**THU: Annual General Mandate 2024**

On April 26, 2024, Thanh Hoa Urban Environment and Works Joint Stock Company announced General Mandate No. 01/NQ-DHDCD/2024 as follows:

Article 1. Approve the Report on production and business results 2023 and plan 2024.

1. Report on production and business results in 2023 with some main targets as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Content of works | Unit | Results | % Results/Plan |
| I | Volume of public service implementation: |  |  |  |
| 1 | Sweeping and collecting street garbage manually, sweeping traffic dividers using mechanical devices: |  |  |  |
| 1.1 | Manual sweeping of road surface trash | Ha | 20,181.8 | 100% |
| 1.2 | Manual sweeping of trash on streets and parks | Ha | 13,497.4 | 100% |
| 1.3 | Manual sweeping of trash in parks and grounds | Ha | 4,100.9 | 100% |
| 1.4 | Maintaining street hygiene during the day | Km | 11,142.79 | 100% |
| 1.5 | Maintenance of alley hygiene | Km | 71,467.9 | 100% |
| 1.6 | Sweeping of traffic dividers using mechanical devices | Km | 18,948 | 98% |
| 2 | Transportation and treatment of garbage and waste. |  |  |  |
| 2.1 | Garbage transportation by 4-ton compactor for a distance of 20km | Tons | 93,205 | 100.6% |
| 2.2 | Garbage transportation by 4-ton compactor for a distance of 25km | Tons | 23,190 | 114% |
| 2.3 | Garbage treatment work | Tons | 136,718 | 100.6% |
| 2.4 | Collect construction materials | Tons | 3,024 | 100% |
| 3 | Urban drainage work | m3 | 3,925 | 100% |
| 4 | Maintain and manage campus parks | Ha | 105 | Maintain green and beautiful |
| 5 | Urban tree management: |  |  | 100% |
| 6 | Lighting management and operation | Round | 15,940 | 100% |
| 7 | Maintain public restrooms | Pot | 9,333 | 100% |
| 8 | Managing and operating the city wastewater plant | m3 | 11,200 | 100% |
| 9 | Collection of environmental sanitation services | Million VND | 26,252 | 100.1% |
| 10 | Repair city infrastructure and urban gentrification | Million VND | 19,616 | 100% |
| II | Total revenue: |  | 246.281 | 102.6% |
| III | Payables to the State budget: | Billion VND | 12,253 | 100% |
| IV | Employees | Person | 883 |  |
| V | Average income of employees | Million VND/person/month | 5.7 | 100.3% |
| VI | Profit after tax | Million VND | 2,828 | 141.4% |

1. Production and business plan for 2024

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Targets | Unit | Plan 2024 |
| 1. | Total revenue | Million VND/year | 248,000 |
| 2. | Profit after tax | Million VND/year | 2,800 |
| 3. | Average income | Million VND/person/month | 6.0 |

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

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

Article 4. Approve the Audited Financial Statements 2023

Unit: Million VND

|  |  |  |
| --- | --- | --- |
| No. | Item | Amount |
| 1 | Revenue from goods sales and service provision | 246,281 |
| 2 | Revenue deductions | 0 |
| 3 | Net revenue from goods sales and service provision | 246,281 |
| 4 | Cost of goods sold | 223,600 |
| 5 | Gross profit from goods sale and services provision | 22,681 |
| 6 | Revenue from financial activities | 1,449 |
| 7 | Financial expenses | 2,261 |
| 8 | Selling expenses |  |
| 9 | General and administrative expenses | 17,922 |
| 10 | Net profit from business activities | 3,947 |
| 11 | Other income | 125 |
| 12 | Other expenses | 497 |
| 13 | Other profits | (372) |
| 14 | Total accounting profit before tax | 3,575 |
| 15 | Current corporate income tax expense | 747 |
| 16 | Deferred corporate income tax |  |
| 17 | Profit after tax | 2,828 |

Article 5. Approve the distribution plan of profit after tax 2023 and plan 2024:

5.1

* Undistributed profit after tax this year: VND 2,828,102,447.
* Appropriation for bonus and welfare fund: VND 891,093,137.

Undistributed profit after tax remaining after appropriation for the above funds that will be used for paying dividends: VND 1,937,009,310.

Dividend at 5.87% equivalent to VND 587/share.

Payment method: in cash. Payment time: Q3/2024

5.2 Expected profit distribution plan for 2024: Based on the production and business plan for 2024:

* Expected dividend is 5.5% - 6.5%.
* Appropriation for welfare funds and bonuses for the Company's office department: 20% of profit after tax (if dividend plan is completed), 15% of profit after tax (if dividend plan is not completed).
* Profit after tax of the business department: Appropriation for bonus and welfare funds.
* No dividend prepayment in 2024.

Article 6. Approve the Report on remuneration and salary of each member of the Board of Directors and the Supervisory Board in 2023 and the plan to pay remuneration, salary, bonuses and expenses for the Board of Directors, the Supervisory Board, the Manager, the Deputy Manager, the Chief Accountant in 2024.

1. Salary and remuneration for each member of the Board of Directors and the Supervisory Board in 2023:

Unit: VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Full name | Position | Amount (VND) | Notes |
| 1 | Tran Chinh | Chair of the Board of Directors - Deputy Manager of the Company | 218,480,990 |  |
| 2 | Do Thi Minh Hai | Deputy Chair of the Board of Directors | 147,189,543 |  |
| 3 | Ho Viet Lan | Member of the Board of Directors | 25,200,000 |  |
| 4 | Thieu Van San | Member  of the Board of Directors | 25,200,000 |  |
| 5 | Le Manh Thang | Member  of the Board of Directors | 25,200,000 |  |
| 6 | Truong Thi Thanh Binh | Chief of the Supervisory Board | 139,902,290 |  |
| 7 | Tong Thi Tho | Member of the Supervisory Board | 16,800,000 |  |
| 8 | Nguyen Tien Hai | Member of the Supervisory Board | 16,800,000 |  |

2. Salary of Manager, Deputy Managers, Chief Accountant in 2023:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Full name | Position | Amount (VND) | Notes |
| 1 | Ho Viet Lan | Manager | 171,563,867 |  |
| 2 | Thieu Van San | Deputy Manager | 148,072,286 |  |
| 3 | Le Thi Thu Ha | Chief Accountant | 149,179,730 |  |

Article 7. Approve operating costs, remuneration of the Board of Directors and the Supervisory Board in 2023, and plan for 2024:

1. Operating expenses of the Board of Directors in 2023, plan for 2024:

|  |  |  |
| --- | --- | --- |
| Item | Results 2023 (VND) | Plan 2024 (VND) |
| Remuneration | 100,800,000 | 100,800,000 |
| Going on business trips, participating in associations... | 89,504,000 | 100,000,000 |
| Total |  |  |

1. Operating expenses of the Supervisory Board in 2023, plan for 2024:

|  |  |  |
| --- | --- | --- |
| Item | Results 2023 (VND) | Plan 2024 (VND) |
| Remuneration | 33,600,000 | 33,600,000 |
| Total | 33,600,000 | 33,600,000 |

Article 8. Approve the List of independent audit company to audit the Company's Financial Statements 2024:

1. UHY Auditing and Consulting Company Limited.
2. AFC Vietnam Auditing Company Limited, Northern branch.
3. International Auditing Company Limited.

The General Meeting of Shareholders authorizes the Board of Directors to select one of the audit companies approved by the General Meeting of Shareholders to audit the Financial Statements 2024.

Article 9: Approve the dismissal of members of the Board of Directors for the 2021 - 2026 term for Mr. Thieu Van San and the dismissal of members of the Supervisory Board for the 2021 - 2026 term for Mr. Nguyen Tien Hai.

Article 10: Approve the number and list of candidates to elect additional members of the Board of Directors and the Supervisory Board for the term 2021 - 2026.

Results of electing additional members of the Board of Directors for the 2021-2026 term: Mr. Nguyen Tien Hai.

Results of electing additional members of the Supervisory Board for the 2021-2026 term: Ms. Nguyen Thi Nga.

Article 11. The General Meeting of Shareholders authorizes the Board of Directors to decide on a detailed plan for dividend payment in 2023 to shareholders and the plan to handle (if any).

Article 11. Terms of enforcement

This General Mandate was approved by the General Meeting of Shareholders on April 26, 2024.

Members of the Board of Directors, the Board of Managers, the Supervisory Board, departments, units and relevant individuals are responsible for implementing this General Mandate.