**XMD: Annual General Mandate 2024**

On April 19, 2024, Xuan Mai - Dao Tu JSC announced General Mandate No. 02/2024/NQ/XMD-DHDCD as follows:

Article 1. Approve the contents presented and discussed at the Meeting:

1. Approve the Report of the Board of Directors, production and business results in 2023 and production and business plan in 2024.

* Results of implementing the production and business plan in 2023:
* Total production and business value: VND 81,301 billion
* Total revenue: VND 102,195 billion
* Total profit before tax: VND (2,257) Billion
* Employees and salary:
* Average labor used: 172 People
* Employee's monthly average income: VND 6.5 Million
* Orientation of the Board of Directors and solutions to implement the plan 2024:
* Total output: VND 160 Billion
* Total revenue: VND 150 Billion
* Total profit before tax: VND 4.649 Billion
* Profit after tax: VND 4.649 Billion
* Dividend payment rate: 0 %

1. Approve the Report of the Supervisory Board on verifying the Company's production, business and financial process in 2023.
2. Approve the Audited Financial Statements 2023 with certain main targets:

|  |  |  |
| --- | --- | --- |
| No. | Target | Amount |
| 1 | Total assets | 83,564,715,567 |
| 2 | Payables | 44,295,585,014 |
| 3 | Owners’ equity | 39,269,130,553 |
| In which:   * Owner‘s investment capital * Share premium * Investment and development fund * Other funds under owners' equity * Undistributed profit after tax | 40,000,000,000  3,634,000,000  5,604,205,371  0  (9,969,074,818) |
| 4 | Total revenue | 102,194,923,788 |
| 5 | Total expense | 104,451,332,473 |
| 6 | Profit before tax | (2,256,408,685) |
| 7 | Profit after tax | (2,256,408,685) |

1. Approve the profit distribution in 2023:

* Profit according to the Audited Financial Statements 2023:
* Profit after tax in 2023: (VND 2,256,408,685);
* Accumulated undistributed profit after tax until December 31, 2023: (VND 9,969,074,818);
* Profit distribution in 2023:

The Company's accumulated undistributed profit after tax until December 31, 2023 is VND (9,969,074,818). Therefore, the Company does not distribute profits in 2023

1. Approve the selection of an audit company for the Financial Statements 2024.

The Meeting authorized the Board of Directors of the Company to decide to select one of the companies approved by the Ministry of Finance as audit companies and practicing auditors to audit entities with public interests in 2024.

Content of audit:

* Review the Semi-annual Financial Statements 2024;
* Audit the Financial Statements ending December 31, 2024.

1. Approve the production, business and profit distribution plan for 2024:

* Production, business and profit plan:
* Total output: VND 160 Billion
* Total revenue: VND 150 Billion
* Total profit before tax: VND 4.649 Billion
* Profit after tax: VND 4.649 Billion
* Profit distribution:

Based on production and business results in 2024, the Company's Board of Directors submits to the General Meeting of Shareholders to consider and approve the appropriation for funds and payment of dividends in 2024 in the General Meeting of Shareholders 2025.

1. Approve the Report on remuneration for members of the Board of Directors, the Supervisory Board, and bonus for the Executive Board in 2023 and plan for paying remuneration for members of the Board of Directors, the Supervisory Board, and bonus for the Executive Board in 2024:

* Remuneration for the Board of Directors, the Supervisory Board, and bonus for the Executive Board in 2023:

In 2023, there is no remuneration for the Board of Directors, the Supervisory Board and bonus for the Executive Board.

* Proposed remuneration for the Board of Directors and the Supervisory Board in 2024:
* Chair of the Board of Directors: VND 5,000,000/person/month
* Member of the Board of Directors: VND 3,000,000/person/month
* Chief of the Supervisory Board: VND 2,000,000/person/month.
* Member of the Supervisory Board: VND 1,000,000/person/month.
* Bonus level for the Executive Board in 2024:
* Bonus at 1% of profit after tax for the profit within the plan;
* Bonus at 30% of profit after tax for profits exceeding the plan;

Article 2. Terms of enforcement:

The Annual General Mandate 2024 of Xuan Mai - Dao Tu JSC takes effect from April 19, 2024.

The Board of Directors and Manager of the Company shall base their implementation on the content of this General Mandate.

The Annual General Mandate 2024 of Xuan Mai - Dao Tu JSC was approved in full at the General Meeting of Shareholders on April 19, 2024.