**SAS: Annual General Mandate 2024**

On April 10, 2024, Southern Airports Services Joint Stock Company announced General Mandate No. 02-NQ/SASCO-DHDCD-2024 as follows:

‎‎Article 1. Approve the Report of the Board of Directors on corporate governance in 2023 and the operating orientation in 2024.

‎‎Article 2. Approve the Report on inspection and supervision of the Supervisory Board in 2023 and the operation plan in 2024

‎‎Article 3. Approve the Report on business results in 2023 of the Company. The main targets are as follows:

Unit: Billion VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Target | 2023 Results | 2023 Plan | Results/Plan (%) |
| 1 | Total net revenue | 2,762 | 2,363 | 117% |
| 2 | Total expenses | 2,428 | 2,089 | 116% |
| 3 | Profit before tax | 334 | 274 | 122% |
| 4 | Payable to the State budget | 100 | 65 | 154% |
| 5 | Basic earnings per share (VND/share) | 1,889 | 1,565 | 121% |

‎‎Article 4. Approve the business plan 2024 of the Company. The main targets in the business plan are as follows:

Unit: Billion VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Target | 2023 Results | 2024 Plan | 2024 Plan/2023 Results |
| 1 | Total net revenue | 2,762 | 2,903 | 105% |
| 2 | Net revenue from production and business activities | 2,581 | 2,788 | 108% |
| 3 | Profit before tax | 334 | 343 | 103% |
| 4 | Payable to the State budget | 100 | 105 | 105% |
| 5 | Basic earnings per share (VND/share) | 1,889 | 1,915 | 101% |

In case the market status changes due to being affected by force majeure circumstances from economic and political instability in the world that affects industry operations, the General Meeting of Shareholders authorizes the Company Board of Directors to decide on adjusting the production and business plan 2024 in accordance with the actual status.

‎‎Article 5. Approve the Report on remuneration fund, salary fund, and bonus in 2023 for the Board of Directors and the Supervisory Board as follows:

Unit: VND

|  |  |
| --- | --- |
| Content | Total fund |
| Remuneration fund for the Board of Directors (excluding General Manager - Executive members of the Board of Directors) and the Supervisory Board in 2023.  Source of payment: Expenses of production and business | VND 444,000,000 |
| Salary fund for the Executive Chief of the Supervisory Board and the Executive Supervisor in 2023.  Source of payment: Salary expenses | VND 1,051,818,182 |
| Bonus for the Board of Directors and the Supervisory Board (excluding the General Manager - Executive members of the Board of Directors) in 2023.  Source of payment: Profit after tax | VND 3,426,260,145 |

Article 6. Approve the remuneration/salary and bonus plan for the Board of Directors and the Supervisory Board in 2024:

1. Remuneration/salary
   * 1. Remuneration/salary for members of the Board of Directors and the Supervisory Board:

|  |  |  |
| --- | --- | --- |
| No. | Content | Remuneration (VND/person/month) |
| 1 | Remuneration for members of the Board of Directors | 8,000,000 |
| 2 | Remuneration for members of the Supervisory Board | 5,000,000 |

1. Salary for the Chief of the Executive Supervisory Board and the Executive Supervisor:

|  |  |  |
| --- | --- | --- |
| No. | Content | Remuneration (VND/person/month) |
| 1 | Executive Chief of the Supervisory Board | 63,000,000 |
| 2 | Executive Supervisor | 28,000,000 |

Source of payment: Company’s expenses

1. Bonus for the Board of Directors and the Supervisory Board

The bonus fund for the Board of Directors and the Supervisory Board is equal to 1.20% of profit after tax realized in 2024.

‎‎Article 7. Approve the Financial Statements 2023 audited by PWC (Vietnam) Limited. The main contents are as follows:

Unit: VND

|  |  |  |
| --- | --- | --- |
| No. | Target | Amount |
| 1 | Total assets | 2,249,144,915,410 |
| 2 | Total revenue | 2,761,778,572,873 |
| 2.1 | Net revenue from production and business activities | 2,580,872,265,953 |
| 2.2 | Revenue from financial activities | 170,369,370,738 |
| 2.3 | Other incomes | 10,536,936,182 |
| 3 | Total expenses | 2,428,028,691,936 |
| 4 | Profit before tax | 333,749,880,937 |
| 5 | Current corporate income tax expenses | 56,657,839,574 |
| 6 | Deferred corporate income tax | (8,429,637,356) |
| 7 | Profit after tax | 285,521,678,719 |

‎‎Article 8. Approve the profit after tax distribution plan for the fiscal year 2023:

Unit: VND

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Rate | Amount |
| 1 | Profit after tax as of December 31, 2023 |  | 285,548,035,564 |
| 1.1 | Remaining profit after tax from previous years |  | 26,356,845 |
| 1.2 | Profit after tax in 2023 |  | 285,521,678,719 |
| 2 | Distributed profit after tax: |  | 285,548,035,564 |
| 2.1 | Appropriation for funds in 2023 | 11.7% | 33,406,036,411 |
|  | Appropriation for bonus fund | 5.5% | 15,703,692,330 |
|  | Appropriation for welfare fund | 5% | 14,276,083,936 |
|  | Appropriation for bonus fund for the Board of Directors and the Supervisory Board | 1.2% | 3,426,260,145 |
| 2.2 | Dividend payment to shareholders  (Dividend payment rate: VND 1,826/share) |  | 243,683,187,660 |
|  | Dividend payment in round 1  (Payment rate: VND 800/share) | 8% | 106,761,528,000 |
|  | Dividend payment in round 2  (Payment rate: VND 1,026/share) | 10.26% | 136,921,659,660 |
| 3 | Retained undistributed profit after tax | 0.63% | 8,458,811,493 |
|  | In which: Undistributed profit after tax is retained due to the recognition of deferred income tax expenses of debt provisions of Bamboo Airways Joint Stock Company. |  | 8,429,637,356 |

The General Meeting of Shareholders authorizes the Board of Directors to decide on the time and carry out necessary procedures to make the dividend payment for round 2 in 2023 according to current regulations.

‎‎Article 9. Approve the dividend prepayment for round 1 in 2024:

* Dividend payment rate in cash: 6.00%/par value - Receive VND 600 for each share).
* The General Meeting of Shareholders authorizes the Board of Directors to decide on the time for dividend prepayment mentioned above and carry out necessary procedures to organize and implement according to current regulations.

‎‎Article 10. Approve and authorize the Board of Directors to select one of the following audit companies to review the Semi-Annual and Annual Financial Statements for the fiscal year 2024 according to current regulations:

* Deloitte Vietnam Audit Company Limited;
* Ernst & Young Viet Nam Limited;
* KPMG Limited.

‎‎Article 11. Approve the election results of the Board of Directors and the Supervisory Board of SASCO for the term 2024-2029. Specifically as follows:

1. The Board of Directors of SASCO for the term 2024-2029:
2. Mr. Nguyen Hanh; Nationality: Vietnamese

Date of birth: May 22, 1951; Place of birth: Khanh Hoa

Citizen Identification Number: 056051000026; Date of issue: December 21, 2021 by the Police Department on Administrative Management of Social Order

Permanent address: 48 Ngo Quang Huy, Quarter 2, Thao Dien Ward, Thu Duc City, Ho Chi Minh City.

Qualification: Master of Business Administration, Seattle University - USA.

1. Ms. Le Hong Thuy Tien; Nationality: Vietnamese

Date of birth: March 11, 1970; Place of birth: An Giang

Citizen Identification Number: 089170000286; Date of issue: December 26, 2021 by the Police Department on Administrative Management of Social Order

Permanent address: 48 Ngo Quang Huy, Quarter 2, Thao Dien Ward, Thu Duc City, Ho Chi Minh City.

Qualification: Bachelor of Economics

1. Ms. Le Thi Dieu Thuy; Nationality: Vietnamese

Date of birth: March 17, 1978; Place of birth: Kien Giang

Citizen Identification Number: 091178000286; Date of issue: June 24, 2022 by the Police Department on Administrative Management of Social Order

Permanent address: 525A Doan Huu Trung, An Phu Ward, District 2, Ho Chi Minh City.

Qualification: Master of Business Administration, Architect.

1. Mr. Nguyen Van Hung Cuong; Nationality: Vietnamese

Date of birth: July 10, 1968 Place of birth: Ho Chi Minh City

Citizen Identification Number: 079068006666 Date of issue: November 24, 2021 by the Police Department on Administrative Management of Social Order

Permanent address: 305 Lot R, Ngo Gia Tu Apartment, Ward 2, District 10, Ho Chi Minh City.

Qualification: Bachelor of Accounting.

1. Mr. Le Anh Tuan; Nationality: Vietnamese

Date of birth: April 11, 1978 Place of birth: Hanoi

Citizen Identification Number: 001078005331 Date of issue: August 29, 2022 by Police Department on Administrative Management of Social Order

Permanent address: No. 52 Vo Thi Sau, Thanh Nhan Ward, Hai Ba Trung District, Hanoi.

Qualification: Master and Engineer in Electronics and Telecommunications; Master of Business Administration - Finance major; Bachelor of English Language.

11.2. The Supervisory Board of SASCO for the term 2024-2029:

1. Mr. Luu Quoc Hoang; Nationality: Vietnamese

Date of birth: April 03, 1971 Place of birth: Hung Yen

Citizen Identification Number: 033071007738 Date of issue: April 03, 2021 by the Police Department on Administrative Management of Social Order

Permanent address: 10/28 Street No. 9, Quarter 4, An Khanh Ward, Thu Duc City, Ho Chi Minh City.

Qualification: Bachelor of Finance and Accounting, Bachelor of English.

1. Mr. Chu Khanh Toan; Nationality: Vietnamese

Date of birth: July 15, 1992; Place of birth: Ho Chi Minh City

Citizen Identification Number: 079092026173; Date of issue: July 10, 2021 by Police Department on Administrative Management of Social Order

Permanent address: 54 Giai Phong, Ward 4, Tan Binh District, Ho Chi Minh City.

Qualification: Master of Finance - Specialization in corporate finance.

1. Ms. Tran Thi Thu Trang; Nationality: Vietnamese

Date of birth: January 19, 1986; Place of birth: Ho Chi Minh City

Citizen Identification Number: 079186006123; Date of issue: November 22, 2021 by Police Department on Administrative Management of Social Order

Permanent address: 150/1 Tran Tuan Khai, Ward 5, District 5, Ho Chi Minh City.

Qualification: Bachelor of Accounting and Auditing

‎‎Article 12. Terms of enforcement

1. Assign the Board of Directors to develop a detailed plan and organize the implementation of the contents approved by the General Meeting of Shareholders in this General Mandate.
2. This General Mandate has been read and approved at the Annual General Meeting of Shareholders 2024 of Southern Airports Services Joint Stock Company and takes effect from April 10, 2024.