**X26: Annual General Mandate 2024**

On August 8, 2024, 26 Joint Stock Company announced General Mandate No. 336/NQ-DHDCD as follows:

Article 1: Approve the Report on production and business results in 2023 and the plan for 2024.

1. Results 2023:

* Revenue: VND779,226 million
* Profit before tax: VND24,056 million

1. Plan 2024:

* Revenue: VND775,018 million
* Profit before tax: VND23,200 million

Article 2: Approve the settlement of salary and bonus fund for the managers in 2023 and the payment plan for 2024:

1. In 2023:

The realized salary and bonus fund for the managers in 2023, specifically:

* Number of members: 07 persons
* Members of the Board of Directors: 05 persons
* The Chief Accountant, the Chief of the Supervisory Board: 02 persons
* Realized salary fund: VND2,969,000,000.
* Bonus fund for the managers: VND371,000,000.

1. In 2024:

* Number of members:
* Members of the Board of Directors: 05 persons
* The Chief Accountant, the Chief of the Supervisory Board: 02 persons
* Members of the Supervisory Board: 02 persons
* Estimated remuneration and salary fund: VND2,904,000,000.
* Bonus fund for the managers: The maximum bonus fund for managers is not more than 1.5 months of the average actual salary if the actual profit is equal to or higher than the planned profit. Bonus fund: VND363,000,000
* Remuneration fund for members of the Supervisory Board: VND72,000,000.

Article 3: Approve the Financial Statements 2023, the plan on profit distribution, dividend payment in 2023, and the plan for 2024.

1. Results 2023:

* Profit before tax in 2023: VND18,282,391,319.
* Profit distribution in 2023:
* Appropriation for bonus and welfare funds: VND13,911,391,319
* Appropriation for bonus fund for the Executive Board: VND371,000,000
* Dividend payment in 2023: VND4,000,000,000

(Dividend rate of 8%)

1. Plan 2024:

* Expected dividend payment rate: 8%

Article 4: Approve the Report on activities of the Supervisory Board in 2023 and the Plan for 2024.

Article 5: Terms of enforcement

Members of the Board of Directors, the Supervisory Board, the Executive Board of the Company are responsible for implementing this General Mandate according to their functions and tasks, completing the contents of documents approved by the Meeting for official promulgation and implementation.

This General Mandate takes effect from the date of its signing.