**MEF: Board Resolution**

On October 12, 2023, MEINFA Joint Stock Company announced Resolution No. 78-NQ/HDQT as follows:

Article 1: Approve the production and business results in the last 9 months of 2023

1. Revenue and profit results in the last 9 months of 2023:

* Revenue: Công ty Cơ Điện (tentatively translated as Electrical Engineering Company): VND 17.1 billion; Tam Huu Co.Ltd.: VND 106.98 billion; Công ty Cơ Khí (tentatively translated as Mechanical Company): VND 65.1 billion; Van Xuan Co., Ltd: VND 31.09 billion; MEINFA Joint Stock Company: VND 163.1 billion. Total revenue: VND 383.37 billion, equal to 67.4% of 2023 plan (VND 568,75 billion).
* Profit: VND 21.56 billion, equal to 65% of 2023 plan (VND 33,17 billion).

1. Solutions to be implemented in the last 3 months of 2023

* Actively looking for new products and new customers.
* Calculate reasonable prices, prioritize jobs for workers.
* Promote the fight against waste and practice thrift.
* Continue to invest in automatic equipment to improve productivity to compensate for labor shortages and promote technical innovation.
* Implement production management well according to ISO and 5S.
* Focus on improving the working environment and raising wages for workers.
* Continue to make investments according to the proposed plan.

Article 2: Approve the production and business plan for 2024

1. Revenue and profit

* Revenue: Mechanical Company: VND 95 billion; Electrical Engineering Company: VND 24.4 billion; Van Xuan Co., Ltd: VND 42.5 billion; Tam Huu Co.Ltd.: VND 155 billion; MEINFA Joint Stock Company: VND 212 billion. Total revenue: VND 528.9 billion, an increase of 4.2% compared to 2023 (expected 2023, Total revenue: VND 507.5 billion)
* Profit: Profit: VND 31.3 billion, an increase of 3.8% compared to 2023 (expected 2023, Profit: VND 30.15 billion)

1. Investment plan

* Van Xuan Co., Ltd: VND 1 billion; Tam Huu Co.Ltd.: VND 2 billion; Mechanical Company: VND 1.5 billion; Electrical Engineering Company: VND 0.7 billion. Total investment value: VND 5.2 billion

1. Labor planning, salary, insurance

* Tam Huu Co.Ltd.: 178 workers; Average salary/person: VND 11,400,000; Average insurance premium/person: VND 6,100,000.
* Mechanical Company: 161 workers; Average salary/person: VND 10,300,000; Average insurance premium/person: VND 6,000,000
* Công ty Cơ Điện (tentatively translated as Electrical Engineering Company): 50 employees; Average salary/person: VND 9,750,000; Average insurance premium/person: VND 5,450,000.
* Van Xuan Co., Ltd: 71 workers; Average salary/person: VND 13,050,000; Average insurance premium/person: VND 6,190,000.

1. New product development plan

* Each company will develop from 10 to 15 new products, prioritizing the products the company has strengths in, such as mechanical tools, garden tools, molds, tools for stamping, and components. motorbike.

1. Tasks and orientation in 2023

* Flexibly arrange labor in accordance with production plans and rearrange labor appropriately.
* Proactively and actively search for new products and new customers.
* Promoting the fight against waste...
* Promote technical innovation and management improvement.
* Improve quality, lower costs and increase product competitiveness.
* Practice production management according to ISO and 5s.
* Improve the working environment to be clean, reduce dust, noise, and have good air flow.
* Improve workers' lives.
* Proactively ready to respond to market changes, product competition, and labor competition.

Article 3 This Board Resolution was approved by the Board of Directors of MEINFA Joint Stock Company at 4:30 p.m. October 12, 2023. Members of the Board of Directors and Executive Board and related departments of the Company are responsible for the implementation of this Resolution.