**QHD: Annual General Mandate 2024**

On April 26, 2024, Viet - Duc Welding Electrode Joint Stock Company announced General Mandate No. 01/NQ – DHDCD as follows:

Article 1: The Meeting unanimously approved the contents of the reports

* Report on Production and Business results in 2023 and Duties and orientation in 2024.
* Report on activities and results of supervisory activity in 2023.
* The report reviews the activities of the Board of Directors in 2023 and the direction of tasks in 2024.
* Audited Financial Statements as of December 31, 2023.

Article 2: Approve Production and Business results in 2023 and Duties and orientation in 2024, with specific main targets as follows:

1.1 Production and business results in 2023 with the following major targets:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Targets | Unit: | Plan in 2023 | Results of 2023 | Compared to 2022 results % |
| Plan | Same period 2022 |
| 1 | Physical product output: |  |  |  |  |  |
| * Manufacturing soldering irons
 | Tons | 7,500 | 6,960 | 93% | 106% |
|  | * Welding wire production
 | “ “ | 4,000 | 3,744 | 94% | 108% |
| * Paint all types
 | “ “ | 90 | 153 | 170% | 184% |
| 2 | Sale volume |  |  |  |  |  |
| * Welding iron
 | Tons | 7,500 | 6,865 | 92% | 103% |
| * welding wire
 | “ “ | 4,000 | 4,356 | 109% | 114% |
| * Paint types
 | “ “ | 90 | 155 | 172% | 187% |
| 3 | Revenue from goods sale: | Million VND | 320,000 | 315,538 | 98% | 103% |
| 4 | Profit before tax: | Million VND | 15,000 | 29,613 | 197% | 129% |
| 5 | Employee income | Thousand VND/ month |  | 9,830 |  | 106% |

1.2 Projected Production and Business plan for 2024 with the main targets is as follows:

* Physical product output:

|  |  |
| --- | --- |
| * Soldering iron:
 | 7,540 tons |
| * Welding wire:
 | 4,700 tons |
| * Paint types
 | 100 tons |
| * Welding:
 | 180 tons |
| * Consumption revenue
 | VND 355 billion  |
| * Profit before tax:
 | ≥ VND 15 billion |

* Employee income is equal to or higher than the previous year if the planned targets are met and labor productivity increases.

Article 3: Approve the Profit Distribution and Dividend Plan 2023 and the Dividend plan 2024 as follows:

1. Profit distribution plan, dividend payment in 2023:

|  |  |
| --- | --- |
| 1- Total undistributed profits December 31, 2023 | 63,746,956,132 |
| 1.1 Undistributed profit in the previous period | 40,052,194,894 |
| * in which: Issuance of shares paying unrealized dividends (SSC is considering)
 | 11,049,432,000 |
| 1.2 Undistributed profit in 2023 | 23,694,761,238 |
| 2- Profit distribution: | 12,077,432,000 |
| 1.2 Dividend payment in 2023: 20% (Advanced) | 11,049,432,000 |
| 2.1 Executive Board Awards: | 528,000,000 |
| 2.3 Appropriation for bonus and welfare fund: | 500,000,000 |

3- Residual profit: 51,669,523,894

* Of which 20% to issue dividend-paying shares: 11,049,432,000
1. Expected dividend payment of 2024: 20%.

Article 4: Approve the Board of Directors based on the financial situation and Business results in 2024 to decide on the dividend prepayment in 2024 in cash.

Article 5: Approve the proposal of selecting AASC Auditing Firm Company Limited as the audit company for the Financial Statements 2024.

Article 6: Approve the allocation of funds to the Management Executive Board based on specific production and business efficiency as follows:

Qt = (P – 12,000,000,000)\*3%

In which: Qt is the deducted bonus fund.

P is the profit before tax 2024

This General Mandate was approved by the General Meeting of Shareholders of Viet - Duc Welding Electrode Joint Stock Company in full text at the Annual General Meeting of Shareholders in 2024 and takes effect from April 26, 2024.

Members of the Board of Directors, members of the Supervisory Board, members of the Executive Board and all shareholders of Viet - Duc Welding Electrode Joint Stock Company are responsible for implementing this Resolution and organizing the implementation of their functions and competence in accordance with the provisions of law and the Charter of organization and operation of the company./.