**PXI: Annual General Mandate 2024**

On April 22, 2024, Petroleum Industrial And Civil Construction Joint Stock Company announced General Mandate No. 41/NQ-CNDD/DHDCD as follows:

‎‎Article 1. Approve the report No. 152/BC-CNDD/GD dated April 10, 2024 of the Board of Directors on the Production and Business Results in 2023 and the Production and Business Plan for 2024:

* 1. The company's production and business results in 2023:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Target | Unit | Plan 2023 | Results 2023 | Result/Plan |
| 1 | Output value | Billion VND | 57.00 | 38.11 | 66.87% |
| 2 | Total revenue | Billion VND | 46.00 | 36.99 | 80.41% |
| 3 | Profit before tax: | Billion VND | 0.18 | -19.34 |  |
| 4 | Budget payments  State | Billion VND | 4.5 |  |  |
| 4.1 | Payable in the year | Billion VND |  | 4.42 | 98.22% |
| 4.2 | Paid in the year | Billion VND |  | 8.00 | 177.77% |
| 5 | Average income | Million VND | 9.3 |  |  |
| 5.1 | Company average | Million VND/person/month |  | 9.3 | 100% |
| 5.2 | Employee average | Million VND/person/month |  | 8.4 | 90.32% |

* 1. Economic - Financial targets for 2024:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Targets | Unit | Plan 2024 | Note |
| 1 | Charter capital: | Billion VND | 300.00 |  |
|  | PetroCons participation rate | % | 51.00 |  |
| 2 | Production and business value | Billion VND | 45.00 |  |
| 3 | Total revenue | Billion VND | 37.00 |  |
| 4 | Profit before tax: | Billion VND | 0.31 |  |
| 5 | Profit after tax | Billion VND | 0.31 |  |
| 6 | Total taxes and other amounts payable to State budget | Billion VND | 4.00 |  |
| 7 | Dividend payment rate | % | - |  |

1.3. Labor and income targets for 2024:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Targets | Unit | Plan 2024 | Note |
| 1 | Average income | Million VND/person/month | 8.70 |  |
| 2 | Average labor productivity | Million VND/person/month | 88.10 |  |

‎‎Article 2. Approve the report No. 32/BC-CNDD/HDQT dated April 10, 2024 of the Board of Directors on the activities of the Board of Directors in 2023 and the Operation Plan for 2024.

For other arising issues in 2024, the General Meeting of Shareholders authorizes the Board of Directors to proactively resolve and report to the General Meeting of Shareholders at the nearest meeting.

‎‎Article 3. Approve the report dated March 29, 2024 of the independent member of the Board of Directors evaluating the activities of the Board of Directors in 2023.

‎‎Article 4. Approve the report No. 03/BC-CNDD/BKS dated March 29, 2024 of the Supervisory Board on the activities of the Supervisory Board in 2023 and the Operation Plan for 2024.

‎‎Article 5. Approve the proposal No. 24/TTr-CNDD/HDQT dated March 29, 2024 of the Board of Directors on the audited Financial Statements for 2023.

‎‎Article 6. Approve the proposal No. 02/TTr-CNDD/BKS dated March 29, 2024 of the Supervisory Board on selecting the audit company for the Financial Statements of 2024.

‎‎Article 7. Approve the proposal No. 33/TTr-CNDD/HDQT dated April 10, 2024 of the Board of Directors on the settlement of salaries, allowances and remuneration of the Board of Directors and Supervisory Board in 2023 and the plan for paying salaries, allowances and remuneration of the Board of Directors and Supervisory Board in 2024.

1. Settlement of salaries, allowances and remuneration for the Board of Directors and Supervisory Board in 2023:

* Total payment of salaries, allowances and remuneration for the Board of Directors is VND 351,021,200;
* Total payment of salaries, allowances and remuneration for the Supervisory Board is VND 197,805,136.

1. Plan for paying salaries, allowances and remuneration for the Board of Directors and Supervisory Board in 2024: For executive members of the Board of Directors and Supervisory Board: Implement according to the company's Regulation on salary and bonus payment in accordance with the provisions of Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 of the Ministry of Labor, Invalids and Social Affairs guiding the implementation of regulations on labor, salary, remuneration, bonuses for companies with state-owned shares or capital and the production and business efficiency of the unit.

For non-executive members of the Board of Directors and Supervisory Board:

1. For independent Board of Directors members working on a non-executive basis, the remuneration is: VND 3,500,000/person/month;
2. For Board of Directors members working on a non-executive basis, the remuneration is: VND 3,500,000/person/month;
3. For the Chief of the Supervisory Board working on a non-executive basis, the remuneration is: VND 3,000,000/person/month;
4. For members of the Supervisory Board working on a non-executive basis, the remuneration is: VND 2,000,000/person/month;

‎‎Article 8. Approve the proposal No. 26/TTr-CNDD/HDQT dated March 29, 2024 of the Board of Directors on dividend payment for 2023 as follows: In 2023, the Company will not pay dividends;

‎‎Article 9. Approve the Proposal No. 34/TTr-CNDD/HDQT dated April 10, 2024 on amending and supplementing business lines for Petroleum Industrial And Civil Construction Joint Stock Company.

The General Meeting of Shareholders authorizes the Board of Directors to issue the Company's Charter with corresponding supplements to the approved contents and update the additionally approved business lines according to the results of registration approved by the competent state management agency.