**USC: Annual General Mandate 2024**

On April 24, 2024, Union of Survey and Construction Joint Stock Company announced General Mandate No. 13/2024/NQ-DHDCD as follows:

Article 1: Approve the Report No. 07/2024/BC-HDQT dated April 02, 2024 of the Board of Directors on the management and administration of the Company in 2023 and the operation plan for 2024.

Article 2. Approve the Report No. 107/2024/BC-BDH dated April 02, 2024 of the Board of Management on the production and business results in 2023 and the production and business plan for 2024 as follows:

* 1. Production and business results of the Company in 2023:

| No. | Main targets | Unit: | Plan2023 | Results 2023 (according to audited Financial Statements) | Results 2023 compared to Plan 2023 |
| --- | --- | --- | --- | --- | --- |
| 1 | Total production and business value | Million VND | 142,000 | 103,740 | 73% |
| 2 | Revenue value (excluding VAT) | Million VND | 135,000  | 107,640 | 79% |
| 3 | Profit before tax: | Million VND | 2,750 | 1,078 | 39% |
| 4 | Return on equity after tax (411+418) | % | 5% | 1.24% |  |
| 5 | Total budget contributions | Million VND | 5,000 | 6,789 | 135% |
| 6 | Labor and income |  |  |  |  |
| 6.1 | Average number of employees in the year  | Person |  | 161 |  |
| 6.2 | Average monthly income per person | Million VND | 8.50 | 7.62 | 90% |

* 1. Production and business plan for 2024, expected main production and business targets as follows:

|  |  |  |
| --- | --- | --- |
| 1 | Production and business value | VND 115 billion. |
| 2 | Revenue value: | VND 106 billion |
| 3 | Profit before tax: | VND 2.2 billion |
| 4 | Average income | VND 7.5 million/person/month |

Article 3: Approve the Report No. 108/2024/BC/BKS dated April 02, 2024, the Report on the activities of the Supervisory Board in 2023, and the operation orientation of the Supervisory Board in 2024.

Article 4: Approve the Proposal No. 109/2024/TTr-BKS dated April 02, 2024 of the Supervisory Board on the selection of the audit company for the Financial Statements 2024.

The General Meeting of Shareholders approves and authorizes the Board of Directors of Union of Survey and Construction Joint Stock Company to select one of the audit companies listed below to audit the Company for the fiscal year 2024 in accordance with the provisions of the law:

* AASC Auditing Firm Company Limited
* Vietnam Auditing and Valuation Company Limited (AVA);
* CPA Vietnam audit company Limited

Approve the Audited Financial Statements 2023 according to Proposal No. 08/2024/Ttr-HDQT dated April 02, 2024 of the Board of Directors.

Article 6: Approve Proposal No. 09/2024/Ttr-HDQT dated April 02, 2024 of the Board of Directors on the profit distribution plan for 2023 and the profit distribution plan for 2024.

* 1. The profit distribution plan for 2023 is as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Proposed allocation rate | Proposed allocation amount (VND) |
| Profit after tax 2023 before distribution | 708,478,076 |
| Appropriation for funds: |  |
| 1 | Dividends payment in 2023 | 85.39% of profit after tax (equivalent to dividend of VND 110/share) | 605,000,000 |
| 2 | Bonus and welfare fund \* | 14.61% of profit after tax | 103,478,076 |

* 1. The profit distribution plan for 2024 is as follows:
* Dividend payment rate: 81% of profit after tax
* Bonus and welfare fund: 19% of profit after tax

Article 7: Approve Proposal No. 10/2024/Ttr-HDQT dated April 02, 2024 of the Board of Directors on the remuneration payment for the Board of Directors and the Supervisory Board in 2023. The plan for remuneration payment to the Board of Directors and the Supervisory Board in 2024 is as follows:

* 1. Approve the remuneration payment for the Board of Directors and the Supervisory Board in 2023. The Supervisory Board (in 2023)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Full name | Position | Monthly remuneration | Number of months | Total |
| I | Member of the Board of Directors |  |  |  |  |
| 1 | Vu Van Dinh | Chair of the Board of Directors | 27,000,000  | 12 months  | 324,000,000 |
| 2 | Nguyen Trong Thoang | Member of the Board of Directors -cum- General Manager | 26,000,000 | 12 months | 312,000,000 |
| 3 | Tran Ngoc Sang | Member of Board of Directors -cum- the Vice General Manager | 23,000,000 | 12 months | 276,000,000 |
| 4 | Tran Linh Trang | Non-executive member of the Board of Directors | 2,000,000 | 12 months | 24,000,000 |
| 5 | Tran Manh Long | Non-executive member of the Board of Directors | 2,000,000 | 12 months | 24,000,000 |
| II | Member of the Supervisory Board |  |  |  |  |
| 1 | Luong Ngoc Sang | Executive Chief of the Supervisory Board | 23,000,000 | 12 months | 276,000,000 |
| 2 | Le Thi Chuyen | Non-executive members of the Supervisory Board | 1,500,000 | 12 months | 18,000,000 |
| 3 | Nguyen Thi Minh Thuy | Non-executive members of the Supervisory Board | 1,500,000 | 12 months | 18,000,000 |
| III |  Total amount paid in 2023 | 1,272,000,000 |

* 1. Plan for remuneration payment to the Board of Directors and Supervisory Board in 2024:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Position | Monthly remuneration per perso | Number of months |
| I | The Board of Directors |  |  |
| 1 | Executive Chair of the Board of Directors | 27,000,000 |  |
| 2 | Member of the Board of Directors -cum- General Manager | 26,000,000 |  |
| 3 | Member of the Board of Directors-cum-Deputy General Manager | 23,000,000 |  |
| 4 | Non-executive member of the Board of Directors | 2,000,000 |  |
| II | The Supervisory Board |  |  |
| 1 | Executive Chief of the Supervisory Board | 23,000,000 |  |
| 2 | Non-executive superviors | 1,500,000 |  |

The expected total remuneration payment to the Board of Directors and the Supervisory Board in 2024 is VND 1,272,000,000. VND 1,272,000,000

Article 8: Terms of enforcement

This General Mandate takes effect from the date of signing. The General Meeting of Shareholders assigns the Board of Directors, the Board of Management, and the Supervisory Board of the Company to organize the implementation of the contents approved by the General Meeting on the basis of ensuring the interests of the Company, the interests of shareholders, in accordance with the Company's Charter and current legal regulations.

This General Mandate was approved by the Annual General Meeting of Shareholders on April 24, 2024 of the Company in its entirety at the meeting.