**DRG: Annual General Mandate 2024**

On June 28, 2024, DakLak Rubber Joint Stock Company announced General Mandate No. 01/NQ-DHDCD as follows:

Article 1: Approve the following Reports:

1. Report on activities of the Board of Directors in 2023 and implementation plan 2024;
2. Report on production and business results in 2023 and mission plan 2024 of the Board of Directors of DakLak Rubber Joint Stock Company:

Main production and business targets in 2024

* 1. Total output of rubber latex exploited and processed: 6,938.5 tons of dry rubber latex. In which:
* Exploited rubber: 4,761 tons;
* Bonding rubber: 177.5 tons;
* Rubber purchased from outside: 2,000 tons.
  1. Output of rubber elastic thread produced and sold: 2,000 tons.
  2. Output of fruit trees produced and sold: 2,764 tons. In which:
* Output of fresh bananas: 1,982 tons;
* Durian output: 172 tons;
* Pineapple output: 610 tons.
  1. Dakmoruco latex output: 3,000 tons of dry rubber latex.
  2. Total revenue: VND532.19 billion. In which:
* Revenue from rubber products: VND259.32 billion;
* Revenue from elastic thread products: VND129.55 billion;
* Revenue from hotel services: VND23 billion;
* Revenue from fruit products: VND35.86 billion;
* The remaining revenue is from intercropping contracts and from financial activities
  1. Profit before tax: VND13.67 billion
  2. Average income of employees: VND7.06 million/person/month.

1. Holding Company’s Financial Statements 2023 of Dakruco have been audited with the branch of Chuan Viet Auditing and Consulting Company Limited.
2. Report on activities of the Supervisory Board in 2023 and the plan 2024.

Article 2: Approve the production and business targets for 2023, including the following key targets and tasks:

1. latex output: 6,938.51 tons; Output of various types of rubber elastic threads: 2,000 tons; Output of fresh bananas: 1,981.99 tons; Output of fresh bananas: 172.01 tons; Output of pineapple MD2: 609.73 tons;
2. Total revenue: VND532,193 million; Total expenses: VND518,519 million; Profit before tax: VND13,675 million;
3. Total investment capital in 2024: VND120,873 million, in which:

* Investment in new planted rubber gardens and vegetative phase: VND99,714 million, corresponding to the area of: 4,295.14 ha
* Investment in high-tech agricultural projects: VND7,867 million.
* Investment in planted forests (FSC): VND110 million.
* Other investments: 13,180 million VND; Mainly regular small repairs, construction of infield roads; repair of transport vehicles; maintenance of machinery and equipment of latex processing lines and other urgent repairs at branches serving production activities.

In case there is any other investment, outside the investment portfolio in the plan, the Board of Directors is assigned to decide on the basis of adjusting the plan within the total planned investment expenses. For investment and business cooperation projects at Cu Mgar Farm, the General Meeting of Shareholders authorizes the Board of Directors to implement when there is a policy from the Provincial People's Committee.

In case the Provincial People's Committee gives opinions different from the above contents, the Board of Directors will submit it to the General Meeting of Shareholders for consideration and adjustment.

Article 3: Assign the Board of Directors, based on the recommendations of the Supervisory Board, to select one of three audit companies for the Holding Company's Financial Statements and the Consolidated Financial Statements 2024, including:

* AAC Auditing and Accounting Company Limited;
* FAC Auditing Company Limited;
* Vietvalues Audit And Consulting Company Limited - Da Nang Branch

Article 4: Approve the plan to distribute profit after tax in 2023 and appropriate for funds, specifically:

1. Undistributed profit after tax as of December 31, 2023: VND56,012,753,493. In which:

* Profit after tax in 2022 carried over: VND34,226,981,984;
* Profit after tax in 2023: VND21,785,771,509;

1. Appropriation for funds from profit after tax in 2023: VND17,588,256,951;

* Appropriation for investment and development fund (30%\* 21,785,771,509): VND6,535,731,453;
* Appropriation for bonus and welfare fund: VND10,761,828,000;
* Bonus for Company managers: VND290,697,498;

1. The remaining profit of VND38,424,496,542 will be distributed as dividends in cash to shareholders after successfully divesting investments.

In case the Provincial People's Committee gives opinions different from the above contents, the Board of Directors will submit it to the General Meeting of Shareholders for consideration and adjustment.

Article 5: Approve the salary fund, remuneration for the Company managers, and the operating expense of the Board of Directors, the Supervisory Board, and the Executive Board in 2024, as follows:

1. Total salary and remuneration fund for managers in 2024: VND2,468.808 million; In which, the salary fund for the executive managers: VND2,304.72 million and remuneration fund for non-executive managers: VND164,088 million.
2. Operating expense of the Board of Directors and the Supervisory Board in 2024: VND200 million.

Article 6: Approve the dismissal and election of additional members of the Board of Directors for the term 2023-2028, as follows:

1. The General Meeting of Shareholders dismisses Mr. Bui Quang Ninh as member of the Board of Directors;
2. The General Meeting of Shareholders elects an additional member of the Board of Directors for the term 2023-2028 for Mr. Nguyen Van Thong - Head of Dakruco's Import-Export Business Department.

Article 7. The Annual General Meeting of Shareholders 2024 of DakLak Rubber Joint Stock Company assigns the Board of Directors to direct and organize the implementation of the contents approved at this Annual General Meeting of Shareholders in accordance with the provisions of law and the Company's Charter.

Attached to this General Mandate are documents presented to the Annual General Meeting of Shareholders 2024.

This General Mandate has been approved by the Annual General Meeting of Shareholders 2024 of DakLak Rubber Joint Stock Company and takes effect from June 28, 2024./.