

<b>Code</b>	<b>PHR</b>
<b>Company name</b>	Phuoc Hoa Rubber Joint Stock Company
<b>Date</b>	02/26/2025
<b>Subject</b>	BOD resolution dated February 26, 2025

**Content:**

On February 26, 2025, the BOD of Phuoc Hoa Rubber Joint Stock Company issued the Board resolution to approve the following contents:

1. Approve the 2024 business result:
  - Revenue of parent company: VND 1,539.58 billion
  - Profit before tax of parent company: VND 356.45 billion
  - Undistributed profit after tax of parent company: VND 316.80 billion
  - Paid to the State budget: VND 115.19 billion
2. Approve the 2025 business plan:
  - Total revenue of parent company: VND 1,480.624 billion
  - Profit before tax: VND 257.253 billion
  - Profit after tax: VND 242.495 billion
  - Payment to the State budget: VND 314.40 billion
  - Cash dividend payment: 10%/ par value
  - Total investment value: VND 382.251 billion
3. Approve the business plan for quarter 1/2025:
  - Total revenue of parent company: VND 259.5 billion
  - Profit before tax: VND 29.5 billion
  - Payment to the State budget: VND 29.5 billion
4. Approve the report on operation of the Supervisory Board in 2024.
5. Approve the proposals of the Board of Management.