**LM7: Annual General Mandate 2024**

On April 22, 2024, Lilama 7 JSC announced General Mandate No. 03/LILAMA7/DHDCDTN/NQ as follows:

Article 1: Approve the production, business and investment results in 2023 and orientation of production, business and investment tasks in 2024.

1. Production, Business and Investment results in 2023; (Unit: Million VND)

| No. | Content | Unit | Plan in 2023 | Results of 2023 | Results/Plan of 2023 |
| --- | --- | --- | --- | --- | --- |
| 1 | Revenue | Million VND | 40,000 | 26,248 | 65.62 |
| 2 | Profit before tax | Million VND | 0 | (21,072) | - |
| 3 | Charter capital | Million VND | 50,000 | 50,000 | 100 |
| 4 | Profit/charter capital | % | 0 | (42.10) | - |
| 5 | Profit/Revenue | % | 0 | (80.30) | - |
| 6 | Payable to state budget | Million VND | 2,000 | 1,988 | 99.40 |
| 7 | Dividend payment | % | 0 | 0 | - |
| 8 | Investment in fixed assets & equipment | Million VND | 0 | 0 | - |

1. Production, business and investment plan for 2024.

Unit million VND

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Content | Unit | Results of 2023 | Plan for 2024 | Plan for 2024/Results of 2023 |
| 1 | Revenue | Million VND | 26,248 | 40,000 | 152.40 |
| 2 | Profit before tax | Million VND | (21,072) | - | - |
| 3 | Charter capital | Million VND | 50,000 | 50,000 | 100 |
| 4 | Profit/charter capital | % | (42.10) | 0 | - |
| 5 | Profit/revenue | % | (80.30) | 0 | - |
| 6 | Payable to state budget | Million VND | 1,988 | 2,000 | 100.06 |
| 7 | Dividend payment | % | 0 | 0 | - |
| 8 | Investment in fixed assets & equipment | Million VND | 0 | 0 | - |

Article 2: Approve the Audited Financial Statements 2023.

Article 3: Approve the profit distribution plan for 2023:

* Total charter capital: VND 50,000 million.
* Dividend/charter capital of 2023: 0% per year
* Total expected dividend value in 2023: VND 0 million.
* Draft dividend distribution plan for 2023.

Unit VND

|  |  |  |  |
| --- | --- | --- | --- |
| 11 | Content | Calculation method | Expected |
| 1 | Total profit before tax in 2023 |  | (21,072,850,469) |
| 2 | Corporate income tax in 2023 |  |  |
| 3 | Profit after tax in 2023 | (3)=(1-2) | (21,072,850,469) |
| 4 | Profit after tax of the previous year is transferred to 2023 |  | (55,738,798,914) |
| 5¬ | Total undistributed profit after tax: | (5=3+4) | (76,811,649,383) |
| 6 | Deductions from Distributed Profits |  |  |
| 7 | Remaining profit to be distributed: |  | (76,811,649,383) |
| 8 | Appropriation for funds: |  | 0 |
| 9 | Dividend payment |  | 0 |
| 10 | Remaining profit transferred to the next year | (10 = 7-8-9) | (76,811,649,383) |

Article 4. Approve the report of the Supervisory Board on the verification of the Audited Financial Statements 2023, the management and administration of the Company of the Executive Board and the Board of Directors in 2023.

Article 5: Approve the authorization of the General Meeting for the Board of Directors to select 01 audit company to audit the Company's Financial Statements 2024.

Authorize the Board of Directors of Lilama 7 JSC to carry out procedures to sign the Audit contract in accordance with legal regulations.

Article 6: Approve the salary report of 2023 of the Chair of the Board of Directors, salary of the Chief of the Supervisory Board, remuneration of concurrent members of the Board of Directors, Supervisory Board & Secretariat of the Board of Directors & the Salary plan for 2024 for the Chair of the Board of Directors, salary of the Chief of the Supervisory Board, remuneration concurrent members of the Board of Directors, the Supervisory Board and Secretariat of the Board of Directors.

1. Remuneration of members of the Board of Directors & Supervisory Board - Salary of the Chair of the Board of Directors & Chief of the Supervisory Board in 2023
   1. Salary and Remuneration of the Board of Directors in 2023:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Participants: | Position | Remuneration (VND/person/month) | | | Average salary (VND/person/month) | | |
| Plan for 2023 | Results of 2023 | Results/Plan | Plan for 2023 | Results of 2023 | Results/Plan |
| 1 | Chair of the Board of Directors | Chair of the Board of Directors | - | - | - | 13,353,600 | 13,353,600 | 100 |
| 2 | Concurrent members of the Board of Directors (04 persons) | Member of the Board of Directors | 3,120,000 | 3,075,000 | 98.55 | - | - | - |

* 1. Salary of Chief of the Supervisory Board and Remuneration of members of the Supervisory Board and the Secretariat of the Board of Directors in 2023

| No. | Participants: | Position | Remuneration (VND/person/month) | | | Average salary (VND/person/month) | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Plan for 2023 | Results of 2023 | Results/Plan | Plan for 2023 | Results of 2023 | Results/Plan |
| 1 | Pham Van Tao | Truong  Chief of the Supervisory Board | - | - | - | 10,400,000 | 10,430,000 | 100.28 |
| 2 | 02 members of the Supervisory Board & 01 secretariat of the Board of Directors (03 persons) | Member of the Supervisory Board & Secretariat of the Board of Directors | 2,329,600 | 2,295,800 | 98.55 | • | - | - |

* Total salary of the Board of Directors & the Supervisory Board in 2023 is: VND 285,403,200/year
* Total remuneration of the Board of Directors & the Supervisory Board in 2023 is: VND 230,248,800/year

1. Salary plan for the Chair of the Board of Directors, salary for the Chief of the Supervisory Board and remuneration for concurrent members in 2024 specifically:
   1. Salary of Chair of the Board of Directors & Chief of the Supervisory Board in 2024.

* Salary of the Chair of the Board of Directors in 2024 is proposed to remain the same as the base salary approved at the Annual General Meeting 2023.

Basic coefficient of the Chair X regional minimum salary = (3.21 X 4,160,000) = VND 13,353,600/month.

* Salary of the Chief of the Supervisory Board in 2024 is proposed to remain the same as the basic salary approved at the Annual General Meeting 2023.

Basic coefficient of the Chief of the Supervisory Board X regional minimum salary = (2.5 X 4,160,000) = VND 10,400,000/month

* 1. Remuneration for members of the Board of Directors, members of the Supervisory Board, and the secretariat of the Board of Directors in 2024.

Monthly remuneration for each position, it is proposed to maintain the coefficient and basic salary in 2023 approved by the Annual General Meeting 2023.

* Coefficient of members of the Board of Directors= 0.75 X Regional minimum salary.

= 0.75x4,160,000

= VND 3,120,000/person/month;

* Member of the Supervisory Board & the Secretariat of the Board of Directors with the coefficient of

= 0.56 X Regional minimum Salary.

= 0.56x4,160,000

= VND 2,329,600/person/month;

* 1. Summary table of salary and remuneration plans for the Board of Directors & the Supervisory Board expected in 2024.

The Board of Directors.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Participants: | Position | Remuneration (VND/person/month) | | | Average salary (VND/person/month) | | |
| Results of 2023 | Plan for 2024 | Plan for 2024/Results of 2023 | Results of 2023 | Plan for 2024 | Plan for 2024/Results of 2023 |
| 1 | Chair of the Board of Directors | - | - | - | - | 13,353,600 | 13,353,600 | 100 |
| 2 | Concurrent members of the Board of Directors (04 persons) | Members of the Board of Directors | 3,075,000 | 3,120,000 | 101.46 | - | - | - |

The Supervisory Board

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Participants: | Position | Remuneration (VND/person/month) | | | Average salary (VND/person/month) | | |
| Results of 2023 | Plan for 2024 | Plan for 2024/Results of 2023 | Results of 2023 | Plan for 2024 | Plan for 2024/Results of 2023 |
| 1 | Chief of the Supervisory Board | Chief of the Supervisory Board | - | - | - | 10,430,000 | 10,400,000 | 93.71 |
| 2 | 02 members of the Supervisory Board & 01 secretariat of the Board of Directors (03 persons) | Member of the Supervisory Board & Secretariat of the Board of Directors | 2,295,800 | 2,329,600 | 101.47 | - | - | - |

* Expected total salary of the Board of Directors & the Supervisory Board in 2024 is: VND 285,043,200/year
* Expected total remuneration of the Board of Directors & the Supervisory Board in 2024 is: VND 233,625,600/year

Article 7: Approve the dismissal of Mr. Vo Duy Chinh from the position of member of the Board of Directors for the term of 2022-2027.

Article 8: Approve the amendments to the Charter of Lilama 7 JSC at the Annual General Meeting of Shareholders 2024.

Article 9: Approve the amendments to the Board of Directors' Operating Regulations & internal regulations on corporate governance of Lilama 7 JSC at the Annual General Meeting of Shareholders 2024.

Article 10: Terms of enforcement

Members of the Board of Directors, Supervisory Board and Executive Board and shareholders of Lilama 7 JSC are responsible for the implementation of this General Mandate under applicable laws.

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