**CE1: Annual General Mandate 2024**

On June 11, 2024, Construction And Industry Equipment Joint Stock Company - CIE1 announced General Mandate No. 02/2024/NQ-DHDCD as follows:

‎‎Article 1. Approve:

1. The Report on activities and production and business results in 2023; the plan on activities and production and business for 2024 of the General Manager.

Production and business results in 2023:

Unit: VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Production and business targets | Results 2023 | General Mandate 2023 | Results rate of the General Mandate 2023 |
| 1 | Total revenue and income | 96,360,812,467 |  |  |
| In which: | * Revenue from goods sales and service provision * Revenue from concrete mixing plant * Revenue from case + core kit HEVN * Revenue from Japanese export * Revenue from service and retail | 95,949,767,038  54,779,822,107  11,549,175,767  13,059,403,929  16,561,365,235 | 135,000,000,000 | 71.07% |
| * Revenue from financial activities | 411,045,429 |  |  |
| 2 | Total expenses  In which, provision for bad receivable debts. | 108,179,330,148  13,389,101,050 |  |  |
| 3 | Profit after tax | (11,249,128,231) | 4,050,000,000 | (277.75%) |
| 4 | Total salary fund in 2023 | 24,633,093,434 |  |  |
| 5 | Salary fund compared to production and business revenue | 25.67% | 22.00% |  |
| 6 | Average number of employees (169 employees at the beginning of the period, 148 employees at the end of the period) | 158 |  |  |
| 7 | Average salary/month/person (VND) | VND12,992,138 |  |  |

1. Business and production plan targets for 2024.

* Total contract value: VND130 billion
* Total value of revenue: VND120 billion
* Profit after tax/revenue rate: 5%/revenue
* Expected rate of salary fund: No more than 23%/revenue
* Expected dividend payment rate: 3%-5%/year

‎‎Article 2. Approve the Report of the Board of Directors.

‎‎Article 3. Approve the Report of the Supervisory Board;

‎‎Article 4. Approve the Financial Statements 2023 audited by UHY Auditing and Consulting Company Limited.

‎‎Article 5. Approve the plan on profit after tax distribution, as follows:

Total accumulated undistributed profit after tax as of December 31, 2023: VND10,530,941,860

In which:

* Accumulated undistributed profit after tax at the end of 2022: VND21,780,070,091;
* Profit after tax in 2023: VND(11,249,128,231).

The General Meeting of Shareholders approved on:

* Not paying dividends in 2023.
* Approve saving accumulated profit after tax as of December 31, 2023, the amount: VND10,530,941,860 used to handle financial and asset problems reflected on the Audited Financial Statements and the actual outstanding assets of the Company;
* Authorize the Board of Directors to decide and direct the General Manager and the Board of Management to inventory, tally, and determine the value of actual outstanding assets; implement accounting and handling of unfinished business expenses that have been outstanding for many years and cannot be allocated to production and business expenses in the near future; provision for overdue receivable debts; provision for devaluation of inventory, especially inventory that is no longer worth using, on the principle of ensuring financial balance and avoiding the risk of capital loss; report to the Board of Directors to decide and/or report to the General Meeting of Shareholders to consider and decide on contents beyond authority (if any).

‎‎Article 6. Approve the settlement of remuneration in 2023 and the remuneration payment plan for members of the Board of Directors, the Supervisory Board, and the Secretariat of the Company for 2024.

1. Approve the settlement of the remuneration payment for the Board of Directors, the Supervisory Board, and the Secretariat of the Company from January 1, 2023 to December 31, 2023: VND258 million.

In which:

* Remuneration for the Board of Directors and the Supervisory Board: VND252 million
* Remuneration for the Secretariat of the Company (From July 1, 2023 - December 31, 2023): VND6 million

1. Approve the planned salary fund of employees; remuneration for the Board of Directors, the Supervisory Board, and the Secretariat of the Company in 2024
2. Total planned salary fund of employees and executive officers: VND27,750 million (equivalent to 23%/total revenue and income)
3. Remuneration for the Board of Directors, the Supervisory Board, and the Secretariat of the Company in 2024 with the amount of VND264 million (equivalent to the remuneration in 2023 approved by the General Meeting of Shareholders and requested for settlement approval).

In which:

* Remuneration for members of the Board of Directors: VND156 million
* Remuneration for members of the Supervisory Board: VND96 million
* Remuneration for the Secretariat of the Company: VND12 million.

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

The General Meeting of Shareholders approved authorizing the Board of Directors of the Company to select one out of three following independent audit companies to audit and review the Financial Statements 2024:

1. UHY Auditing and Consulting Company Limited.
2. CPA Vietnam Auditing Company Limited.
3. AASC Auditing Firm Company Limited.

‎‎Article 8. The General Meeting of Shareholders assigned the Board of Managers, the Supervisory Board of Construction And Industry Equipment Joint Stock Company - CIE1 to implement and monitor the implementation of the Annual General Mandate 2024 in accordance with the regulations.

‎‎Article 9. This General Mandate was approved in full text by the Annual General Meeting of Shareholders of Construction And Industry Equipment Joint Stock Company - CIE1 on June 11, 2024.

This General Mandate takes effect from the date of its signing and issued by the Board of Directors.