**DNE: Annual General Mandate 2020**

On 25 Jun 2020, Da Nang Urban Environment Joint Stock Company announced the annual General Mandate 2020 as follows:

Article 1: Approve the 2019 report of the Board of Directors

Article 2: Approve the 2019 report of the Supervisory Board

Article 3: Approve the operation results of 2019 and operation plan for 2020 as follows:

1. Operation results of 2019

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No | Main indicator | Plan 2019 (General Mandate No.421/NQ-DHDCD) | Realization 2019 | Increase/ decrease (%) |
| 1 | Amount of waste collected and for treatment (ton) | 417,450 | 390,026 | (-) 6.5 |
| 2 | Revenue (VND billion) | 258.692 | 262.710 | (+) 1.55 |
| 3 | Profit before tax (VND billion) | Minimum of 13.694 | 14.385 | (+) 5 |
| 4 | Dividend/charter capital (%) | Minimum of 9% | 11% | (+) 22 |
| 5 | Average income (VND million/person/month) | Minimum of 7.56 | 7.821 | (+) 3.5 |

2. Operation plan for 2020

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No | Main indicator | Realization 2019 | Plan 2020 | Increase/ decrease (%) |
| 1 | Amount of waste collected and for treatment (ton) | 390,026 | 373,292 | (-) 4.29 |
| 2 | Revenue (VND billion) | 262.710 | 257.652 | (-) 1.92 |
| 3 | Profit before tax (VND billion) | 14.385 | 14.402 | (+) 0.11 |
| 4 | Dividend/charter capital (%) | 11% | Minimum of 6.8% | (-) 38.2 |
| 5 | Average income (VND million/person/month) | 7.041 | 7.045 | (+) 0.05 |

Article 4: Approve the 2019 financial statement audited by AAC Auditing and Accounting Company Limited

Article 5: Approve some main contents of the annual General Meeting of Shareholders in 2020 as follows:

1. Extraction to funds, profit distribution, dividend payment for 2019

- Profit after tax: VND 12,729,186,884

- Offset negative profit after tax due to adjusting data from the fourth quarter of 2015 to 2018: VND 1,000,000,000

- Extracting to the reward fund for the Management Board: VND 248,250,000

- Extraction to the Development Investment Fund (deducting the remaining 15% of profit): VND 1,722,140,533

- Extraction to the welfare reward fund (Extracted under the provisions in Circular 28/TT-BLDTBXH): VND 3,407,836,351

- Dividend distribution: VND 6,350,960,000 (Dividend/charter capital = 11%)

The annual General Meeting of Shareholders approved the full dividend payment in cash, assign the Board of Directors to decide the record date of list of shareholders, dividend payment time in accordance with the law and Charter of the Company

2. Finalization of salaries, remuneration and bonuses in 2019 and the planned salary level for 2020 of the Board of Directors and the Supervisory Board:

a. Settlement of salaries, remuneration and bonuses in 2019 for the Board of Directors:

The total salary, remuneration and bonus of the Board of Directors and Supervisory Board in 2019: VND 1,701,066,959, in which, total salary and remuneration: VND 1,542,676,959 and total bonus: VND 158,390,000

b. Approve the salary of the Board of Directors, Supervisory Board in 2020

Unit: VND

|  |  |  |
| --- | --- | --- |
| No | Full name | Year 2020 |
| Salary/ month | Total  |
| A | Full-time manager | 1,224,000,000 |
| 1 | Pham Thanh Phuc | Chairman of the Board of Directors | 28,000,000  | 336,000,000 |
| 2 | Vo Minh Duc | Member of the Board of Directors – General Director  | 26,000,000  | 312,000,000 |
| 3 | Pham Quang Sang | Deputy General Director – member of the Board of Directors  | 24,000,000 | 288,000,000 |
| 4 | Truong Thi Minh Tue | Head of the Board of Supervisors | 24,000,000 | 288,000,000 |
| B | Part-time manager | 220,800,000 |
| 1 | Mr. Pham Trung Thanh | Member of the Board of Directors  | 4,600,000 | 55,200,000 |
| 2 | Mr. Nguyen Van Tuan | Member of the Board of Directors | 4,600,000  | 55,200,000 |
| 3 | Ms. Dang Thi My Hao | Member of the Supervisory Board  | 4,600,000  | 55,200,000 |
| 4 | Ms. Le Thi Van Vy | Member of the Supervisory Board | 4,600,000  | 55,200,000 |

c) Salary fund, remuneration fund and bonus fund of the Company's manager: complying with the Circular No.28/2016/TT-BLDTBXH dated September 1, 2016 of the Ministry of Labor, Invalids and Social Affairs

3. Select AAC Auditing and Accounting Company Limited as an independent auditing unit for financial statement of 2020 of Da Nang Urban Environment Joint Stock Company

Article 6: Implementation provisions

1. This annual General Mandate was adopted by the annual General Meeting of Shareholders and takes effect from the date of signing

2. The annual General Meeting of Shareholders assigns the Board of Directors:

- Responsible for organizing, directing, urging and monitoring the implementation of the contents agreed by shareholders at the Annual General Meeting of Shareholders in 2020 in accordance with the provisions of the Law, the Charter, the Regulation of the Company

In July 2020, details of the production and business plan in 2020 must be promulgated (adjusted), including specific and drastic measures to ensure revenue, profit and especially income of employees in accordance with the contents of this annual General Mandate

 4. The Company's shareholders, members of the Board of Directors, Board of Supervisors; Management Board of Da Nang Urban Environment Joint Stock Company are responsible for implementing the General Mandate.