**FTI: General Mandate 2020**

On 29 Jul 2020, Friendship trading - Industrial Joint Stock Company announced the General Mandate 2020 as follows:

Article 1: The annual General Meeting of Shareholders of Friendship trading - Industrial Joint Stock Company agreed to the following contents:

1. Agree on the Board of Directors' Operation Report in 2019 - summary of term III (2016 - 2020) - Orientation for the fourth term (2020-2025) No. 09/BC - HDQT dated May 27th, 2020 of the Board of Directors, including the key contents as follows:

1.1/ Results of production and business in 2019 and the business plan in 2020 as follows:

\* Results of production and business in 2019:

- Revenue: VND 10,306,562,396

- Profit: VND 3,108,224,207

- Payment to the State budget: VND 3,070,044,524

\* Business plan in 2020:

- Revenue: VND 6,634,643,758

- Profit: VND 219,589,703

- Payment to the State budget: VND 2,761,342,783

1.2/ Continue to coordinate with major shareholders to complete the capital divestment according to regulations

1.3/ Continuing to perform the effective calculation of the use of Company assets

1.4/ Continue the liquidation of the contract with Hoang Anh Mekong Company in the project at 279 No Trang Long, Binh Thanh

1.5/ Complete the dissolution of Vikotrade Joint Venture. The General Director was assigned to continue to coordinate with the consultant to complete the dissolution

1.6/ Assign the General Director to continue to preside over the debt review and report to the Board of Directors on the handling direction for debts

1.7/ Assign the General Director to continue reviewing the relocation project to expand production of complete bicycle products and interior mechanical products, the cooperation with REE to implement in accordance with law and Decision 86/2010/QD - TTg dated December 22, 2010 of the Prime Minister on promulgating financial regulations for relocation of polluting establishments and facilities which must be relocated according to urban construction planning

1.8/ Assign the General Director of the Company to report and implement the qualified opinion of auditor on the 2019 financial statement according to the regulations

1.9/ Review and issue the salary scale and payroll for the Company in 2020

1.10/ Review and approval of salary fund plan in 2020

1.11/ Continue to direct implementation of review and adjustment of the Company's regulations (financial regulations, Internal spending regulations, salary regulations) to suit the current situation of the Company and in accordance with the current law

1.12/ Continue to direct implementation of the organizational structure to suit the actual situation of the Company

1.13/ Continue to implement the work of strengthening corporate governance, fully implement and strictly comply with regulations on information disclosure

1.14/ Reviewing and fully implementing resolutions and meeting minutes issued by the Board of Directors, some contents such as: Confirming debts with Hoang Anh Mekong Company; Long-term financial investments; Debt balance of Vikotrade Joint Venture; working with Mr. Lien Nguyen Khiem with letter of advice on implementation solutions, related legal basis, tax finalization procedures; hiring a legal consultant to review the entire dissolution file of Vikotrade; consulting to complete the full legal order and procedures to ensure the dissolution of Vikotrade in accordance with current legal regulations

2. Agree on the results of production and business activities in 2019 according to the audit report. The General Director is responsible for inspecting and supervising together with the Chief Accountant to ensure that the financial statement of 2019 reflected correctly and honestly the economic and financial situation of Friendship trading - Industrial Joint Stock Company on December 31, 2019

3. Agree on the Report on the dissolution of Vikotrade Joint Venture No. 60/BC - TGD dated May 27, 2020

4. Not approve the plan on offsetting the reward and welfare fund and request clarification of the arising time and responsibilities of organizations and individuals for the compensation plan in accordance with the law

5. Approve the 2019 remuneration payment to the Board of Directors and Supervisor Board and plan on remuneration for the Board of Directors and Supervisor Board in 2020 as follows:

|  |  |  |
| --- | --- | --- |
| No | Indicator | Amount (VND) |
| A | Remuneration of 2019 for the Board of Directors and Supervisor Board |  |
| 1 | Remuneration of 2019 for the Board of Directors and Supervisor Board in which: | 137,028,000 |
| \* | Board of Directors | 106,356,000 |
|  | - Chair of the Board of Directors: 2,983,000 x 12 = 35,796,000 |  |
|  | - Member of the Board of Directors (3 persons): 1,960,000 x 12 x 3 = 70,560,000 |  |
| \* | Member of the Supervisor Board (2 persons): 1,278,000 x 12 x 2 | 30,672,000 |
| 2 | Head of the Supervisor Board, in which:  + Full-time salary: VND 98,299,301  + Other payment: VND 23,250,000 | 121,549,301 |
| B | Expected remuneration in 2020 for the Board of Directors and Supervisor Board | 155,500,000 |
| \* | Board of Directors | 123,820,000 |
|  | - Chair of the Board of Directors: 3,080,000 x 12 = 36,960,000 |  |
|  | - Member of the Board of Directors  + From Jan 2020 to May 2020 (3 persons): 2,020,000 x 5 x 3 = 30,300,000  + From Jun 2020 to Dec 2020 (4 persons): 2,020,000 x 7 x 4 = 56,560,000 |  |
|  | Members of the Supervisor Board (2 persons): 1,320,000 x 12 x 2 | 31,680,000 |
| 2 | Head of the Supervisor Board  + Full-time salary, 2/2 salary level for head of the Supervisor Board: VND 8,400,000/ month  + Other benefits: phone allowance: VND 200,000/ month; bonus, holidays, lunch, petrol allowances and others in accordance with the office rules of the Company (if any) |  |

6. Approve authorization for the Board of Directors to choose an auditor for the fiscal year of 2020 (based on statement No.14/TTr-HDQT dated 28 May 2020 of the Board of Directors of the Company)

Article 2: This General Mandate replaces General Mandate No.21/NQ-DHDCD.2020 dated 29 Jul 2020 to suit the law (clause 2, article 144 in Enterprise Law and clause 3, article 21 in Charter of the Company)

Article 3: The annual General Meeting of Shareholders assigns the Board of Directors of the Company to carry out this Resolution

Article 4: The annual General Meeting of Shareholders assigns the Supervisory Board of the Company to supervise the implementation of this Resolution

Article 5: Members of the Board of Directors, Supervisory Board, Management Board, Chief Accountant are responsible for implementing this Resolution according to their functions and activities in accordance with legal regulations and Charter of Friendship trading - Industrial Joint Stock Company