

No.: 703 /CSTB-TCKT

Tay Ninh, June 26, 2025

INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Organization name: Tan Bien Rubber Joint Stock Company
 - Stock code: RTB
 - Address: Group 2, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province.
 - Telephone: (0276) 3875266 Fax: (0276) 3875307
 - Email: tbrco@tabiruco.vn
 2. Details of Information Disclosure:
Resolution and Minutes of the Annual General Meeting of Shareholders 2025 of Tan Bien Rubber Joint Stock Company.
Documents Following the Annual General Meeting of Shareholders 2025.
 3. This information has been published on the company's website on June 26, 2025 at the link: <http://www.tabiruco.vn/quan-he-co-dong/>
- We hereby certify that the information disclosed above is true and we take full responsibility before the law for the content of the disclosed information.

*** Tài liệu đính kèm:**

- Minutes of the Annual General Meeting of Shareholders 2025 No. 01/BB-ĐHĐCĐCSTB dated June 25, 2025;
- Resolution of the Annual General Meeting of Shareholders 2025 No. 02/NQ-ĐHĐCĐCSTB dated June 25, 2025;
- Documents Following the Annual General Meeting of Shareholders 2025.

Authorized Person to Disclose Information

(Sign, print full name, stamp)



Nguyễn Trần Thiên Phúc

MINUTES
of the Annual General Meeting of Shareholders 2025

Name of company: TAN BIEN RUBBER JOINT STOCK COMPANY

Address: Hamlet 2, Thanh Phu Village - Tan Hiep Commune - Tan Chau District – Tay Ninh Province

Business Registration Certificate number 3900242832 issued by the Department of Planning and Investment of Tay Ninh Province for the first time on December 21, 2009, seventh amendment on April 29, 2016.

Time: 08:00 A.M. , Wednesday, June 25, 2025.

Venue: Tan Bien Rubber Joint Stock Company, Hamlet 2, Thanh Phu Village - Tan Hiep Commune - Tan Chau District – Tay Ninh Province.

PART I: MEETING OPENING REMARKS

I. Introduction of attendees.

The Organizing Committee for the Annual General Meeting of Shareholders 2025 of Tan Bien Rubber Joint Stock Company conducted the procedures, stated the reasons, introduced the delegates and participants, including:

On behalf of Tan Bien Rubber Joint Stock Company:

- Mr. Truong Van Cu - Chairman of the Board of Directors of the Company.
- Mr. Lam Thanh Phu - Board of Directors' members, General Director of the Company.
- Mr. Duong Tan Phong - Board of Directors' members, Deputy General Director of the Company.
- Mr. Do Quoc Tuan - Independent Board of Directors' members.
- Mr. Nguyen Van Sang - Head of the Board of Supervisors.
- Along with delegates who are members of the Board of Supervisors, Heads of functional departments, heads of subordinate units, shareholders, and invited guests of Tan Bien Rubber Joint Stock Company.

II. Report on shareholder eligibility verification:

- Reporter: Mr. Nguyen Van Sang – Position: Head of the Board of Supervisors.
- Report content:
 - Total number of invited shareholders: All 465 shareholders listed in the shareholder list as of 04:00 P.M., May 27, 2025, holding 87,945,000 voting shares of Tan Bien Rubber Joint Stock Company.

- Shareholders attending the Meeting: 17 shareholders and shareholder representatives, owning and representing ownership for 86,846,806 voting shares, accounting for 98.75% of the total voting shares of the Company.
- In accordance with the Law on Enterprises and the Company's Charter, the Annual General Meeting of Shareholders 2025 of Tan Bien Rubber Joint Stock Company is eligible to proceed.

III. Election of the Presidium, Secretariat, and Counting Committee.

1. Presidium:

Mr. Truong Van Cu	Chairman of the BOD.
Mr. Lam Thanh Phu	BOD' members - General Director of the Company.
Mr. Duong Tan Phong	BOD' members - Deputy General Director of the Company.

2. Secretariat:

Mr. Tran Nguyen Duy Sinh Department	Deputy Head of Finance and Accounting
Mr. To Minh Tai Company	Secretary to the Board of Directors

3. Counting Committee:

Mr. Lam Quang Phuc	Chief Accountant of the Company.
Ms. Nguyen Nhu Nguyet Department	Head of Administration and Human Resources
Mr. Huynh Duy Hien	Head of Planning and Investment Department
Mr. Pham Van Khanh Department	Head of Product Quality Management
Ms. Nguyen Tran Thien Phuc	Staff of Finance and Accounting Department

The General Meeting of Shareholders unanimously approved the list of the Presidium, Secretariat, and Counting Committee.

IV. Introduction of the Meeting Agenda

Presenter: Mr. Duong Tan Phong – Position: Member of the Presidium

The General Meeting unanimously approved the Agenda of the Annual General Meeting of Shareholders 2025.

V. Approval of the Working Regulation of the Annual General Meeting of Shareholders 2025

Presenter: Mr. Truong Van Cu – Position: Head of the Presidium.

The General Meeting unanimously approved the Working Regulations of the Annual General Meeting of Shareholders 2025.

PART II: CONTENT OF THE GENERAL MEETING

1. Approval of the Report on Corporate Governance, results of the Board of Directors' operations in 2024, and direction for 2025 - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

2. Approval of the report on operational situation of the Board of Supervisors in 2024, and direction and duties for 2025 - Presenter: **Mr. Nguyen Van Sang** – Head of the Board of Supervisors.

3. Approval of the Report of the General Director on the results of 2024 production-business activities and direction and tasks for the 2025 production-business plan - Presenter: **Mr. Lam Thanh Phu** – Board of Directors' member cum General Director.

4. Approval of the Proposal for approval of the audited separate and consolidated Financial Statement for 2024 and 2024 Profit Distribution Plan - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

5. Approval of the Proposal for approval of the 2025 production-business plan - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

6. Approval of the Proposal for approval of the salary and remuneration of Managers in 2024 and the 2025 salary plan - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

7. Approval of the Proposal for the selection of the audit firm for the 2025 Financial Statement - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

8. Approval of the Proposal for the amendment and supplement to the Company Charter - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

9. Approval of the Proposal for approval of the investment policy for industrial clusters in accordance with local planning on rubber land areas managed by Tan Bien Rubber Joint Stock Company - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

PART III. Shareholders' opinions and the response from the Presidium

Shareholder Huynh Huu Minh's Opinion

- He suggested that the Company report on the production and business situation of the joint venture and affiliate companies in which the Company has invested.

- Currently, the Company has reorganized its structure into a two-tier model (eliminating the Farm/Factory level). The shareholder asked for the Company's comments on the advantages and challenges of this new model compared to the previous one.

Mr. Truong Van Cu – Chairman of the Board of Directors of the Company responded:

- Regarding the two projects in Cambodia, they are currently operating very effectively. In 2024 Tanbien - Kampongthom Rubber Joint Stock Company expects to pay a dividend of 8.3% of the par value. Currently, Tan Bien - Kampongthom Rubber Development Co., Ltd has a deposit balance at SHB of about 3.5 million USD. Mekong Rubber Co., Ltd has fully paid off its bank loan.

The Company currently has five joint ventures and affiliates in which it has invested:

+ Quasa Geruco Joint Stock Company: In 2024, the company had a profitable production and business operation and expects to pay a dividend of 3.5%.

+ Tay Ninh Import Export And Processing Furniture Joint Stock Company and MDF VRG Quang Tri Wood Joint Stock Company: In 2024, due to the global economic instability, the timber industry companies faced many difficulties. The production and business results of MDF VRG Quang Tri Wood Joint Stock Company in 2024 showed a post-tax profit of VND 3.39 billion. Tay Ninh Import Export And Processing Furniture Joint Stock Company did not achieve a profit in 2024 and is currently restructuring its organization and business activities.

+ Rubber Trading and Tourism Services Joint Stock Company: The company is currently in the process of restructuring its management model and is gradually stabilizing its production and business operations. In 2024, the post-tax profit of Rubber Trading and Tourism Services Joint Stock Company reached VND 1.06 billion, achieving 210.62% of the planned profit (VND 0.505 billion).

+ Vietnam Rubber Industrial Park and Urban Development Joint Stock Company: The Company's current contribution to Vietnam Rubber Industrial Park and Urban Development Joint Stock Company is 1.8% of its chartered capital. In 2024, the company's post-tax profit was VND 58.69 billion. The current market price of the stock of Vietnam Rubber Industrial Park and Urban Development Joint Stock Company is approximately VND 23,000 per share.

- Regarding the restructuring of the organization from three tiers to two (eliminating the Farm/Factory level): The Company is implementing the plan as per Official Letter No. 634/CSVN-TCCB dated March 26, 2025, from the Vietnam Rubber Industry Group regarding the restructuring of the organizational model and operations at member rubber companies. This is a general policy for the entire industry to reduce the proportion of indirect labor to 6%, increase labor productivity, and apply technology to production. Currently, the Company is in contact with consulting units to collaborate on implementing digital transformation in its production and business activities.

To date, the Company assesses that after restructuring to a two-tier model, the operations are stable, the initial difficulties have been resolved, and the system has been integrated into a coordinated operation.

PART IV. VOTING SHAREHOLDERS

After hearing the content of the Reports and Proposals, the General Meeting of Shareholders discussed and unanimously voted to approve the following contents:

Content 1: Approval of the report on Corporate Governance, results of the Board of Directors' operations in 2024, and direction for 2025:

Voting Section: Vote by filling in the Ballot Paper

- Approve: 86,846,806 shares, accounting for 100% of the shares with voting rights.
- Not Approve: 0 shares, accounting for 0% of the shares with voting rights.
- Abstain: 0 shares, accounting for 0% of the shares with voting rights.

Content 2: Approval of the report on operational situation of the Board of Supervisors in 2024, and direction and duties for 2025.

Voting Section: Vote by filling in the Ballot Paper

- Approve: 86,846,806 shares, accounting for 100% of the shares with voting rights.

- Not Approve: 0 shares, accounting for 0% of the shares with voting rights.
- Abstain: 0 shares, accounting for 0% of the shares with voting rights.

Content 3: Approval of the Report of the General Director on the results of 2024 production-business activities and direction and tasks for the 2025 production-business plan

Voting section: Vote by filling in the Ballot Paper

- Approve: 86,846,806 shares, accounting for 100% of the shares with voting rights.
- Not Approve: 0 shares, accounting for 0% of the shares with voting rights.
- Abstain: 0 shares, accounting for 0% of the shares with voting rights.

Content 4: Approval of the Proposal for approval of the audited separate and consolidated Financial Statement for 2024 and 2024 Profit Distribution Plan

a. Separate and Consolidated Financial Statements for 2024: The Company's audited Separate and Consolidated Financial Statements for 2024 have been published on the Company's website at www.tabiruco.vn and disclosed information in accordance with regulations.

Voting section: Vote by filling in the Ballot Paper

- Approve: 86,846,806 shares, accounting for 100% of the shares with voting rights.
- Not Approve: 0 shares, accounting for 0% of the shares with voting rights.
- Abstain: 0 shares, accounting for 0% of the shares with voting rights.

b. 2024 Profit Distribution Plan

Voting section: Vote by filling in the Ballot Paper

- Approve: 86,846,806 shares, accounting for 100% of the shares with voting rights.
- Not Approve: 0 shares, accounting for 0% of the shares with voting rights.
- Abstain: 0 shares, accounting for 0% of the shares with voting rights.

Content 5: Approval of the Proposal for approval of the 2025 production-business plan

The 2025 production-business plan with key targets is as follows:

A. Quantity indicators

1. Total area	ha	6,233.42
1.1. Rubber area	ha	5,653.46
<i>Of which:</i>		
- Exploited rubber area	ha	2,480.83
+ Company's self-exploited rubber area	ha	1,942.21
+ Rubber area with exploitation rights transferred/leased	ha	538.62
- Rubber area under basic development	ha	2,633.32
- Replanted rubber area	ha	539.31
1.2. Area of forest trees, large timber forests	ha	86.83

1.3.	Other areas (areas awaiting high-tech agricultural cooperation, rotation cropping, etc.)	ha	493.13
2.	Rubber yield	tons/ha	1.33
	- Yield of Company's self-exploited rubber gardens	tons/ha	1.33
	- Yield of rubber gardens with exploitation rights transferred/leased	tons/ha	1.33
3.	Self-exploited rubber production volume	tons	3,300
	- Company's self-exploited production volume	tons	2,584
	- Production volume from transferred/leased exploitation rights	tons	716
4.	Purchased rubber production volume	tons	1,000
5.	Rubber processing	tons	3,584
	- Processing of self-exploited rubber	tons	2,584
	- Processing of purchased rubber	tons	1,000
6.	Purchased finished rubber products	tons	5,000
7.	Sales. Of which:	tons	8,600
	- Beginning-of-year inventory volume	tons	822,57
	- Sales volume during the year	tons	8,600
	+ Export & Authorized export	tons	2,700
	+ Domestic sales	tons	5,900
8.	End-of-period inventory volume	tons	806,57
B. Value indicators			
1.	Total Revenue. Of which:	Million VND	633,193
1.1	Rubber production and business. Including:	Million VND	408,535
	+ Revenue from self-exploited rubber	Million VND	123,760
	+ Revenue from purchased rubber	Million VND	284,775
1.2	Other production and business activities	Million VND	600
1.3	Financial activities	Million VND	89,296
1.4	Other activities. Of which:	Million VND	134,762
	+ Liquidation of plantations	Million VND	124,539
	+ Transfer/Lease of rubber latex exploitation rights	Million VND	10,223
2.	Total Expenses	Million VND	408,929
3.	Profit before tax	Million VND	224,764
4.	Profit after tax	Million VND	198,899
5.	Profit before tax/revenue ratio	%	35.47
6.	Profit before tax/equity ratio at end of reporting period	%	25.56
7.	Minimum dividend payout ratio (% of stock par value)	%	14.31
8.	State budget contribution (Amount payable)	Million VND	60,404
C. Investment indicators			
I	Total capital requirement	Million VND	64,047
1.	Capital investment for basic construction	Million VND	58,900
	- Construction and installation	Million VND	43,065
	Of which: Agricultural construction and installation	Million VND	36,832

- Equipment	Million VND	3,897
- Other capital expenditures	Million VND	11,031
<i>Of which: land lease for plantation</i>	Million VND	9,763
- Bank loan interest payment	Million VND	907
2. Payment for prior year's capital deficit	Million VND	347
3. Long-term credit loan repayment	Million VND	4,800
II Funding sources	Million VND	64,047
1. Owner's equity	Million VND	48,109
2. Domestic borrowings	Million VND	15,938

The General Meeting of Shareholders authorizes the Company's Board of Directors to approve the 2025 production plan after the official plan is agreed upon and assigned by Vietnam Rubber Group.

Voting section: Vote by filling in the Ballot Paper

- Approve: 86,846,806 shares, accounting for 100% of the shares with voting rights.
- Not Approve: 0 shares, accounting for 0% of the shares with voting rights.
- Abstain: 0 shares, accounting for 0% of the shares with voting rights.

Content 6: Approval of the Proposal for approval of the salary and remuneration of Managers in 2024 and the 2025 salary plan.

1. Compensation and remuneration of Managers in 2024:

No.	Name	Position	Basic Salary (Appendix 2, Decision 107)	Num ber of worki ng month s	Profit-based salary increase (increase of 20% compared to planned salary)	Implemented salary fund and remuneration , allowances in 2024	Implemented salary fund and remuneration, allowances in 2024 paid	Remaining implemented salary fund and remuneration, allowances in 2024	Note
I	Salary fund for full-time managers					2,314,472,800	2,139,668,429	174,804,371	
1	Le Thi Bich Loi	Former Chairwoma n of the BOD	32,000,000	11	38,400,000	422,400,000	422,400,000		Retired on December 01, 2024
2	Truong Van Cu	Chairman of the BOD	32,000,000	1	38,400,000	38,400,000	34,816,000	3,584,000	Elected to the position of Chairman of the Board of Directors on December 02, 2024
		Member of the BOD - General Director	30,000,000	11	36,000,000	396,000,000	359,170,686	36,829,314	
3	Lam Thanh Phu	Member of the BOD - General Director	30,000,000		3,272,800	3,272,800	3,272,800		Appointed General Director on December 30, 2024
4	Duong Tan Phong	Member of the BOD - Deputy General Director	27,000,000	12	32,400,000	388,800,000	352,659,567	36,140,433	
5	Tran Van Toan	Deputy General Director	26,000,000	12	31,200,000	374,400,000	339,695,157	34,704,843	
6	Nguyen Van Sang	Head of the BOS	24,000,000	12	28,800,000	345,600,000	313,595,011	32,004,989	
7	Lam Quang Phuc	Chief Accountant	24,000,000	12	28,800,000	345,600,000	314,059,208	31,540,792	

No.	Name	Position	Basic Salary (Appendix 2, Decision 107)	Number of working months	Profit-based salary increase (increase of 20% compared to planned salary)	Implemented salary fund and remuneration , allowances in 2024	Implemented salary fund and remuneration, allowances in 2024 paid	Remaining implemented salary fund and remuneration, allowances in 2024	Note
II	Remuneration fund for part-time managers (equal to 10% of the salary of full-time managers)		15,200,000			127,400,000	118,587,200	8,812,800	
1	Lam Thanh Phu	Member of the BOD	2,700,000	12		32,400,000	30,067,200	2,332,800	
2	Do Quoc Tuan	Independent Member of the BOD	2,700,000	12		32,400,000	30,067,200	2,332,800	
3	Le Thi Bich Loi	Member of the BOD	5,000,000	1		5,000,000	5,000,000		
4	Hoang Quoc Hung	Member of the BOS	2,400,000	12		28,800,000	26,726,400	2,073,600	
5	Hoang Van Vinh	Member of the BOS	2,400,000	12		28,800,000	26,726,400	2,073,600	
	Total					2,441,872,800	2,258,255,629	183,617,171	

2. 2025 Compensation and remuneration plan for Managers:

- 2025 compensation plan for Members of the Board of Directors, General Director, Board of Supervisors: temporarily disbursed monthly at 75% of the compensation determined according to Appendix 02 issued together with Decision No. 107/QD-HDQTCSVN dated March 26, 2020, of Vietnam Rubber Group.

Note:

- After the salary, remuneration, and allowance plan for the management in 2025 is agreed upon by the Vietnam Rubber Industry Group, it will be paid for the correct purpose and in compliance with the regulations.

- The General Meeting of Shareholders authorizes the Board of Directors to approve the Salary, Remuneration, and Allowance Plan for the Board of Directors, the General Director, and the Board of Supervisors for 2025 after reaching an agreement with Vietnam Rubber Group.

Voting Section: Voting shall be conducted by filling in the Voting Ballot

- Approve: 86,846,806 shares, accounting for 100% of the shares with voting rights.
- Not Approve: 0 shares, accounting for 0% of the shares with voting rights.
- Abstain: 0 shares, accounting for 0% of the shares with voting rights.

Content 7: Approval of the Proposal for the selection of the audit firm for the 2025 Financial Statement

The General Meeting of Shareholders authorizes the Board of Directors to select 01 audit firm from the following 03 firms to review the 6-month financial statements and audit the 2025 financial statements of Tan Bien Rubber Joint Stock Company:

- a. AASC Auditing Firm Company Limited;
- b. NVA Auditing Company Limited;
- c. Moore AISC Auditing and Informatics Services Company Limited;

Simultaneously, authorize the General Director of the Company to carry out procedures for signing the Contract with the selected audit firm in accordance with regulations.

Voting Section: Voting shall be conducted by filling in the Voting Ballot

- Approve: 86,846,806 shares, accounting for 100% of the shares with voting rights.
- Not Approve: 0 shares, accounting for 0% of the shares with voting rights.
- Abstain: 0 shares, accounting for 0% of the shares with voting rights.

Content 8: Approval of the Proposal for the amendment and supplement to the Company Charter.

Old content	Adjusted to	Basis adjustment
Article 26. Composition and term of the Member of the Board of Directors 1. The number of Members of the Board of Directors is 05.	Article 26. Composition and term of the Member of the Board of Directors 1. The number of Board of Directors' members of Tan Bien Rubber Joint Stock Company is determined by the General Meeting of Shareholders to be a minimum of 03 (three) and a maximum of 05 (five).	- Article 154 of Enterprise Law No. 59/2020/QH14 dated June 17, 2020.

Voting Section: Voting shall be conducted by filling in the Voting Ballot

- Approve: 86,846,806 shares, accounting for 100% of the shares with voting rights.
- Not Approve: 0 shares, accounting for 0% of the shares with voting rights.
- Abstain: 0 shares, accounting for 0% of the shares with voting rights.

Content 9. Approval of the Proposal for approval of the investment policy for industrial clusters in accordance with local planning on rubber land areas managed by Tan Bien Rubber Joint Stock Company:

Estimated total investment for Industrial Cluster projects calculated based on a total area of 146.55 hectares is as follows:

No.	Industrial Cluster Name	Location	Planning 2021-2030 (ha)	Company Proposed (ha)	Total estimated investment capital requirement (VND)	Average investment rate (VND/ha)
1	Industrial Cluster Tan Hiep	Tan Chau District	71.55	71.55	357,000,000,000	4,989,518,000
2	Industrial Cluster Tan Hoa	Tan Chau District	75.00	75.00	375,000,000,000	5,000,000,000
	Total		146.55	146.55	732,000,000,000	

Capital structure for implementing projects:

Total investment capital for implementing projects is approximately VND 732,000,000,000 (In words: Seven hundred thirty-two billion Vietnamese Dong). Of which:

- Owner's equity 20%: VND 146,400,000,000
- Loan capital 80%: VND 585,600,000,000.

Voting Section: Voting shall be conducted by filling in the Voting Ballot

- Approve: 86,846,806 shares, accounting for 100% of the shares with voting rights.
- Not Approve: 0 shares, accounting for 0% of the shares with voting rights.
- Abstain: 0 shares, accounting for 0% of the shares with voting rights.

PART V: APPROVAL OF MEETING MINUTES AND RESOLUTION

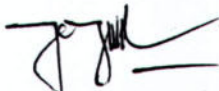
Presenter: Mr. To Minh Tai read the meeting minutes and resolution.

The General Meeting voted and unanimously approved the full text of the Minutes of the Annual General Meeting of Shareholders 2025 with 100% of shares with voting rights.



This minutes is prepared in 04 copies, publicly disclosed as regulated, and stored at Tan Bien Rubber Joint Stock Company.

The Meeting concluded at 44:00 on the same day.

SECRETARY


To Minh Tai

**ON BEHALF OF THE PRESIDIUM
CHAIRMAN**



Trương Văn Cư

RESOLUTION
The Annual General Meeting of Shareholders 2025
Of Tan Bien Rubber Joint Stock Company

THE GENERAL MEETING OF SHAREHOLDERS OF
TAN BIEN RUBBER JOINT STOCK COMPANY

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on Organization and Operation (as amended and supplemented) of Tan Bien Rubber Joint Stock Company;

Pursuant to the Minutes of the Annual General Meeting of Shareholders 2025 of Tan Bien Rubber Joint Stock Company dated June 25, 2025.

RESOLVES:

Article 1. Approval of the Report of the Board of Directors' operations in 2024, and direction for 2025. Approval of the report on operational situation of the Board of Supervisors in 2024, and direction and duties for 2025. Approval of the Report of the General Director on the results of 2024 production-business activities and direction and tasks for the 2025 production-business plan.

Article 2. Approval of the Proposal for approval of the audited separate and consolidated Financial Statement for 2024 and 2024 Profit Distribution Plan of Tan Bien Rubber Joint Stock Company.

a. Separate and Consolidated Financial Statements for 2024: The Company's audited Separate and Consolidated Financial Statements for 2024 have been posted on the Company's website www.tabiruco.vn and information has been disclosed in accordance with regulations.

b. 2024 Profit Distribution Plan:

No.	Content	Amount
1	Undistributed profits from previous years as of December 31, 2024	15,118,261,325
2	Profit after tax in 2024	237,252,541,379
3=1+2	Total profit distributed	252,370,802,704
4	Profit Distribution	239,572,358,276
4.1	Allocation to Investment and Development Fund (27,7%)	65,675,802,704
4.2	Dividend (20%/charter capital)	175,890,000,000

No.	Content	Amount
4.3	Bonus and welfare fund (2 months of employee salary)	10,612,000,000
a	Bonus fund (10%)	2,122,400,000
b	Welfare fund deduction (90%)	8,489,600,000
4.4	Manager bonus fund	193,000,000
5	Remaining profit	0

Article 3. Approval of the Proposal for approval of the 2025 production-business plan of Tan Bien Rubber Joint Stock Company, specifically as follows:

A.	Quantity indicators		
1.	Total area	ha	6,233.42
1.1.	Rubber area	ha	5,653.46
	<i>In there:</i>		
	- Rubber exploitation area	ha	2,480.83
	+ Rubber area exploited by the Company itself	ha	1,942.21
	+ Rubber area for sale of exploitation rights	ha	538.62
	- Immature rubber area (New planting/Replanting)	ha	2,633.32
	- Area of replanted rubber	ha	539.31
1.2.	Forestry plantation area, large timber forest area	ha	86.83
1.3.	Other areas (areas awaiting High-Tech Agriculture cooperation, intercropping...)	ha	493.13
2.	Rubber yield	tons/ha	1.33
	- Yield of Company's self-tapped rubber plantations	tons/ha	1.33
	- Yield of outsourced tapping rubber plantations	tons/ha	1.33
3.	Self-tapped rubber output	tons	3,300
	- Company's self-tapped output	tons	2,584
	- Outsourced tapping output	tons	716
4.	Purchased rubber output	tons	1,000
5.	Rubber processing	tons	3,584
	- Processing of self-tapped rubber	tons	2,584
	- Processing of purchased rubber	tons	1,000
6.	Purchased finished rubber	tons	5,000
7.	Consumption. Of which:	tons	8,600
	- Beginning inventory	tons	822.57
	- Consumption during the year	tons	8,600
	+ Export & Export Entrustment	tons	2,700
	+ Domestic consumption	tons	5,900
8.	Ending inventory	tons	806.57
B.	Value indicators		
1.	Total revenue. Of which:	Million VND	633,693
1.1	Rubber production and business. Including:	Million VND	408,535
	+ Self-tapped rubber revenue	Million VND	123,760

	+ <i>Purchased rubber revenue</i>	Million VND	284,775
1.2	Other production and business	Million VND	600
1.3	Financial activities	Million VND	89,796
1.4	Other activities. Of which:	Million VND	134,762
	+ <i>Plantation liquidation</i>	Million VND	124,539
	+ <i>Sale of rubber tapping rights</i>	Million VND	10,223
2.	Total cost	Million VND	408,929
3.	Profit before tax	Million VND	224,764
4.	Profit after tax	Million VND	198,899
5.	Percentage of pre-tax profit/revenue	%	35.47
6.	Percentage of pre-tax profit/reporting period-end working capital	%	25.56
7.	Minimum dividend payment percentage (% of par value)	%	14.31
8.	Payments to state budget (Amount payable)	Million VND	60,404
C.	Investment indicators		
I	Total capital needs	Million VND	64,047
1.	Construction and investment capital	Million VND	58,900
	- Construction	Million VND	43,065
	Of which: <i>Agricultural construction</i>	Million VND	36,832
	- Equipment	Million VND	3,897
	- Other Basic Construction Investment	Million VND	11,031
	Of which: <i>orchard land lease fee</i>	Million VND	9,763
	- Bank loan interest payment	Million VND	907
2.	Payment for prior year's capital deficit	Million VND	347
3.	Long-term credit loan repayment	Million VND	4,800
II	Funding Sources	Million VND	64,047
1.	Equity	Million VND	48,109
2.	Domestic borrowed capital	Million VND	15,938

Should the 2025 production-business plan be amended or adjusted, the General Meeting of Shareholders authorizes the Company's Board of Directors to approve the 2025 production plan after reaching agreement with Vietnam Rubber Group.

Article 4. To approve the remuneration and salaries of Management for 2024 and the remuneration and salary plan for 2025.

a. Remuneration and Salaries of Management for 2024

No.	Name	Position	Basic Salary (Appendix 2, Decision 107)	Number of working months	Salary increase based on profit (increase compared to planned salary 20%)	Actual salary fund and remuneration, allowances in 2024	Actual salary fund and remuneration, allowances in 2024 disbursed	Remaining actual salary fund and remuneration, allowances in 2024	Note
I	Salary fund for full-time managers					2,314,472,800	2,139,668,429	174,804,371	

No.	Name	Position	Basic Salary (Appendix 2, Decision 107)	Number of working months	Salary increase based on profit (increase compared to planned salary 20%)	Actual salary fund and remuneration , allowances in 2024	Actual salary fund and remuneration, allowances in 2024 disbursed	Remaining actual salary fund and remuneration, allowances in 2024	Note
1	Le Thi Bich Loi	Former Chairwoman of the BOD	32,000,000	11	38,400,000	422,400,000	422,400,000		Retired on December 01, 2024
2	Truong Van Cu	Chairman of the BOD	32,000,000	1	38,400,000	38,400,000	34,816,000	3,584,000	Elected to the position of Chairman of the Board of Directors on December 02, 2024
		Member of the BOD - General Director	30,000,000	11	36,000,000	396,000,000	359,170,686	36,829,314	
3	Lam Thanh Phu	Member of the BOD - General Director	30,000,000		3,272,800	3,272,800	3,272,800		Appointed General Director on December 30, 2024
4	Duong Tan Phong	Member of the BOD - Deputy General Director	27,000,000	12	32,400,000	388,800,000	352,659,567	36,140,433	
5	Tran Van Toan	Deputy General Director	26,000,000	12	31,200,000	374,400,000	339,695,157	34,704,843	
6	Nguyen Van Sang	Head of the BOS	24,000,000	12	28,800,000	345,600,000	313,595,011	32,004,989	
7	Lam Quang Phuc	Chief Accountant	24,000,000	12	28,800,000	345,600,000	314,059,208	31,540,792	
II	Remuneration fund for part-time managers (equal to 10% of the salary of full-time managers)		15,200,000			127,400,000	118,587,200	8,812,800	
1	Lam Thanh Phu	Member of the BOD	2,700,000	12		32,400,000	30,067,200	2,332,800	
2	Do Quoc Tuan	Independent Member of the BOD	2,700,000	12		32,400,000	30,067,200	2,332,800	
3	Le Thi Bich Loi	Member of the BOD	5,000,000	1		5,000,000	5,000,000		
4	Hoang Quoc Hung	Member of the BOS	2,400,000	12		28,800,000	26,726,400	2,073,600	
5	Hoang Van Vinh	Member of the BOS	2,400,000	12		28,800,000	26,726,400	2,073,600	
	Total					2,441,872,800	2,258,255,629	183,617,171	

b. 2025 Compensation and remuneration plan for Managers:

- 2025 compensation plan for Members of the Board of Directors, General Director, Board of Supervisors: temporarily disbursed monthly at 75% of the compensation determined according to Appendix 02 issued together with Decision No. 107/QD-HDQTCSVN dated March 26, 2020, of Viet Nam Rubber Group - Joint Stock Company.

Note:

- After the salary, remuneration, and allowance plan for the management in 2025 is agreed upon by the Vietnam Rubber Industry Group, it will be paid for the correct purpose and in compliance with the regulations.

- The General Meeting of Shareholders authorizes the Board of Directors to approve the Salary, Remuneration, and Allowance Plan for the Board of Directors, the General

Director, and the Board of Supervisors for 2025 after reaching an agreement with Viet Nam Rubber Group - Joint Stock Company.

Article 5. The General Meeting of Shareholders authorizes the Board of Directors to select 01 audit firm from the following 03 firms to review the 6-month financial statements and audit the 2025 financial statements of Tan Bien Rubber Joint Stock Company:

- a. AASC Auditing Firm Company Limited;
- b. NVA Auditing Company Limited;
- c. Moore AISC Auditing and Informatics Services Company Limited;

Simultaneously, authorize the General Director of the Company to carry out procedures for signing the Contract with the selected audit firm in accordance with regulations.

Article 6. Approval of the Proposal for the amendment and supplement to the Company Charter, with the main contents as follows:

Old Content	Adjusted to	Basis Adjustment
Article 26. Composition and term of the Member of the Board of Directors 1. The number of Members of the Board of Directors is 05.	Article 26. Composition and term of the Member of the Board of Directors 1. The number of Board of Directors' members of Tan Bien Rubber Joint Stock Company is determined by the General Meeting of Shareholders to be a minimum of 03 (three) and a maximum of 05 (five).	- Article 154 of Enterprise Law No. 59/2020/QH14 dated June 17, 2020.

Article 7. Approval of the Proposal for approval of the investment policy for industrial clusters in accordance with local planning on rubber land areas managed by Tan Bien Rubber Joint Stock Company, with the main contents as follows:

Estimated total investment of temporary Industrial Cluster projects with a total area of 146.55 hectares is as follows:

No.	Industrial Cluster Name	Location	Planning 2021-2030 (ha)	Company Proposed (ha)	Total estimated investment capital requirement (VND)	Average investment rate (VND/ha)
1	Industrial Cluster Tan Hiep	Tan Chau District	71.55	71.55	357,000,000,000	4,989,518,000

2	Industrial Cluster Tan Hoa	Tan Chau District	75.00	75.00	375,000,000,000	5,000,000,000
	Total		146.55	146.55	732,000,000,000	

Total estimated investment capital requirement (rounded): 732,000,000,000 VND

- Capital structure for implementing projects:

Total investment capital for implementing projects is approximately VND 732,000,000,000 (In words: Seven hundred thirty-two billion Vietnamese Dong). Of which:

+ Owner's Equity 20%: 146,400,000,000 VND

+ Borrowed capital 80%: 585,600,000,000 VND

"The General Meeting of Shareholders authorizes the Board of Directors to carry out procedures related to the registration and approval of documents concerning the investment implementation, based on the agreements of the relevant authorities. In the event of any changes in land use planning by the local authorities, the Board of Directors will report to the General Meeting of Shareholders at the next meeting.

This Resolution was read in full before the Annual General Meeting of Shareholders 2025 of Tan Bien Rubber Joint Stock Company on June 25, 2025 and took effect from the date of signing.

The Company's Board of Directors is responsible for directing the implementation of the contents approved by the Annual General Meeting of Shareholders 2025 in this Resolution and disclosing information in accordance with regulations./.

Recipients:

- As above;
 - Member of the BOD, BOS, General Director of the Company;
 - Archived: Administration, Secretary of the BOD.
- (Document of AGM 2025).

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
PRESIDING COMMITTEE**



Trương Văn Cư