**RBC: Annual General Mandate 2024**

On May 10, 2024, Rubber Industry & Import - Export Corporation announced General Mandate No. 02/NQ-DHDCDRBC as follows:

1. Approve the Report on production and business results in 2023 with the following main targets:

* Total revenue: VND 340,249,749,606
* Profit before tax: VND 3,705,523,431
* Profit after tax: VND 3,138,888,012

1. Approve the profit distribution plan in 2023:

As the undistributed profit after tax as of December 31, 2023 is: VND - 680,150,652, the Company decides not to appropriate for funds and pay dividends in 2023.

1. Approve the Audited Financial Statements 2023 of the Company.
2. Approve the Report on activities of the Supervisory Board in 2023.
3. Approve the production and business plan for the whole Company in 2024.

* Total revenue: VND 352,246,000,000
* Profit before tax: VND 4,000,000,000
* Profit after tax: VND 3,320,000,000
* Total capital demand for basic construction: VND 20,515,000,000

1. Approve the plan on profit distribution in 2024: Expected profit profit after tax in 2024 of VND 3,320,000,000 is planned to be distributed as follows:

* Eliminate accumulated loss: VND 680,150,652
* Appropriate for corporate investment and development fund : VND 659,962,337;
* Appropriate for bonus and welfare fund: VND 976,848,931
* Pay dividends (1%/charter capital): VND 1,003,038,080

Approve assigning the Board of Directors to make a plan on profit distribution in 2024 to submit to the Annual General Meeting of Shareholders 2025.

1. Select an audit company for the Financial Statements 2024:

Approve assigning the Board of Directors and the Supervisory Board of the Company to select 01 of the following 03 audit companies to audit the Financial Statements 2024:

* Southern Auditing & Accounting Financial Consulting Services Company Limited (AASCS).
* AASC Auditing Firm Company Limited.
* A&C Auditing and Consulting Company Limited.

1. Authorize the Board of Directors to consider and approve the Company’s Operational Regulations.
2. Authorize the Board of Directors to consider and approve the planned salary fund and the realized salary fund in 2024 of the Company.
3. Authorize the Board of Directors to continue considering the handling of deferred shares of employees in compliance with the current provisions of law.
4. Approve the salary and remuneration for the Board of Directors, the Supervisory Board, and the person in charge of corporate governance of the Company in 2024.

* The salary of the Executive Chair of the Board of Directors: VND 24,000,000/month (according to the criteria for ranking Enterprise Managers: class III in Appendix 02 of Decision No. 107/QD-HDQTCSVN dated March 26, 2020).
* The salary of the Executive Chief of the Supervisory Board: VND 19,000,000/month (according to the criteria for ranking Enterprise Managers: class III in Appendix 02 of Decision No. 107/QD-HDQTCSVN dated March 26, 2020).
* The salary of the person in charge of corporate governance: Equal to the salary of the Company’s Heads of professional departments.
* The remuneration for non-executive members of the Board of Directors: VND 1,000,000/member/ month.
* The remuneration for non-executive members of the Supervisory Board: VND 1,000,000/person/month.
* Regarding the Chair of the Board of Members, members of the Board of Members, the Secretariat of the Board of Members, and the Supervisor of the subsidiary: The salary and remuneration will be decided by the Company’s Board of Directors.

1. Authorize the General Manager to cooperate with the Company’s President of the Trade Union to decide on using the bonus and welfare fund (if any) in compliance with the provisions of law, regulations, and collective labor agreements.
2. The General Meeting of Shareholders assigns the Board of Directors and the Executive Board of the Company, based on specific periods, to make a detailed plan to implement the General Mandate 2024.

The General Meeting of Shareholders 2024 of Rubber Industry & Import - Export Corporation is committed to achieving the projected targets of the Meeting for the Company’s stable and sustainable development.