**CIP: Annual General Mandate 2024**

On April 26, 2024, Construction And Industrial Production Joint Stock Company announced the following General Mandate:

Article 1: Approve the Report on production and business results in 2023.

1. Main targets:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Target | Unit | Plan in 2023 | Result 2023 | Results/Plan (%) | Note |
| 1 | Total revenue | Million VND | 250,390 | 50,444 | 20.1 |  |
|  | * Production and business revenue | Same as above | 247,406 | 43,968 |  |  |
|  | * Other business | Same as above | 2,984 | 6,476 |  |  |
| 2 | Profit before tax(\*) | Million VND | 557 | 133 | 23.9 |  |
| 3 | Total salary fund | Million VND | 3,182 | 2,088 |  | Includes Labor in the list  Does not include remuneration of the Board of Directors and Supervisory Board. Secretary and project Management Board salary |
| 4 | Average salary (Labor in the list) | VND/ person/ month | VND 11,300,000 | 8,700,000 |  |  |
| 5 | Dividend payment | % | No dividend | No dividend |  |  |

*Notes:*

* *Profits in 2023 do not include handling financial problems at projects.*
* *Salary 2023 has been settled and included in eligible expenses.*

1. Other contents in production and business activities in 2023

Article 2: Approve the audited Financial Statement 2023.

Article 3: Approve the Report of the Supervisory Board in 2023.

Article 4: Approve the Management Report 2023 and tasks in 2024

Article 5: Approve the production and business plan 2024 and solutions of implementation:

1. Main targets:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.** | **Target** | **Unit** | **Plan in 2024** | **Note** |
| 1 | Total revenue | Million VND | 195,227 |  |
|  | - Revenue from construction and industrial production | Million VND | 192,225 |  |
|  | - Other revenue | Million VND | 3,002 | Leasing assets + financial resources |
| 2 | Profit before tax | Million VND | 497 | This profit does not include handling existing works |
| 3 | Total salary fund | Million VND | 4,053 | Expenses for workers on the insurance payment list;  Does not include the remuneration of the Board of Directors, Supervisory Board, Secretary and salary of Project Management Board staff; |
| 4 | Average salary (Labor in the list) | VND/ person/ month | 10,120,207 |  |
| 5 | Dividend payment | % | No dividend |  |

1. Solutions to implement planned tasks.
   1. Production and market organization:
   2. Finance and accounting:
   3. Organizational work:

For the Company's Representative Office in Quang Ninh, address at: Group 2D-area 7, Cam Thinh ward, Cam Pha town, Quang Ninh province: Termination of operation of Representative Office. Reason: In recent years, the Office has not been able to exploit new economic contracts. Besides, in the construction market in Quang Ninh and neighboring locations, it is not necessary to have a legal entity representing the Company to look for new works. The Representative Office has no assets, and currently the staff at the Representative Office only has one concurrent Company officer, so the termination of the Representative Office's operations will not affect the overall operations of the Company.

* 1. Exploitation, management and use of assets and land:

Continue to research, operate and exploit to the maximum, ensuring optimal efficiency, in accordance with legal regulations for the management and use of the Company's existing assets and land.

* + 1. For properties at 150/72 Nguyen Trai - Thanh Xuan - Hanoi: Continue to lease assets according to asset lease contract No. 01/2023/CIPC- KHKT dated May 22, 2023;
    2. For the land at No. 1 Dai Dong, Thanh Tri, Hoang Mai, Hanoi:

Carry out legal procedures to extend land lease contracts according to regulations and prepare investment proposal documents for school construction in accordance with the general planning of Hanoi city at land number 1 Dai Dong - Thanh Tri - Hanoi. Authorize the Board of Directors to approve related contents (when necessary) and present a report at the nearest General Meeting of Shareholders.

While waiting for the competent authorities to consider and approve the school investment project, continue to lease assets (short-term) to generate revenue, pay tax debts and Company operating expenses.

* + 1. For the land in Cam Thinh Ward, Cam Pha City. Quang Ninh Province

Continue to exploit (short-term) property rental to generate revenue; At the same time, research effective investment and exploitation plans in accordance with current state regulations on investment and land management.

* + 1. For the land plot at 106 Duc Giang, Long Bien, Hanoi: Continue to work with Duc Giang Construction And Industrial Production Joint Stock Company to handle and resolve problems and problems in accordance with the provisions of law.

Article 6: Approving the salary fund 2023 and plan 2024; Remuneration for the Board of Directors, Supervisory Board, and Accounts of the Company implemented in 2023 and planned for 2024.

1. Total salary and remuneration fund for the Board of Directors, Supervisory Board, and Secretary in 2023

* Salary in 2023: The salary fund for the labor in the list (excluding remuneration of the Board of Directors, Supervisory Board, Secretary and Project Management Board salary) is: VND 2,088 Million.
* Remuneration 2023: Settlement of remuneration for the Board of Directors, Supervisory Board, and Company Secretary in 2023 is: VND 264 million;

1. Plan for Salary and remuneration fund for the Board of Directors, Supervisory Board, and Secretary in 2024

* Salary in 2024: The plan for salary fund of the labor in the list (excluding remuneration of the Board of Directors, Supervisory Board, Secretary and Project Management Board salary) is: VND 4,053 million;
* Remuneration 2024: The remuneration plan for the Board of Directors, Supervisory Board, and Company Secretary in 2024 is: VND 264 million;

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Content | Remuneration (01 month) | A year (12 months) | Note |
| 1 | Chair of the Board of Directors | 5,000,000 | 60,000,000 |  |
| 2 | Member of the Board of Directors | 8,000,000 | 96,000,000 | 2 members |
| 3 | The Secretariat of the Board of Directors | 2,000,000 | 24,000,000 |  |
| 4 | Chief of the Supervisory Board | 3,000,000 | 36,000,000 |  |
| 5 | Members of the Supervisory Board: | 4,000,000 | 48,000,000 | 2 members: |
|  | Total | 22,000,000 | 264,000,000 |  |

Other expenses for the activities of the Board of Directors and the Supervisory Board are implemented following the provisions of law and the Company's Charter.

Article 7: - Approve profit distribution and dividends in 2023: No dividend

* Approve the dividend payment plan in 2024: No dividend

Article 8: Approve the draft Working Regulations of the Company's Supervisory Board, including 7 chapters and 22 articles, (with accompanying Meeting documents)

Article 9: Approve the authorization for the Board of Directors to select an auditing unit for the Financial Statements 2024 according to Report No. 01 of the Supervisory Board (attached to the meeting documents).

Article 10: The Meeting approved the full text of the Minutes and General Mandate of the Meeting.

Article 11: Terms of enforcement: Board of Directors, Supervisory Board, Manager of the Company, shareholders of the Company; Relevant units and individuals are responsible for implementing this General Mandate, complying with the provisions of Law and the Company's Charter.