

Number: 10.7.../NQ-HDQT

Dong Nai, April 29, 2026

RESOLUTION

Regarding the content of the 11th Board of Directors meeting

BOARD OF DIRECTORS OF INDUSTRIAL RUBBER JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter of Organization and Operation of Industrial Rubber Joint Stock Company;

Pursuant to Minutes No. 96/BB-HDQT regarding the 11th Board of Directors meeting dated April 23, 2026.

RESOLVES:

Article 1. The Board of Directors votes to approve the following contents:

1. Production and business results for 2025 with the following targets:

No.	TARGET	Unit	2025
I/	PRODUCTION AND BUSINESS TARGETS		
1	Sales volume		
	- RSS rubber	Tons	47
	- Miscellaneous products	Tons	119,674
2	Total revenue	Million VND	49,984
II/	FINANCIAL TARGETS		
1	Profit before tax	Million VND	22,836
2	Profit after tax	Million VND	18,093
3	Profit after tax/Equity ratio	%	10.34

2. Production and business results for Q1/2026, estimated production and business results for 6 months/2026, and the production and business plan for 2026 with the following targets:

No.	TARGET	Unit	2026 Plan	Q1/2026 Actual	6 months/2026 Estimated
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I/	PRODUCTION AND BUSINESS TARGETS				
1	Sales volume				
	- RSS rubber	Tons	150		100
	- Miscellaneous pus	Tons	110	12.8	20
	- Water latex	Tons		18.26	18.26
2	Total revenue	Million VND	41,755	2,803	13,703
II/	FINANCIAL TARGETS				
1	Profit before tax	Million VND	9,051	-109	-1,032
2	Profit after tax	Million VND	7,512	-109	-1,032
3	Profit after tax/Equity ratio	%	4.29	-0.06	-0.59

3. Policy on liquidation of aged rubber tree plantations and hybrid acacia plantations:
a/ Liquidation of aged rubber tree plantations, specifically as follows:

Plot name	Planting year	Exploitation year	Area (ha)
Tan Dinh rubber team			
Plot 1996	1996	2002	25.72
Plot 1997A	1997	2003	16.58
Plot 1997B	1997	2003	16.93
Plot 1998C	1998	2004	9.46
Plot 1999A	1999	2005	17.76
Plot 2000A	2000	2006	10.66
Total liquidation area in 2026			97.11

- After liquidation, the Company will invest in replanting rubber trees on an area of 97.11 ha with a more effective new variety structure.

b/ Liquidation of hybrid acacia plantations:

- Liquidation area: 22 hectares
- Planted in 2021 (planted along streams, interspersed within rubber plots).
- Location: 8.5 ha planted in Xuan Hoa commune, Dong Nai province and 13.5 ha planted in Tan Minh commune, Lam Dong province.
- After liquidation, the Company will invest in replanting hybrid acacia on an area of 22 ha.

c/ Organization of implementation: Assign the Executive Board to implement the liquidation and auction of aged rubber tree plantations and hybrid acacia plantations in accordance with the sequence and procedures prescribed by current law, ensuring openness, transparency, and the best economic efficiency.

4. Assign the Board of Management to carry out procedures for the transfer and appointment of Mr. Pham Van Minh to the position of Deputy Team Leader - In charge of Xuan Hoa Rubber Team.

5. Investment cooperation plan for cassava cultivation for the 2026-2027 crop season: Assign the Board of Management to implement investment cooperation for cassava cultivation on an area of 55.82 ha (land under the planning of Xuan Tan new urban area, power grid corridor land) during the 2026-2027 crop season.

Article 2. The Board of Directors assigns the Board of Management to implement the above contents in accordance with current regulations.

Article 3. Members of the Board of Directors, the Board of Management, and relevant professional departments are responsible for implementing this Resolution./.

Recipient:

- As Article 3;
- Board of Supervisors;
- Professional Departments of the Company;
- Archived: Admin Office.



Pham Nam Hung

