**UEM: Annual General Mandate 2024**

On April 17, 2024, Uong Bi Electric Mechanical Joint Stock Company announced General Mandate No. 02/2024/NQ-DHDCD as follows:

Article 1. Approve the Report on production and business results 2023; Plan for 2024:

1. Production and business results in 2023
* Revenue: VND 181.4 billion, reaching 117% of the annual plan, equivalent to 77% of 2022.
* Profit: VND 4.3 billion, reaching 123% of the annual plan, equivalent to 94% of 2022;
* Return on equity reached 17.4%.
* Average labor during the year: 185 people, equal to 91.5% of the plan, and 97.3% higher than in 2022.
* Average income reaches VND 11.7 million/person/month, equal to 87.3% compared to 2022.
* The average salary reached 11.05 million/person/month, an increase of 22.4% compared to the annual plan and equal to 89% compared to 2022.
1. Production and business plan for 2024
* Production value: VND 155 billion;
* Revenue: VND 155.6 billion;
* Profit: VND 3.9 billion;
* Average salary: VND 10.319 million/person/month;

(Revenue, salary, and profit targets strive to exceed 5% or more of the plan)

Article 2. Approve the profit distribution and dividend payment plan for 2023 and the plan 2024.

2.1. Plan for profit distribution and dividend payment in 2023

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Contents | Rate | Amount |
|  | Profit after tax |  | 3,272,299,310 |
| 1 | Dividend payment (According to Charter capital) | 10% | 2,438,100,000 |
|  | In which: Legal entity shareholders (TKV) |  | 862,306,000 |
|  | Other shareholders |  | 1,575,794 000 |
| 2 | Remaining profit |  | 834,199,310 |
| 2.1 | - Development and Investment Fund (no appropriation) |  |  |
| 2.2 | - Appropriation for the bonus fund for the Executive Management Board |  | 73,000,000 |
| 2.3 | - Appropriation for bonus and welfare fund |  | 761,199,310 |

1. Plan 2024
* The remaining profits are distributed according to the Company's Charter of Organization and Operation and Financial Regulations. The dividend payment rate in 2024 is: 10%.

Article 3. Approve the Report on remuneration payment of the Board of Directors and the Supervisory Board of the Company in 2023; Remuneration plan for the Board of Directors and the Supervisory Board in 2024:

The total remuneration payments of the Board of Directors and the Supervisory Board in 2023 are: VND 385,740,000.

* Remuneration plan for the Board of Directors and the Supervisory Board in 2024:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Position | Salary for remuneration calculation(VND) | Rate applied (%) | Monthly remuneration (VND) | Notes |
| 1 | Chair of the Board of Directors | 25,700,000 | 20 | 5,140,000 |  |
| 2 | Member of the Board of Directors | 21,900,000 | 20 | 4,380,000 |  |
| 3 | Chief of the Supervisory Board | 22,900,000 | 20 | 4,580,000 |  |
| 4 | Member of the Supervisory Board | 20,000,000 | 15 | 3,000,000 |  |

Article 4. Approve the Financial Statements 2023 and Auditor’s report.

Article 5. Approve the Report of the Board of Directors on the results of the Board of Directors' activities in 2023 and tasks for 2024.

Article 6. Approve the Report of the Supervisory Board on the Company's management activities of the Board of Directors and the Executive Manager in 2023 and the appraisal report of the Financial Statements 2023.

Article 7. Approve the Report on proposing the selection of an audit company to audit the Company's semi-annual and annual Financial Statements 2024.

Selected company: The Meeting assigned the Board of Directors and Board of Managers to choose one of three audit companies: (BDO Audit Services Co., Ltd, UHY Auditing & Consulting Company Limited, Viet Nam Auditing & Evaluation Company Limited) to audit the Company's semi-annual and annual Financial Statements 2024.

Article 8. Approve appointing Mr. Bui Van Tuan (Member of the Capital Management Board of TKV, who represents TKV's capital) to participate in the Board of Directors for the 2020-2025 term.

Article 9. Elect Mr. Tran Van Tien to replace Mr. Tran Huu Doan as a member of the Company's the Supervisory Board for the 2020-2025 term.

Article 10. Supplement the business lines: Manufacturing lifting, lowering and loading equipment (Business line code: 2816) to the Company's business lines.

Article 11. Approve the payment of dividends 2023 in cash:

* Record date to make a list of securities owners to exercise the right to receive cash dividends: May 08, 2024.
* Payment date: May 22, 2024.

Article 12. The General Meeting of Shareholders authorized the Board of Directors and the Supervisory Board of Uong Bi Electric Mechanical Joint Stock Company to organize, deploy, inspect and supervise the implementation of the General Mandate.

The General Meeting of Shareholders approved the full text of the Annual General Mandate 2024 of Uong Bi Electric Mechanical Joint Stock Company.