**XLV: Annual General Mandate 2024**

On April 23, 2024, Song Da Construction & Service Joint Stock Company announced General Mandate No. 01/2024/NQ-DHDCD as follows:

Article 1: The Annual General Meeting of Shareholders 2024 of Song Da Construction & Service Joint Stock Company unanimously approved:

1. Report on activities of the Board of Directors and Board of Management on production and business performance results in 2023; plan 2024 with main targets as follows:
	1. Production and business targets implemented in 2023.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Target | Unit | Plan 2023 | Results 2023 | Rate |
| 1 | Total production and business value | Thousand VND | 300,000,000 | 156,430,820 | 52% |
|  | - Value of construction | Thousand VND | 254,867,493 | 106,666,549 | 42% |
|  | - Service business | Thousand VND | 45,132,507 | 49,764,271 | 110% |
| 2 | Revenue | Thousand VND | 281,818,182 | 148,867,288 | 53% |
| 3 | Money to account | Thousand VND | 320,000,0000 | 206,779,185 | 65% |
| 4 | Payable to the State budget | Thousand VND | 28,181,818 | 14,855,181 | 53% |
| 5 | Profit before tax | Thousand VND | 5,000,000 | 3,582,462 | 72% |

* 1. Plan targets for 2024

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Unit | Plan 2024 |
| 1 | Total production and business value | Thousand VND | 620,000,000 |
|  | - Value of construction | Thousand VND | 570,000,000 |
|  | - Service business | Thousand VND | 50,000,000 |
| 2 | Revenue | Thousand VND | 536,363,636 |
| 3 | Money to account | Thousand VND | 600,000,000 |
| 4 | Profit before tax | Thousand VND | 9,000,000 |
| 5 | Winning bid value | Thousand VND | 600,000,000 |
| 6 | Dividend payment rate | % | 10-12 % |

1. Approve the Supervisory Board's Activity Report 2023 and activity plan 2024;
2. Approve the Audited Financial Statements 2023 and authorize the Board of Directors to select the audit company for 2024;
3. Approve the proposal for profit distribution and dividend distribution plan for 2024 as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Company/Unit | Amount |
| 1 | Profit before tax in 2023 | VND | 3,582,462,092 |
| 2 | Corporate income tax payable | VND | 731,755,865 |
| 3 | Profit after tax in 2023 | VND | 2,850,706,227 |
| 4 | Total distributed profit | VND | 2,850,706,227 |
| - | Appropriation for bonus and welfare fund | VND | 450,706,227 |
| - | Dividend payment (VND 800/share, 8%) | VND | 2,400,000,000 |

1. Approve the Report on salary and remuneration of the Board of Directors and the Supervisory Board in 2023 and the plan for 2024 as follows:
2. The total remuneration paid to the Board of Directors and the Supervisory Board in 2023 is: VND 345,600,000
3. The plan for remuneration payments to the Board of Directors and the Supervisory Board in 2024 is as follows:

When the rate of completion of the main production and business plan targets {(Implemented output + Revenue + money to account + Profit)/4} of the Company is greater than or equal to 100%, the remuneration of the Board of Directors and the Supervisory Board are:

* Chair of the Board of Directors: VND 6,000,000/month
* Member of the Board of Directors: VND 5,000,000/person/month
* Chief of the Supervisory Board: VND 4,000,000/person/month
* Member of the Supervisory Board: VND 3,000,000/person/month
* The Secretariat of the Board of Directors: VND 3,000,000/person/month

At the same time, the Company is allowed to deduct 10% of the profit after tax exceeding the plan to reward the Board of Directors, the Supervisory Board, the Board of Management, Heads and Deputy Heads of the Company's departments.

In case the Company’s results are less than 100% of the plan, the remuneration of the Board of Directors and the Supervisory Board will correspond to the level of completion of the plan but not lower than 80% of the planned salary and remuneration of the members of the Board of Directors, the Supervisory Board and Secretariat of the Board of Directors.

1. The Meeting unanimously elected the following persons to be elected as members of the Board of Directors and the Supervisory Board for the 2024-2029 term:

Members of the Board of Directors

Mr. Tran Xuan Chinh

Mr. Tran Xuan Minh

Mr. Nguyen Anh Tuan

Mr. Ngo Dinh Khuong

Mr. Le Cong Tinh (Independent member)

Member of the Supervisory Board

Mr. Tran Quang Hung

Mr. Dinh Huu Phuong

Mr. Tran Ngoc Tan

Article 2: The Company's General Meeting of Shareholders assigned the Company's Board of Directors to implement the contents approved by the General Meeting of Shareholders in accordance with the provisions of Law and the Company's Charter. This General Mandate takes effect from the date of its signing.