**RTB: Annual General Mandate 2024**

On May 13, 2024, Tanbien Rubber Joint Stock Company announced General Mandate No. 02/NQ-DHDCDCSTB as follows:

‎‎Article 1. Approve the Report on activities of the Board of Directors in 2023 and tasks and orientation for 2024. Report on activities of the Supervisory Board in 2023 and tasks and orientation for 2024. Approve the Report on production and business activities in 2023 and the production and business plan for 2024 of the Executive Board of the Company.

* The production and business results in 2023 of Tanbien Rubber Joint Stock Company:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Targets | Unit | Plan 2023 | Results 2023 | Results in the same period in 2022 | Results 2023/Results 2022 (%) | Results 2023/Plan 2023 (%) |
| (1) | (2) | (3) | (4) | (5) | (6) = (4)/(5) | (7) = (4)/(3) |
| * Area of exploited rubber.
 | Hectare | 2,314.98 | 2,310.85 | 2,576.53 | 90% | 100% |
| In which: Rubber area exploited by the Company itself. | Hectare | 2,109.74 | 2,105.61 | 2,034.09 | 104% | 100% |
| Rubber area for transfer of exploitation rights | Hectare | 205.24 | 205.24 | 542.44 | 38% | 100% |
| * Rubber area of vegetative phase
 | Hectare | 2,609.17 | 2,602.13 | 2,780.05 | 94% | 100% |
| * Rubber area liquidated during the period.
 | Hectare | 631.35 | 631.35 | 358.76 | 176% | 100% |
| * Replanted rubber area
 | Hectare | 458.93 | 578.13 | 192.97 | 300% | 126% |
| * Exploited rubber output. In which:
 | Tons | 3,200 | 3,201.87 | 3,421 | 94% | 100% |
| * Rubber output exploited by the Company itself
 | Tons | 2,885 | 2,886.87 | 2,700 | 107% | 100% |
| * Output of rubber area for transfer of exploitation rights
 | Tons | 315 | 315 | 721 | 44% | 100% |
| * Average productivity
 | Ton/Hectare | 1.38 | 1.39 | 1.33 | 104% | 100% |
| * Purchase output from smallholder rubber
 | Tons | 1,500 | 508.26 | 1,581 | 32% | 34% |
| * Purchase output of finished rubber products
 | Tons | 7,000 | 13,466 | 13,219 | 102% | 192% |
| * Output of processed rubber.
 | Tons | 4,486 | 2,967 | 4,335 | 68% | 66% |
| * Rubber sale volume
 | Tons | 12,500 | 19,045 | 16,144 | 118% | 152% |
| * Total revenue
 | Billion VND | 614.67 | 881.75 | 783.46 | 112% | 143% |
| * Average selling price of rubber
 | Million VND/ton | 37.91 | 32.83 | 38.73 | 85% | 87% |
| * Total investment capital
 | Billion VND | 62.76 | 51.0 | 33.29 | 154% | 81% |
| * Total profit before tax
 | Billion VND | 146.99 | 235.27 | 147.36 | 160% | 160% |
| * Minimum dividend payment rate (% of share par value).
 | % | 7 | 22 | 16.50 | 133.33% | 314.28% |
| * Profit before tax/charter capital
 | % | 16.71% | 26.75% | 16.76% | 160% | 160% |
| * Profit before tax/Revenue
 | % | 23.91% | 26.68% | 18.81% | 141% | 111% |
| * Total payables to the state budget (payable amount)
 | Billion VND | 61.13 | 62.39 | 89.64 | 69.6% | 102.06% |
| * Average labor
 | Person | 1,088 | 976 | 957 | 102% | 90% |
| * Average income
 | Million VND/person/month  | 7.30 | 8.2 | 8.45 | 97% | 112% |

‎‎Article 2. Approve the Audited Separate and Consolidated Financial Statements 2023 and profit distribution plan in 2023 of Tanbien Rubber Joint Stock Company.

1. Separate and Consolidated Financial Statements 2023: The Audited Separate and Consolidated Financial Statements 2023 of the Company have been posted on the website of the Company: www.tabiruco.vn and disclosed information according to the regulations.
2. Plan on profit distribution in 2023:

Unit: VND

|  |  |  |
| --- | --- | --- |
| No. | Contents | Amount |
| 1 | Undistributed profit of previous years as of December 31, 2023.  | 11,538,557,967 |
| 2 | Profit after tax in 2023 | 208,013,703,358 |
| 3=1+2 | Total distributed profit  | 219,552,261,325 |
| 4 | Profit distribution  | 204,434,000,000 |
| 4.1 | Dividend payment (22%/charter capital) | 193,479,000,000 |
| 4.2 | Appropriation for bonus and welfare fund  | 10,746,000,000 |
| a | Appropriation for bonus fund (30%) | 3,223,800,000 |
|  | Temporary appropriation | 2,700,000,000 |
|  | Expected additional appropriation | 523,800,000 |
| b | Appropriation for welfare fund (70%) | 7,522,200,000 |
|  | Temporary appropriation | 2,700,000,000 |
|  | Expected additional appropriation | 4,822,200,000 |
| 4.3 | Appropriation for bonus fund for managers. | 209,000,000 |
| 5 | Remaining profit | 15,118,261,325 |

‎‎Article 3. Approve the production and business plan for 2024 of Tanbien Rubber Joint Stock Company, specifically as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| A. | Volume target  |  |  |
| 1 | Total area: | Hectares | 5,717.78 |
| 1.1. | Rubber area: | Hectares | 5,641.04 |
|  | In which: |  |  |
|  | * Rubber area exploited
 | Hectares | 2,369.62 |
|  | * Rubber area exploited by the Company itself.
 | Hectares | 1,967.56 |
|  | * Rubber area for transfer of exploitation rights
 | Hectares | 402.06 |
|  | * Rubber area of vegetative phase
 | Hectares | 2,639.82 |
|  | * Replanted rubber area
 | Hectares | 631.60 |
| 1.2. | Areas of forestry and big timber forests | Hectares | 76.74 |
| 2. | Rubber productivity  | Ton/Hectare | 1.27 |
|  | * Productivity of rubber plantation exploited by the Company itself
 | Ton/Hectare | 1.27 |
|  | * Productivity of rubber tree plantation for transfer of exploitation rights
 | Ton/Hectare | 1.23 |
| 3. | Self-exploited rubber output | Tons | 3,000 |
|  | * Self-exploited output of the Company
 | Tons | 2,505 |
|  | * Ouput for transfer of exploitation rights
 | Tons | 495 |
| 4. | Output of purchased rubber | Tons | 1,000 |
| 5. | Rubber processing  | Tons  | 3,505 |
|  | * Processing self-exploited rubber
 | Tons | 2,505 |
|  | * Processing purchased rubber
 | Tons  | 1,000 |
| 6. | Purchase of finished rubber products | Tons | 8,000 |
| 7. | Sale. In which: | Tons | 11,500 |
|  | * Inventory output at the beginning of the year
 | Tons  | 3,123 |
|  | * Sale volume during the year
 | Tons | 11,500 |
|  | * Export and export entrustment
 | Tons | 3,000 |
|  | * Internal consumption
 | Tons  | 8,500 |
| 8. | Inventory output at the end of the period | Tons  | 3,128 |
| B.1. | Value targets Total revenue. In which: | Million VND | 647,586 |
| 1.1 | Rubber production and business. Including: | Million VND | 412,359 |
|  | * Revenue from self-exploited rubber
 | Million VND | 94,550 |
|  | * Revenue from purchased rubber
 | Million VND | 37,993 |
|  | * Revenue from rubber goods
 | Million VND | 279,816 |
| 1.2 | Other production and business | Million VND | 250 |
| 1.3 | Financial activities | Million VND | 47,731 |
| 1.4 | Other activities. In which: | Million VND | 187,246 |
|  | * Plantation liquidation
 | Million VND | 180,831 |
| 2. | Total expenses | Million VND | 418,585 |
| 3. | Profit before tax | Million VND | 229,001 |
| 4. | Profit after tax | Million VND | 192,366 |
| 5. | Profit before tax/Revenue | % | 35.36 |
| 6. | Profit before tax/Charter Capital at the end of the reporting period | % | 26.04 |
| 7. | Minimum dividend payment rate (% of share par value). | % | 10 |
| 8. | Payables to state budget | Million VND | 71,876 |
| c. | Investment targets |  |  |
| I | Total capital demand | Million VND | 84,330 |
| 1. | Capital for capital construction investment | Million VND | 79,530 |
|  | * Construction and installation
 | Million VND | 54,458 |
|  | In which: Agricultural construction and installation | Million VND | 46,252 |
|  | * Equipment
 | Million VND | 9,816 |
|  | * Other plantations in the vegetative phase
 | Million VND | 13,391 |
|  | In which: Plantation land rental | Million VND | 9,617 |
|  | * Paying bank loan interest
 | Million VND | 1,865 |
| 2. | Repayment of long-term credit loans | Million VND | 4,800 |
| II | Capital source | Million VND | 84,330 |
| 1 | Owners’ equity | Million VND | 53,360 |
| 2. | Science and Technology Development Fund | Million VND | 11,595 |
| 3. | Domestic loan capital | Million VND | 19,375 |

If the production and business plan has changes or adjustments, the General Meeting of Shareholders authorizes the Board of Directors to approve the production plan for 2024 after being approved by Vietnam Rubber Group.

Article 4. Approve the salary and remuneration of managers in 2023 and the salary and remuneration plan for 2024

* 1. Salary and remuneration of managers in 2023:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Full name | Position | Basic salary (Appendix 2, Decision 107) | Salary increase according to profit (an increase of 20% compared to the planned salary) | Realized salary fund, remuneration, and allowances in 2023 agreed by the Group | Realized salary fund, remuneration, and allowances paid in 2023 | Remaining and unpaid realized salary fund, remuneration, and allowances for 2023 |
| I | Salary fund of the executive managers | 163,000,000 | 195,600,000 | 2,347,200,000 | 2,128,497,283 | 218,702,717 |
| 1 | Le Thi Bich Loi | Chair of the Board of Directors | 32,000,000 | 38,400,000 | 460,800,000 | 417,775,186  | 43,024,814 |
| 2 | Truong Van Cu | Member of the Board of Directors - General Manager | 30,000,000 | 36,000,000 | 432,000,000 | 391,295,217 | 40,704,783 |
| 3 | Duong Tan Phong | Member of the Board of Directors - Deputy General Manager | 27,000,000 | 32,400,000 | 388,800,000 | 352,118,334 | 36,681,666 |
| 4 | Tran Van Toan | Deputy General Manager | 26,000,000 | 31,200,000 | 374,400,000 | 339,143,479 | 35,256,521 |
| 5 | Nguyen Van Sang | Chief of the Supervisory Board | 24,000,000 | 28,800,000 | 345,600,000 | 313,071,747 | 32,528,253 |
| 6 | Lam Quang Phuc | Chief Accountant | 24,000,000 | 28,800,000 | 345,600,000 | 315,093,320 | 30,506,680 |
| II | Remuneration fund of non-executive managers (equal to 10% of the salary of executive managers) | 10,200,000 |  | 122,400,000 | 114,444,000 | 7,956,000 |
| 1 | Lam Thanh Phu | Member of the Board of Directors | 2,700,000 |  | 32,400,000 | 30,294,000 | 2,106,000 |
| 2 | Do Quoc Tuan | Independent member of the Board of Directors | 2,700,000 |  | 32,400,000 | 30,294,000 | 2,106,000 |
| 3 | Hoang Quoc Hung | Supervisor | 2,400,000 |  | 28,800,000 | 26,928,000 | 1,872,000 |
| 4 | Hoang Van Vinh | Supervisor | 2,400,000 |  | 28,800,000 | 26,928,000 | 1,872,000 |
| III | Allowance for the Secretariat of the Board of Directors and information publisher | 3,000,000 |  | 36,000,000 | 36,000,000 |  |
| 1 | To Minh Tai | Secretariat of the Board of Directors | 2,000,000 |  | 24,000,000 | 24,000,000 |  |
| 2 | Nguyen Tran Thien Phuc | Information publisher | 1,000,000 |  | 12,000,000 | 12,000,000 |  |
|  | Total |  | 176,200,000 |  | 2,505,600,000 | 2,278,941,283 | 226,658,717 |

* 1. Salary plan for managers in 2024:
* Salary plan for members of the Board of Directors, the Board of Management, and the Supervisory Board in 2024: Temporary monthly payment equal to 80% x 80% of salary determined according to Appendix 02 promulgated with Decision No. 107/QD-HDQTCSVN dated March 26, 2020 of Vietnam Rubber Group.

Notes:

* Every month, the Company temporarily pays the concurrent remuneration and allowances of members of the Board of Directors and the Supervisory Board in 2024 equal to 80% X 80% of the remuneration and allowances determined in Appendix 02 promulgated with Decision No. 107/QD-HDQTCSVN dated March 26, 2020.
* After the salary, remuneration, and allowance plan for the Board of Directors, the General Manager, and the Supervisory Board in 2024 is approved by Vietnam Rubber Group, they will be paid for the right purpose and in accordance with the regulations.
* The General Meeting of Shareholders authorizes the Board of Directors to approve the salary and remuneration plan for the Board of Directors, the Board of Management, and the Supervisory Board for 2024 after Vietnam Rubber Group agrees.

‎‎Article 5. The General Meeting of Shareholders authorizes the Board of Directors to select 01 audit company among the following 03 companies to audit the Semi-Annual Financial Statements and the Financial Statements 2024 of Tanbien Rubber Joint Stock Company.

1. AASC Auditing Firm Company Limited.
2. DFK Vietnam Auditing Company Limited.
3. Moore AISC Auditing and Informatics Services Company Limited.

At the same time, authorize the General Manager of the Company to implement procedures to sign an audit contract with the selected audit company according to the regulations.

This General Mandate was read in full text before the Annual General Meeting of Shareholders 2024 of Tanbien Rubber Joint Stock Company on May 13, 2024 and takes effect from the date of its signing.

Assign the Board of Directors of the Company to direct and organize the implementation of contents approved by the General Meeting of Shareholders 2024 in this General Mandate and disclose information according to the regulations.