**SEP: Annual General Mandate 2024**

On April 15, 2024, Quang Tri General Trading Joint Stock Company announced General Mandate No. 37/2024/NQ-DHDCD as follows:

‎‎Article 1. Approve the General Manager's Report on business performance in 2023 and the audited Financial Statements for 2024. The business plan 2024;

‎‎Article 2. Approve the Report on the activities of the Board of Directors in 2023 and the operational orientation in 2024

1. Production and business results in 2023:

* Revenue: VND 1,435 billion, reaching 96% of the plan
* Local budget contribution: VND 75.7 billion, reaching 126% of the plan
* Profit: VND 17.031 billion, reaching 100% of the plan
* Average income of employees: VND 13 million/person/month.

1. Task orientation in 2024

* Revenue: VND 1,550 billion.
* Local budget contribution: VND 60 billion.
* Average income of employees: VND 13 million/person/month
* Profit: ≥VND 5 billion
* Dividends: ≥5%/year
* Strictly direct the implementation of the contents of the General Mandate, promptly issue guidelines and orientations to direct and operate all aspects of activities, overcome existing limitations and weaknesses;
* Financial management must be strict, maintain good contract management, control and inspection, and prevent new bad debts from arising.

‎‎Article 3. Approve the Supervisory Board's Report on the Company's production and business performance, the activities of the Board of Directors, the General Manager and the Supervisory Board in 2023; operational orientation for 2024.

In the plan for 2024, the Supervisory Board will supervise the management and administration of the Board of Directors and the Board of Management in: Implement the contents approved by the General Meeting of Shareholders; Results of implementing the production and business plan for 2024; Compliance with the provisions of the law and the Company's charter; Management and use of assets, capital, investment plans, procurement; Annual dividend payment...

‎‎Article 4. Approve the selection of the Audit Company for 2024

AAC Auditing and Accounting Company is the company to audit the company's Financial Statements for 2024.

‎‎Article 5. Approve the plan for profit distribution, fund appropriation, and dividend distribution for 2023 (Unit: VND)

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| 1 | Profit before tax in 2023 | 17,031,140,201 |
| a | Corporate income tax payment (Tax exempted) | 0 |
| b | Appropriation for development and investment fund (2%) | 340,622,804 |
| c | Reward fund appropriation (8%) | 1,362,491,216 |
| d | Welfare fund appropriation (5.167%) | 880,026,181 |
| 2 | Distributable profit after tax and fund appropriation: | 14,448,000,000 |
|  | dividend payment in cash 17.2% | 14,448,000,000 |
| 3 | Remaining profit in 2023 after distribution | 0 |

‎‎Article 6. Approve the salary fund, remuneration, and bonus for 2023 and the plan for 2024 of the Company's executive and non-executive management.

1. Salary fund, remuneration, and bonus implemented in 2023:

* Salary fund for executive management in 2023:
* Plan VND 4,320,000,000.
* Implementation: VND 3,335,484,000.
* Remuneration fund for non-executive management in 2023:
* Plan VND 864,000,000
* Implementation: VND 280,000,000
* Bonus fund for the Company's management based on production and business performance in 2023: VND 900,000,000; Not yet paid.

1. Salary and remuneration fund plan for 2024:

* Salary fund for executive management (6 people): VND 5,040,000,000
* Remuneration fund for non-executive Board of Directors and Supervisory Board: VND 1,008,000,000

1. Criteria for determining the salary fund, remuneration, and bonus implemented in 2024:

Assign the Board of Directors to develop criteria and determine the salary fund, remuneration, and bonus for the Company's executive and non-executive management in 2024.

The implemented salary, remuneration, and bonus levels are determined based on the planned salary associated with the level of achievement of the annual business production and profit targets, capital preservation and development, and fulfillment of responsibilities to the State and employees.

‎‎Article 7. Approve the Proposal to establish Sepon Rice Drying Factory at Dien Sanh Industrial Cluster, Dien Sanh Town, Hai Lang District, Quang Tri Province;

Assign the Board of Directors to direct the implementation of steps in accordance with the provisions of law.

Article 8: Approve the establishment of Sepon Organic Fertilizer Production Factory at Quan Ngang Industrial Park, Gio Linh Town, Gio Linh District, Quang Tri Province;

Assign the Board of Directors to direct the implementation of steps in accordance with the provisions of law.

‎‎Article 9. Approve the investment in the construction of a representative office and warehouse in Da Nang;

Continue to assign the Company's Board of Directors to direct the implementation of steps in accordance with the provisions of law.

‎‎Article 10. Approve the addition of business lines and supplementation to the Company's Charter as follows:

1. Supplement to the business lines;

Business code: 1074 - Manufacture of macaroni, noodles, and similar products

Business code: 3811 - Collection of non-hazardous waste

Business code: 3821 - Treatment and disposal of non-hazardous waste

1. Amend and supplement Clause 1, Article 4 "Objectives of the Company's operations" of the Company's Charter with the above additional business lines. The General Meeting assigns the Company's Board of Directors to implement the steps in accordance with the provisions of law.

‎‎Article 11. Approve the policy to invest capital to increase capacity at the Huong Hoa Cassava Starch Factory with an estimated total investment of VND 100 billion. Assign the Company's Board of Directors to research and implement.

‎‎Article 12. Terms enforcement:

The General Mandate of Quang Tri General Trading Joint Stock Company in 2024 takes effect from April 15, 2024.

All shareholders, members of the Board of Directors, Supervisory Board, and Executive Board of Quang Tri General Trading Joint Stock Company are responsible for implementing this General Mandate and organizing the implementation in accordance with their functions and in compliance with the provisions of law and the Company's Charter.