**HD8: Annual General Mandate 2024**

On May 16, 2024, Housing and Urban Development Investment Joint Stock Company HUD8 announced General Mandate No. 78/NQ-DHDCD as follows:

‎‎Article 1. Approve the Board of Managers’ Report on the production and business results in 2023 and the production and business plan for 2024 of the Company with the following consolidated main targets:

1. Consolidated production and business results in 2023:

* Total investment value: VND 0.35 billion, reaching 1.9% of the plan;
* Total revenue and other income: VND 15.3 billion, reaching 171.9% of the plan;
* Profit before tax: VND 8.45 billion, reaching 338.3% of the plan;
* Payable to the State budget: VND 3.08 billion, reaching 440.1% of the plan;
* Profit after tax: VND 6.4 billion, reaching 320.1% of the plan;
* Owner’s equity as of December 31, 2023: VND 123.072 billion;
* Profit rate after tax/charter capital: 6.4%;
* Profit rate after tax/owner’s equity 5.2%.

1. Production and business plan for 2024 with the following consolidated main targets:

* Total investment: VND 22.87 billion;
* Revenue: VND 7.7 billion;
* Profit before tax: VND 0.9 billion;
* Profit after tax: VND 0.72 billion;
* Payable to the State budget: VND 0.8 billion;
* Expected dividend payment rate of 2024: 1% of charter capital.

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

‎‎Article 3. Approve the Separate Financial Statements 2023 and the Consolidated Financial Statements 2023 of the Company, which were audited and issued by CPA Vietnam Auditing Company Limited. Some basic targets in the Financial Statements 2023:

Unit: VND

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| No. | Targets | Value in the Separate Statements | Value in the Consolidated Statements |
| 1 | Total assets (total capital) | 138,296,171,236 | 185,334,201,194 |
| 2 | Total revenue and other income | 13,314,303,242 | 15,300,072,928 |
| 3 | Profit before tax | 7,399,085,761 | 8,457,882,448 |
| 4 | Profit after tax | 6,400,839,811 | 6,400,839,811 |

‎‎Article 4. Approve the Supervisory Board’s Report on activities in 2023 and operational plan for 2024;

‎‎Article 5. Approve the plan on profit distribution in 2023 as follows:

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| No. | Targets | Amount (VND) |
| I | Total undistributed profit after tax | 13,850,666,880 |
| 1 | Remaining accumulated profit after tax from previous years | 7,449,827,069 |
| 2 | Profit after tax 2023 | 6,400,839,811 |
| II | Plan on profit distribution | 13,400,000,000 |
| 1 | Appropriation for bonus fund | 0 |
| 2 | Appropriation for welfare fund | 400,000,000 |
| 3 | Cash dividend payment at 13% of charter capital | 13,000,000,000 |
| III | Retained undistributed profit after tax | 450,666,880 |

‎‎Article 6. Approve the salary and remuneration fund for the Board of Directors and Supervisory Board as follows:

1. Realized salary and remuneration fund in 2023:

* Salary fund for the Executive Board of Directors: VND 578.072 million;
* Number of executive members on the Board of Directors: 01 member;
* Average salary: VND 48.172 million/person/month.
* Total remuneration for non-executive members of the Board of Directors and Supervisory Board: VND 192 million;
* Number of non-executive members of the Board of Directors and Supervisory Board: 07 members;
* Average remuneration: VND 2.285 million/person/month.

1. Planned salary and remuneration fund included in expenses of 2024:

* Salary fund for the Executive Board of Directors: VND 476.4 million;
* Number of executive members on the Board of Directors: 01 member;
* Average salary: VND 39.7 million/person/month.
* Total remuneration for non-executive members of the Board of Directors and Supervisory Board: VND 192 million;
* Number of non-executive members of the Board of Directors and Supervisory Board: 07 members;
* Average remuneration: VND 2.285 million/person/month.

‎‎Article 7. Approve the results of task implementation for the Annual General Meeting of Shareholders 2023, in which the Board of Directors is assigned to:

1. Select a qualified audit company under applicable lawsto audit the Company's Financial Statements 2023: Implemented with the selection of CPA Vietnam Auditing Company Limited.
2. Approve adjustments to financial figures and Financial Statements according to conclusions of audit, inspection and examination agencies, and decisions of the General Meeting (if any): Unimplemented.
3. Decide on the contents of the residential area investment project in the west of Le Duan Street, An Phu Commune, Tuy Hoa City, Phu Yen Province (code O-8) under the authority of the General Meeting to ensure effective capital use: Unimplemented.
4. Research, gather information and decide to participate in bidding to select project investors, auction land use rights, form joint ventures, and cooperatives, accept project transfers, contribute capital to establish enterprises for project implementation, receive transfer of shares/contributed capital from project enterprises to implement new investment projects, ensuring effective capital use: Unimplemented.
5. Approve project settlement for projects under the authority of the General Meeting of Shareholders to decide on investment: Unimplemented.

‎‎Article 8. Assign the Board of Directors of the Company to decide on some issues incurred in the process of implementing production and business activities between the Annual General Meetings 2024 and 2025 as follows:

1. Select a qualified audit company as prescribed by law to audit the Financial Statements 2024 of the Company and report the results to the nearest Meeting.
2. Approve adjustments to financial figures and Financial Statements as requirements of audit, inspection and examination agencies and decisions of the General Meeting of Shareholders (if any) and report the results to the nearest Meeting.
3. As for the development of new projects: Approve allowing the Board of Directors to research, gather information, and decide to participate in bidding to select project investors, auction land use rights, form joint ventures, and cooperatives, accept project transfers, contribute capital to establish enterprises for new investment projects, receive transfers of shares/contributed capital from project enterprises to implement new investment projects, ensuring effective capital use, and report the results to the nearest Meeting.
4. As for capital settlement of project investment: Authorize the Board of Directors to approve the settlement for projects under the authority to decide on investment of the General Meeting and report the results to the nearest Meeting.

‎‎Article 9. Terms enforcement:

This General Mandate is unanimously approved by the General Meeting of Shareholders and takes effect from the date of signing;

The Board of Directors, Supervisory Board, Executive Board and shareholders of HUD8 are responsible for implementing the contents of this General Mandate under applicable laws and the Company's Charter.