**BRS: Annual General Mandate 2024**

On June 28, 2024, Ba Ria Urban Service Joint Stock Company announced General Mandate No. 01/2024/NQ-DHCD as follows:

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

1. Business results in 2023:

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| Targets | Plan 2023 (billion VND) | Results 2023 (billion VND) |
| 1 Revenue | 147.000 | 143.177 |
| 2 Expenses | 128.850 | 124.663 |
| 3 Profit before tax | 18.150 | 18.514 |

1. Business plan targets for 2024:

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| No. | Targets | Plan 2024 |
| 1 | Total revenue (billion VND) | 144.000 |
| 2 | Expenses | 125.400 |
| 3 | Profit before tax (billion VND) | 18.600 |
| 4 | Dividend | ≥14% |

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

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

‎‎Article 4. Approve the Audited Financial Statements 2023.

‎‎Article 5. Approve the Proposal on selecting the audit company for the fiscal year 2024, specifically as follows:

Authorize the Board of Directors to select the independent audit company for the Financial Statements for the fiscal year 2024 of the Company based on the standards and the list proposed by the Supervisory Board at the General Meeting 2024.

‎‎Article 6. Approve the Proposal on profit distribution for the fiscal year 2023 and the plan for the fiscal year 2024; Salary, remuneration for the Board of Directors, the Supervisory Board in 2023 and plan on salary, remuneration for the Board of Directors and the Supervisory Board for 2024, specifically as follows:

1. Profit distribution and dividend payment in 2023:

Unit: VND

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| No. | Targets | Amount (VND) |
| 1 | Undistributed profit from the previous year | 0 |
| 2 | Profit after tax in 2023 | 14,804,003,495 |
| 3 | Distributed profit | 14,804,003,495 |
| 4 | Compensate for losses of the previous year | 0 |
| 5 | Appropriation for investment and development fund | 456,857,095 |
| 6 | Appropriation for bonus and welfare funds | 7,988,416,400 |
| appropriation for bonus and welfare funds (< 3-month salary; monthly average salary: VND2.654 billion) | 7,751,000,000 |
| Appropriation for bonus fund for managers | 237,416,400 |
| 7 | dividend payment of 14% in cash | 6,358,730,000 |

1. Profit distribution in 2024
* Dividend payment rate: ≥14%;
* Rate of appropriation for funds from profit after tax:
* Investment and development fund: The rate will be submitted to the Annual General Meeting 2024.
* Bonus and welfare funds: Based on the profit in 2024, after completing obligations to the State, members contribute capital according to State regulations and the Company's Charter, the Company determines the bonus and welfare funds for employees and managers of the Company according to the level of completion of the planned profit target according to Section 1 Article 18 of Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 by the Ministry of Labor, War Invalids and Social Affairs.
1. Salary, bonus, remuneration, and other benefits of the Board of Directors and Executive Board in 2023:
	1. Salary of the Board of Directors and Executive Board: VND1,899,331,200, in which:
* Executive managers are the representatives of the State capital:

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| No. | Full name | Position | Salary (VND/month) |
| 1 | Nguyen Thi Kim Xuyen | Member of the Board of Directors-cum-Managing Director | 37,346,400 |
| 2 | Vo Ngoc Thach | Member of the Board of Directors-cum-Deputy Managing Director | 32,011,200 |

* Executive managers are not the representatives of the State capital:

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| No. | Full name | Position | Salary (VND/month) |
| 1 | Truong Quang Dai | The Chair of the Board of Directors | 39,124,800 |
| 2 | Nguyen Quang Quoc | The Chief of the Supervisory Board | 21,340,800 |
| 3 | Truong Thi Tam | The Chief Accountant | 28,454,400 |

1. Remuneration: VND156,000,000.

The Board of Directors: VND108,000,000;

The Supervisory Board: VND48,000,000;

1. Bonus for the Board of Directors and the Executive Board:

No appropriation in 2023 due to the member of the Board of Directors as the representative of the State capital waiting for the Provincial People's Committee to evaluate and classify and based on business results in 2023, the expected appropriation is VND237,416,400.

1. Salary, remuneration for the Board of Directors and remuneration for the Board of Directors and the Supervisory Board in 2024
	1. Planned salary fund in 2024 VND1,826,280,000, in which:

- Executive managers are the representatives of the State capital: VND1,251,720,000/year.

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| No. | Full name | Position | Salary (VND/month) |
| 1 | Nguyen Pham Viet Nghia | The Chair of the Board of Directors | 37,620,000 |
| 2 | Nguyen Thi Kim Xuyen | Member of the Board of Directors - the General Manager | 35,910,000 |
| 3 | Vo Ngoc Thach | Member of the Board of Directors - the Deputy General Manager | 30,780,000 |

- Executive managers are not the representatives of the State capital: VND574,560,000/year.

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| No. | Full name | Position | Salary (VND/month) |
| 1 | Nguyen Quang Quoc | The Chief of the Supervisory Board | 20,520,000 |
| 2 | Truong Thi Tam | The Chief Accountant | 27,360,000 |

During the year, based on business results, associated with preserving and developing capital, fulfilling obligations and responsibilities to employees and the state according to the provisions of law and production and business targets, the average realized salary is determined on the basis of the planned average salary associated with the level of implementation of production and business targets regulated in Article 13 and Article 14 of Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 by the Ministry of Labor, War Invalids and Social Affairs guiding the implementation of regulations on labor, salary, remuneration, and bonus for joint stock companies and controlling contributed capital of the State.

* 1. Plan on remuneration payment for the Board of Directors and Supervisory Board in 2024:
* Members of the Board of Directors: VND3,000,000/month.
* Members of the Supervisory Board: VND2,000,000/month.
	1. Bonus for the executive Board of Directors and managers:

The bonus fund for managers in 2023 is determined according to the regulations in Clause 2, Article 18 of Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 by the Ministry of Labor, War Invalids and Social Affairs and implemented according to regulations on financial management, regulations on monitoring and evaluating enterprise efficiency regulated by the Government and according to decisions of the Provincial People's Committee. In 2024, they will be entitled to 90%, 10% of the bonus fund appropriated at the end of the term.

‎‎Article 7. Terms of enforcement

1. This General Mandate of Ba Ria Urban Service Joint Stock Company was voted for approval and takes effect from the date of its signing.
2. The Board of Directors and the Executive Board of Ba Ria Urban Service Joint Stock Company implement this General Mandate.