**LNC: Annual General Mandate 2024**

On April 24, 2024, LeNinh Joint Stock Company announced General Mandate No. 281/2024/NQ-DHDCD as follows:

Article 1: The General Meeting of Shareholders agreed to:

1. Approve the Report on activities of the Board of Directors in 2023 and plan for 2024.
2. Approve the report on activities of the Supervisory Board in 2023 and plan for 2024.
3. Approve the Audited Financial Statements 2023.
4. Approve the Production and business results and profit distribution in 2023 and the Plan on the production and business and profit distribution in 2024.
   1. Production and business results and profit distribution in 2023:
5. Production and business results in 2023:

|  |  |  |  |
| --- | --- | --- | --- |
| No | Items | Unit | Results 2023 |
| A | BUSINESS RESULTS |  |  |
| 1 | Total revenue, income: | VND | 112,096,370,840 |
| 2 | Total expense | VND | 110,883,303,527 |
| 3 | Profit before tax | VND | 1,213,067,313 |
| 4 | Corporate income tax | VND | 354,325,234 |
| 5 | Profit after tax | VND | 858,742,079 |
| B | Targets that are payable to the state budget |  |  |
| 1 | Payables within the year | VND | 7,381,300,496 |
| 2 | Submitted payables within the year | VND | 8,057,237,582 |
| C | Employee targets |  |  |
| 1 | Average number of employees in the year | Person | 389 |
| 2 | Average income (VND/person/month) |  | 4,620,000 |
| 3 | Labor regime (Social Insurance, Health Insurance) | % | 100 |
| - | Payables within the year | VND | 6,417,577,353 |
| - | Submitted payables within the year | VND | 6,418,305,240 |

1. Profit distribution plan in 2023

* Appropriation for funds:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No | Distribution items | Rate (%) | Value (VND) | Note |
| 1 | Appropriation for investment and development fund | 17.18 | 147,539,399 |  |
| 2 | Appropriation for bonus and welfare funds | 39.83 | 342,000,000 |  |
| 3 | Bonus fund for the Executive Management Board | 4.66 | 40,000,000 |  |
| 4 | Remaining profit for dividend distribution | 38.34 | 329,202,680 | VND40/share |
|  | Total | 100 | 858,742,079 |  |

* Remaining profit distributed to shareholders:

Remaining profit for distribution per share: VND 40 (dividend rate of 0.4% per share)

|  |  |  |  |
| --- | --- | --- | --- |
| Targets | Total | In which: | |
| State | Other shareholders |
| Share | 8,230,067 | 7,468,367 | 761,700 |
| Distributed profits (VND): | 329,202,680 | 298,734,680 | 30,468,000 |

* Dividend payment method: Dividends for other shareholders will be paid in cash while dividends for state shareholders will be paid into the State budget.
  1. Approve production and business plan and profit distribution plan for 2024.

4.2.1. Certain planned targets in 2024:

|  |  |  |  |
| --- | --- | --- | --- |
| No | Items | Unit | Plan 2024 |
| A | BUSINESS RESULTS |  |  |
| 1 | Total revenue, income | VND | 102,450,000,000 |
| 2 | Total expense | VND | 101,275,000,000 |
| 3 | Profit before tax | VND | 1,175,000,000 |
| 4 | Corporate income tax | VND | 312,000,000 |
| 5 | Profit after tax | VND | 863,000,000 |
| B | Targets that are payable to the state budget |  |  |
| + | Payables within the year (Value Added Tax and land rent, Personal Income Tax, Corporate Income Tax) | VND | 9,302,500,000 |
| + | Profit distribution in 2024 | VND | 298,734,680 |
| C | Labor-related targets |  |  |
| 1 | Average number of employees in the year | Person | 390 |
| 2 | Average income (VND/person/month) |  | 5,200,000 |
| 3 | Labor regime (Social Insurance, Health Insurance) | % | 100 |
| - | Payables within the year | VND | 6,420,000,000 |
| - | Complete payables within the year | VND | 6,420,000,000 |

* + 1. Profit distribution plan in 2024:

Profit after tax: VND 863,000,000, the profit distribution plan as follows:

* Appropriation for Investment and development fund: VND 155,340,000.
* Appropriation for bonus and welfare funds: VND 338,457,320;
* Bonus fund for the Executive Management Board: VND 40,000,000.
* Remaining profit for dividend distribution: VND 40/share

1. Approve the Proposal on selecting the audit company for the Financial Statements 2024.

Approve on authorizing the Supervisory Board to select an audit company out of the following three: International Auditing Company Limited;

VIETVALUES Auditing and Consulting Co., Ltd, - Da Nang Branch; UHY Auditing & Consulting Company Limited to audit the Financial Statements 2024 for LeNinh Joint Stock Company.

1. Approve the Proposal on the payment of salaries and remuneration for the Board of Directors, the Supervisory Board, the Head of Accounting and Statistics Department, and the Secretariat of the Board of Directors for the year 2023; Plan for the payment of remuneration for the Board of Directors, Supervisory Board, Head of the Accounting and Statistics Department and Secretariat of the Board of Directors for the year 2024.
   1. Report on the payment of salaries and remuneration for the Board of Directors, Supervisory Board, Head of the Accounting and Statistics Department and Secretariat of the Board of Directors for the year 2023:

Unit: VND

|  |  |  |  |
| --- | --- | --- | --- |
| No | Full name | Position | Salary |
| I | The Board of Directors |  | 1,314,738,200 |
| 1 | Nguyen Mau Hao | Chair of the Board of Directors | 425,346,100 |
| 2 | Le Thanh Hung | Member of the Board of Directors | 318,307,700 |
| 3 | Tran Cong Van | Member of the Board of Directors | 296,000,000 |
| 4 | Le Doan Hieu | Member of the Board of Directors | 159,500,000 |
| 5 | Pham Ngoc Thanh | Member of the Board of Directors | 115,584,400 |
| II | The Supervisory Board |  | 227,846,200 |
| 1 | Le Hong Son | Chief of the Supervisory Board | 203,846,200 |
| 2 | Nguyen Thi Lien | Member | 12,000,000 |
| 3 | Le Tung Dinh | Member | 12,000,000 |
| III | The Secretariat of the Board of Directors |  | 12,000,000 |
| 1 | Hoang Van Khiem |  | 12,000,000 |
|  | Total |  | 1,554,584,400 |

* The Chair of the Board of Directors, members of the Board of Directors-cum-Managing Director, members of the Board of Directors-cum-Deputy Managing Director, Head of the Accounting and Statistics Department and Chief of the Supervisory Board who work without remuneration will receive management salaries according to the approved salary plan for 2023 by the provincial People's Committee.
* Non-executive members of the Board of Directors and Supervisory Board and Secretariat of the Board of Directors: Payment: VND 1,000,000 per month.
  1. Approve the remuneration plan for the Board of Directors, Supervisory Board, Head of the Accounting and Statistics Department and Secretariat of the Board of Directors in 2024.
     1. Monthly remuneration for the Board of Directors and Head of Accounting and Statistics Department:
* Members of the Board of Directors: 05 members, Head of Accounting and Statistics Department: 01 member.
* Executive Chair of the Board of Directors, member of the Board of Directors-cum-Managing Director, member of the Board of Directors-cum-Deputy Managing Director, Head of Accounting and Statistics Department and Chief of the Supervisory Board who work without remuneration will receive management salaries according to the approved salary plan for 2024 by the provincial People's Committee.
* Non-executive members of the Board of Directors who are not part of the Company's Executive Board: 02 members

Remuneration (person/month) VND 1,000,000/person/month.

* + 1. Monthly remuneration for the Supervisory Board:

Number of members of the Supervisory Board: 03 members.

* Executive Chief of the Supervisory Board works without remuneration will receive management salaries according to the approved salary plan for 2024 by the provincial People's Committee.
* Non-executive member of the Supervisory Board 02 members

Monthly remuneration: VND 1,000,000/person/month.

* + 1. Monthly remuneration for the Secretariat of the Board of Directors:
* Member: 01 member. Non-executive.
* Monthly remuneration: VND 1,000,000 per month.

Article 2: The General Meeting assigned the Board of Directors and Executive Board of LeNinh Joint Stock Company to monitor, urge and direct the implementation of this General Mandate under applicable laws and the Company's Charter.

Article 3: Assign the Supervisory Board to be responsible for supervising and inspecting the activities of the Board of Directors and the Board of Management in implementing the General Mandate of the meeting, ensuring compliance with applicable laws and the Company's Charter.

Article 4: This General Mandate was approved fully by the General Meeting 2024 and takes effect from April 24, 2024./.