**VTV: Annual General Mandate 2024**

On April 24, 2024, VICEM Materials Transport Cement Joint Stock Company announced General Mandate No. 620/NQ-DHDCD as follows:

Article 1. Approve the Board of Directors' Operational Report 2023 and Operating Plan 2024.

Article 2. Approve the Supervisory Board's Operational Report 2023 and Operating Plan 2024.

Article 3. Approve the Report on Production and Business Results 2023 and the Production and Business Plan 2024, some main targets are as follows:

3.1. Business results 2023:

* Purchased volume:
* Coal dust: 735,859 tons
* Waste: 7,897 tons
* Sludge: 14,878 tons
* Gypsum: 32,130 tons
* Sales output:
* Coal dust: 831,618 tons
* Waste: 7,897 tons
* Sludge: 14,878 tons
* Gypsum: 32,130 tons
* Leasing out office: 9,174 m2
* Total revenue: VND 2,849,968.579 million
* Profit before tax: VND 13,117.465 million
* Profit after tax: VND 5,295.866 million
* Profit after tax/owners' equity: 1.33%
* Payable to the State budget: VND 29,445.783 million
* Dividend payment rate: 1%

3.2. Business plan for 2024

* Purchased volume:
* Coal dust: 501,000 tons
* Waste: 12,000 tons
* Sludge: 12,000 tons
* Gypsum: 45,000 tons
* Sales output:
* Coal dust: 500,000 tons
* Waste: 12,000 tons
* Sludge: 12,000 tons
* Gypsum: 45,000 tons
* Office for rent: 8,688sqm
* Total revenue: VND 1,566,017 million
* Profit before tax: VND - 6,495 million
* Profit after tax: VND - 9,037 million
* Profit after tax/owners' equity: - 2.26%
* Payable to the State budget: VND 13,641 million
* Dividend payment rate: 0%

Article 4. Approve the Audited Financial Statements 2023.

Article 5. Approve the profit distribution plan 2023.

1. Total distributable profit after tax in 2023: VND 12,129.108 million

In which:

* Undistributed profit after tax until December 31, 2022: VND 6,833.242 million
* Profit after tax in 2023: VND 5,295.866 million

1. The profit distribution plan in 2023:

Total distributed profit: VND 8,205.208 million

* Appropriation for bonus and welfare fund: VND 4,847.625 million
* Appropriation for the bonus fund for managers: VND 237.600 million
* Dividend payment in 2023 (1%, in cash): VND 3,119.983 million

1. Total remaining undistributed profits: VND 3,923.900 million

Article 6. Approve the remuneration of the Board of Directors and Supervisory Board in 2023 and the Remuneration Plan 2024.

1. Results 2023
2. Payment of remuneration

Chair of the Board of Directors: VND 6,000,000/person/month

* Members of the Board of Directors: VND 4,000,000/person/month
* Members of the Supervisory Board: VND 3,000,000/person/month

1. Salary payment:

Executive Chief of the Supervisory Board: Receive salary equivalent to the position of Head of Department in compliance with the Company's current salary regulations.

1. Remuneration plan for 2024
2. Payment of remuneration

* Chair of the Board of Directors: VND 6,000,000/person/month
* Members of the Board of Directors: VND 4,000,000/person/month
* Members of the Supervisory Board: VND 3,000,000/person/month

1. Salary payment:

Executive Chief of the Supervisory Board: Receive salary equivalent to the position of Head of Department according to the Company's current salary regulations.

Article 7. Approve the selection of an audit company for the Financial Statements 2024.

Article 8. Approve contracts and transactions between the Company and affiliated persons.

Article 9. Approve the dismissal and election of additional members of the Board of Directors for the term 2021 - 2026.

Article 10. The Meeting agreed to additionally elect Mr. Nguyen Danh Huyen as a member of the Board of Directors for the 2021-2026 term.

Article 11. The General Mandate takes effect from April 24, 2024.

The Board of Directors, Executive Board and all shareholders of VICEM Materials Transport Cement Joint Stock Company are responsible for implementing this General Mandate.