**EMG: Annual General Mandate 2024**

On June 27, 2024, Electrical Mechanical Equipment And Spare Parts Joint Stock Company announced General Mandate No. 86/2024/NQ-DHDCD as follows:

Article 1: Approve the Report of the Board of Directors and the Executive Board on the business and production results for 2023 and the plan for 2024, with some key targets as follows:

1. Results of production and business activities 2023

*Unit: Thousand VND*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Targets | Plan 2023 | Results 2023 | % compared to the plan |
| 1 | Total revenue | 59,514,319 | 63,096,028 | 106% |
| 2 | Profit before tax | 15,177,896 | 15,679,247 | 103.3% |
| 3 | Average income/person/month | 10,000 | 11,500 | 115% |
| 4 | Dividend | 15% | 15% | 100% |

Notes: The above revenue figures include internal revenue: of VND5.465 billion;

1. Production and Business Plan 2024

*Unit: VND1000*

|  |  |  |
| --- | --- | --- |
| No. | Targets | Plan 2024 |
| 1 | Total revenue | 48,762,353 |
| 2 | Profit before tax | 13,596,390 |
| 3 | Average income/person/month | 12,000 |
| 4 | Dividend payments | 15%/year |

Article 2: Approve the Financial Statements 2023 of the Electrical Mechanical Equipment And Spare Parts Joint Stock Company audited by VACO Auditing Company Limited.

Article 3: Approve the Report of the Supervisory Board of the Electrical Mechanical Equipment And Spare Parts Joint Stock Company on the results of inspection and supervision activities 2023.

Article 4: Approve the Plan on profit distribution of profit after tax 2023 and the dividend payment plan 2024 as follows:

1. Plan on profit distribution of profit after tax 2023:

*Unit VND*

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Targets | Unit | Amount |
| I | Profit after tax | VND | 12,372,353,856 |
| 1 | Appropriation for funds according to the Company's charter: In which: | VND | 2,474,470,772 |
|  | * Bonus fund | VND | 618,617,693 |
|  | * Welfare fund | VND | 618,617,693 |
|  | * Investment and development fund. | VND | 1,237,235,386 |
| 2 | Dividend payment of 15%/year | VND | 4,500,000,000 |
| 3 | Remuneration for members of the Board of Directors and Supervisory Board (non-executive) | VND | 552,000,000 |
| 4 | Bonuses for the Board of Directors and Executive Board (General Mandate No. 99/2023/DHDCD dated June 26, 2023). | VND | 23,003,705 |
| II | Remaining profit | VND | 4,822,879,379 |

1. Plan on dividend payment 2024.

* Expected dividend payment 2024: 15%/year
* Payment method: In cash/bank transfer

Article 5: Approve the remuneration settlement for the Board of Directors & Supervisory Board 2023 and the remuneration payment plan for the Board of Directors & Supervisory Board 2024, as follows:

* Settle the remuneration of the Board of Directors and the Supervisory Board 2023
* The remuneration paid to the Board of Directors and Supervisory Board is: 1,104,000,000 (VND/year), including:

1. Remuneration for the Board of Directors & Supervisory Board (non-executive): 552,000,000 (VND /year)
2. Remuneration for the Board of Directors & Supervisory Board (executive): 552,000,000 (VND /year)

* Bonus for exceeding the profit target 2023 (10% of the surplus profit after tax as per General Mandate No. 99/2023/NQ-DHDCD dated June 26, 2023) is: VND23,003,705

Therefore, these expenditures are in accordance with the Annual General Mandate of Electrical Mechanical Equipment And Spare Parts Joint Stock Company.

* Plan for remuneration payment to the Board of Directors & Supervisory Board 2024.

*Unit VND*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Position | Number of people | Coefficient (C) | Remuneration plan 2024 |
| I | The Board of Directors | 05 | 3.0 | 864,000,000 |
| 1 | Chair of the Board of Directors | 01 | 2.0 | 288,000,000 |
| 2 | Member of the Board of Directors | 04 | 1.0 | 576,000,000 |
| II | The Supervisory Board: | 03 | 1.5 | 288,000,000 |
| 1 | The Chief of the Supervisory Board | 01 | 1.0 | 144,000,000 |
| 2 | Member of the Supervisory Board | 02 | 0.5 | 144,000,000 |

* Recommendation for rewarding exceeding targets for the Board of Directors and Executive Board:

If the profit target 2024 is exceeded, appropriate 10% of the surplus profit after tax to reward the Board of Directors and Executive Board.

Article 6: Approve the selection of an independent audit company for the Financial Statement 2024;

Article 7: Terms of enforcement

This General Mandate was approved by the Annual General Meeting of Shareholders 2024 of Electrical Mechanical Equipment And Spare Parts Joint Stock Company and is effective from June 27, 2024.

The Annual General Meeting of Shareholders assigned the Board of Directors, the Supervisory Board and the Board of Management of the Company, based on their authorities, function and responsibilities, are tasked with organizing and implementing the approved content in a manner that ensures the interests of the Company and the shareholders, in accordance with the Company's charter and current legal regulations.