**UMC: Annual General Mandate 2024**

On April 20, 2024, Nam Dinh Urban Construction Management Joint Stock Company announced General Mandate No. 3/2024NQ-DHDCD as follows:

‎‎Article 1. Approve the Report of the Boards of Managers on the business activities in 2023 and the production and business plan for 2024

‎‎Article 2. Approve the Report on the activities of the Board of Directors in 2023, and the operational plan for 2024.

‎‎Article 3. Approve the report on activities of the Supervisory Board in 2023

‎‎Article 4. Approve the audited financial statements 2023 of the Company.

‎‎Article 5. Approve the production and business results, the plan on profit distribution, dividend payment of 2023 and the production and business plan for 2024

Unit VND

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| No. | Target | 2023 | Plan in 2024 |
| 1 | Charter capital: | 18,416,170,000 | 18,416,170,000 |
| 2 | Total revenue | 60,902,550,835 | 61,999,000,000 |
| 3 | Total expenses | 58,464,684,928 | 59,489,000,000 |
| 4 | Total profit before tax | 2,437,865,907 | 2,510,000,000 |
| 5 | Profit after tax | 1,913,546,169 | 2,008,000,000 |
| 6 | Expenses from profit after tax |  |  |
|  | (Non-deductible expenses when determining CIT of previous years) | 373,358,855 |  |
| 7 | Remaining profit after compensating for losses of previous years  (9 = 7-8) | 1,540,187,314 |  |
| 8 | Remaining profit of 2022: | 1,300,316 |  |
| 9 | Total profit to distribute in 2023 (9 = 7 + 8) | 1,541,487,630 |  |
| a | Appropriation for investment and development fund: | - | Expected from 0-10% of profit after tax, after offsetting losses in the previous year |
| b | Appropriation for bonus and welfare funds: | 462,300,068  (= 29.9905143% of profit after tax, after offsetting losses and adjusting previous years) | Expected from 10-40% of profit after tax, after offsetting losses in the previous year |
| c | Appropriation of bonus fund for the Company's management and executive board | - | Maximum not exceeding  1.5% of the actual average monthly salary |
| d | Dividend payment (d = 9-a-b-c) | 1,079,187,562  (= 5.86% x Charter capital) | The rest of profit after tax after offsetting the previous year's losses and appropriating funds is used for paying dividends at the rate of frin 5%-9% of the charter capital |
| 10 | Retained profit | - | - |

* The Plan on dividend payment in 2023:
* Payment form: In cash/bank transfer
* Payment time: Q2/2024

‎‎Article 6. Approve the salary, bonus, other income and remuneration of the Board of Directors and the Supervisory Board in 2023 and the planned fund of salary, bonus, other income and remuneration of the Board of Directors and the Supervisory Board in 2024:

1. Implementation in 2023
2. Salary, remuneration and other income paid to the Board of Directors:

* Members of the Board of Directors : 05 members
* Total paid salary, remuneration and other income: VND 1,475,298,000/year
* Remuneration paid to members of the Board of Directors: VND 1,500,000/person/month;
* The Chair of the Board of Directors is not paid any remuneration
* The Chair of the Board of Directors, members of the Board of Directors receive salary, remuneration and other income according to the Company's Regulations.

1. Salary, remuneration and other income paid to the Supervisory Board:

* Number of members of the Supervisory Board: 03 members
* Total paid salary, remuneration and other income: VND 355,395,800/year
* Remuneration paid to the Chief of the Supervisory Board: VND 1,000,000 /person/month; (The Chief of the Supervisory Board receives remuneration from January 2023 to July 2023; from August 2023 to December 2023, the Chief does not receive remuneration due to becoming a executive Chief of the Supervisory Board).
* Remuneration paid to members of the Supervisory Board: VND 300,000/person/month;
* The Chief of the Supervisory Board, members of the Supervisory Board receive salary, remuneration and other income according to the Company's Regulations.

The total salary, remuneration and other income paid in 2023 to the Chief and members of the Supervisory Board are shown in section 7.2 on page 27 of the 2023 Audited Financial Statements.

1. Plan for 2024:
2. Planned salary and remuneration for the Board of Directors:

* Members of the Board of Directors : 04 members
* The total expected salary and remuneration to be paid to the Board of Directors in 2024 is: VND 1,410,498,000 /year. In which:
* Remuneration paid to members of the Board of Directors: VND 1,500,000/person/month;
* The Chair of the Board of Directors is not paid any remuneration
* The Chair of the Board of Directors, members of the Board of Directors receive salary, remuneration and other income according to the Company's Regulations.

1. Planned salary and remuneration for the Supervisory Board:

* Number of members of the Supervisory Board: 03 members
* The total expected salary and remuneration to be paid to the Supervisory Board in 2024 is: VND 396,963,000 /year; In which:
* Remuneration paid to members of the Supervisory Board: VND 300,000/person/month;
* The Chief of the Supervisory Board does not receive remuneration;
* The Chief of the Supervisory Board, members of the Supervisory Board receive salary, remuneration and other income according to the Company's Regulations.

‎‎Article 7. Approve the proposal on criteria for selecting an audit company for the Financial Statements in 2024 and authorize the Board of Directors to select an appropriate audit company;

The Annual General Meeting of Shareholders 2024 approved the criteria and authorized the Board of Directors to select an appropriate audit company.

‎‎Article 8. Approve the dismissal of members of the Board of Directors for the 2021-2026 term who have submitted resignation letters.

‎‎Article 9. The General Meeting of Shareholders unanimously authorized the Board of Directors, based on the goals, tasks and plans approved by the Annual General Meeting of Shareholders 2024 of Nam Dinh Urban Construction Management Joint Stock Company, to implement this General Mandate in accordance with the provisions of the Law and the Company's Charter.

‎‎Article 10. Terms of enforcement:

This General Mandate was approved by the General Meeting of Shareholders and takes effect on the date of its signing.