**CDH: Annual General Mandate 2024**

On April 27, 2024, Hai Phong Public Works and Tourism Services Joint Stock Company announced General Mandate No. 09/NQ-DHDCD.2024 as follows:

1. Production and business results in 2023
2. Financial targets

| Target | 2023 | | |
| --- | --- | --- | --- |
| Plan (at the beginning of the year) | Results | Results/Plan (%) |
| 1. Total asset value | 68,446,986,632 | 76,116,925,748 | 111.2 |
| 2. Owners’ equity | 37,585,042,160 | 37,641,980,849 | 100.15 |
| 3. Total revenue | 125,250,000,000 | 125,275,951,979 | 100 |
| 4. Payables to the State Budget | 19,200,000,000 | 17,440,000,000 | 90.3 |
| 5. Profit before tax | 4,800,000,000 | 5,112,820,711 | 106.5 |
| 6. Profit after tax | 3,840,000,000 | 3,926,678,377 | 102.2 |
| 7. Dividend payment rate | 5% | 5% | 100 |

1. Targets regarding labor, wages, and actual income results

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Target | Unit | Plan 2023 | Results 2023 | Results/Plan (%) |
| Total average number of employees | Employee | 270 | 265 | 98.1 |
| Average labor income | VND /person/month | 9,450,000 | 9,600,000 | 101.5 |

1. Production and business plan for 2024:
2. Financial target:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Explanation | Unit | Results 2023 | Plan 2024 | Comparison (%) |
| 1 | Total revenue | VND | 125,275,951,979 | 128,900,000,000 | 102.89 |
| 2 | Payables to the State Budget | VND | 17,440,000,000 | 17,800,000,000 | 102.06 |
| 3 | Profit before tax | VND | 5,112,820,711 | 4,950,000,000 | 96.82 |
| 4 | Profit after tax | VND | 3,926,678,377 | 3,960,000,000 | 100.8 |
| 5 | Dividend payment rate | % | 5 | 5 | 100 |

1. Targets regarding wages and income of employees

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Target | Unit | Results  2023 | Targets 2024 | Rate (%) |
| Total average number of employees | Employee | 265 | 270 | 101.8 |
| Average labor income | VND/ person/ month | 9,600,000 | 9,900,000 | 103.1 |

The General Meeting unanimously agrees to authorize the Board of Directors to adjust the business plan for 2024 to align with market trends and the actual situation of the Company (if necessary).

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

‎‎Article 3. Approve the Report on the activities in 2023 and the operational plan for 2024 of the Supervisory Board.

‎‎Article 4. Approve the Audited Financial Statements 2023.

‎‎Article 5. Approve the authorization for the Company's Board of Directors to select an independent audit company to audit the Financial Statements 2024.

‎‎Article 6. Approve Proposal for Profit Distribution, Appropriation for Funds 2023, and Profit Distribution Plan, Appropriation for Funds 2024.

1. Profit Distribution, Appropriation for Funds 2023

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Explanation | Unit | Amount |
| 1 | Undistributed profit after tax | VND | 3,907,661,377 |
| 2 | Profit distribution | VND |  |
| 2.1 | *Appropriation for Investment and development fund* | VND | 781,532,275 |
| 2.2 | *Appropriation for bonus and welfare fund* | VND | 2,126,129,102 |
| 2.3 | *Dividend payment to shareholders 2023 (5%)* | VND | 1,000,000,000 |

1. Profit Distribution Plan, Appropriation for Funds 2024

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Explanation | Unit | Amount |
| 1 | Undistributed Profit after tax (estimated) | VND | 3,960,000,000 |
| 2 | Projected profit distribution | VND |  |
| 2.1 | *Appropriation for Investment and development fund* | VND | 792,000,000 |
| 2.2 | *Appropriation for bonus and welfare fund* | VND | 2,168,000,000 |
| 2.3 | *Dividend payment to shareholders 2024 (5%)* | VND | 1,000,000,000 |

‎‎Article 7. Approve the settlement of remuneration for the Board of Directors and the Supervisory Board 2023 and the remuneration payment plan for the Board of Directors and the Supervisory Board 2024.

‎‎Article 8. Implementation and Enforcement

The full text of this General Mandate was approved by the Annual General Meeting of Shareholders 2024 and takes effect from the date of its signing. The Board of Directors of Hai Phong Public Construction and Tourism Services Joint Stock Company, the Executive Board, the Supervisory Board, and related parties are responsible for implementing the duties assigned by the General Meeting of Shareholders in this General Mandate to ensure the interests of the Company's shareholders and compliance with the provisions of the law.