**SAL: Annual General Mandate 2024**

On May 10, 2024, Vietnam Salvage Joint Stock Company announced General Mandate No. 22/2024/NQ-DHDCD as follows:

Article 1: The Annual General Meeting of Shareholders 2024 approves the following contents:

1. Approve the Report on the production and business results in 2023 and the production and business plan in 2024 of the Executive Board, specifically:

* Production and business results in 2023.

Unit: VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Targets | Plan in 2023 | Results in 2023 | Rate (%) |
| 1 | Revenue | 110,000,000,000 | 105,696,544,367 | 96.09 |
| 2 | Profit before tax | 5,000,000,000 | 5,506,199,441 | 110.12 |
| 3 | Profit after tax | 4,000,000,000 | 4,366,518,185 | 109.16 |
| 4 | Average salary of employee | 13,200,000 | 13,036,183 | 98.75 |
| 5 | Dividend payment in 2023 |  | 4.2 | 420 |

* Production and business plan for 2024

Based on the content of the Board of Directors meeting on March 20, 2024; the market situation, infrastructure, capacity of vehicles and equipment, human resources, and capital of Vietnam Salvage Joint Stock Company, the General Meeting of Shareholders of Vietnam Salvage Joint Stock Company approved the Business Plan in 2024 for the Company to continue striving to achieve the following:

Unit: VND

|  |  |  |
| --- | --- | --- |
| No. | Targets | Plan for 2024 |
| 1 | Charter capital | 83,100,000,000 |
| 2 | Revenue | 110,000,000,000 |
| 3 | Expenses | 105,000,000,000 |
| 4 | * Profit before tax:   Profit/charter capital (%) | 5,000,000,000  6.016 |
| 5 | Total salary fund | 30,571,200,000 |
| 6 | Total number of employees | 193 |
| 7 | Average salary of employees (Million VND/person/month) | 13,200,000 |

1. Approve the Audited Financial Statements 2023.
2. Approve the Board of Directors' Report on governance and activity results of the Board of Directors in 2023 and the orientation of the Board of Directors for 2024.
3. Approve the Supervisory Board's Report on the supervision activities of the Board of Directors and the Executive Board in 2023; financial performance and production - business result in 2023; and the Supervisory Board's operational plan for 2024.
4. Approve the profit distribution plan for 2023

Profit:

Unit: VND

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Rate (%) | Profit distribution |
| 1 | Audited profit after tax |  | 4,366,518,185 |
| 2 | Appropriation for funds |  | 873,303,637 |
| 2.1 | Investment and development fund | 5 | 218,325,909 |
| 2.2 | Other funds belong to the owners’ equity | 5 | 218,325,909 |
| 2.3 | Bonus and welfare fund | 10 | 436,651,819 |
| 3 | Remaining profit after appropriation |  | 3,493,214,548 |
| 4 | Dividend payment | 4.2 | 420 |

Profit distribution: The Board of Directors of Vietnam Salvage Joint Stock Company directs the Executive Board of the Company to pay dividends to shareholders in Q3/2024.

1. Approve the remuneration for the Board of Directors and the Supervisory Board for 2024:

* Remuneration for the Board of Directors:

Unit: VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Position | Quantity | Remuneration/Month | Total |
| 1 | Chair of the Board of Directors | 01 | 5,000,000 | 60,000,000 |
| 2 | Members of the Board of Directors | 05 | 3,000,000 | 180,000,000 |
| Total | | 06 | 12 months | 240,000,000 |

* Remuneration for the Supervisory Board:

Unit: VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Position | Quantity | Remuneration/Month | Total |
| 1 | Chief of the Supervisory Board | 01 | 3,000,000 | 36,000,000 |
| 2 | Members of the Supervisory Board | 02 | 1,500,000 | 36,000,000 |
| Total | | 03 | 12 months | 72,000,000 |

1. Approve authorizing the Board of Directors to select one of the following three audit companies to audit the Financial Statements 2024, including:

* CPA Vietnam Auditing Company Limited;
* Southern Auditing & Accounting Financial Consulting Services Company Limited (AASCS);
* A&C Auditing and Consulting Company Limited;

1. Human resources work of the Supervisory Board:

* The meeting agrees to dismiss Mr. Doan Hai Au (retirement).
* The meeting additionally elected Ms. Nguyen Thi Diep to join the Supervisory Board for the 2020 - 2025 term.

Article 2: The Meeting assigns the Board of Directors of the Company to organize the implementation of the contents approved by the General Meeting of Shareholders and report the results of implementation at the next General Meeting of Shareholders.

Article 3: This General Mandate takes effect from the date of its signing. The Board of Directors, the Supervisory Board, the Executive Board and shareholders of Vietnam Salvage Joint Stock Company are responsible for implementing this General Mandate./.