**SZG: Annual General Mandate 2024**

On May 21, 2024, Sonadezi Giang Dien Joint Stock Company announced General Mandate No. 96/NQ-SZG as follows:

‎‎Article 1. The Annual General Meeting of Shareholders 2024 of Sonadezi Giang Dien Joint Stock Company voted to approve the following contents:

1. Approve Report No. 206/BC-SZG dated March 29, 2024 on production and business results 2023 and production and business plan 2024 with the following main contents:

* Production and business results in 2023:

Unit: VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Targets | 2023 | | Results/ Plan (%) |
| Plan | Results |  |
| 1 | Total revenue | 416,453,000,000 | 441,405,293,717 | 105.99% |
| 2 | Profit after tax | 113,051,000,000 | 189,731,957,746 | 167.83% |
| 3 | Taxes and other payables to the State budget | 38,541,000,000 | 55,746,822,978 | 144.64% |
| 4 | Profit after tax/owners' equity (%) | 19.18% | 32.05% | 167.10% |
| 5 | Dividends (%) | 13% | 15% | 115.38% |

* Production and business plan 2024:

Unit: VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Targets | Results 2023 | Plan 2024 | Plan 2024/ Results 2023( %) |
| 1 | Total revenue | 441,405,293,717 | 417,177,000,000 | 94.51% |
| 2 | Profit after tax | 189,731,957,746 | 122,425,000,000 | 64.53% |
| 3 | Taxes and other payables to the State budget | 55,746,822,978 | 33,131,000,000 | 59.43% |
| 4 | Profit after tax/owners' equity (%) | 32.05% | 20.21% | 63.06% |
| 5 | Dividends (%) | 15% | 15% | 100% |

1. Approve Report No. 207/BC-SZG-HDQT dated March 29, 2024 on the activities of the Board of Directors 2023 and the operating plan for 2024.
2. Approve Report No. 208/BC-KS dated March 29, 2024 on inspection and supervision of production and business activities 2023 at Sonadezi Giang Dien Joint Stock Company.
3. Approve the Financial Statements 2023 of Sonadezi Giang Dien Joint Stock Company audited by A&C Auditing and Consulting Company Limited.
4. Approve the settlement of remuneration 2023 and the remuneration and operating budget plan 2024 for the Board of Directors and the Supervisory Board
   1. Settlement of remuneration 2023 for the Board of Directors and the Supervisory Board:

Unit: VND

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| --- | --- | --- |
| No. | Content | Results 2023 |
| 1 | Remuneration for the Board of Directors (5 persons) | 880,472,012 |
| - | Remuneration for the Chair of the Board of Directors | 209,636,195 |
| - | Remuneration for the member of the Board of Directors (4 persons) | 670,835,817 |
| 2 | Remuneration for the Supervisory Board (3 persons) | 335,417,908 |
| - | Remuneration for the Chief of the Supervisory Board | 167,708,954 |
| - | Remuneration for the member of the Supervisory Board (2 persons) | 167,708,954 |
| Total remuneration in 2023 | | 1,215,889,920 |

* 1. Remuneration and Bonus Plan for the Board of Directors and the Supervisory Board:

Unit: VND

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| --- | --- | --- |
| No. | Content | Plan |
| 1 | Total planned remuneration fund in 2024 (1.1% of profit after tax) | 1,346,675,000 |
| 2 | Monthly temporary spending level |  |
| - | Temporary monthly remuneration level of the Chair of the Board of Directors | VND 10,000,000/person/month |
| - | Temporary monthly remuneration levels of members of the Board of Directors | VND 8,000,000/person/month |
| - | Temporary monthly remuneration level of the Chief of the Supervisory Board | VND 8,000,000/person/month |
| - | Temporary monthly remuneration level of the member of the Supervisory Board | VND 4,000,000/person/month |

* 1. Operating budget 2024 of the Board of Directors and the Supervisory Board:
* The Board of Directors: VND 50,000,000.
* The Supervisory Board: VND 25,000,000.

Based on production and business results 2024, the realized remuneration fund of the Board of Directors and Supervisory Board will be settled at 1.1% of profit after tax (but not exceeding 20% of the profit after tax exceeding the planned profit, meaning it shall not exceed 1.32% of the planned profit after tax).

1. Approve profit distribution 2023 as follows:

(Unit: VND)

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| --- | --- | --- |
| No. | Targets | 2023 |
| 1 | Profit after tax 2023 | 189,731,957,746 |
| 2 | Appropriation for funds | 34,341,735,194 |
| - | Development and investment fund (15% of profit after tax) | 28,459,793,662 |
| - | Bonus fund for managers (0.1% of profit after tax) | 189,982,800 |
| - | Bonus and welfare fund for staff (2% of profit after tax) | 3,794,639,155 |
| - | Social and community welfare fund (1% of profit after tax) | 1,897,319,577 |
| 3 | Remaining profit after appropriation for funds | 155,390,222,552 |
| 4 | Retained profit from the previous year | 34,694,771,615 |
| 5 | Total remaining profit | 190,084,994,167 |
| 6 | Dividend payment (15% of charter capital) | 82,347,000,000 |
| 7 | Remaining profit transferred to the next year | 107,737,994,167 |

1. Approve the distribution of profit after tax and dividend payment rate 2024.

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| --- | --- | --- |
| No. | Target | Fund appropriation rate |
| 1 | Investment and development fund | 15% of actual profit after tax |
| 2 | Bonus and welfare fund for staff | 2% of actual profit after tax |
| 3 | Social and community welfare fund | 1% of actual profit after tax |
| 4 | Bonus fund for managers | * In case that the actual profit after tax ≤ the planned profit after tax: 0.3% x actual profit after tax * In case the actual profit after tax > the planned profit after tax: 0.3% x planned profit after tax + 1% x exceeded profit after tax ( total rate of appropriation for funds for managers shall not exceed 0.5% of the planned profit after tax) |

* Expected dividend payment rate 2024 is 15% of charter capital.

1. Approve the authorization for the Board of Directors to select one of three audit companies in the list below to audit the Financial Statements 2024:

* A&C Auditing and Consulting Company Limited
* RSM Vietnam Auditing & Consulting Limited
* VACO Auditing Company Limited

1. Approve the dismissal of the position of Member of the Board of Directors term II (2022-2027) for Mr. Truong Dinh Hiep from May 21, 2024.

Approve the dismissal of the position of Member of the Supervisory Board term II (2022-2027) for Ms. Ngo Thi Thu Hien from May 21, 2024.

1. Approve the results of additional elections for members of the Board of Directors and the Supervisory Board for the remaining term II (2022-2027).

The results of electing members of the Board of Directors and the Supervisory Board are as follows:

* Personnel elected to be additional member of the Board of Directors: Mr. Hoang Sy Quyet
* Personnel elected to be additional member of the Supervisory Board: Ms. Nguyen Thi Huyen Trang

Article 2. This General Mandate takes effect from May 21, 2024. The Board of Directors, the Supervisory Board, the General Managers and other departments, and related individuals are responsible for implementing this General Mandate./.