**A32: Annual General Mandate 2024**

On August 5, 2024, 32 Joint Stock Company announced General Mandate No. 434/NQ-DHDCD as follows:

Article 1. Approve the Report on the results of implementing tasks in 2023 and the orientation, target, and solutions to implement the plan in 2024, specifically as follows:

1. Production and Business Results 2023:
* Revenue: VND733.53 billion/VND725.28 billion = 101.14% of the year plan
* Profit before tax: VND46.68 billion/VND45.15 billion = 103.79% of the year plan
* Budget collection: VND55.67 billion/VND54.96 billion = 101.29% of the year plan
* Average income: VND11,888,546/ VND12,000,000 /person/month = 99.07% of year plan
* Dividends: 35%.
1. Production and business plan 2024:
* Production and business revenue: VND747.645 billion
* Profit before tax: VND41.375 billion
* Budget collection: VND61.190 billion
* Average income: VND12,500,000/person/month
* Dividends: (expected) 22%

‎‎Article 2. Approve the Report evaluating the activities of the Board of Directors and supervisory assessment of the Board of Directors to the Executive Board.

‎‎Article 3. Approve the Financial Statements 2023 and the Report on Auditing Results 2023.

‎‎Article 4. Approve the plan on profit distribution and dividend rate for 2023.

Profit before tax: VND46,855,949,726

Corporate income tax: VND7,226,764,138

Profit after tax: VND39,629,185,588

Total distributed profit in 2023: VND39,629,185,588

Profit distribution plan

* Appropriation for funds:

Manager's Bonus Fund: VND335,518,716

Bonus and welfare fund: VND15,493,666,872

* Dividend payment: VND23,800,000,000 (35% = VND3,500/share)

‎‎Article 5. Approve the Report on the realized salary fund in 2023 and the plan for the salary fund in 2024.

Article 6: Approved the remuneration for the Board of Directors and the Supervisory Board in 2024

Fixed monthly remuneration:

* The Chair of the Board of Directors: VND7,000,000/month
* The Vice Chair of the Board of Directors: VND6,000,000/month
* Member of the Board of Directors: VND5,000,000/month
* The Chief of the Supervisory Board VND5,000,000/month
* Members of the Supervisory Board: VND3,000,000/month

‎‎Article 7. Approve the Report of the Supervisory Board in 2023

‎‎Article 8. Approve the Proposal on selecting an audit company for 2024.

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Implement the audit for the Financial Statements 2024 of the Company.

‎‎Article 9. Approve the proposal on amending and supplementing the Charter.

Supplement and amendment content of Clause 6, Article 47, Chapter XIII:

Profit distribution is made in the following order:

* Divide profits among associated capital contributors according to the provisions of the signed economic contract (if any);
* Offset the loss of previous years has expired, which is deducted from profit before tax according to the regulations
* Appropriate maximum of 30% for investment and development fund.
* Deductions from the reward fund, welfare fund for employees in enterprises, and enterprise managers bonus fund according to Regulations of the Government on labor, salary, remuneration, and bonuses for companies with State-controlled shares and capital contributions.
* The remaining profit is distributed as dividends and profits in cash to shareholders and limited partners. For dividends and profits distributed in cash for the state capital contribution in the enterprise are payable to the State budget according to regulations.

‎‎Article 10. Terms of enforcement.

This General Mandate was approved by the Annual General Meeting of Shareholders 2024 and takes effect from August 5, 2024.

The General Meeting of Shareholders assigned the Board of Directors and the Executive Board, based on the orientation and target of the plan 2024 approved by the General Meeting of Shareholders, to deploy and implement this General Mandate in accordance with law and the Company's Charter.