**IRC: Annual General Mandate 2024**

On April 25, 2024, Industrial Rubber JSC announced General Mandate No. 153/NQ-DHDCD as follows:

Article 1: The Meeting unanimously approved the following contents:

Content 1: Approve the Report of the Board of Directors on Governance and business results in 2023, business direction in 2024 with the following main targets:

* Business results of 2023:
* Total revenue: VND 48,905 million
* Profit after tax: VND 6,439 million
* Expected business plan for 2024:
* Total revenue: VND 45,012 million
* Profit after tax: VND 6,000 million

Content 2: Approve the Report of the Supervisory Board on the implementation of tasks in 2023 and mission directions for 2024.

Content 3: Approve the Audited Financial Statements 2023.

Content 4: Approve the Proposal on selecting an audit company for the Financial Statements 2024.

Content 5: Approve the Proposal on Salary and Remuneration of the Board of Directors, Supervisory Board and Executive Board in 2023 and plan for 2024.

Content 6: Approve the Proposal on profit distribution and dividend payment 2023, profit distribution and dividend payment plan 2024.

6.1. Profit distribution and dividend payment in 2023

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| --- | --- | --- | --- | --- |
| No. | Target | Unit | Plan 2023 | Results 2023 |
| 1 | Net revenue | Million VND | 46,400 | 48,905 |
| 2 | Profit before tax | Million VND | 7,050 | 8,169 |
| 3 | Profit after tax | Million VND | 5,640 | 6,439 |
| 4 | Appropriation for funds | Million VND |  | 324 |
| 4.1- | Investment and development fund | Million VND | \* |  |
| 4.2 | Bonus and welfare fund: | Million VND |  |  |
| 4.3 | Bonus fund for the management | Million VND |  | 324 |
| 5 | Profit after tax remaining after appropriation for funds | Million VND |  | 6,143 |
| 5.1 | Profit after tax of the previous year | Million VND |  | 25 |
| 5.2 | Profit after tax this year | Million VND |  | 6,115 |
| 6 | Dividend payment of 2023 | % |  | 3.5 |
| 6.1 | Number of outstanding shares | Share |  | 17,500,000 |
| 6.2 | Dividend payment amount | Million VND |  | 6,125 |
| 7 | Remaining profit after dividend payment | Million VND |  | 18 |

* Record date for list of shareholders for dividend payment: July 26, 2024
* Dividend payment date: August 15, 2024
* The Company's General Meeting of Shareholders authorized the Board of Directors to carry out relevant procedures according to regulations to pay dividends 2023 to shareholders.

6.2. Plan on profit distribution and dividend payment in 2024:

* Profit distribution in 2024
* Investment and development fund: No appropriation
* The bonus and welfare fund is implemented according to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government, Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 by the Ministry of Labor, War Invalids and Social Affairs and relevant legal documents.
* Dividend payment of 2024: Pay all remaining profit after tax after appropriation for funds.

Article 2: Terms of enforcement

The Meeting agreed to assign the Board of Directors, Supervisory Board and Executive Board to be responsible for organizing, directing and implementing the contents approved by the Annual General Meeting of Shareholders 2024 on the basis of complying with regulations and laws and the Charter of Industrial Rubber JSC.

This General Mandate takes effect from the date of its signing.