**VVN: Annual General Mandate 2024**

On May 31, 2024, Viet Nam Industrial Construction Corporation announced General Mandate No. 01/2024/NQ-DHDCD as follows:

‎‎Article 1. Approve the results of production and business activities 2023 of Viet Nam Industrial Construction Corporation with the following main targets:

1. Some financial targets of the Corporation:

Unit: Million VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Target | General Mandate 2023 | Results 2023 | Results/ General Mandate (%) |
| 1 | Total revenue and other incomes | 3,462,151 | 2,899,470 | 83.7 |
|  | In which: |  |  |  |
|  | * Total revenue and other income from production and business activities, excluding Quang Son Cement Company LTD
 | 2,398,751 | 2,409,361 | 100.4 |
|  | * Total revenue and other income of Quang Son Cement Company LTD
 | 1,063,400 | 490,108 | 46.08 |
| 2 | Consolidated profit after tax | (209,283) | (442,751) |  |
|  | In which: |  |  |  |
|  | * Profit after tax from production and business activities of the Companies, excluding Quang Son Cement Company LTD
 | 47,580 | 18,455 | 38.8 |
|  | * Loss of Quang Son Cement Company LTD
 | (256,863)(\*) | (461,206)(\*\*) |  |
| 3 | Average mobilized labor (person) | 1,995 | 1,715 | 85.9 |
| 4 | Total implement salary fund | 267,156 | 206,761 | 77.3 |
|  | In which, the salary fund for management at the holding Company and for executive managers (excluding the salary fund of dependent economic accounting units and staff and labor in the of the Executive Board of the project). | 14,920 | 12,686 | 85 |
| 5 | Average income(VND/person/month)  | 11,159,398 | 10,047,000 | 90 |

1. Annual General Mandate 2023 approved the profit plan of Quang Son Cement Company LTD with a loss of VND (256,863) million excluding profit/loss from exchange rate differences when re-evaluating foreign currency principal at the end of the year.
2. The actual loss incurred in 2023 of Quang Son Cement Company LTD is VND (461,206) million of which the exchange rate difference due to the revaluation of foreign currency as of December 31, 2023, is VND (98,801) million. Thus, the actual loss from production and business activities 2023 of Quang Son Cement Company LTD is VND (362,403) million, an increase in loss compared to the Annual General Mandate 2023 of VND (105,541) million.
3. Some financial targets of the holding Company:

Unit: Million VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Target | General Mandate 2023 | Results 2023 | Results/ General Mandate (%) |
| 1 | Total revenue and other incomes | 417,000 | 203,961 | 48.9 |
| 2 | Profit after tax after appropriation for provisions | 14,400 | 4,816 | 33.4 |

Article 2. Approve the Consolidated Financial Statements 2023 and the Combined Financial Statements 2023 of the Corporation audited by CPA Vietnam Auditing Company Limited.

‎‎Article 3. Approve the profit distribution 2023:

Profit after tax 2023 of the Holding Company is VND 4,816 million, distributed as follows:

* Dividend payment rate: No dividend payment.
* Appropriation for bonus and welfare funds: VND 1,435 million.
* Bonus fund for the Executive Management Board: VND 133 million.
* Remaining profit after tax 2023 transferred to 2024: VND 3,248 million.

(The Ministry of Industry and Trade will consult the Ministry of Finance on the profit distribution 2023 of Viet Nam Industrial Construction Corporation. After receiving opinions from the Ministry of Finance, the Ministry of Industry and Trade will implement the contents of profit distribution according to the Decision).

‎‎Article 4. Approve the Report on the results of production and business activities 2023, the production and business plan for 2024 of the Board of Directors of the Corporation.

‎‎Article 5. Approve the Report of the Supervisory Board 2023 of the Corporation.

‎‎Article 6. Approve the basic targets of the plan 2024:

1. The plan of the Corporation:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Unit | Plan 2024 |
| 1 | Total revenue and other incomes, In which: | Million VND | 3,614,134 |
|  | * Total revenue and other income from production and business activities, excluding Quang Son Cement Company LTD
 | Million VND | 2,903,094 |
|  | * Revenue of Quang Son Cement Company LTD
 | Million VND | 711,040 |
| 2 | Consolidated profit after tax. In which: | Million VND | (213,064) |
|  | * Profits from production and business activities, excluding Quang Son Cement Company LTD
 | Million VND | 18,892 |
|  | * Loss at Quang Son Cement Company LTD
 | Million VND | (231,956) |
| 3 | Average mobilized labor of the Corporation | Person | 1,924 |
| 4 | Total salary fund of the Corporation | Million VND | 265,732 |
|  | In which: Management salary fund at the holding Company and salary fund of executive managers (excluding the salary fund of dependent economic accounting units and staff and labor in the of the Executive Board of the project). | Million VND | 15,024 |
| 5 | Average income of the Corporation | VND /person/month | 11,509,529 |

Notes: The revenue and profit after tax plan of the Corporation includes the consolidated revenue and consolidated profit after tax of its subsidiaries.

* Profit of Quang Son Cement Company LTD lost VND (231,956) million, excluding profit/loss due to the revaluation of foreign exchange rate differences at the end of the year.
* The plan does not include the planning targets of Thu Duc Centrifugal Concrete Joint Stock Company No 1 (a subsidiary of ThuDuc Centrifugal Concrete Joint Stock Company).
1. Plan of the Holding Company:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Unit | Plan 2024 |
| 1 | Total revenue and other incomes | Million VND | 533,192 |
| 2 | Profit after tax | Million VND | 4,850 |
| 3 | Distribution of profit after tax | Based on the production and business results 2024, the Board of Directors will submit to the General Meeting of Shareholders 2025 for consideration and decision. |

‎‎Article 7. Approve the settlement of the salary fund (Salary fund of management at the Holding Company and executive managers, excluding salary funds of dependent economic accounting units and staff and labor in the of the Executive Board of the project), the remuneration 2023 and salary fund plan (Salary fund of management at the Holding Company and executive managers, excluding salary funds of dependent economic accounting units and staff and labor in the of the Executive Board of the project), the remuneration 2024:

1. Settlement of remuneration 2023
	1. The salary for executive managers and employees of the agency sector of the Corporation 2023 is VND 12,686 million
	2. The remuneration for the Board of Directors, the Supervisory Board and the Secretariat of the Corporation 2023 is VND 184 million, specifically:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Subjects | Number of people | Remuneration(VND) | Month | Total (VND) |
| 1 | Member of the Board of Directors | 2 | 4,000,000 | 12 | 96,000,000 |
| 2 | Member of the Board of Directors | 1 | 4,000,000 | 10 | 40,000,000 |
| 3 | Member of the Supervisory Board | 1 | 2,000,000 | 12 | 24,000,000 |
| 4 | Secretariat of the Corporation | 1 | 2,000,000 | 12 | 24,000,000 |
| Total |  |  |  | 184,000,000 |

1. Remuneration plan 2024
2. The salary plan for executive managers and employees of the agency sector of the Corporation in 2024 is VND 15,024 million.
3. The remuneration plan for the Board of Directors, the Supervisory Board and the Secretariat of the Corporation in 2024 is VND 360 million.

Other expenses for the activities of the Board of Directors and the Supervisory Board are implemented in accordance with the provisions of law and the Corporation's Charter.

Article 8: Approve the dismissal of members of the Supervisory Board for Mr. Pham Dinh Hieu according to his personal resignation.

Article 9: Approve the results of additional election of members of the Board of Directors and the Supervisory Board of the Corporation for the term 2021 - 2026, as follows:

Ms. Nguyen Thi Khanh Hang was elected a member of the Board of Directors of the Corporation for the term 2021 - 2026.

Mr. Pham Hung was elected a member of the Supervisory Board of the Corporation for the term 2021 - 2026.

Article 10: Approve the authorization for the Board of Directors of the Corporation to select an audit company for the Financial Statements 2024 of the Corporation.

Article 11: The Annual General Meeting of Shareholders 2024 of the Corporation assigned the Board of Directors of the Corporation to complete the documents of the General Meeting and organize the implementation of the General Mandate approved by the General Meeting.