**SZE: Annual General Mandate 2024**

On April 16, 2024, Sonadezi Environment Joint Stock Company announced General Mandate No. 73/NQ-SZE-DHDCD on the 2024 Annual General Meeting of Shareholders as follows:

‎‎Article 1. The Annual General Meeting of Shareholders 2024 of Sonadezi Environment Joint Stock Company voted and approved the following contents:

1. Approve the report on production and business results in 2023 and the plan for 2024.

a. Production and business results 2023

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Content | Unit | Plan 2023 | Results  2023 | Rate  (%) |
|  |  | (1) | (2) | (3) = (2)/(1) |
| 1 | Total revenue: | Million VND | 448,435 | 434,764 | 96.95 |
| 2 | Profit before tax | Million VND | 35,332 | 37,183 | 105.24 |
| 3 | Profit after tax | Million VND | 28,266 | 29,355 | 103.85 |
| 4 | Budget contribution (excluding personal income tax) | Million VND | 20,346 | 26,618 | 130.83 |
| 5 | Return on equity | % | 8.79 | 9.13 | 103.87 |
| 6 | Average number of employees | Person | 559 | 561 | 100.36 |
| 7 | Average income | VND/Person | 11,801,580 | 12,257,028 | 103.86 |

b. Production and business plan for 2024:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Unit | Plan 2023  2024 |
| 1 | Total accumulated revenue | Million VND | 440,571 |
| 2 | Profit before tax | Million VND | 35,774 |
| 3 | Profit after tax | Million VND | 28,219 |
| 4 | Budget contribution (excluding personal income tax) | Million VND | 22,157 |
| 5 | Return on average equity | % | 8.7 |
| 6 | Average number of employees | Person | 577 |
| 7 | Average income | VND/Person | 11,665,222 |

1. Approve the Report on the activities of the Board of Directors in 2023, and Operational plan for 2024.
2. Approve the Audited Financial Statements 2023.
3. Approve the Profit distribution plan 2023

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| --- | --- | --- | --- | --- |
| No. | Content | Unit | Plan in  2023 | Result in  2023 |
| 1 | Profit after corporate income tax | VND | 28,266,000,000 | 29,354,721,752 |
| 2 | Appropriation for funds | VND | 7,053,840,000 | 7,282,733,220 |
| 2.1 | Development investment fund (10% of profit after tax) | VND | 2,826,600,000 | 2,935,472,175 |
| 2.2 | Bonus and welfare fund (10% Profit after tax) | VND | 2,826,600,000 | 2,935,472,175 |
| 2.3 | Maximum bonus fund for the Company's managers (According to Circular 28/2016/TT-BLDTBXH) | VND | 270,000,000 | 237,600,000 |
| 2.4 | Bonus fund for related parties (2% of profit after tax) | VND | 565,320,000 | 587,094,435 |
| 2.5 | Community social work fund (2% of profit after tax) | VND | 565,320,000 | 587,094,435 |
| 3 | Remaining profit after tax | VND | 21,212,160,000 | 22,071,988,532 |
| 4 | Remaining profit from the previous year | VND | 7,757,506,211 | 7,757,506,211 |
| 5 | Dividend payment | VND | 24,000,000,000 | 24,000,000,000 |
|  | Dividend payment rate | % | 8.0% | 8.0% |
|  | Value of shares for dividend payment | VND | 300,000,000,000 | 300,000,000,000 |
|  | Value of dividend payment | VND | 24,000,000,000 | 24,000,000,000 |
| 6 | Remaining profit carried forward to the next period | VND | 4,969,666,211 | 5,829,494,743 |

1. Approve the Profit distribution plan for 2024.

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Content | Unit | 2024 Plan |
| 1 | Profit after tax | VND | 28,219,000,000 |
| 2 | Fund allocation (equivalent to 24.64% of profit after tax) | VND | 6,952,560,000 |
| 2.1 | Development investment fund (10% of profit after tax) | VND | 2,821,900,000 |
| 2.2 | Bonus and welfare fund (10% Profit after tax) | VND | 2,821,900,000 |
| 2.3 | Bonus fund for the Company's managers (equal to 1 month of planned salary, 0.64% of profit after tax) (According to Circular 28/2016/TT-BLDTBXH) | VND | 180,000,000 |
| 2.4 | Bonus fund for related parties (2% of profit after tax) | VND | 564,380,000 |
| 2.5 | Community social work fund (2% of profit after tax) | VND | 564,380,000 |
| 3 | Remaining profit after tax | VND | 21,266,440,000 |
| 4 | Remaining profit transferred from previous years | VND | 5,829,494,743 |
| 5 | Dividend payment | VND | 24,000,000,000 |
|  | Dividend payment rate | % | 8.0% |
|  | Value of shares for dividend payment | VND | 300,000,000,000 |
|  | Value of dividend payment | VND | 24,000,000,000 |
| 6 | Remaining profit after dividend payment | VND | 3,095,934,743 |

1. Approve the salary/remuneration of the Board of Directors and the Supervisory Board in 2023 and the Plan for 2024.

Salary and remuneration of the Board of Directors and the Supervisory Board in 2023

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Content | Quantity | Plan in 2023 | Result in  2023 |
| 01 | Remuneration for the Board of Directors and Supervisory Board:   * Average remuneration (VND/month) * Total annual remuneration fund (VND) | 09 | 7,200,000  777,600,000 | 7,920,000  855,360,000 |
| 02 | Salary of the executive Chief of the Supervisory Board:   * Monthly salary (VND/month) * Total annual salary fund (VND) | 01 | 30,000,000  360,000,000 | 33,000,000  396,000,000 |

Plan for advance payment and payment of salaries and remuneration for the Board of Directors and the Supervisory Board in 2024:

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| --- | --- |
| * Remuneration of the Chair of the Board of Directors | : VND 8,000,000/person/month |
| * Remuneration for members of the Board of Directors (6 people) | : VND 6,000,000/person/month; |
| * Salary for the executive Chief of the Supervisory Board: | : VND 30,000,000/person/month |
| * Remuneration for members of the Supervisory Board (2 people) | : VND 3,000,000/person/month; |

The General Meeting of Shareholders authorizes the Board of Directors to make advance payments and finalize the actual salary fund for employees, the salary fund for executive managers, and the remuneration fund for non-executive managers based on the production and business results in 2024, in accordance with the provisions of Circular 28/2016/TT-BLDTBXH dated September 1, 2016.

1. Approve the Report on the supervision of production and business activities in 2023 at Sonadezi Environment Joint Stock Company.
2. Approve the Proposal of the Supervisory Board on the selection of an audit company for the Financial Statements 2024.

Authorize the Board of Directors to select one of the following audit companies to perform the audit of the Financial Statements 2024:

* A&C Auditing and Consulting Company Limited
* RSM Vietnam Auditing & Consulting Limited.
* VACO Auditing Company Limited;

‎‎Article 2. The Annual General Meeting of Shareholders 2024 assigns the Board of Directors and the Supervisory Board to be responsible for monitoring and directing the Executive Board to properly implement this General Mandate.

‎‎Article 3. The General Mandate of the Annual General Meeting of Shareholders 2024 of Sonadezi Environment Joint Stock Company was approved by all attending shareholders and takes effect from April 16, 2024.