**PVH: Annual General Mandate 2024**

On September 26, 2024, Thanh Hoa Petroleum Construction Joint Stock Company announced General Mandate No. 02/NQ-XLDKTH-DHDCD as follows:

Article 1: Approve the Report on activities of the Board of Directors, the results of activities of the Board of Directors and each member of the Board of Directors in 2023, the operational plan for 2024, and the implementation solutions dated September 24, 2024.

Article 2: Disapprove the Report on the production and business results in 2023

* Results of the implementation of economic targets in 2023

Unit: Billion VND

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| --- | --- | --- | --- | --- | --- | --- |
| No.  | Targets | Unit | Plan 2023 | Results 2023 | Results/Plan | Note |
| 1 | Output value | Billion VND | 45.0 | 21.51 | 48% |  |
| 1.1 | Output from construction activities | Billion VND | 41.0 | 17.47 | 43% |  |
| 1.2 | Output from other activities | Billion VND | 4.0 | 4.04 | 101% |  |
| 2 | Revenue | Billion VND | 42.0 | 31.67 | 75% |  |
| 2.1 | Revenue from construction activities | Billion VND | 38.0 | 23.24 | 61% |  |
| 2.2 | Revenue from other business activities | Billion VND | 4.0 | 8.43 | 210% |  |
| 3 | Profit before tax | Billion VND | (2.5) | (1.87) | 134% |  |
| 4 | Investment value | Billion VND | 4.58 | 1.02 | 23% |  |
| 4.1 | Investment in the repairing of Building 38A. | Billion VND | 2.58 | 0.96 | 39% |  |
| 4.2 | Investment in the procurement of equipment and machinery | Billion VND | 2.0 | 0.06 | 3% |  |
| 5 | Payables to the State Budget | Billion VND | 0.8 | 0.46 | 60% |  |
| 6 | Average income | Million VND/ person/ month | 9.5 | 9.5 | 100% |  |

Article 3: Approve the production and business plan for 2024.

* The production and business plan for 2024 with the following main economic targets:

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| --- | --- | --- | --- | --- |
| No.  | Targets | Unit | Plan 2024 | Note |
| 1 | Output value | Billion VND | 10.68 |  |
| 1.1 | Output from construction activities | Billion VND | 7.2 |  |
| 1.2 | Output from other activities | Billion VND | 3.48 |  |
| 2 | Revenue | Billion VND | 20.99 |  |
| 2.1 | Revenue from construction activities | Billion VND | 17.67 |  |
| 2.2 | Revenue from other business activities | Billion VND | 3.32 |  |
| 3 | Profit before tax | Billion VND | - | Undefined |
| 4 | Investment value | Billion VND | 0 |  |
| 5 | Payables to the State Budget | Billion VND | 0.6 |  |
| 6 | Average income | Million VND/ person/ month | 9.5 |  |

Article 4: Approve the Report of the Supervisory Board on the results of the supervision in 2023, and the operational plan for 2024.

Article 5: Disapprove the Audited Financial Statements 2023

Article 6: Approve the Proposal on approving the profit distribution plan in 2023.

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| No.  | Targets | Amount | Note |
| I | Total profit after tax in 2023 | (1,869,459,628) |  |
| II | Accumulated loss as of December 31, 2023 | (141,625,778,659) |  |
| III | Appropriation for funds |  |  |
| 1 | Bonus and welfare fund | 0 |  |
| 2 | Investment and development fund | 0 |  |
| 3 | Other funds under owners’ equity | 0 |  |
| IV | Dividend payment 2023 | 0 |  |

Article 7: Approve the Proposal on salary, remuneration, bonus and other benefits for the Board of Directors and the Supervisory Board in 2023 and the plan for 2024.

1. The settlement of salaries and remunerations of the Board of Directors, and the Supervisory Board in 2023 was implemented according to Annual General Mandate 2023 of Thanh Hoa Petroleum Construction Joint Stock Company No. 01/NQ-XLDKTH-DHDCD dated April 27, 2023, specifically:
* Total salary and remuneration of the Board of Directors: VND471,090,910/year
* Total salary and remuneration of the Supervisory Board: VND197,818,182/year
1. Salary and remuneration plan of the Board of Directors, the Supervisory Board for 2024:
* For executive members of the Board of Directors and the Supervisory Board, the salary will be based on the Company's salary and bonus policy.
* For non-executive members of the Board of Directors and the Supervisory Board, the specific remuneration is as follows:
* The Board of Directors: VND3,000,000/month/person
* The Supervisory Board: VND2,000,000/month/person.

Article 8: Approve the Proposal on the selection of the audit company for the Financial Statements 2024.

The General Meeting approved on authorizing the Board of Directors of the Company to select one of three audit companies to conduct the audit of the Reviewed Semi-annual Financial Statements 2024 and the Financial Statements 2024 of the Company:

1. AASC Auditing Firm Company Limited
2. CPA Vietnam Auditing Company Limited
3. VACO Auditing Company Limited

Article 9: Approve the Proposal on the dismissal of Mr. Pham Van Truong as a member of the Board of Directors of Thanh Hoa Petroleum Construction Joint Stock Company.

Article 10: Approve the Proposal on the election of additional members to the Board of Directors of Thanh Hoa Petroleum Construction Joint Stock Company.

Article 11: Election results of additional members to the Board of Directors of Thanh Hoa Petroleum Construction Joint Stock Company for the term 2020 - 2025

The General Meeting approved the election of Mr. Hoang Giang as an additional member of the Board of Directors for the term 2020 - 2025 of Thanh Hoa Petroleum Construction Joint Stock Company through the voting card method.

Article 12: Terms of enforcement

The Annual General Mandate 2024 takes effect from September 26, 2024, and replaces General Mandate No. 01/NQ-XLDKTH-DHDCD dated September 26, 2024.

The General Meeting of Shareholders assigned the Board of Directors, the Supervisory Board to implement the contents approved at the General Meeting on the basis of ensuring the interests of Thanh Hoa Petroleum Construction Joint Stock Company and shareholders, complying with the Charter on Operation of Thanh Hoa Petroleum Construction Joint Stock Company and the current provisions of Law.

The full text of this General Mandate was approved by the Annual General Meeting of Shareholders 2024 of Thanh Hoa Petroleum Construction Joint Stock Company at the Meeting organized on September 26, 2024.