**TA6: Annual General Mandate 2024**

On April 26, 2024, Thanh An 665 Construction, Installation and Investment JSC announced General Mandate No. 536/NQ-DHDCD as follows:

Article 1. The Annual General Meeting of Shareholders 2024 approved the following contents:

1. Approve the Report of the Board of Directors in 2023.
2. Approve the Audited Financial Statements 2023.
3. Approve the Report of the Supervisory Board in 2023.
4. Approve the results of production and business activities in 2023 and the plan for 2024 with the following main targets:

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| --- | --- | --- |
| Targets | Results 2023 (Million VND) | Plan 2024 (Million VND) |
| 1. Production value | 288,258 | 360,000 |
| 1. Revenue from goods sales and service provision | 223,540 | 285,000 |
| 1. Profit before tax | 1,209 | 1,425 |

1.5. Approve the plan for appropriation of funds in 2023 and the plan for appropriation in 2024 as follows:

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| --- | --- | --- |
| Targets | Results 2023 (VND) | Plan 2024 (VND) |
| 1. Profit before tax | 1,209,423,890 | 1,425,000,000 |
| 2. Current income tax expense | 271,010,888 | 285,000,000 |
| 3. Profit after tax (3=1-2) | 938,413,002 | 1,140,000,000 |
| 4. Appropriation for bonus and welfare fund | 281,713,002 | 342,000,000 |
| 5. Remaining profit after appropriation for bonus and welfare fund | 656,700,000 | 798,000,000 |

1. Approve the dividend payment plan 2023 and expected dividend payment rate 2024 as follows:
2. Dividend payment plan for 2023:

* Payment rate: 2.189%
* Payment form: All in cash

1. Expected dividend payment rate in 2024:

* Payment rate: 2.66%
* Payment form: All in cash

1. Approve the content of salary, bonus and remuneration payments for the Board of Directors, the Supervisory Board, the Manager, the Deputy Manager, the Chief Accountant, the Company Secretariat in 2023 and the plan for 2024 as follows:
2. Settlement for 2023:

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| --- | --- | --- |
| No. | Content | Amount (VND) |
| 1 | Salary of the Chair of the Board of Directors | 192,000,000 |
| 2 | Salary of the Manager | 220,800,000 |
| 3 | Salary of the Deputy Manager | 176,882,206 |
| 4 | Salary of the Chief Accountant | 192,000,000 |
| 5 | Remuneration paid to Non-executive members of the Board of Directors | 17,258,176 |
| 6 | Remuneration paid to Non-executive members of the Supervisory Board | 14,432,724 |
| 7 | Remuneration paid to the Company Secretariat | 9,600,000 |

1. Regarding the expected payment plan for 2024:

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| --- | --- | --- |
| No. | Content | Amount (VND) |
| 1 | Salary of the Chair of the Board of Directors | 276,000,000 |
| 2 | Salary of the Manager | 276,000,000 |
| 3 | Salary of the Deputy Manager | 240,000,000 |
| 4 | Salary of the Chief Accountant | 240,000,000 |
| 5 | Remuneration paid to Non-executive members of the Board of Directors | 26,345,455 |
| 6 | Remuneration paid to Non-executive members of the Supervisory Board | 26,345,455 |
| 7 | Remuneration paid to the Company Secretariat | 12,000,000 |

* Plan for paying salaries and remunerations of the Board of Directors and the Supervisory Board in 2024:
* For salaries of members of the Board of Directors who represent the State's capital contribution, comply with Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 of the Ministry of Labor, War Invalids and Social Affairs guiding the implementation of regulations on labor, salaries, remunerations, and bonuses for joint stock companies with controlling capital contributed by the State.
* The salary of members of the Board of Directors who are not representatives of the State's capital contribution is determined on the basis of job position, ensuring a reasonable balance with the salary of the representative of the State's capital contribution.
* For remuneration of members of the Board of Directors and the Supervisory Board: Do not exceed 20% of the average salary of an Executive manager.
* Salaries of managers and remunerations of members of the Board of Directors and the Supervisory Board in 2024 will be paid monthly in advance of 80%; The remaining 20% is settled and paid at the end of the year according to production and business results.
* The Company Secretariat's monthly remuneration is 80% in advance. At the end of the year, if the profit reaches 80% or more of the plan, the remuneration is settled according to the realized profit rate; If the profit rate is below 80% of the plan, 80% of the planned remuneration will be settled.
* In 2024, if the Company exceeds the profit target, members of the Board of Directors, the Supervisory Board, the Board of Managers, and the Chief Accountant will receive a bonus of 10% of the excess planned profit.

1. Approve the authorization for the Board of Directors to select an audit company to audit the Financial Statements 2024.
2. Approve the results of electing members of the Board of Directors of the Company for the term 2024 - 2028 are the following 05 members:

* Mr. Le Van Luong.
* Mr. Bui Tuan Minh.
* Mr. Pham Van Thang.
* Mr. Ta Dong Ha.
* Mr. Bui Manh Tuan.

Article 2. Assign the Board of Directors and the Board of Managers of Thanh An 665 Construction, Installation and Investment JSC to be responsible for organizing the implementation of the General Mandate in accordance with the Law and the Company's Charter.

Article 3. Assign the Supervisory Board to be responsible for supervising the activities of the Board of Directors and the Board of Managers of Thanh An 665 Construction, Installation and Investment JSC in implementing the General Mandate, ensuring compliance with the law and the Company Charter.

This General Mandate was read before the Meeting and unanimously voted and approved by the Meeting and takes effect from April 26, 2024.