**USD: Annual General Mandate 2024**

On April 26, 2024, Soc Trang Public Works Joint Stock Company announced General Mandate No. 01/NQ.DHDCD-CTDT as follows:

‎‎Article 1. Approve the Report on the production and business results in 2023 and main targets of the production and business plan for 2024 as follows:

1. Production and business results in 2023:

|  |  |  |
| --- | --- | --- |
| No. | Target | Amount (VND) |
| 1 | Total revenue and income | 194,589,510,334 |
| 2 | Total production and business, financial, and other expenses  | 172,698,336,993 |
| 3 | Net profit from business activities | 21,889,573,506 |
| 4 | Profit before tax | 21,891,173,341 |
| 5 | Current corporate income tax expense | 2,720,889,025 |
|  | Profit after tax | 19,170,284,316 |

1. Main targets of the production and business plan and the profit distribution, dividend payment plan in 2024:

|  |  |  |
| --- | --- | --- |
| No. | Target | Amount (VND) |
| 1 | Total revenue | 206,488,150,109  |
| 2 | Profit before tax | 22,713,000,000 |
| 3 | Profit after tax | 19,826,000,000 |
| 4 | Appropriation for funds | 9,746,000,000 |
|  | * Investment and Development fund.
 | 991,300,000 |
|  | * Other funds from owner’s equity
 | 991,300,000 |
|  | * Bonus fund for the Executive Board
 | 991,300,000 |
|  | * Bonus and welfare fund
 | 6,772,100,000 |
| 5 | Dividend payment | 10,080,000,000 |
| 6 | Dividend payment rate (%) | 18 |

The General Meeting of Shareholders assigns the Board of Directors to direct the implementation of the Production and Business Plan for 2024, approved by the General Meeting of Shareholders, decide to adjust some targets according to the actual situation of the Company (when necessary), and report to the shareholders at the next General Meeting of Shareholders.

‎‎Article 2. Approve the Report on the results of investment projects in 2023 and investment orientations for 2024

The Company continues to implement the unfinished and unrealized projects in 2023, including:

1. Group of projects invested by the Company when the Provincial People’s Committee call for investment:
2. Investment project to construct waste transfer station in Soc Trang City.
3. Investment project to construct waste treatment technology in Vinh Chau town.
4. Group of projects invested by the Company to expand production and business:
5. Investment project to construct Soc Trang Paradise Cemetery (phase 2).
6. Investment project in arboretum of Soc Trang City.
7. investment project in the construction of Industrial waste (hazardous and non-hazardous)

The General Meeting of Shareholders directs the Board of Directors to continue to implement unfinished and unrealized projects of 2023. Organize and approve each project according to authority and decide to adjust some contents according to the actual situation of the Company (when necessary), report to shareholders at the next General Meeting of Shareholders.

‎‎Article 3. Approve the Audited Consolidated Financial Statements 2023 and the profit distribution and dividend payment plan for 2023 as follows:

1. The Audited Consolidated Financial Statements 2023 according to Report No. 4.0055/24/TC-AC dated February 28, 2024 of A&C Auditing and Consulting Company Limited - Can Tho Branch
2. Plan on profit distribution and dividend payment in 2023:

Total profit after tax in 2023 was VND 19,170,284,316, distributed as follows:

|  |  |  |
| --- | --- | --- |
| No. | Target | Amount (VND) |
| 1 | Distributed profit after tax | 19,170,284,316 |
| 2 | Appropriation for funds | 9,090,284,316 |
|  | * Investment and Development fund.
 | 958,514,216 |
|  | * Other funds from owner’s equity
 | 958,514,216 |
|  | * Bonus fund for the Executive Board
 | 958,514,216 |
|  | * Bonus and welfare fund
 | 6,214,741,668 |
| 3 | Dividend payment (18%) | 10,080,000,000 |
| 4 | Remaining undistributed profit | 0 |

The General Meeting of Shareholders assigns the Board of Directors to direct the implementation of the appropriation of funds, determine the time (expected payment on June 28, 2024) and procedures for paying dividends in cash in 2023 to shareholders in accordance with the provisions of law and the Company’s Charter.

‎‎Article 4. Approve the Realized Salary Report for Business Executives in 2023; Report on the settlement of salary and remuneration for members of the Board of Directors and the Supervisory Board in 2023; the remuneration Plan for members of the Board of Directors and the Supervisory Board in 2024 as follows:

1. Realized salary for Business Executives in 2023:
* Realized salary for the Business Executive of Soc Trang Public Works Joint Stock Company is VND 2,070,400,000
* Realized salary for the Business Executives of Công ty TNHH MTV Công trình Đô thị Vĩnh Châu (tentatively translated as Vinh Chau Urban Construction Company Limited) and Soc Trang Mechanical Construction One Member Limited Company is VND 1,198,740,000
1. Realized salary and remuneration for the Board of Directors, the Supervisory Board in 2023:
* Realized salary and remuneration for the Board of Directors are VND 960,000,000
* Realized remuneration for the Supervisory Board is VND 246,000,000
1. Remuneration Plan for members of the Board of Directors, the Supervisory Board in 2024:

The maximum of planned remuneration for the Board of Directors and the Supervisory Board in 2024 is 0.7% of the total consolidated revenue in 2024.

‎‎Article 5. Approve the Report on operational results of the Board of Directors in 2023 and the operational plan for 2024.

‎‎Article 6. Approve the Report on operational results of the Supervisory Board in 2023 and the operational orientation for 2024.

‎‎Article 7. Approve the Proposal on the selection of an audit company for the Financial Statements 2024.

The General Meeting of Shareholders assigns the Board of Directors to select an independent audit company as per the request of the Head of the Supervisory Board to audit the Financial Statements 2024 of Soc Trang Public Works Joint Stock Company according to the provisions of law and sign the auditing service provision Contract with the selected audit company.

‎‎Article 8. Approve the Proposal on supplementing business lines and details of business lines.

1. Supplement business lines:

|  |  |
| --- | --- |
| Name of business line | Industrial Code |
| Production of cosmetics, soaps, detergents, polishes, and hygiene preparations.Details: Production of biological preparations, products for treating and improving the environment of waste and wastewater. | 2023 |

1. Supplement to the details of the business line:

|  |  |
| --- | --- |
| Details of the business line | Industrial Code |
| Details: Wholesale of biological preparations, products for treating and improving the environment of waste and wastewater. | 4669 |
| Details: Retail of biological preparations, products for treating and improving the environment of waste and wastewater. | 4773 |

* The General Meeting of Shareholders agreed to supplement the registered business lines of Soc Trang Public Works Joint Stock Company and supplement the Company's Charter corresponding to the content and details of the supplemented business lines according to Report No. 02/TT.HDQT-CTDT dated April 4, 2024.
* The General Meeting of Shareholders assigns the Chair of the Board of Directors of the Company to organize the implementation, prepare dossiers and carry out necessary legal procedures and arising ones (if any) to carry out the registration for the supplemented business lines according to regulations.

‎‎Article 9. Approve the contents supplement to the Charter of Organization and Operations of Soc Trang Public Works Joint Stock Company (Supplemented contents according to Report No. 03/TT.HDQT-CTDT dated April 4, 2024).

The General Meeting of Shareholders assigns the Chair of the Board of Directors of the Company to complete, organize, and implement the necessary legal procedures and arising ones (if any) to implement the supplement to the Company's Charter according to regulations.

‎‎Article 10. Terms of enforcement

1. This General Mandate was approved at the Annual General Meeting of Shareholders 2024 of Soc Trang Public Works Joint Stock Company on April 26, 2024 and takes effects from the date of approval.
2. Members of the Board of Directors, the Supervisory Board, the Board of Management, and shareholders of Soc Trang Public Works Joint Stock Company are responsible for implementing this General Mandate and organizing its implementation according to their authority and function in accordance with the provisions of law and the Charter of Organization and Operations of Soc Trang Public Works Joint Stock Company.