**KLM: Annual General Mandate 2024**

On April 23, 2024, Nghe Tinh Non - Ferous Metal Joint Stock Company announced General Mandate No. 11/NQ-DHDCD as follows:

Article 1. Approve the Regulations and agenda of the Annual General Meeting 2024

Article 2. Approve the Report on the results of implementing the Annual General Mandate 2023 and the Production and Business Plan in 2024.

1. Production and business results in 2023:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Target | Unit | Plan 2023 | 2023 Results  | Results/Plan (%) |
| 1 | Tin metal in ore concentrate | Tons | 55.10 | 45.93 | 83.4 |
| 2 | Finished tin ingot (99.95% Sn) | Tons | 50.7 | 55.72 | 109.9 |
| 3 | Consumed tin ingots (99.95% Sn) | Tons | 61.7 | 64.7 | 104.9 |
| 4 | Petroleum business | Liter | 240,000 | 144,085 | 60.0 |
| 5 | Total revenue | Million VND | 48,268 | 49,910.1 | 103.4 |
| 6 | Payable to the State budget | Million VND | 5,274 | 3,480.3 | 66.0 |
| 7 | Depreciation | Million VND | 579 | 579 | 100.0 |
| 8 | Capital construction investment | Million VND | 0 | 2,686.4 |  |
| 9 | Profit before tax | Million VND | 759 | -16,855.3 | -2,220.7 |
| 10 | Total salary fund | Million VND | 8,091 | 6,564.3 | 81.1 |
| 11 | Average number of employees | Person | 80 | 75 | 93.8 |
| 12 | Average salary | Thousand VND/person/month | 8,428 | 7,294 | 86.5 |

1. Plan target for 2024:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Unit | 2024 Plan |
| 1 | Tin metal in ore concentrate | Tons | 47.3 |
| 2 | Finished tin ingot (99.95% Sn) | Tons | 43.47 |
| 3 | Consumed tin ingots (99.95% Sn) | Tons | 51.47 |
| 4 | Total revenue | Million VND | 35,078 |
| 5 | Payable to the State budget | Million VND | 3,994 |
| 6 | Depreciation | Million VND | 563 |
| 7 | Capital construction investment | Million VND | 0 |
| 8 | Profit before tax | Million VND | 368 |
| 9 | Total salary fund | Million VND | 7,441 |
| 10 | Average number of employees | Person | 78 |
| 11 | Average salary | Thousand VND/person/month | 7,950 |

* Mobilizing capital to serve the Company's production and business in 2024:

Cash flow from sales and loan limits from credit institutions are currently not enough to meet production and business needs. To meet capital for production and business, the Annual General Meeting 2024 approved the policy of mobilizing capital from members of the Board of Directors, the Supervisory Board, major shareholders, employees in the Company and other organizations and individuals to serve the Company's production and business. The General Meeting authorized the Board of Directors and the Executive Board to implement under applicable laws.

* Some other work contents:
* Continue to complete dossiers and procedures for applying for environmental permits of Suoi Bac mine
* Continue to handle existing problems and obstacles to obtain approval from the Ministry of Natural Resources and Environment to close the 1499 mine
* Continue to explain and resolve problems to obtain approval of the plan of closing the mine under license No. 886.
* Continue to extend land use rights at the petroleum mine land in Quy Hop Town
* Review mines or parts of mines that have ended exploitation to contract with a consulting unit to develop a mine closure project at the request of the Vietnam Department of Geology and Minerals.
* Survey, evaluate, and prepare investment projects to build hotels and ancillary services at the Company's current office land (according to commitments with state management before extending land use).

Article 3. Approve the Audited Financial Settlement Report 2023

Article 4. Approve the Board of Directors' Report on assessing the current state of business management in 2023 and the operating plan for 2024

Article 5. Approve the Report on activities of the Supervisory Board in 2023

Article 6. Approve the Proposal for settlement of remuneration payments to the Board of Directors, the Supervisory Board, and Secretariat of the Board of Directors in 2023, plan for remuneration payments to the Board of Directors, the Supervisory Board, and Secretariat of the Board of Directors in 2024.

1. Total payments in 2023: VND 273,200,000

In which:

* Total payment for the Chair of the Board of Directors: VND 94,800,000
* Total payment for members of the Board of Directors, Chief of the Supervisory Board: VND 117,600,000
* Total payment for members of the Supervisory Board and the Company Secretariat: VND 60,800,000.
1. The remuneration plan 2024: VND 223,200,000;

In which:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Position | Rate (VND/month) | Number of people | Number of months | Total amount (VND/year) |
| 1 | Chair of the Board of Directors | 2,400,000 | 1 | 12 | 28,800,000 |
| 2 | Member of the Board of Directors, Chief of the Supervisory Board | 2,100,000 | 5 | 12 | 126,000,000 |
| 3 | Member of the Supervisory Board, Secretariat | 1,900,000 | 3 | 12 | 68,400,000 |
|  | Total |  | 9 |  | 223,200,000 |

Article 7. Approve the Proposal on authorizing the Supervisory Board to coordinate with relevant departments to select an independent audit company under applicable laws

to audit the Company's Financial Statements 2024.

Article 8. Implementation of the General Mandate:

This General Mandate was approved by the Annual General Meeting 2024 of Nghe Tinh Non - Ferous Metal Joint Stock Company.

This General Mandate takes effect from April 23, 2024. Minutes of the General Meeting, reports and proposals at the Annual General Meeting 2024 of Nghe Tinh Non - Ferous Metal Joint Stock Company are an inseparable part of this General Mandate.

Members of the Board of Directors, Supervisory Board and Executive Board of the Company are responsible for directing the implementation of this General Mandate according to their functions, tasks, and powers under applicable laws and the Company’s Charter.