**ICG: Annual General Mandate 2024**

On April 26, 2024, Song Hong Construction Joint Stock Company (INCOMEX) announced General Mandate No. 01/NQ-DHDCD on approving the contents at the Annual General Meeting of Shareholders 2024 as follows:

1. Approve the summary report on the activities of the Board of Directors in 2023
2. Report on production and business results in 2023 and the production and business plan for 2024;

2.1 Approve the Report on the Company's production and business results in 2023 with the following main targets:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Content | Unit | Plan 2023 | Results 2023 |
| 1 | Total revenue | Billion VND | 47.00 | 3.011 |
| 2 | Profit before tax | Billion VND | 21.90 | -8.844 |
| 3 | Corporate income tax | Billion VND | 4.58 | 0 |
| 4 | Profit after tax | Billion VND | 17.32 | -8.844 |
| 5 | Dividend payment rate | % | 6 | 5 |
| 6 | Average labor | Person | 30 | 25 |
| 7 | Average salary person/month | Million VND | 15 | 15 |

2.2. Approve the production and business plan for 2024 with the following main targets:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Content | Unit | Results 2023 | Plan 2024 |
| 1 | Total revenue | Billion VND | 3.011 | 15.00 |
| 2 | Profit before tax | Billion VND | -8.844 | 2.00 |
| 3 | Corporate income tax | Billion VND | 0 | 0 |
| 4 | Profit after tax | Billion VND | -8.844 | 2.00 |
| 5 | Dividend payment rate | % | 5 | 0 |
| 6 | Average labor | Person | 25 | 28 |
| 7 | Average salary person/month | Million VND | 15 | 15 |

1. Approve the report on the activities of the Supervisory Board in 2023
2. Approve the Audited Financial Statements 2023;
3. Plan for profit distribution in 2023

|  |  |  |
| --- | --- | --- |
| No. | Target | Value (VND) |
| 1 | Accumulated undistributed profit after tax as of December 31, 2023  | 48,559,900,824 |
| 2 | Undistributed profit after tax proposed to be appropriated to funds and pay dividends in 2023 | 9,762,000,000 |
| a | Investment and development fund. | 0 |
| b | Bonus fund | 0 |
| c | Welfare fund 10% (c=(2)x10%) | 976,200,000 |
| d | Dividend payment for 2023 (d=(2)x90%) | 8,786,000,000 |
| Dividend payment rate | 5% |
| 3 | Remuneration of the Board of Directors and Supervisory Board in 2023 | 492,000,000 |
| 4 | Remaining undistributed profit (1)-(2)-(3) | 38,305,900,824 |

5.1. Approve the use of undistributed profit after tax to make appropriations to the welfare fund and pay dividends in 2023

5.2. Approve the use of undistributed profit after tax to pay remuneration to the Board of Directors and Supervisory Board in 2023

1. Approve the remuneration of the Board of Directors and the Supervisory Board in 2024.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Position | No.Person | Remuneration level (VND/month/person) | Month | Total remuneration in 2024 (VND) |
| 1 | The Board of Directors | 5 |  |  | 360,000,000 |
| a | Chair of the Board of Directors | 1 | 10,000,000 | 12 | 120,000,000 |
| b | Other members  | 4 | 5,000,000 | 12 | 240,000,000 |
| 2 | The Supervisory Board | 3 |  |  | 132,000,000 |
| a | Chief of the Supervisory Board | 1 | 5,000,000 | 12 | 60,000,000 |
| b | Other members | 2 | 3,000,000 | 12 | 72,000,000 |
| 3 | Total |  |  |  | 492,000,000 |

1. Approve the selection of the Audit Company for the Financial Statements in 2024: Authorize the Board of Directors to negotiate the price and work progress, and select 01 Company from the following List:
* AASC Auditing Firm Company Limited;
* AFC Vietnam Auditing Company Limited (AFC).
* Vietnam Auditing and Valuation Company Limited (AVA);
1. Approve the content on organizing the preparation for the General Meeting: Send invitations and documents to shareholders attending the meeting (including annual and extraordinary meetings) in the following manner:

The invitation to the General Meeting of Shareholders is published in a Central newspaper and a Local newspaper for 03 consecutive issues.

Documents related to the General Meeting of Shareholders will be posted on the company's website at least 10 days before the meeting date. These documents will also be sent directly to shareholders when shareholders attend the meeting.

1. Approve the additional election of 01 member of the Supervisory Board for the term 2021-2026: Elect Ms. Nguyen Hoai Thu as an additional member of the Supervisory Board for the term 2021-2026 to replace Mr. Le Duy Manh who submitted a resignation letter on March 29, 2024.
2. Authorize the Board of Directors to implement in accordance with the Company's Charter and the law, agree to allow the Board of Directors to separate each of the above decisions into separate documents for use in related document procedures.