huu Dung Member of the Board of Directors	<ul style="list-style-type: none"> <li>- Coordinates with the Chairman of the Board in developing the Board's programs and operational plans.</li> <li>- Supervises the implementation of the Company's business and production plans.</li> <li>- Oversees and directs the issuance and amendment of the Company's general regulations, rules, and policies.</li> <li>- Performs other duties as prescribed by the Company's Charter and the Law on Enterprises.</li> </ul>
5	Independent Member of the Board of Directors	<ul style="list-style-type: none"> <li>- Not yet appointed.</li> </ul>
6	Other matters in the organization of the Board of Directors' activities	<ul style="list-style-type: none"> <li>- In addition to the regularly assigned tasks in some areas and activities as mentioned above, depending on the actual requirements, the Chairman assigns specific tasks to the members of the Board of Directors.</li> </ul>

The members of the Board of Directors have fully completed the tasks outlined in the plan and attended all Board meetings. They have complied with the provisions of the Enterprise Law, the Company's Charter, and the internal regulations on corporate governance.

## 5. Activities of Independent Board Members

The company does not currently have an independent member of the Board of Directors.

## 6. Report on Salaries, Remuneration and Other Benefits for the Board of Directors and Executive Board

The company applies a remuneration system for the members of the Board of Directors who hold concurrent positions, pays salaries and fees to the executive members of the Board in accordance with the law, and ensures alignment with the company's annual salary policy and salary fund. This is based on the capabilities and job performance of each member. The bonus system and other general benefits follow the company's employee policy. The detailed salary, remuneration, and benefits are as follows:

No.	Full Name	Position	Actual Remuneration (VND)	Salary (VND)	Bonus (VND)	Total (VND)
	<b>Board of Directors</b>		<b>208,888,890</b>	<b>0</b>	<b>40,000,000</b>	<b>248,888,890</b>
1	Tran Thuong Tin	Chairman	53,333,333		15,000,000	68,333,333
2	Tran Anh Tu	Member	46,666,667			46,666,667
3	Le Hong Quan	Member	15,555,556		15,000,000	30,555,556
4	Vu Thi	Member	31,111,111			31,111,111
5	Nguyen Huu Dung	Member	46,666,667		10,000,000	56,666,667
6	Cao Vinh Hau	Member	15,555,556			15,555,556
	<b>Executive Board</b>		<b>0</b>	<b>2,116,008,320</b>	<b>661,214,653</b>	<b>2,777,222,973</b>
1	Tran Anh Tu	Director		685,142,010	217,262,733	902,404,743
3	Vo Thi Huu	Deputy Director		513,393,990	163,624,153	677,018,143
2	Cao Vinh Hau	Chief Accountant		486,420,580	160,599,877	647,020,457
4	Vu Nguyen Hoa	Deputy Director		431,051,740	119,727,890	550,779,630
	<b>Tổng Cộng</b>		<b>208,888,890</b>	<b>2,116,008,320</b>	<b>701,214,653</b>	<b>3,026,111,863</b>

#### 7. Contracts or Transactions with Related Parties

No.	Name of organization/individual	Relationship with the Company	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Note
	PetroVietnam Fertilizer and Chemicals Corporation	Major Shareholder	2024	10/NQ-ĐHĐCĐ (29/04/2024)	Packaging sales in 2024 256,823,550,310	
					Printing cylinder in 2024 949,000,000	
	Subsidiaries of PetroVietnam Fertilizer and Chemicals Corporation	Related parties of the major shareholder	2024		Packaging sales in 2024 444,818,700	
	Huong Phong Co., Ltd.	Major Shareholder	2024	06/NQ - HĐQT (23/03/2024)	Leasing vacant land 1,879,708,924	
					Purchase of plastic materials 2,575,777,778	



No.	Name of organization/individual	Relationship with the Company	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Note
	CEA Huong Phong Logistics Co., Ltd.	Subsidiary of a Major Shareholder	2024	06/NQ - HĐQT (23/03/2024)	Vehicle rental 381,805,000	

## 8. Evaluation and Supervision Results Regarding the Executive Board

- Members of the Executive Board possess the necessary qualifications, competencies, and integrity. They have been thoroughly trained in their respective fields, have deep understanding of their areas of responsibility, and bring many years of experience in managing and operating large-scale projects and enterprises.
- The Executive Board has a clear understanding of the Company's advantages and challenges, and has shown flexibility in managing business operations. It has also issued internal documents and regulations within its authority to effectively control all aspects of the Company's operations.
- The Executive Board has implemented the Company's business and production activities in accordance with the resolutions of the General Meeting of Shareholders, the directives of the Board of Directors, and in compliance with the Company's Charter and legal regulations. The results have exceeded the targets set.

## II. BOARD OF DIRECTORS' PLANS AND ORIENTATIONS

- Successfully organize the 2025 Annual General Meeting of Shareholders (AGM).
- Continue seeking qualified candidates to propose for election as an Independent Board Member.
- Further organize the activities of the Board of Directors (BOD) towards enhancing accountability to improve governance effectiveness and management efficiency.
- Hold regular quarterly meetings and ad-hoc meetings (when necessary) with the aim of making them effective and addressing critical issues of the Company and proposals from the Executive Board.
- Provide written opinions on emerging matters within the BOD's scope of approval or consultation.
- Continue reviewing, supplementing, and updating internal regulations, processes, and procedures to match current conditions.
- Direct and supervise the Executive Board in fulfilling the objectives and tasks for 2025 as per the resolutions/decisions of the AGM and the BOD.
- Continue improving the Company's internal governance system in accordance with legal regulations, the model of a listed company, and the Company's actual operating conditions.

- Strengthen inspection, supervision, internal control, and risk prevention in all activities of the Company.
- Continue directing the implementation of strategies and plans for human resource development to improve quality and productivity, meeting the Company's growth requirements.
- Accelerate the promotion and execution of procedures for investment project approval and cooperative investments. Assess the effectiveness of plans to enhance production capacity through financial leasing.
- Pay attention to and protect the shareholders' maximum legitimate rights and interests, and carry out other tasks assigned by the General Meeting of Shareholders.
- Other tasks as stipulated by the Company's Charter and the Resolutions of the General Meeting of Shareholders..

On behalf of the Board of Directors. *td*

**Chairman**



**Tran Thuong Tin**



## PART III

### REPORT ON THE SUPERVISORY BOARD'S ACTIVITIES IN 2024, PROPOSAL ON SELECTION OF THE AUDIT FIRM, AND OPERATIONAL ORIENTATION OF THE SUPERVISORY BOARD IN 2025

**To:** The General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company.

#### **I. ACTIVITIES OF THE SUPERVISORY BOARD AND RESULTS OF SUPERVISION AND INSPECTION OF BUSINESS OPERATIONS AND FINANCIAL STATUS IN 2024**

##### **1. Activities of the Supervisory Board in 2024**

- The Supervisory Board of Dam Phu My Packaging Joint Stock Company for the 2024-2029 term consists of 03 members, all of whom work on a part-time basis. Two members were re-elected, one member did not continue, and a new member was elected to the Supervisory Board for the 2024-2029 term. With the authorization of the General Meeting of Shareholders (GMS), the Supervisory Board has supervised the implementation of the GMS resolutions for 2024, the management activities of the Board of Directors, and the operational activities of the Executive Board.
- In 2024, the Supervisory Board held a meeting to evaluate the results of the inspection and supervision, discussed the supervision plan for the next quarter, and conducted an email survey on the following issues: Reporting on the activities of the Supervisory Board; the Supervisory Board's operational plan; validation of the mid-year and year-end financial reports.
- The Supervisory Board has reported the quarterly supervision results to the Board of Directors and the Company's CEO on the Company's operational and financial status, and has made recommendations on issues such as: controlling receivables and recovering overdue debts, and closely monitoring fire safety principles.
- The Supervisory Board participated in the Board of Directors' meetings and contributed opinions on issues discussed during the meetings, including the organization of internal audits as per regulations, the development of the 2025 business plan, and the Company's development strategy.
- In 2024, the Supervisory Board did not receive any complaints regarding the management activities of the Board of Directors or the operational activities of the Company's CEO.

##### **2. Report on the Activities of the Supervisors**

The Supervisory Board consists of 03 Supervisors, with their responsibilities and duties assigned as follows:

## a. Mr. Chu Xuan Hai – Head of the Supervisory Board

- Overseeing the general operations of the Supervisory Board
- Representing the Supervisory Board to report at the Annual General Meeting of Shareholders
- Participating in the Board of Directors' meetings
- Leading the validation of the Company's mid-year and year-end financial reports
- Monitoring the feasibility of the Company's investment projects.
- Monitoring the signing of credit contracts, loan collateral agreements, and deposit agreements with credit institutions.
- Compiling the supervision inspection reports.
- Performing other duties as stipulated in the Company's Charter and the Enterprise Law.

## b. Mrs. Nguyen Thi Thu Oanh – Member of the Supervisory Board

- Participating in the Board of Directors' meetings
- Reviewing the reasonableness and overseeing the issuance of the Company's internal management documents and the implementation of the resolutions of the General Meeting of Shareholders
- Monitoring the implementation of the business plan for the year
- Supervising the signing and execution of sales contracts
- Monitoring contracts with Related Parties involving the shareholder company, Huong Phong
- Performing other duties assigned by the Head of the Supervisory Board.

## c. Mr. Tong Trong Tuan – Member of the Supervisory Board

- Participating in the Board of Directors' meetings;
- Reviewing and inspecting accounting work;
- Monitoring the signing and execution of purchase contracts;
- Supervising contracts with Related Parties, except for those signed with the shareholder company Huong Phong;
- Performing other duties assigned by the Head of the Supervisory Board.

The Supervisors have fully completed their duties as planned, attended all meetings of the Board of Directors and the Supervisory Board, and complied with the provisions of the Enterprise Law, the Company's Charter, and the regulations of the Supervisory Board.

**3. Remuneration and Income of the Supervisory Board in 2024:**

No.	Full Name and Title	Remuneration	Other Income	Total (*)
1	Chu Xuan Hai- Head of the Supervisory Boar	40.000.000	15.000.000	55.000.000



No.	Full Name and Title	Remuneration	Other Income	Total (*)
2	Pham Van Khanh – Member of the Supervisory Board dismissed on April 29, 2024."	8.888.889	10.000.000	18.888.889
3	Tong Trong Tuan - Member of the Supervisory Board, appointed on April 29, 2024	17.777.778		17.777.778
4	Nguyen Thi Thu Oanh – Member of the Supervisory Board	26.666.667	10.000.000	36.666.667
<b>Total</b>		<b>93.333.333</b>	<b>35.000.000</b>	<b>128.333.333</b>

The note (\*): Income before personal income tax (PIT) deduction

**4. Results of the supervision of business operations in 2024 according to Resolution No. 10/NQ-AGM of the General Meeting of Shareholders on April 29, 2024:**

No.	Indicator	Unit	Target (2024)	Actual (2024)	Actual (2023)	Actual/Target 2024	Actual/Actual 2023
			1	2	3	4=2/1	5=2/3
1	<b>Production Volume</b>						
-	Small bags	million bags	60	83,2	78,7	139%	106%
-	Jumbo bags	thousand bags	600	685,5	623,0	114%	110%
2	<b>Sales Volume</b>						
-	Small bags	million bags	60	84,6	78,1	141%	108%
-	Jumbo bags	thousand bags	600	770,0	627	128%	123%
3	<b>Total Revenue</b>	billion VND	<b>403,15</b>	<b>616,11</b>	<b>539,15</b>	<b>153%</b>	<b>114%</b>
4	<b>Total Costs</b>	billion VND	<b>395,10</b>	<b>606,57</b>	<b>529,83</b>	<b>154%</b>	<b>114%</b>
5	<b>Profit Before Tax</b>	billion VND	<b>8,05</b>	<b>9,54</b>	<b>9,32</b>	<b>118%</b>	<b>102%</b>
6	<b>Profit After Tax</b>	billion VND	<b>6,44</b>	<b>7,42</b>	<b>7,30</b>	<b>115%</b>	<b>102%</b>

In 2024, the targets for production output, business output, total revenue, and profit of the Company were exceeded compared to the plan assigned by the General Meeting of Shareholders. The after-tax profit ensures a dividend payout ratio of 10% and the allocation ratio for funds as per the resolutions of the General Meeting of Shareholders.

In 2024, the Company maintained safe and stable production operations, strengthened its business activities and market operations, which led to exceeding the planned targets for production and business output, revenue, and profit, along with growth compared to the same period last year.

## **5. Results of the Financial Statement Audit:**

The preparation and presentation of the financial statements comply with accounting standards, the accounting regime for Vietnamese enterprises, and relevant legal regulations related to the preparation and presentation of financial reports. Overall, the Company's financial statements present a true and fair view in all material aspects of the Company's financial position as of December 31, 2024, as well as its results of operations and cash flows for the fiscal year 2024.

## **6. Evaluation of the Performance of the Board of Directors and the Executive Management:**

The Board of Directors of the Company for the 2024–2029 term consists of 04 members, all serving on a concurrent (part-time) basis. According to the provisions of the Securities Law on governance of public companies and the current Charter of the Company, the Board of Directors is required to additionally appoint one independent member. In 2024, the Board of Directors made efforts to add an independent member to meet the requirements of public company governance as well as the needs of internal corporate governance. However, up to now, the Company has not yet been able to appoint a Board member who satisfies these requirements.

In 2024, the Board of Directors held meetings and collected written opinions to approve matters related to the Company's business operations.

The Executive Board carried out production and business activities based on the resolutions and decisions of the Board of Directors. The Executive Board organized meetings to discuss, reach consensus, assign tasks to departments for implementation, and report the results to the Board of Directors.

The Supervisory Board finds that the Report of the Board of Directors and the Report of the General Director generally reflect the actual state of the Company's business operations in 2024 in an honest and objective manner.

The governance and management activities of the Board of Directors and the Executive Board were carried out in accordance with the Company's Charter, relevant legal regulations, and the resolutions of the General Meeting of Shareholders. In 2024, despite the difficult and challenging context caused by armed conflicts, declining aggregate demand, and slow growth across global economies, the Board of Directors and the Executive Board effectively managed and operated the Company's business activities in a safe and efficient manner, bringing benefits to and protecting the interests of shareholders.

## **7. Assessment of Coordination between the Board of Directors, the Executive Board, and the Supervisory Board:**

In the course of performing its functions and duties, the Supervisory Board received support from the Board of Directors, the Executive Board, and the Company's departments/divisions. The working relationship and coordination were maintained based on the principles of safeguarding the interests of the Company and its shareholders, and in compliance with legal regulations.

## **8. Transactions between the Company and shareholders, authorized representatives of institutional shareholders holding over 10% of the total ordinary shares, and their related parties:**

Transactions between Dam Phu My Packaging Joint Stock Company and PetroVietnam Fertilizer and Chemicals Corporation – JSC (PVFCCo), which holds



43.34% of the Company's capital:  
 – Contracts were signed for the purchase and sale of various packaging products and printing cylinders. These related transactions were approved by the 2024 Annual General Meeting of Shareholders in Resolution No. 10/NQ-AGM.

Transactions between Dam Phu My Packaging Joint Stock Company and:

- + PetroVietnam Northern Fertilizer and Chemicals JSC, a subsidiary of PVFCCo: Contracts were signed for the purchase and sale of various packaging products.
- + Huong Phong Co., Ltd., which holds 40% of the Company's capital: Contracts were signed for land lease and plastic material purchases.
- + CEA Huong Phong Logistics Co., Ltd., a subsidiary of Huong Phong Co., Ltd.: A contract was signed for vehicle transportation services.

The Board of Directors approved the above-mentioned commercial transactions under Resolution No. 06/NQ-BOD dated March 23, 2024.

All signed contracts were approved and executed in accordance with the authority and procedures set forth in the Company's Charter and the Enterprise Law.

## 9. Recommendations:

- + Complete the composition of the Board of Directors by appointing an independent member in accordance with regulations.
- + The Company should pay close attention to managing receivables and recovering overdue debts.
- + Continue to strictly monitor compliance with fire safety regulations.

## II. SELECTION OF THE AUDIT FIRM AND SUPERVISORY BOARD'S OPERATION PLAN FOR 2025

### 1. Selection of the Audit Firm for the 2025 Financial Statements

It is proposed that the General Meeting of Shareholders authorize the Board of Directors to select one of the reputable and experienced auditing firms from the list approved by the Ministry of Finance to conduct the audit of the 2025 financial statements, including:

- Deloitte Vietnam Co., Ltd.
- Ernst & Young Vietnam Co., Ltd.
- PwC Vietnam Co., Ltd.
- FAC Auditing Co., Ltd.

### 2. Orientation for the Supervisory Board's Operation Plan in 2025:

- Supervise the implementation of resolutions passed by the General Meeting of Shareholders; monitor compliance with laws, the Company's Charter, and internal rules/regulations in the management and operation of the business.
- Supervise the implementation of the 2025 business plan as assigned by the General Meeting of Shareholders.
- Monitor the preservation and development of capital at Dam Phu My Packaging Joint Stock Company.

- Review and evaluate the Financial Statements in accordance with legal regulations.
- Perform other duties of the Supervisory Board as prescribed by prevailing laws.

We respectfully request the General Meeting of Shareholders to review and approve the Report on the activities of the Supervisory Board in 2024, the proposal for the selection of the auditing firm for the 2025 financial statements, and the orientation of the Supervisory Board's operational plan for 2025.

Respectfully submitted.

**On behalf of the Supervisory Board  
Head of the Supervisory Board**



**Chu Xuan Hai**



**PART IV**  
**2024 FINANCIAL STATEMENTS**

**BALANCE SHEET**  
**As of December 31, 2024**

*Unit: VND*

Items	Closing Balance	Opening Balance
<b>ASSETS</b>		
<b>A- CURRENT ASSETS</b>	<b>180,935,151,584</b>	<b>175,102,436,132</b>
<b>I. Cash and Cash Equivalents</b>	<b>10,203,265,909</b>	<b>14,573,055,252</b>
<b>III. Cash and Cash Equivalents</b>	<b>78,001,950,187</b>	<b>75,843,628,904</b>
1. Short-term Trade Receivables	70,573,008,415	64,234,232,397
2. Short-term Advances to Suppliers	3,854,853,960	6,887,533,742
6. Other Short-term Receivables	3,624,087,812	4,721,862,765
7. Provision for Doubtful Short-term Receivables	(50,000,000)	
<b>IV. Inventories</b>	<b>82,240,486,815</b>	<b>79,299,681,810</b>
<b>V. Other Current Assets</b>	<b>10,489,448,673</b>	<b>5,386,070,166</b>
1. Short-term Prepayments	1,518,884,487	989,527,805
2. Deductible Value-Added Tax (VAT)	8,970,564,186	4,396,542,361
<b>B. NON-CURRENT ASSETS</b>	<b>61,263,625,622</b>	<b>63,190,134,712</b>
<b>I. Long-term Receivables</b>	<b>747,709,880</b>	<b>1,828,070,280</b>
<b>II. Fixed Assets</b>	<b>56,774,584,159</b>	<b>58,190,559,096</b>
<b>1. Tangible Fixed Assets</b>	<b>53,250,438,042</b>	<b>50,363,241,360</b>
- Historical Cost	176,539,023,728	157,658,460,492
- Accumulated Depreciation	(123,288,585,686)	(107,295,219,132)
<b>2. Finance-leased Fixed Assets</b>	<b>3,140,924,943</b>	<b>7,659,616,229</b>
- Historical Cost	6,776,136,920	17,836,217,794
- Accumulated Depreciation	(3,635,211,977)	(10,176,601,565)
<b>3. Intangible Fixed Assets</b>	<b>383,221,174</b>	<b>167,701,507</b>
- Historical Cost	817,426,630	550,697,000
- Accumulated Depreciation	(434,205,456)	(382,995,493)
<b>IV. Construction in Progress</b>	<b>205,540,740</b>	<b>974,815,894</b>
<b>V. Other Non-current Assets</b>	<b>3,535,790,843</b>	<b>2,196,689,442</b>
<b>TOTAL ASSETS</b>	<b>242,198,777,206</b>	<b>238,292,570,844</b>

**BALANCE SHEET**  
**As of December 31, 2024**

*Unit: VND*

Items	Closing Balance	Opening Balance
<b>LIABILITIES AND EQUITY</b>		
<b>LIABILITIES</b>	<b>171,600,510,290</b>	<b>169,559,092,932</b>
<b>I. Current Liabilities</b>	<b>170,535,572,178</b>	<b>167,248,912,432</b>
1. Short-term Trade Payables	34,424,312,555	32,904,099,252
2. Short-term Advances from Customers	6,167,532,813	3,442,610,945
3. Taxes and Amounts Payable to the State	1,918,334,351	1,990,304,848
4. Payables to Employees	14,446,849,419	14,694,813,054
5. Accrued Expenses	1,791,736,423	1,661,675,469
6. Other Short-term Payables	655,088,265	850,610,491
7. Short-term Borrowings and Finance Lease Liabilities	110,269,586,784	110,276,839,312
8. Bonus and Welfare Funds	862,131,568	1,427,959,061
<b>II. Non-current Liabilities</b>	<b>1,064,938,112</b>	<b>2,310,180,500</b>
1. Long-term Borrowings and Finance Lease Liabilities	1,064,938,112	2,310,180,500
<b>OWNERS' EQUITY</b>	<b>70,598,266,916</b>	<b>68,733,477,912</b>
<b>I. Owner's Equity</b>	<b>70,598,266,916</b>	<b>68,733,477,912</b>
1. Contributed Capital	42,000,000,000	42,000,000,000
- Voting Common Shares	42,000,000,000	42,000,000,000
2. Other Capital of Owners	4,702,789,696	4,702,789,696
3. Development Investment Fund	15,779,745,347	14,684,897,840
4. Undistributed After-tax Profit	<b>8,115,731,873</b>	<b>7,345,790,376</b>
- Undistributed Profit Accumulated to the End of the Previous Period	698,095,362	46,806,996
- Profit for the Current Period	7,417,636,511	7,298,983,380
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>242,198,777,206</b>	<b>238,292,570,844</b>



**INCOME STATEMENT**  
**For the Financial Year Ended December 31, 2024**

Unit: VND

Items	Cumulative Total from the Beginning of the Year to the End of This Year (Current Year)	Cumulative Total from the Beginning of the Year to the End of This Year (Previous Year)
1. Revenue from Sale of Goods and Provision of Services	613,868,831,563	538,048,603,646
2. Revenue Deductions		
3. Net Revenue from Sale of Goods and Provision of Services (10 = 01 - 02)	613,868,831,563	538,048,603,646
4. Cost of Goods Sold	545,963,231,140	476,662,694,767
5. Gross Profit from Sale of Goods and Provision of Services (20=10-11)	67,905,600,423	61,385,908,879
6. Financial Income	1,082,390,130	990,667,458
7. Financial Expenses	6,538,834,242	8,633,318,211
- Including: Interest Expenses	6,127,345,154	8,109,408,392
8. Share of Profit or Loss in Associates and Joint Ventures		
9. Selling Expenses	14,291,296,464	12,732,407,289
10. Administrative Expenses	39,498,334,979	31,569,639,769
11. Operating Profit {30=20+(21-22)+24-(25+26)}	8,659,524,868	9,441,211,068
12. Other Income	1,153,790,416	106,329,755
13. Other Expenses	276,723,684	231,780,150
14. Other Profit (40=31-32)	877,066,732	(125,450,395)
15. Total Accounting Profit Before Tax (50=30+40)	9,536,591,600	9,315,760,673
16. Current Corporate Income Tax Expense	2,118,955,089	2,016,777,293
17. Deferred Corporate Income Tax Expense		
18. Net Profit After Corporate Income Tax (60=50-51-52)	7,417,636,511	7,298,983,380
18.1 Net Profit After Tax of Parent Company		
18.2 Net Profit After Tax of Non-controlling Interests		
19. Basic Earnings Per Share (*)	1,501	1,416
20. Diluted Earnings Per Share	1,501	1,416

## PART V PROPOSAL REMUNERATION OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD

**Respectfully submitted to: The General Meeting of Shareholders  
Dam Phu My Packaging Joint Stock Company**

At the 2025 Annual General Meeting of Shareholders, the Board of Directors respectfully reports on the remuneration and benefits paid in 2024, and submits for the General Meeting's approval the proposed remuneration plan for the Board of Directors and the Supervisory Board for 2025 as follows:

### 1. Details of Other Remuneration and Benefits for the Board of Directors and Supervisory Board in 2024

No.	Full Name	Position	Actual Remuneration (VND)	Bonus (VND)	Total (VND)	Remarks
	<b>Board of Directors</b>		<b>208,888,890</b>	<b>40,000,000</b>	<b>248,888,890</b>	
1	Tran Thuong Tin	Chairman	53,333,333	15,000,000	68,333,333	
2	Tran Anh Tu	Member	46,666,667		46,666,667	
3	Le Hong Quan	Member	15,555,556	15,000,000	30,555,556	Đến T4.2024
4	Vu Thi	Member	31,111,111		31.111.111	Từ T.5.2024
5	Nguyen Huu Dung	Member	46,666,667	10,000,000	56,666,667	
6	Cao Vinh Huu	Member	15,555,556		15,555,556	Đến T4.2024
	<b>Supervisory Board</b>		<b>93,333,334</b>	<b>35,000,000</b>	<b>128,333,334</b>	
1	Chu Xuan Hai	Head of Supervisory Board	40,000,000	15,000,000	55,000,000	
2	Phạm Van Khanh	Member	8,888,889	10,000,000	18,888,889	Đến T4.2024
3	Tong Trong Tuan	Member	17,777,778		17,777,778	Từ T.5.2024
4	Nguyen Thị Thu Oanh	Member	26,666,667	10,000,000	36,666,667	
<b>Total</b>			<b>302,222,224</b>	<b>75,000,000</b>	<b>377,222,224</b>	

*Note: The total income above is the income before Personal Income Tax (PIT) withholding at source.*

### 1. Remuneration Payment Plan for the Board of Directors and Supervisory Board in 2025

No.	Description	Unit	Amount	Remarks
1	Remuneration for the Board of Directors (5 members)	VND	216.000.000	Chairman of the Board: 4 million/month; Board Members: 3.5 million/month; Supervisory Board Head: 3 million/month; Supervisory Board Members: 2 million/month
2	Remuneration for the Supervisory Board (3 members)	VND	84.000.000	
	<b>Total</b>	<b>VND</b>	<b>300.000.000</b>	



The above remuneration does not include:

- Personal Income Tax (PIT) withheld at source.
- Salary in the case where a Board of Directors or Supervisory Board member is an employee of the Company.
- Travel expenses according to the Company's travel expense regulations.

On behalf of the Board of Directors. <sup>Ed</sup>  
Chairman



**Tran Thuong Tin**

## PART VI

### PROPOSAL

### PROFIT DISTRIBUTION PLAN

**To:** The General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company

Pursuant to the Company's Charter regarding the rights and responsibilities of the General Meeting of Shareholders, the Board of Directors respectfully submits for approval the profit distribution plan for 2024 and the projected distribution plan for 2025, as follows:

#### 1. Profit distribution plan for fiscal year 2024

The Resolution of the 2024 Annual General Meeting of Shareholders approved the dividend distribution plan for the year at 10% of the Charter Capital and the appropriations to the following funds: 15% of profit after tax to the Development Investment Fund and 15% of profit after tax to the Bonus and Welfare Fund.

At this Meeting, the Board of Directors respectfully submits the proposed 2024 dividend distribution plan at 10%, with specific details as follows:

No.	Description	Unit	Profit After Tax (PAT)	Allocation Rate
1	Retained earnings carried forward from 2023	VND	698.095.362	
2	Profit after tax for 2024	VND	7.417.636.511	
3	Appropriations to funds	VND	2.225.290.953	
3.1	Development Investment Fund	VND	1.112.645.477	15.0% LNST
3.2	Bonus and Welfare Fund	VND	1.112.645.477	15.0% LNST
3.2.1	Bonus Fund	VND	778.851.834	70.0%KTPL
3.2.2	Welfare Fund	VND	333.793.643	30.0%KTPL
4	Profit after tax for 2024 after fund appropriations	VND	5.192.345.558	
5	Total remaining profit	VND	5.890.440.920	
6	Dividend payment	VND	4.200.000.000	
6.1	Dividend per share	VND	1.000	
6.2	Percentage of Charter Capital	%	10,0%	
7	Bonus to the Management (5% of profit after tax)	VND	295.000.000	
8	Retained earnings carried forward to 2025	VND	1.395.440.920	
	The timing of the dividend distribution shall be considered and decided by the Board of Directors.			

#### 2. Proposed Profit Distribution Plan for 2025

- Dividend payment in cash, with an expected rate of 11% of the par value per share (equivalent to a Charter Capital of VND 42 billion in 2025).



- Appropriation to the Development Investment Fund: 15% of profit after tax (PAT).
- Appropriation to the Bonus and Welfare Fund: 15% of PAT, in which:
  - + Bonus Fund: 70% of the Bonus and Welfare Fund
  - + Welfare Fund: 30% of the Bonus and Welfare Fund

We respectfully submit the above profit distribution plan to the General Meeting of Shareholders for review, discussion, and approval.

On behalf of the Board of Directors.<sup>th</sup>  
Chairman



Tran Thuong Tin

**PART 7****PROPOSAL****Re: Approval of Transaction Contract with Related Party**

**To: The General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and effective from January 1, 2021;

Pursuant to Clause 5, Article 41 of the current Charter of Dam Phu My Packaging Joint Stock Company (“the Packaging Company”), which stipulates that transactions with an aggregate value in a year exceeding thirty-five percent (35%) of the total assets recorded in the latest financial statements, entered into with shareholders holding more than 10% of the total ordinary shares or their related persons, shall not be rendered invalid if approved by the General Meeting of Shareholders;

Each year, the Packaging Company enters into transactions with related parties whose total transaction value exceeds 35% of total assets—namely, the major shareholder PetroVietnam Fertilizer and Chemicals Corporation (“the Corporation”), which owns 43.34% of the Packaging Company’s charter capital. These transactions are executed based on a master agreement, with specific orders or contract appendices issued for each transaction. Selling prices and order quantities are determined at the time of order placement. The projected total annual revenue from fertilizer packaging sales to the Corporation is estimated at approximately VND 223 billion (based on the 2025 revenue plan). Key terms of the contract transactions entered into with the Corporation are as follows:

<b>Contracting Party</b>	<b>Tax Identification Number</b>	<b>Product Type</b>	<b>Contract Period</b>	<b>Notes</b>
PETROVIETNAM FERTILIZER AND CHEMICALS CORPORATION	0303165480	- Small bags / Traditional bags: Packaging for fertilizers such as Urea, NPK, Potash, DAP, SA, and other agricultural products. - Jumbo bags.	Between the 2025 and 2026 Annual General Meetings	Regularly occurring contracts

To ensure that the contracts and transactions between the Company and PetroVietnam Fertilizer and Chemicals Corporation are carried out promptly and in compliance with current regulations, as well as to enhance the operational efficiency of the Company, the Board of Directors respectfully submits for approval by the General Meeting of Shareholders the following:



1. Approval of the signing of packaging supply contracts with key terms as outlined above, between the Company and PetroVietnam Fertilizer and Chemicals Corporation.
2. Authorization for the Board of Directors to have full discretion in deciding and directing the signing and implementation of the packaging supply contracts with PetroVietnam Fertilizer and Chemicals Corporation. In the event of changes in the conditions of contract implementation, the General Meeting of Shareholders authorizes the Board of Directors to proactively adjust the key terms to ensure that the contract value aligns with market prices.

**Note:** Since the shareholders of PetroVietnam Fertilizer and Chemicals Corporation are related parties, they are not entitled to vote on this matter.

We respectfully submit this for consideration and approval by the General Meeting of Shareholders.

On behalf of the Board of Directors.  
Chairman



**Trần Thuong Tin**