SZB: Annual General Mandate 2024

On March 28, 2024, Sonadezi Long Binh Shareholding Company announced General Mandate No. 66/NQ-DHDCD-SZB as follows:

Article 1: Approve the Report of the General Manager on the production and business results in 2023 and the plan for 2024.

Article 2: Approve the Audited Financial Statements 2023.

Article 3: Approve the Report on activities of the Board of Directors in 2023 - plan for 2024; Operating orientation for term IV (2024 - 2029).

Article 4: Approve the evaluation report of independent members of the Board of Directors in 2023.

Article 5: Approve the Report on supervising production and business activities in 2023 and supervising activities of the Supervisory Board in term III (2019 - 2024).

Article 6: Approve the selection of an audit company for the Financial Statements 2024 as follows:

Authorize the Board of Directors to select one of the following three audit companies to audit the Financial Statements 2024 for Sonadezi Long Binh Shareholding Company:

* RSM Vietnam Auditing & Consulting Company Limited;
* Deloitte Vietnam Audit Company Limited;
* A&C Auditing and Consulting Company Limited

Article 7: Approve the Proposal on production and business results and profit distribution plan in 2023; production and business plan and profit distribution plan for 2024:

* Production and business results and profit distribution plan in 2023

Unit: VND

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Content | 2023 Plan | | 2023 Results | |
| Rate | Amount | Rate | Amount |
| 1 | Total revenue |  | 389,579,000,000 |  | 402,313,604,308 |
| 2 | Total expenses |  | 252,193,000,000 |  | 259,494,929,993 |
| 3 | Profit before tax |  | 137,386,000,000 |  | 142,818,674,315 |
| 4 | Corporate income tax |  | 25,859,000,000 |  | 26,452,489,923 |
| 5 | Profit after tax |  | 111,527,000,000 |  | 116,366,184,392 |
| 6 | Appropriation for funds | 17.75% | 19,800,875,000 | 18.58% | 21,625,773,049 |
| - | Investment and development fund | 10.0% | 11,152,700,000 | 10.0% | 11,636,618,439 |
| - | Bonus and welfare fund for employees | 4.88% | 5,440,000,000 | 5.69% | 6,630,000,000 |
| - | Bonus fund for managers | 0.38% | 420,000,000 | 0.39% | 450,000,000 |
| - | Community social work fund | 1.5% | 1,672,905,000 | 1.5% | 1,745,492,766 |
| - | Bonus fund for related parties | 1.0% | 1,115,270,000 | 1.0% | 1,163,661,844 |
| 7 | Profit after appropriation for funds |  | 91,726,125,000 |  | 94,740,411,343 |
| 8 | Remaining profit from previous years |  | 90,688,822,686 |  | 90,688,822,686 |
| 9 | Total remaining profit |  | 182,414,947,686 |  | 185,429,234,029 |
| 10 | Dividend payment | 25.0% | 75,000,000,000 | 35% | 105,000,000,000 |
| 10.1 | Dividend prepayment made during the year (12% of charter capital) |  | - | 12% | 36,000,000,000 |
| 10.2 | Remaining dividends |  |  | 23% | 69,000,000,000 |
| 11 | Remaining profit transferred to the next year |  | 107,414,947,686 |  | 80,429,234,029 |

(\*) The annual corporate income tax target is a provisional estimate

The employee bonus and welfare fund and the manager's bonus fund comply with the provisions of Circular 28/2016/TT-BLDTBXH on the basis that the realized profit after tax in 2023 exceeds 4.3% of the year plan.

* Approve production and business plan and profit distribution plan for 2024;

Based on the production and business plan for 2024, deductions for employee welfare and reward funds and manager bonus funds will be calculated according to the provisions of Circular No. 28/2016/TT-BLDTBXH as follows:

Unit: VND

|  |  |  |  |
| --- | --- | --- | --- |
|  | Content | 2024 Plan | |
| Rate | Amount |
| 1 | Total revenue |  | 519,909,000,000 |
| 2 | Total expenses |  | 286,306,000,000 |
| 3 | Profit before tax |  | 233,603,000,000 |
| 4 | Corporate income tax |  | 44,326,000,000 |
| 5 | Profit after tax |  | 189,277,000,000 |
| 6 | Appropriation for funds | 15.82% | 29,949,625,000 |
| - | Investment and development fund | 10.0% | 18,927,700,000 |
| - | Bonus and welfare fund for employees | 3.03% | 5,750,000,000 |
| - | Bonus fund for managers | 0.29% | 540,000,000 |
| - | Community social work fund | 1.50% | 2,839,155,000 |
| - | Bonus fund for related parties | 1.00% | 1,892,770,000 |
| 7 | Profit after appropriation for funds |  | 159,327,375,000 |
| 8 | Remaining profit from previous years |  | 80,429,234,029 |
| 9 | Total remaining profit |  | 239,756,609,029 |
| 10 | Dividend payment | 35.0% | 105,000,000,000 |
| 11 | Remaining profit transferred to the next year |  | 134,756,609,029 |

(\*) The planned annual corporate income tax target is a provisional estimate

Article 8: Approve the salary of the Chief of the Supervisory Board, the remuneration for members of the Board of Directors and the Supervisory Board in 2023 and the plan for 2024 as follows:

* Realized salary and remuneration fund of 2023
* The realized salary of the Executive Chief of the Supervisory Board in 2023 is settled in the manager's salary fund as: VND 792,369,540.
* The realized remuneration fund for members of the Supervisory Board and the Board of Directors in 2023 is VND 1,128,000,000.
* Planned salary and remuneration for 2024
* The salary of the Executive Chief of the Supervisory Board in 2024 is: VND 47,761,438/month. The salary of the Chief of the Supervisory Board is settled in the realized salary fund of the executive manager according to the production and business results in 2024.
* The remuneration fund for members of the Supervisory Board and the Board of Directors in 2024 is: VND 1,200,000,000
* Provisional remuneration is as follows:
* Chair of the Board of Directors: VND 10,000,000/month
* Member of the Board of Directors: VND 8,000,000/month
* Member of the Supervisory Board: VND 4,000,000/month

The manager's salary fund and the Board of Directors' remuneration fund realized in 2024 will be settled according to the production and business results in 2024 and Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016.

Article 9: Approve the results of additional election for members of the Board of Directors and the Supervisory Board in the term of 2024 - 2029 as follows:

|  |  |
| --- | --- |
| No. | Full name |
| A. The Board of Directors | |
| 1 | Ms. Luong Minh Hien |
| 2 | Mr. Nguyen Ba Chuyen |
| 3 | Mr. Nguyen Ngoc Dai |
| 4 | Mr. Pham Van Tinh |
| 5 | Mr. Tran Anh Tuan |
| B. The Supervisory Board | |
| 6 | Ms. Luu Thi Thuy Van |
| 7 | Mr. Nguyen Cong Hieu |
| 8 | Ms. Nguyen Kha Phuong Thu |

The Annual General Mandate of Sonadezi Long Binh Shareholding Company is approved by all shareholders attending the meeting and takes effect from the date of its signing.