

**Code** TNC  
**Company name** Thong Nhat Rubber Joint Stock Company  
**Date** 06/16/2020  
**Subject** Board resolution\_ No 03

**Content:**

On June 15, 2020, Thong Nhat Rubber Joint Stock Company announces Resolution of Board as follows:

1. Profit distribution in 2019:

No.	Content	Unit	Amount
1	Profit after tax of 2019	dongs	38,062,804,106
2	Welfare and Reward Fund	dongs	6,636,870,000
3	Bonus to the Executive Board	dongs	153,900,000
4	Remuneration of BODs and Supervisory Board	dongs	574,560,000
5	To pay cash dividend: 15%/par value	dongs	28,875,000,000

Dividend payment date: in July 2020.

2. The salary plan in 2019: 26,547,480,000 dongs

- Chairman of BODs: 496,800,000 dongs
- Directorate: 734,400,000 dongs

3. Business plan for 2020:

No.	Content	Unit	Amount
1	Total revenue and other income	Million dongs	121.500
2	Profit before tax	Million dongs	56.000
3	Profit after tax	Million dongs	53.000
4	To pay the state budget	Million dongs	7.600
5	Rubber output	ton	1.107
6	Cavendish banana output	ton	1.424

4. Profit distribution in 2020:

No.	Content	Amount
1	To pay cash dividend	$\geq 15\%$
2	Welfare and Reward Fund	Maximum 03 months
3	Bonus to the Executive Board	Maximum 1.5 months

5. The salary plan for 2020: 30,049,800,000 dongs

- Chairman of BODs: 432,000,000 dong
- Directorate: 648,000,000 dong

6. The investment plan in 2020 with total investment of 29,500,000,000 dong.
7. To implement the salary for Executive Board in 2019: 574,560,000 dong.
8. To implement the salary for Executive Board in 2020: 576,000,000 dong.
9. Approving the selection of BDO Auditing Company Limited – Ho Chi Minh Branch to audit financial statements in 2020.