**FTI: Board Resolution**

On July 08, 2024, Friendship trading - Industrial Joint Stock Company announced Resolution No. 12/NQ-HDQT.2024 on labor and salary fund implemented in 2023, the plan for 2024

‎‎Article 1. The Board of Directors of Friendship trading - Industrial Joint Stock Company approved the plan on the salary fund of employees, remuneration for managers implemented in 2023 and the plan for 2024 of the Company as follows:

1. Agree on labor to be implemented in 2023, the plan for 2024 is as follows:

* The number of employees implemented in 2023, the plan for 2024:
* The total number of employees implemented in 2023 is 11 employees, of which:

+ Average managers: 03 employees;

+ Average employees: 08 employees.

* Labor plan for 2024: 16 employees, including:

+ Average managers: 03 employees;

+ Average employees: 13 employees.

1. The salary fund implemented in 2023, and the specific plan for 2024

* The salary fund implemented in 2023, and the plan for 2024:

- The salary and remuneration fund implemented in 2023 is VND1,167,097,653, of which:

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| + Salary fund for managers: | VND382,172,072; |
| + Remuneration fund for managers: | VND178,320,000; |
| + Salary fund for employees: | VND606,605,581. |

- The planned salary and remuneration fund for 2024 is VND1,519,423,840, of which:

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| + Salary fund for managers: | VND386,276,000; |
| + Remuneration fund for managers: | VND179,880,000; |
| + Salary fund for employees: | VND953,267,840. |

‎‎Article 2. Assign the General Manager of the Company to implement this Resolution according to the Charter of Friendship trading - Industrial Joint Stock Company and current provisions of law.

‎‎Article 3. The Board of Directors, the Supervisory Board, the Board of Management, the Department of Administration and Organization, and the Accounting Department of the Company based on the Resolution to implement. This Resolution takes effect from the date of signing.