**PMT: Annual General Mandate 2024**

On March 15, 2024, Telvina VietNam Communication Joint Stock Company announced the Annual General Mandate 2024 as follows:

Article 1: Approve the Report on activities in 2023 and plan in 2024 of the Board of Directors of Telvina VietNam Communication Joint Stock Company.

Article 2: Approve the report on the production and business results in 2023 and the operational plan in 2024 of Telvina VietNam Communication Joint Stock Company, with the following main targets:

* 1. Production and business results in 2023:
* Total revenue: VND 176.7 billion
* Profit after tax: VND 482.8 million.
	1. Production and business plan in 2024:
* Total revenue: VND 187.5 billion
* Profit after tax: VND 2.75 billion
* Profit after tax/owners’ equity: 5.5%
* Dividend payment rate: 5.0%

Article 3: Approve the Audited Financial Statements of Telvina VietNam Communication Joint Stock Company.

Article 4: Approve the distribution of profit after tax in 2023, the remuneration plan for the Board of Directors and the Supervisory Board for the fiscal year 2024, specific content as follows:

1. Distribution of profit after tax in 2023.

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| --- | --- | --- | --- |
| No. | Target | Code | Amount |
| 1 | Total accounting profit before tax as of December 31, 2023 | 50 | 630,133,243 |
| 2 | Corporate income tax payable | 51 | 147,274,255 |
| 3 | Profit after tax as of December 31, 2023 | 60 | 482,858,988 |
| 4 | Undistributed profit after tax accumulated to the end of the previous period as of December 31, 2023 | 421a | 829,574 |
| 5 | Undistributed profit after tax as of December 31, 2023 | 421 | 483,688,562 |
| 6 | Distribution of undistributed profit after tax as of December 31, 2023 |  | 483,688,562 |
| 6.1 | Appropriation for bonus and welfare fund from the realized bonus and welfare fund in 2022 X (multiplied by) the rate of 41.65% (the rate of realized profit after tax in 2023/realized profit after tax in 2022) |  | 16,965,031 |
| 6.2 | Remuneration of the Board of Directors and the Supervisory Board (=19.3% of the planned remuneration in 2023) |  | 23,160,000 |
| 6.3 | Dividend payment at the rate of 0.89%/share, equivalent to VND 89/share (VND 89 \* 4,940,000 of outstanding shares) |  | 439,660,000 |
| 6.4 | Undistributed profit after tax transferred to the next period | 421 | 3,903,531 |

1. Regarding the remuneration plan for the Board of Directors and the Supervisory Board for the fiscal year 2024.
* In case of completing (equal to the assigned plan) the target of profit after tax in 2024, the remuneration of the Board of Directors and the Supervisory Board is equal to VND 120,000,000.
* Remuneration of the Board of Directors and the Supervisory Board in case the realized profit after tax is greater than the assigned plan: for every 01% of the profit after tax exceeding the plan, the remuneration will be increased by a maximum of 02%; The total realized remuneration fund of the Board of Directors and the Supervisory Board must not exceed 20% of the realized salary level of the executive manager in 2024 (including executive members of the Board of Directors, the General Manager, the Deputy General Manager, the Chief Accountant, executive members of the Supervisory Board);
* Remuneration of the Board of Directors and the Supervisory Board in case the realized profit after tax is smaller than the assigned plan, for every 01% decrease in profit after tax compared to the plan, the remuneration will decrease by 01% compared to the rate if the plan is completed.
* In case the Company records a loss: there will be no remuneration.
1. The principles for setting up the bonus and welfare fund in 2024 are as follows:

Bonus and welfare fund in 2024 will be equal to the realized bonus and welfare fund in 2023 X (multiplied by) the rate of realized profit after tax in 2024/realized profit after tax in 2023.

Article 5: Approve the report on activities of the Supervisory Board in 2023 and implementation plan for 2024.

Article 6: Approve the selection of an audit company for the Financial Statements 2024 of Telvina VietNam Communication Joint Stock Company, specifically as follows:

Approve the selection of AAC Auditing And Accounting Company to continue auditing the Company's Financial Statements 2024, ensuring the audit quality, reasonable costs and consulting support services, etc.

In case the above audit company does not meet the requirements, the Annual General Meeting of Shareholders 2024 authorizes the Board of Directors to select one of the remaining audit companies on the list of independent audit companies approved by the State Securities Commission to be qualified to audit the Financial Statements of public companies, based on the proposal of the Company's Supervisory Board.

Article 7: The General Meeting of Shareholders assigns the Board of Directors the right to manage the Company according to the provisions of the Charter of organization and operation of the Company from the end of this Meeting until the next Meeting.

Article 8: Terms of enforcement

This General Mandate is approved by the Annual General Meeting of Shareholders 2024 of Telvina VietNam Communication Joint Stock Company and takes effect from the date of approval by the Annual General Meeting of Shareholders.

Members of the Board of Directors, the Supervisory Board, the General Manager and all members of Telvina VietNam Communication Joint Stock Company are responsible for implementing this General Mandate.

The General Mandate will be archived in the General Meeting Records at the Company’s head office as other important documents of the Company.