TẬP ĐOÀN CÔNG NGHIỆP CAO SU VN CÔNG TY CP CAO SU HOÀ BÌNH

Số: 6.1.9..../CSHB-CBTT No.: 6.19.../CSHB-CBTT

CÔNG BỐ THÔNG TIN TRÊN CỔNG THÔNG TIN ĐIỆN TỬ CỦA ỦY BAN CHỨNG KHOÁN NHÀ NƯỚC VÀ SGDCK TP.HCM

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM Độc lập - Tự do - Hạnh phúc THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Bà Rịa-Vũng Tàu , ngày 27 tháng 6 năm 2025 Ba Ria – Vung Tau, day 27 month 6 year 2025

# DISCLOSURE OF INFORMATION ON THE STATE SECURITIES COMMISION'S PORTAL AND HOCHIMINH STOCK EXCHANGE'S PORTAL

Kính gửi/ To:

- Ủy ban Chứng khoán Nhà nước/ The State Securities Commission
- Sở Giao dịch chứng khoán TP.HCM/ Hochiminh Stock Exchange

1. Tên tổ chức/Name of organization: CÔNG TY CÔ PHẦN CAO SU HOÀ BÌNH

- Mã chứng khoán/Mã thành viên/ Stock code/ Broker code: HRC
- Địa chỉ/Address: Ấp 7, xã Hoà Bình, H.Xuyên Mộc, tỉnh Bà Rịa Vũng Tàu
- Điện thoại liên hệ/*Tel*.: 0254.3872104 Fax: 0254.3873495.
- Người thực hiện công bố thông tin/ Submitted by: HÔ CÔNG DŨNG
- Chức vụ/ Position: Thư ký HĐQT, Phụ trách quản trị Công ty, TP. TC-HC.

- E-mail: dung69cdhb@gmail.com

- Loại thông tin công bố : định kỳ 🗵 bất thường 🗆 24h 🛛 heo yêu cầu 🗌

Information disclosure type: Periodic  $\boxtimes$  Irregular  $\square$  24 hours  $\square$  On demand  $\square$ 

2. Nội dung thông tin công bố/Contents of disclosure:

- Biên bản họp Đại hội cổ đông thường niên Công ty CP Cao su Hòa Bình năm 2025 số 614/BB-CSHB ngày 26/6/2025/ minutes annual general meeting of shareholders hoa binh rubber joint stock company 2025

- Nghị quyết Đại hội cổ đông thường niên Công ty CP Cao su Hòa Bình năm 2025 số 615/NQ-CSHB ngày 26/6/2025/ resolution 2025 annual general meeting of shareholders

- Tài liệu đính kèm Đại hội/ documents attached to the congress .

**3.** Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 27/6/2025 tại đường dẫn <u>http://horuco.com.vn</u> mục: QUAN HỆ CỔ ĐÔNG/*This information was published on the company's website on 27/6/2025 (date), as in the link* <u>http://horuco.com.vn</u> at item INVESTOR RELATIONS.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

#### Tài liệu đính kèm/Attached documents:

- Biên bản số 614/BB-CSHB ngày 26/6/2025/ minutes annual general meeting of shareholders hoa binh rubber joint stock company 2025;

- Nghị quyết số 615/NQ-CSHB ngày 26/6/2025/ resolution 2025 annual general meeting of shareholders ;

- Tài liệu Đại hội đồng cổ đông thường niên năm 2025/documents of the 2025 general meeting of shareholders. Đại diện tổ chức Organization representative Người được UQ CBTT Person authorized to disclose information VIETNAM RUBBER GROUP HOA BINH RUBBER JOINT STOCK COMPANY No.: 644/BB-CSHB SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Ba Ria-Vung Tau, June, 26, 2025

#### MINUTES

# ANNUAL GENERAL MEETING OF SHAREHOLDERS HOA BINH RUBBER JOINT STOCK COMPANY 2025

#### I. GENERAL INFORMATION:

Company Name: HOA BINH RUBBER JOINT STOCK COMPANY (the Company)

Enterprise Code: 3500657173

Head office address at Hamlet 7, Hoa Binh Commune, Xuyen Moc District, Ba Ria – Vung Tau Province, Vietnam.

Meeting time : 08:30 A.M. on June 26, 2025.

Meeting format : In-person meeting.

Avenue : Company Office, Hamlet 7, Hoa Binh Commune, Xuyen Moc District, Ba Ria - Vung Tau Province.

#### Attendees of the General Meeting of Shareholders include:

- Representatives of the Group's capital at the Company and members of the Board of Directors.

- Mr. Nguyen Ngoc Mui - Vice Chairman of Vietnam Rubber Trade Union

- Mr. Tran Minh Doi – Head of the Board of Supervisors and 02 members of the Board of Supervisors attended the Meeting to perform their supervisory function as stipulated by law.

- The Company's Board of Management and leaders of the Company's departments.

- Along with delegates who are shareholders / authorized representatives of shareholders.

#### Department receiving shareholder registrations for the meeting:

Mr. Nguyen Van Hung - Head of Legal and Security Department.

**II. MEETING AGENDA:** 

1. Meeting Procedures:

Following the flag salute ceremony, statement of reasons, and introduction of delegates attending the Meeting, Mr. Nguyen Van Hung reported the results of shareholder registration for the meeting as follows:

The total number of shareholders convened to attend the Meeting according to the list finalized on 04/04/2025, is 579 shareholders corresponding to 30,206,622 shares, accounting for 100% of the voting shares. Total number of shareholders / shareholder representatives and delegates attending the meeting: 40 people, corresponding to 16,869,926 shares, representing: 55.85% / total voting shares of the Company.

In accordance with the provisions of the Law on Enterprises and the Company's Charter, the 2025 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company is eligible to proceed.

# 2. Introduction of the Chairperson, Secretary; Election of the Vote Counting Committee:

Pursuant to Article 146 of the Law on Enterprises 2020, the Chairman of the Board of Directors shall act as the Chairperson of the Meeting.

a) Mr. Nguyen Van Quang – Chairman of the Board of Directors – Chairperson of the Meeting introduced 02 additional members to join the Chairperson Committee:

- Mr. Tran Khac Chung – Member of the Company's Board of Directors.

- Mr. Vo Van Tuan – Member of the Company's Board of Directors.

Thus: The Presiding Committee of the Meeting consists of 03 members:

- Mr. Nguyen Van Quang.

- Mr. Tran Khac Chung.

- Mr. Vo Van Tuan.

b) Mr. Nguyen Van Quang, on behalf of the Presiding Committee, appointed 01 person as the Secretary of the Meeting, including:

- Mr. Ho Cong Dung - Delegate, Secretary of the Board of Directors, Head of Organization - Administration Department.

c) Mr. Nguyen Van Quang nominated a Vote Counting Committee consisting of 05 members for the General Meeting to elect by direct vote:

- Mr. Le Thanh Tam - Delegate, Deputy Head of Sales & Marketing Dept. - Head of Committee

- Ms. Le Thi Thu Ha - Delegate, Deputy Head of Internal Audit Dept. - Member Mr. Do Cao Toan - Delegate, Specialist of Organization & Admin Dept.
Member
Mr. Do Ba Hung - Delegate, Specialist of Internal Audit Dept.
Member
Ms. Nguyen Thi Thanh Tuyen - Delegate, Specialist of Fin & Acct Dept.

- Member

#### 3. General Meeting Proceedings:

**3.1.** Mr. Nguyen Van Quang – Chairman sought opinions from the shareholders attending the General Meeting regarding a change in the meeting agenda compared to the previously disclosed agenda concerning the content: Dismissal and election of additional members of the Board of Supervisors. The reason was that the personnel dossiers were incomplete. Voting Results:

Approve: 16,869,926 votes, accounting for 100%.

Disapprove: 0 votes, accounting for 0%.

**3.2** Mr. Vo Van Tuan, on behalf of the Chairman, approved the General Meeting agenda and the Regulations and Rules within the General Meeting.

**3.3.** Mr. Nguyen Van Quang sought votes on the election of the Vote Counting Committee, the General Meeting Agenda, and the Regulations and Rules within the General Meeting

The General Meeting voted to approve the Vote Counting Committee consisting of 05 members nominated by the Chairman; and approved the Agenda and the Regulations and Rules within the General Meeting.

Voting Results:

Approve: 16,869,926 votes, accounting for 100%.

Disapprove: 0 votes, accounting for 0%.

Abstain: 0 votes, accounting for 0%.

Thus, the General Meeting approved the General Meeting's Vote Counting Committee with a 100% approval rate.

3.4. Mr. Nguyen Van Quang delivered the opening speech of the General Meeting.

35 0 Ô Â

T.B

**3.5.** The 2025 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company heard the following Reports and Proposals:

a) Mr. Nguyen Chon Cuong – General Director of the Company reported on the 2024 business results and 2025 business plan (attached Report No. 601/BC-CSHB dated June 24, 2025).

b) Ms. Nguyen Thi Kieu Diem Anh – Head of the Company's Finance and Accounting Department reported on the 2024 audited financial statements of Hoa Binh Rubber Joint Stock Company (attached Report No. 602/BC-CSHB dated June 24, 2025).

c) Mr. Tran Khac Chung – Member of the Company's Board of Directors reported on the 2024 operational status of the Board of Directors and the 2025 operational plan (attached Report No. 603/BC-HĐQTCSHB dated June 24, 2025).

d) Mr. Bui Phuoc Tien – Independent Member of the Company's Board of Directors reported on the evaluation of the 2024 operations of the Board of Directors (attached report dated June 26, 2025).

e) Mr. Tran Minh Doi - Head of the Board of Supervisors reported on the 2024 activities of the Board of Supervisors (attached report No. 15/BC-BKSCSHB dated May 30, 2025).

f) Mr. Vo Van Tuan – Member of the Board of Directors approved the proposal on 2024 profit distribution and 2025 profit distribution plan (attached Submission No. 604/TTr-HĐQTCSHB dated June 24, 2025).

g) Mr. Vo Van Tuan – Member of the Board of Directors read the proposal on on 2024 salary and remuneration payment for the Board of Directors – Board of Supervisors, and the 2025 salary and remuneration payment plan for the Board of Directors – Board of Supervisors (attached Submission No. 605/TTr-HĐQTCSHB dated June 24, 2025).

h) Mr. Vo Van Tuan – Member of the Board of Directors read the proposal regarding the dismissal and nomination for additional election to the Board of Directors for the 2022-2027 term (attached Submission No. 591/TTr-HĐQTCSHB dated June 20, 2025)

i) Mr. Tran Minh Doi – Head of the Board of Supervisors read the Proposal regarding the selection of an audit firm for the 2025 financial statements (attached with Proposal No. 16/TTr-BKSCSHB dated May 30, 2025).

Shareholder Comments	Chairperson's Reply
<ol> <li>Please provide the address of the securities trading location.</li> <li>Request the Company to reimburse travel expenses for shareholders attending the General Meeting.</li> </ol>	1. Currently, the securities trading location is Military Bank Securities Joint Stock Company (MBS), at Sunny Tower, No. 259, Tran Hung Dao Street, District 1, Ho Chi Minh City. Shareholders are requested to contact the Company's Finance and Accounting Department for the exact address.

**3.6.** Discussion Section:

Shareholder Comments	Chairperson's Reply
3. What is the Company's profit in 2024?	3. The Company's after-tax profit in 2024 is 61.401 Billion VND.
	4. We sincerely hope that shareholders will always accompany and share with the Company during the current difficult period.

The remaining delegates attending the General Meeting agreed with the contents of the Reports and Proposals presented at the General Meeting and had no further comments.

3.7. Mr. Le Thanh Tam - Head of the Vote Counting Committee presentes some contents in the Voting Regulations.

**3.8.** Before proceeding with the voting on the contents presented at the General Meeting, Mr. Nguyen Van Hung reported the number of shareholders and the number of votes entitled to vote at the time of polling: number of delegates attending: 40 people, number of shares owned, represented: 16,869,926 shares, accounting for: 55.85% of the Company's total voting shares.

**3.9.** Mr. Nguyen Van Quang conducted the vote on the contents presented at the General Meeting.

4. Mr. Le Thanh Tam, on behalf of the Vote Counting Committee, announced the voting results and the ballot for the additional election of the Board of Directors as follows:

The total number of votes from the delegates attending the meeting is 38 votes, corresponding to: 16,869,926 voting shares, accounting for 55.85% of the Company's total outstanding shares.

No.	Resolution Content	Total votes of attending delegates	Number of votes and corresponding percentage out of total votes of attending delegates				
	Valid Invalid Approve Disapprove						Abstain
1	Unanimously approved the 2024 business performance results and the 2025 Business Plan.	16,869,926	16,869,926 (100%)	0 (0%)	16,869,926 (100%)	0 (0%)	0 (0%)

5

No.Total votes of attending delegatesNumber of votes and corresponding p votes of attending delegates							
	Content	-	Valid	Invalid	Approve	Disapprove	Abstain
2	Unanimously approved the 2024 Audited Financial Statements	16,869,926	16,869,926 (100%)	0 (0%)	16,869,926 (100%)	0 (0%)	0 (0%)
3	Unanimously approved the Board of Directors' activity report for 2024 and the 2025 activity Plan	16,869,926	16,869,926 (100%)	0 (0%)	16,869,926 (100%)	0 (0%)	0 (0%)
4	Unanimously approved the Report of the Independent Member of the Board of Directors	16,869,926	16,869,926 (100%)	0 (0%)	16,869,926 (100%)	0 (0%)	0 (0%)
5	Unanimously approved the Board of Supervisors' Activity Report for 2024	16,869,926	16,869,926 (100%)	0 (0%)	16,869,926 (100%)	0 (0%)	0 (0%)
6	Unanimously approved the 2024 profit distribution and the 2025 profit distribution plan	16,869,926	16,869,926 (100%)	0 (0%)	16,869,926 (100%)	0 (0%)	0 (0%)
7	Unanimously approved the payment of salaries and remuneration	16,869,926	16,869,926 (100%)	0 (0%)	16,869,926 (100%)	0 (0%)	0 (0%)

No.	Resolution Content	Total votes of attending delegates	Number of votes and corresponding percentage out of total votes of attending delegates			of total	
	Content		Valid	Invalid	Approve	Disapprove	Abstain
	for the Board of Directors – Board of Supervisors for 2024, and the 2025 remuneration payment plan for the Board of Directors – Board of Supervisors						
8	Approved the dismissal and nomination for additional election of the Board of Directors for the 2022-2027 term.	16,869,926	16,869,926 (100%)	0 (0%)	16,869,926 (100%)		(100%)
9	Unanimously authorized the Company's Board of Directors to select one of three auditing firms to perform a review of the semi-annual Financial Statements and audit the Company's Financial Statements for 2025.	16,869,926	16,869,926 (100%)	0 (0%)	16,869,926 (100%)	0 (0%)	0 (0%)

**5.** Results of the additional election of Board of Directors members for the 2022-2027 term are as follows:

5.1 Election vote counting results: Mr. Nguyen Chon Cuong: Number of votes: 16,869,926 shares, rate 100%.

5.1 Results of the successful additional election to the Board of Directors:

- Mr. Nguyen Chon Cuong

Thus, the General Meeting approved the following contents with the corresponding voting rates:

No.	Resolution Content	Percentage
1	Agreed to approve the 2024 Business Performance Results and the 2025 Business Plan	100%
2	Agreed to approve the 2024 Audited Financial Statements	100%
3	Agreed to approve the 2024 Board of Directors' Activity Report and the 2025 Activity Plan	100%
4	Agreed to approve the Report of the Independent Member of the Board of Directors	100%
5	Agreed to approve the 2024 Board of Supervisors' Activity Report	100%
6	Agreed to distribute 2024 profits, and the 2025 profit distribution plan	100%
7	Agreed to pay salaries and remuneration to the Board of Directors - Board of Supervisors for 2024, and the remuneration payment plan for the Board of Directors - Board of Supervisors for 2025	100%
8	Approved the dismissal and nomination for additional election of the Board of Directors for the 2022 - 2027 term.	100%
9	Agreed to authorize the Company's Board of Directors to select one of three auditing firms to perform a review of the semi-annual Financial Statements and audit the Company's Financial Statements for 2025	100%

# III. CLOSING PROCEDURES OF THE GENERAL MEETING:

1. The General Meeting heard Mr. Ho Cong Dung - Secretary of the General Meeting approve the draft Minutes and Resolution of the 2025 Annual General Meeting of Shareholders.

2. The General Meeting voted to approve the draft Minutes and Resolution of the 2025 Annual General Meeting of Shareholders:

Voting results:

Number of votes that approve: 16,869,926 shares, rate 100%

Number of votes that disapprove: 0 votes, accounting for 0%.

Number of votes that abstain: 0 votes, accounting for 0%.

Thus, the General Meeting unanimously approved the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders with a rate of: 100% in approval.

3. Nguyen Van Quang – On behalf of the Chairman of the General Meeting, read the closing speech.

The Minutes were completed at 11:45 A.M. on the same day and were prepared in 03 copies, all having equal legal value. These Minutes, along with the Report on Shareholder Registration for the General Meeting, the Vote Counting Minutes, and related documents, are stored at the headquarters of Hoa Binh Rubber Joint Stock Company as stipulated by law./.

#### SECRETARY

## Ho Cong Dung

#### Recipients:

- State Securities Commission;
- Ho Chi Minh Stock Exchange;
- Department of Planning and Investment of Ba Ria Vung Tau Province;
- Vietnam Rubber Group;
- Board of Directors, Board of Management, Board of Supervisors of the Company;
- Company Party Committee
- Affiliated units;
- Company website;
- Company shareholders (received via website);
- Archive: AD., Secretary of the Board of Directors.

#### ON BEHALF OF THE PRESIDIUM



Nguyen Van Quang

A CP \* NK

No: 615 /NQ-CSHB

Ba Ria-Vung Tau, 26 June 2025

C C HO

#### RESOLUTION

## 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Enterprise Law 2020 and its guiding implementation documents;

Pursuant to the Securities Law 2019 and its guiding implementation documents;

Pursuant to the Articles of Association of Hoa Binh Rubber Joint Stock Company;

Pursuant to Minutes No. 532/BB-CSHB dated 06/6/2025, regarding the Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company in 2025.

## **RESOLVES:**

1. Unanimously approved the business results for 2024 and the business plan for 2025 as per Report No. 601/BC-CSHB dated 24/6/2025, with some key targets as follows:

1.1. Business Results for 2024:

a) Exploited plantation area:	3,035.1122 ha
b) Company's exploited output:	3,270.050 tons
c) Total revenue:	VND 269,908 Billion
d) Profit before tax:	VND67,150 Billion
e) Profit after tax: 61,401 billion VND	
1.2. Business Plan for 2025:	
a) Exploited plantation area:	3,162.85 ha

a) Exploited plantation area: 3,162.83 ha
b) Company's exploited output: 3,250 tons
c) Total revenue: VND 222,020 Billion
d) Profit before tax: VND 27,198 Billion
e) Profit after tax: VND 25,854 billion

**2.** Unanimously approved the audited financial statements for 2024 of Hoa Binh Rubber Joint Stock Company as per Report No.: 602/BC-CSHB dated 24/6/2025.

**3.** Unanimously approved the Board of Directors' activity report for 2024 and the activity plan for 2025 as per Report No.: 603/BC-HĐQTCSHB dated 24/6/2025.

**4.** Unanimously approved the report of the Independent Member of the Board of Directors assessing the Board of Directors' activities in 2024.

**5.** Unanimously approved the Board of Supervisors's activity report for 2024 as per Report No.: 15/BC-BKSCSHB dated 30/5/2025.

**6.** Unanimously approved the profit distribution for 2024 and the profit distribution plan for 2025 as per Proposal No.: 604/TTr-HĐQTCSHB dated 24/6/2025, as follows:

**6.1.** Profit Distribution for 2024:

- Profit before tax for 2024:	VND 67.150 Billion
- Profit after tax for 2024:	VND 61.401 Billion
Proposed distribution as follows:	
+ Allocation to bonus and welfare fund:	VND 9.883 Billion
+ Management bonus fund:	VND 102 Million
+ Allocation to investment and development fund:	VND 18.420 Billion
+ Undistributed retained earnings:	VND 34.520 Billion

6.2. Profit Distribution Plan for 2025:

Based on the business situation in 2025, after the audited financial statements are available, the Board of Directors will submit to the Annual General Meeting of Shareholders 2026 to decide on the profit distribution for 2025.

7. Agree to pay salaries and remuneration to the Board of Directors and Board of Supervisors for 2024, and the remuneration payment plan for the Board of Directors and Board of Supervisors for 2025, according to Proposal No.: 605/TTr-HĐQTCSHB dated 24/6/2025, as follows:

**7.1.** Salaries and Remuneration for the Board of Directors – Board of Supervisors in 2024:

No.	Contont	Number of	Remun	Percentage	
110.	Content	people	Plan	Actual	(%)
Ι	<b>Board of Directors</b>				
	Concurrent	04	108,000,000	108,000,000	100

a) Remuneration:

No	Content	Number of	Remun	Percentage	
No.	Content	people	Plan	Actual	(%)
14	Supporting	02	18,000,000	18,000,000	100
П	<b>Board of Supervisors</b>				
	Concurrent	02	36,000,000	36,000,000	100
	Total	04	162,000,000	162,000,000	100

b) Salaries:

No.	Content	Number of people Full-time salaries		Notes
Ι	Board of Directors	01	311,040,000	
II	Board of Supervisors	01	272,160,000	
	Total	02	583,200,000	

7.2. Plan for Salary and Remuneration Payments to the Board of Directors Board of Supervisors in 2025:

a) Remuneration:

Remuneration payment plan for the Board of Directors and Board of Supervisors in 2025: VND 162 Million. The specific remuneration amount for members is proposed to be decided by the Board of Directors.

OSU

b) Salaries:

Salary payment plan for the full-time Board of Directors and Board of Supervisors in 2025: assign the Chairman of the Board of Directors to prepare the payment plan according to state regulations and guidelines and submit it to the 2026 Annual General Meeting of Shareholders for approval of the actual payment amount for 2025.

**8.** The General Meeting agreed to dismiss and nominate additional members to the Company's Board of Directors for the 2022-2027 term as follows:

**8.1** Dismiss Mr. Tran Khac Chung from the position of member of the Company's Board of Directors.

**8.2** Agree to nominate Mr. Nguyen Chon Cuong for election as an additional member to the Company's Board of Directors.

**9.** Results of the election of additional members to the Company's Board of Directors for the 2022-2027 term are as follows:

- Mr. Nguyen Chon Cuong (16,869,926 Shares/16,869,926 Shares, ratio: 100%)

10. Agree to authorize the Company's Board of Directors to select one of the following three auditing firms to perform the review of the semi-annual financial statements and audit the Company's financial statements for 2025, according to Proposal No. 16/TTr-BKSCSHB dated 30/5/2025.

- International Auditing And Valuation Company Limited

- VACO Auditing Company Limited

- BDO Audit Services Company Limited

11. The Company's Board of Directors and General Director are responsible for effectively implementing the contents of the Resolution, carrying out information disclosure in accordance with legal regulations, and informing shareholders of this General Meeting Resolution.

#### **Recipients:**

#### - As per item 10;

- State Securities Commission;

- Ho Chi Minh Stock Exchange;

- VietNam Securities Depository and Clearing Corporation;

- Department of Planning and Investment of Ba Ria - Vung Tau Province;

- Vietnam Rubber Group;

- Company's Board of Directors -Board of Supervisors;

- Affiliated units;

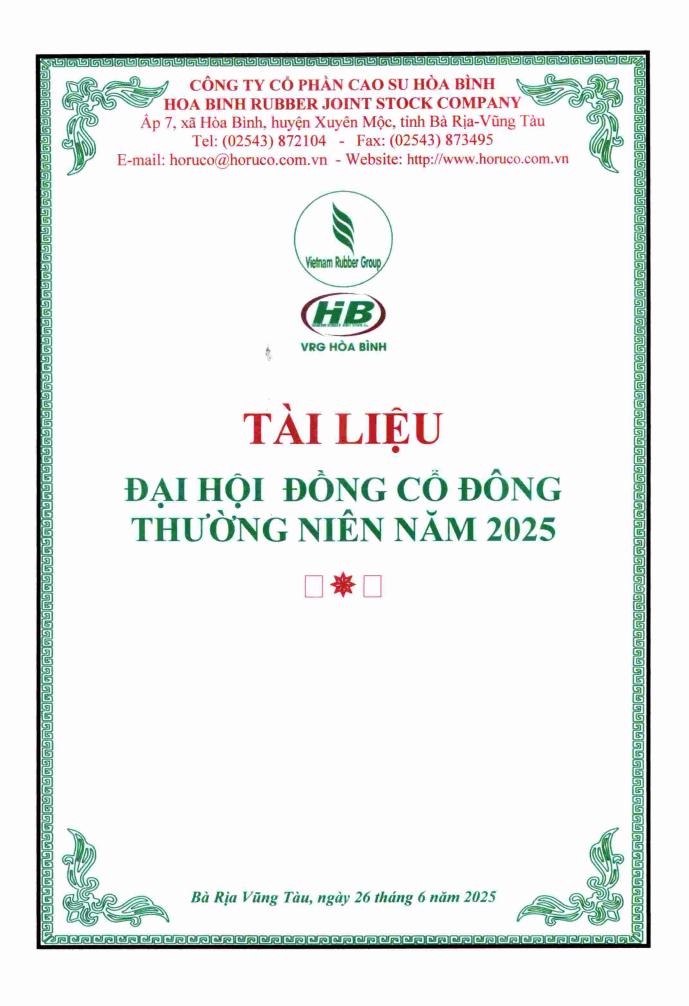
- Company Website;

- Company Shareholders (received via Company website);

- Archive: AD, BOD Secretary.

## ON BEHALF OF THE CHAIRPERSON OF THE GENERAL MEETING CHAIRMAN OF THE BOARD OF DIRECTORS





3500 METNAM RUBBER GROUP CÔNG HOA BINH RUBBER

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

#### CONCEPTION FOR BINH RUBBER CONTAINT STOCK COMPANY CAO SU HOA BINH HOA BINH THOM BINH THOM BINH

# TABLE OF CONTENTS

# DOCUMENTS FOR THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

No.	Content
1	Meeting Agenda
2	Working Regulations of the 2025 Annual General Meeting of Shareholders
3	Voting Regulations of the 2025 Annual General Meeting of Shareholders
4	Report on 2024 Business Performance and 2025 Business Plan
5	2024 Audited Financial Statements
6	Report on 2024 Activities of the Board of Directors and 2025 Activity Plan
7	Report by the Independent Member of the Board of Directors assessing the activities of the Board of Directors in 2024
8	Report on 2024 Activities of the Board of Supervisors
9	Proposal for 2024 Profit Distribution and Profit Distribution Plan for 2025
10	Proposal for 2024 Payment of Salaries and Remuneration to the Board of Directors - Board of Supervisors and plan for payment of salaries and remuneration to the Board of Directors - Board of Supervisors for 2025
11	Proposal for Dismissal and Nomination for Additional Election of Board of Directors Member for the term 2022-2027
12	Proposal on the selection of an auditing firm for the 2025 Financial Statements.
13	Draft Resolution of the 2025 Annual General Meeting of Shareholders



#### SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Ba Ria – Vung Tau, June 26, 2025

#### AGENDA

# ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Timetable	Content
7:00	Procedure for confirming the list of shareholders attending the Meeting
8:00	1. Meeting Protocol (Flag salute, singing the National Anthem)
8:05	2. Announcement of the reason for the Meeting – Introduction of delegates and attendees
8:10	<b>3.</b> Report on the results of shareholder registration for the General Meeting of Shareholders.
8:15	<b>4.</b> Introduction of the Chairperson, Meeting Secretary and election of the Vote Counting Committee.
8:20	5. Approval of the Meeting program and working regulations (voting)
8:25	6. Opening of the Meeting
8:30	7. Report on 2024 Production and Business results, 2025 Production and Business plan
8:40	8. 2024 Audited Financial Statements
8:50	9. Report on 2024 Board of Directors' activities, 2025 plan
9:00	10. Report of the Independent Member of the Board of Directors in 2024
9:10	11. Report of the Board of Supervisors in 2024
9:20	12. Approval of the Proposals:
	- Proposal on 2024 profit distribution and 2025 plan
	<ul> <li>Proposal on salary and remuneration payment for the Board of Directors</li> <li>Board of Supervisors in 2024 and the plan for salary and remuneration</li> <li>payment for the Board of Directors – Board of Supervisors in 2025</li> </ul>
	- Proposal on the selection of the audit company for 2025.
	- Proposal on the election of additional Members of the Board of Directors, Board of Supervisors for the term 2022-2027.
9:30	13. Approval of the Voting Regulations and Election Rules
9:35	14. Discussion

9:50	15. Report on the number of shareholders and shares as of the current time.
9:55	16. Voting on the content of the Reports and Proposals submitted to the Meeting for opinion
10:25	17. Approval of the list of additional candidates for the Board of Directors. Proceed with the election of Members of the Board of Directors for the term 2022-2027
10:40	18. Address by Senior Leadership
10:55	19. Receiving feedback
11:10	20. Announcement of voting results and election results
11:20	21. Approval of the Meeting Minutes – Resolution (voting)
11:25	22. Closing of the Meeting.
11:30	23. Closing Flag Salute.

Ba Ria - Vung Tau, June 26, 2025

#### WORKING REGULATIONS

# OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

#### **Article 1: General Provisions**

**1.** These working regulations apply to the organization of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the General Meeting) of Hoa Binh Rubber Joint Stock Company.

2. These regulations specifically stipulate the rights and obligations of the parties participating in the General Meeting, and the conditions and procedures for conducting the General Meeting.

**3.** Shareholders and participating parties are responsible for complying with the provisions of these Regulations.

#### Article 2. Legal Basis

The 2020 Law on Enterprises and its implementing guidelines;

The 2019 Law on Securities and its implementing guidelines;

The Charter on Organization and Operation of Hoa Binh Rubber Joint Stock Company established by the General Meeting of Shareholders according to the resolution dated 20/4/2004, as amended and supplemented on 20/6/2023.

#### Article 3. Presidium

1. The Presidium of the General Meeting shall consist of a maximum of 03 members, chaired by the Chairperson of the Company's Board of Directors.

2. The Presidium of the General Meeting operates on the principle of democratic centralism and makes decisions by majority vote. It shall conduct the General Meeting in a lawful and orderly manner, reflecting the wishes of the majority of shareholders and shareholder representatives attending.

4. The Presidium has the right to postpone a General Meeting of Shareholders that has met the quorum requirement to another time or change the meeting venue in the following cases:

a) The meeting venue does not have sufficient convenient seating for all attendees;

b) Communication facilities at the meeting venue do not ensure that attending shareholders can participate, discuss, and vote;

c) Attendees obstruct or disrupt order, potentially preventing the meeting from being conducted fairly and lawfully.

The maximum postponement period shall not exceed three (03) days from the date the meeting commences.

5. The Presidium of the General Meeting has the following duties:

a) Direct activities according to the Agenda approved by the General Meeting of Shareholders.

b) Nominate the Secretariat and the Vote Counting Committee of the General Meeting.

c) Guide shareholders and the General Meeting in discussions.

d) Present drafts and conclude necessary matters for the General Meeting to vote on.

e) Respond to matters requested by the General Meeting.

f) The Chairperson, on behalf of the General Meeting of Shareholders, shall sign the Minutes and the Resolution of the General Meeting.

#### Article 4. Rights and Duties of the General Meeting Secretary

1. The Presidium shall nominate 01 to 02 members as the General Meeting Secretary. The General Meeting Secretary is responsible to the Chairperson and the General Meeting for their duties.

2. Duties of the Secretary:

a) Fully and accurately record the contents of the General Meeting.

b) Assist the Chairperson of the General Meeting in announcing draft documents, conclusions, and resolutions of the General Meeting and announcements from the Chairperson of the General Meeting to shareholders when requested.

c) Receiving registration forms for shareholders to speak.

Article 5. Rights and Obligations of the General Meeting's Vote Counting Committee 1. The Vote Counting Committee shall be nominated by the Presidium of the General Meeting, with a maximum of 05 members, and approved by the General Meeting.

2. The Vote Counting Committee has the following responsibilities:

a) Inspecting and supervising the voting by shareholders and shareholder representatives.

b) Organizing the vote counting.

c) Preparing the Vote Counting Minutes and announcing them before the General Meeting, including the voting results report for each agenda item, and notifying the results to the Chairperson and the Secretariat.

d) Reviewing and reporting to the General Meeting any complaints regarding the vote counting results.

e) Handing over the Minutes and all ballot papers to the Chairperson of the General Meeting.

# Article 6. Rights and Obligations of the Shareholder Registration Desk for Meeting Attendance

The Shareholder Registration Desk for Meeting Attendance shall be appointed by the General Meeting Organizing Committee, with a maximum of 03 members, to perform the following functions and duties:

- Verifying the validity and legality of the shareholder's confirmation/authorization letter.

0.0657

ÔNG T' Ô PHÂI

AO SU

TBAR

- Reporting to the General Meeting the data on the results of shareholder registration for meeting attendance: number of attendees, number of shares owned/represented, and percentage compared to the total outstanding shares.

# Article 7. Rights and Obligations of Shareholders Attending the General Meeting

1. Conditions for attendance: Shareholders who are legal entity representatives, natural persons, or shareholder representatives, or a group of shareholders owning voting shares of the Company on the shareholder record date (final registration date April 04, 2025) are entitled to attend the General Meeting.

2. Rights and Obligations of Eligible Shareholders When Attending the General Meeting

a) Each shareholder or shareholder representative attending the General Meeting must bring personal identification documents (Citizen ID card, passport, etc.) and the

Notice of Meeting for verification of shareholder eligibility and shall receive a voting card stating the total number of shares equal to the number of voting shares of the shareholder (including the number of shares owned and/or the number of shares authorized).

b) During the General Meeting, if a shareholder leaves the Hall, they must inform the Organizing Committee.

c) An authorized person attending the General Meeting may not re-authorize another person to attend the General Meeting.

d) During the General Meeting, shareholders must comply with the instructions of the Chairperson of the General Meeting, behave in a civilized and polite manner, and not cause disorder.

e) Shareholders must maintain confidentiality, adhere to speaking discipline, properly use and preserve documents, and not copy, record, or provide them to external parties without the permission of the Chairperson of the General Meeting.

f) Shareholders and authorized representatives attending the General Meeting must strictly comply with the Working Regulations of the General Meeting.

g) Shareholders arriving late to the General Meeting have the right to register immediately and then have the right to participate and vote immediately at the General Meeting; however, the Chairperson of the General Meeting is not responsible for pausing the General Meeting to wait for these shareholders to register, and the validity of the votes already cast will not be affected.

## Article 8. Conduct of the General Meeting

The General Meeting of Shareholders shall be convened when the number of attending shareholders represents at least 50% of the total voting shares according to the shareholder list on the final registration date 04/4/2024 (pursuant to Clause 1 - Article 145 - Law on Enterprises and Clause 1 - Article 19 - Company Charter).

#### Article 9. Cases where the General Meeting is unsuccessful

If the first meeting does not meet the conditions for conducting as stipulated in Article 8 of these Regulations, the second meeting must be convened within 30 days from the scheduled date of the first meeting (pursuant to Clause 2 - Article 145 - Law on Enterprises and Clause 2 - Article 19 - Company Charter).

The second General Meeting shall be conducted when the number of shareholders or shareholder representatives attending the meeting holds at least 33% of the total voting shares.

If the second meeting does not meet the conditions for conducting as stipulated

above in this Article, a third meeting shall be convened within 20 days from the scheduled date of the second meeting. In this case, the General Meeting shall be conducted regardless of the number of attending shareholders.

## Article 10. Expressing Opinions at the General Meeting

Shareholders shall register the content of their statements with the Chairman of the General Meeting. When speaking or needing to debate, they shall raise their hand, and may only speak after receiving approval from the Chairperson of the General Meeting; statements should be concise and avoid repetition.

## Article 11. Minutes and Resolutions of the General Meeting

All contents at the General Meeting must be recorded in the Minutes by the Secretary of the General Meeting. The Minutes and Resolutions of the General Meeting must be read and approved before the General Meeting concludes.

#### **Article 12: Enforcement Clause**

The above is the Working Regulation of the Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company for the year 2025. These Regulations consist of 12 articles and shall take effect immediately upon approval by the General Meeting.

Respectfully submitted to the General Meeting for consideration, so that the organization of the General Meeting of Shareholders may be successfully conducted and comply with the provisions of law and the Company's Charter./.

**ON BEHALF OF THE ORGANIZING COMMITTEE** GENERALDIRECTOR **NGUYEN CHON CUONG** 

VIETNAM RUBBER GROUP HOA BINH RUBBER JOINT STOCK COMPANY

#### VOTING REGULATIONS

# AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF HOA BINH RUBBER JOINT STOCK COMPANY

Pursuant to Law on Enterprises 2020 and its guiding implementation documents;

Pursuant to Law on Securities 2019 and its guiding implementation documents;

Pursuant to the Charter on Organization and Operation of Hoa Binh Rubber Joint Stock Company established by the General Meeting of Shareholders according to the resolution dated April 20, 2004, which was amended and supplemented on June 20, 2023.

The Meeting Organizing Committee announces the Voting Regulations at the 2025 Annual General Meeting of Shareholders as follows:

#### 1. Purpose, Scope of Application

- Purpose: These Regulations are established to specify the principles and methods of voting in accordance with legal provisions, the Charter, and the internal Corporate Governance Regulations.

- Scope of Application: These Regulations apply to voting at the 2025 Annual General Meeting of Shareholders with the record date for exercising rights being April 04, 2025.

#### 2. Definitions / Abbreviations

- Voting: is when shareholders exercise their right to give opinions on specific contents and issues to determine whether such contents and issues are eligible for approval by the General Meeting.

- General Meeting: The 2025 Annual General Meeting of Shareholders.

- Company: Hoa Binh Rubber Joint Stock Company.

- GMS: General Meeting of Shareholders.

- Shareholders attending the General Meeting: are those on the record list as of April 04, 2025, to exercise the right to attend the 2025 Annual General Meeting of Shareholders either by direct attendance or by authorizing another person to attend on their behalf (with a valid power of attorney).

## 3. Principles and Eligible Voters

a) Voting Principles:

- Ensuring compliance with the provisions of Law and the Company's Charter.

- Ensuring the principles of transparency, democracy, and the legitimate rights of all shareholders.

- Ensuring the concentration and organizational stability of the General Meeting.

b) Eligible Voters:

- Are shareholders holding common shares with voting rights or authorized representatives attending the meeting with voting rights (according to the shareholder record list for exercising the right to attend and vote at the 2025 Annual General Meeting of Shareholders provided by Vietnam Securities Depository and Clearing Corporation with the record date for exercising rights being April 04, 2025) who are present at the General Meeting and have duly registered their attendance in accordance with the Company's announced regulations.

- Yellow voting ballots will be distributed to shareholders at the registration desk.

#### 4. Voting Method

- Shareholders have the right to participate in voting immediately after registration. In case shareholders arrive late, the validity of the contents already voted on will not be affected.

- Those eligible to participate in voting are all shareholders (or their duly authorized representatives) of Hoa Binh Rubber Joint Stock Company.

- Shareholders may submit their voting ballot directly to the Organizing Committee of the General Meeting or send them to the Company via postal mail, fax, or email before the conclusion of the General Meeting. Voting ballot can be downloaded from the Company's website.

#### 5. Voting Principles

- Voting rights shall be exercised based on the shareholding. Shareholders shall vote according to the number of shares they hold or/and are authorized to represent.

- Voting on matters at the General Meeting shall be conducted by open, direct voting.

- Voting ballot shall be issued by the Organizing Committee. The content of the voting ballot shall include: issues to be voted on, the name of the shareholder or proxy, and the total number of voting shares. The voting ballot shall include the contents to be approved at the General Meeting according to the approved agenda.

- Upon receiving the voting ballot, the shareholder / shareholder's representative must check the information on the received voting ballot; if there are any errors, they must be reported immediately upon receipt of the voting ballot. A voting ballot is considered valid when it contains all required information accurately.

- When voting, the shareholder/shareholder's representative has the right to choose "Approve" or "Disapprove" or "Abstain" by marking () or () in the box corresponding to their choice for each issue to be voted on the voting ballot.

#### 6. Regulations on Voting Ballot

a) Valid Ballot: A valid ballot is one that meets all the following criteria:

- Issued by the Organizing Committee of the General Meeting and bearing the Company's seal.

- Voting Ballot concerning the contents in the General Meeting's agenda that have been approved by the General Meeting.

- Not torn, crossed out, erased, or altered.

b. Invalid Ballot: An invalid ballot is one that violates one of the following conditions:

- Not issued by the Organizing Committee or not bearing the Company's seal.

- Torn, crossed out, erased, altered, or having additional content not part of the agenda approved by the General Meeting of Shareholders before voting commenced.

- Voting Ballot having additional marks other than  $(\boxtimes)$  or  $(\boxdot)$  in the voting boxes; or having additional information or symbols.

- Voting Ballot not having any option marked on the ballot.

- Voting Ballot having more than one option marked for a single voting issue.

- Submitted to the Vote Counting Committee after voting has concluded and the ballot box has been sealed.

Invalid ballot shall not be counted in the voting results of the General Meeting.

#### 7. Contents Approved by Voting

Issues voted on at the General Meeting are approved when they receive the approval of over **50%** of the total voting shares of all attending shareholders, except for cases stipulated in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises, which require at least **65%** approval (types of shares and total number of shares of each type, changes in business lines, organizational structure, investment projects valued at 35% or more of total asset value, reorganization, dissolution of the company).

# 8. Vote Counting Committee, Principles of Voting and Vote Counting

a) Vote Counting Committee: Vote counting shall be conducted through the Vote Counting Committee. The Organizing Committee of the General Meeting shall prepare and propose a Vote Counting Committee to the General Meeting of Shareholders to be responsible for:

- Checking the registration results of shareholders attending the General Meeting of Shareholders.

- Introducing and distributing Voting Ballot, guiding and answering questions during the voting process.

- Conduct vote counting.

- Announce the voting results to the General Meeting.

This Vote Counting Committee shall be approved by the shareholders attending the General Meeting through open voting at the General Meeting.

b) Voting and Ballot Procedures:

When voting on matters requested by the Chairman of the General Meeting, shareholders shall hold up their shareholder cards (pink - distributed beforehand) for the Vote Counting Committee to perform its duty.

After the representative/shareholder marks their selection on the yellow Voting Ballot, signs, and clearly writes their name on it, the Vote Counting Committee will proceed to collect the Voting Ballot from the attending shareholders. The Vote Counting Committee will check for complete information (signature, full name) and the validity of the ballot paper, request shareholders to make necessary adjustments for validity, and then collect them.

c) Regulations on Vote Counting:

The Vote Counting Committee shall conduct vote counting according to the following regulations:

- The Vote Counting Committee shall work in a separate room/area.

- The Vote Counting Committee may use electronic technical means and technical specialists to assist in vote counting.

- Check the validity of the Voting Ballot.

- Check each Voting Ballot sequentially and record the vote counting results.

- Seal all Voting Ballot and hand them over to the Chairperson.

#### 9. Preparation and Announcement of Vote Counting Minutes:

After vote counting is completed, the Vote Counting Committee is responsible for compiling the voting results and preparing the Vote Counting Minutes. The Vote Counting Minutes shall be signed by the members of the Vote Counting Committee to confirm the accuracy, transparency, and adherence to the principles and procedures of vote counting.

The content of the Vote Counting Minutes must clearly state the following: Composition of the Vote Counting Committee; time and place of vote counting; total number of shareholders participating in the vote; total number of voting shares present at the General Meeting; total ballots issued; total ballots collected; total invalid ballots; total valid ballots; total ballots in approve, disapprove, or abstaining, and the corresponding voting percentage for each voting item; signatures of the members of the Vote Counting Committee. The content of the Vote Counting Minutes must be announced to the General Meeting. The Head or a representative of the Vote Counting Committee may announce the voting results on behalf of the Chairperson.

#### 10. Complaints:

All complaints regarding voting results shall be considered immediately at the General Meeting. In case of disagreement regarding voting procedures or results, the Vote Counting Committee shall re-examine and seek the decision of the General Meeting.

#### 11. Effectiveness:

This voting regulation shall take effect immediately upon approval by the Company's 2025 Annual General Meeting of Shareholders./.

# ON BEHALF OF THE ORGANIZING COMMITTEE

## GENERALDIRECTOR NGUYEN CHON CUONG



No.: 601/BC-CSHB

Ba Ria - Vung Tau, June, 24, 2025

#### REPORT

#### 2024 Production and Business Results and 2025 Production and Business Plan

To: The 2025 Annual General Meeting of Shareholders.

# Part One REPORT ON 2024 PRODUCTION AND BUSINESS RESULTS

#### **I. SITUATION OVERVIEW:**

Hoa Binh Rubber Joint Stock Company implemented its 2024 production and business tasks in a context facing many difficulties and challenges due to the unfavorable global and regional economic outlook as the military conflict in the Middle East region and the conflict between Russia and Ukraine prolonged; inflation remained high; borrowing interest rates decreased but were still high; and tightening monetary and fiscal policies in many countries impacted the completion of the year's tasks.

Furthermore, the weather was erratic, with prolonged drought at the beginning of the rubber tapping season, rain and storms in the final months of the year, increased pests and diseases on rubber trees, an unstable labor force with many resignations and inability to recruit new workers, increased production costs, continued rubber theft... and especially high borrowing interest costs directly affected the Company's production and business activities.

Given this situation, under the unified leadership of the Party Committee and the decisive direction and management of the Board of Directors, the Board of Management promptly proposed suitable and flexible solutions to ensure the completion of targets and tasks; timely reward and motivation policies were implemented. Cadres and workers in the company always promoted the spirit of solidarity and unity, actively responded to emulation movements, practiced thrift, combated waste, and strived to overcome difficulties to successfully implement the tasks set for the year as follows:

## **II. 2024 PRODUCTION - BUSINESS RESULTS:**

- 1. Regarding production:
- a) Tapping:

Tapping area: 3,035.1122 ha;

Actual output: **3,270.050** tons / Plan **3,200** tons, achieving **102.19%** of the annual plan (Exceeded 70.044 tons)

- Average yield: 1.07 tons/ha.

b) Processing: Actual 5,520.86 tons / Plan 5,500 tons, achieving 100.38% of the annual plan.

c) Purchasing: During the year, the Company purchased 1,505.87 tons / Plan 1,000 tons, achieving 150.58% of the annual plan.

#### d) Outsourcing:

Given that the Company's tapping output has not increased over the past years, to ensure the processing capacity of the factory, in addition to purchasing raw materials for processing, the Company applied various policies to accept outsourcing. As a result, the Company processed **2,296.73** tons under outsourcing during the year, achieving **176.67%** of the plan (*Plan 1,300 tons*).

#### e) Care of Basic Construction Plantations:

Total area of Basic Construction plantations: **1,910.0884** ha; of which, area of Basic Construction plantations cared for: **1,793.6850** ha; area of Basic Construction plantations cared for according to sustainable development goals **116.4034** ha.

#### f) Area intercropped with forestry trees (acacia hybrid, agarwood):

- Newly planted 36 ha of pure acacia hybrid;

- Acacia hybrid intercropping area 170 hectares.

- Joint investment in Aquilaria crassna intercropping area 549.70 hectares.

The Acacia hybrid plantation developed relatively well.

#### 2. Business results in 2024:

- Product consumption : 4,367.476 tons, achieving 103.98% of the plan;

- Total revenue : VND 269.908 Billion, achieving 153.88% of the plan. Of which:

- + Rubber revenue : VND **214.268** Billion, achieving **140.92%** of the plan; (Average selling price: 47.17 Million VND/ton)
- + Processing revenue : VND 8.254 Billion, achieving 206.35% of the plan;
- + Financial revenue : VND 16.617 Billion, achieving 110.26% of the plan;
- + Other revenue : VND **39.024** Billion, achieving **909.65%** of the plan;
- Profit before tax : VND 67.150 Billion, achieving 1,232.09% of the plan;
- Profit after tax : VND 61.401 Billion, achieving 1,126% of the plan;

- Budget contribution : VND 8.804 Billion, achieving 83.91% of the plan.

# III. CAPITAL CONSTRUCTION INVESTMENT AND FINANCIAL INVESTMENT OUTSIDE THE ENTERPRISE:

#### 1. Capital Construction Investment within the enterprise:

Total Capital Construction Investment within the enterprise: VND 13.88 Billion, achieving 67.87% of the annual plan, of which:

- Construction and installation: VND 5.60 Billion, achieving 69.26% of the plan;

- Equipment : VND 0.72 Billion, achieving 13.38% of the plan;

- Bank loan interest payment : VND 7.56 Billion, achieving 108.07% of the plan.

#### 2. Long-term financial investment outside the enterprise:

Total investment capital outside the enterprise is currently VND 238.505 Billion, of which:

- Ba Ria - Kampong Thom Rubber Joint Stock Company: VND 95.000 Billion;

- Viet - Lao Rubber Joint Stock Company	: VND 109.250 Billion;
- Lai Chau Rubber Joint Stock Company	: VND 31.162 Billion;
- Dong Nai Rubber Construction Joint Stock Company	: VND 2.493 Billion;

- Capital contribution to MB Land JSC : VND 0.600 Billion.

The external investments were generally effective. In 2024, the Company received dividends from Viet Lao Rubber Joint Stock Company paid for the 2nd installment of 2023 in December 2024: VND **12,033,420,610** (equivalent to **11.01%**). Ba Ria Kampong Thom Rubber JSC paid for the 2nd installment of 2023 in 12/2024: VND **3,990,000,000** (equivalent to 4.2%). Dong Nai Rubber Construction JSC paid dividends for 2023, at a rate of **5.3%** with the amount of VND **133** Million.

NO CO CHO

# **IV. PROJECT IMPLEMENTATION STATUS**

# Phuoc Tan Industrial Cluster Project 50 hectares.

On 22/9/2023, the People's Committee of Xuyen Moc District issued Official Letter No. 6254/UBND-KTHT regarding the Notification to investors on the Decision issuing criteria for selecting the investor to build the technical infrastructure of Phuoc Tan Industrial Cluster. The Company submitted the Application for Investor to build infrastructure and the Investment Report on establishing Phuoc Tan Industrial Cluster with a total investment level of VND **298** Billion to the People's Committee of Xuyen Moc District on 19/10/2023. However, up to now, although the Group and the Company have submitted official letters and documents to the People's Committee of Ba Ria - Vung Tau Province and relevant departments and agencies to request to be the investor for building the technical infrastructure of Phuoc Tan Industrial Cluster, it has not yet been approved.

V. LABOR SITUATION, INCOME, AND POLICY REGIME

#### 1. Labor:

The total number of employees of the Company as of 31/12/2024 was 577 people, of which 232 were female employees, accounting for 40.14%.

#### 2. Wages:

Average income in 2024 was: **8,940,000** VND/person/month, of which average wage was: **8,170,000** VND/person/month.

In addition to wages, the Company allocates from the Reward and Welfare Fund to reward workers who exceed monthly output, reward teams and individuals with excellent achievements in production exploitation and product protection, and organize care for the lives of workers; effectively implement labor safety and hygiene work, organize periodic health check-ups, disease prevention, etc. Policies regarding social insurance, health insurance, and unemployment insurance are implemented in accordance with regulations.

#### VI. INSPECTION - SECURITY - MILITARY WORK

Continuing to consolidate and improve the quality of the security force, product protection work has been carried out quite well. The Company has applied many measures such as strengthening management, enhancing the responsibility of the security force, and having appropriate salary and bonus schemes for the security force to motivate and encourage them to perform their duties well. During the year, the Company continued to implement the coordination plan to ensure security and order with the Provincial Police; organized a preliminary review meeting on the implementation of the joint plan with Xuyen Moc District Police and implemented the Coordination Regulation with the Police of the communes in the operating area to ensure political security and social order and safety in the area.

In 2024, the Company continued to implement the twinning plan with the BR-VT Provincial Military Command (together with Ba Ria Rubber Joint Stock Company); carried out twinning activities with Artillery Brigade 434 under Corps 4. In addition, the Company's Inspection - Security Department twinned with the Xuyen Moc District Military Command.

#### **VII. OTHER WORK:**

- Implemented document No. 473/HDQTCSVN-KHDT dated 23/8/2022 of the Board of Directors of Vietnam Rubber Group regarding the Agreement on transforming the management model and restructuring the business operations organization. Based on that, the Board of Directors of Hoa Binh Rubber Joint Stock Company established Binh Hung Farm in 2023 and Binh Tan Farm in 2024;

In 2024, the Company effectively carried out fundraising campaigns for various funds such as: the Fund for the Poor of BR-VT province, the Gratitude House Construction Fund of BR-VT province, support for the Tet Fund for the Poor, the Disaster Prevention

and Control Fund, support for local activities, etc. The total amount raised was VND 250.5 Million;

- The Company's Trade Union mobilized members to contribute to the 'Union Shelter' fund launched by the Vietnam Rubber Industry Trade Union with an amount of VND 87.3 Million.

- Effectively implemented the Regulation on Democracy and the Regulation on Dialogue at the workplace. In Q1, organized the Employee Conference at all levels; quarterly organized periodic dialogues according to the regulation, monthly the Board of Management and the trade union organization met and directly dialogued with employees from the units;

- Implemented sustainable forest management, Chain of Custody (CoC), PEFC, EUDR;

- Effectively implemented regulations on information disclosure for listed companies on the stock exchange.

#### GENERAL ASSESSMENT

In 2024, although rubber prices were more favorable than in previous years, the Company still faced many difficulties in implementing the Production and Business plan. The entire staff and employees throughout the Company made efforts to overcome difficulties, actively engaging in production labor emulation to exceed the plan targets set by the General Meeting of Shareholders. The Company fully settled wages, bonuses, and policy benefits for employees.

)06

NG

PH

B

BÀ

The capital construction investments effectively served the production and business tasks. The Company prioritized investments in truly necessary items, focusing on plantations, agricultural mechanization, and the Factory's wastewater treatment system, which contributed to improving production and business efficiency and ensuring environmental sanitation.

The Company strengthened management work and coordinated with mass organizations to disseminate and mobilize workers to strictly adhere to labor regulations and the collective labor agreement; practice thrift, combat wastefulness, and actively participate in emulation movements; actively coordinate with local authorities to ensure political security and social order and safety in the area.

#### Part Two

#### **PRODUCTION AND BUSINESS PLAN FOR 2025**

**I. SOME KEY TARGETS FOR 2025** 

Based on the plantation capacity and the Group's orientation, the Company has developed the 2025 Production and Business Plan with some key targets as follows:

**1. VOLUME TARGETS** 

a) Rubber area:	4,687.04 ha.			
- Basic Construction:	1,524.19 ha;			
- Exploitation area:	3,162.85 ha.			
b) Monoculture Acacia hybrid area:	106.87 ha.			
c) Yield	1.03 tons/ha.			
d) Tapped rubber output	3,250 tons.			
e) Processing	5,300 tons.			
- Self-tapped:	3,250 tons;			
- Purchased:	1,000 tons;			
- Tolling:	1,500 tons.			
f) Inventory and Sales Output				
- Beginning inventory output:	639,04 tons.			
Of which: purchased	88,75 tons.			
- Annual sales output:	4,250 tons.			
Of which: purchased	1,000 tons.			
- Export:	1,000 tons;			
- Domestic consumption:	3,250 tons;			
- Ending inventory output:	805.27 tons.			
Of which: purchased	209.95 tons.			
2. PRODUCTION AND BUSINESS TARGETS				
a) Total Revenue	VND 222,020 Million			
Of which:				
- Rubber production and business:	VND 194,813 Million;			
- Other production and business (tolling):	VND 4,148 Million;			
- Financial activities:	VND 20,509 Million;			
- Other activities:	VND 2,550 Million.			
b) Total Expenses:	VND 194,822 Million.			
c) Profit Before Tax:	VND 27,198 Million.			

d) Profit After Tax:	VND 25,854 Million.			
e) Tax Payment to State Budget:	VND 11,797 Million.			
<b>3. INVESTMENT TARGETS:</b>				
a) Total Investment Capital Requirement:	VND 49,691 Million.			
Of which:				
- Capital Construction Investment:	VND 24,201 Million.			
+ Construction and Installation:	VND 9,058 Million;			
+ Equipment:	VND 7,750 Million;			
+ Interest payment on capital construction loans:VND 6,794 Million.				
- Repayment of long-term bank loans:	VND 25,224 Million.			
b) Capital Sources:	VND 49,691 Million.			
Of which:				
- Owner's Equity:	VND 49,691 Million.			
- Borrowed Capital:	VND 0 Million.			

#### **II. KEY SOLUTIONS FOR 2025:**

Esteemed General Meeting, 2025 is forecast to face many difficulties due to the unstable global situation and the US tariff policy which has significantly affected the economies of many countries, including Vietnam. Given the unstable rubber selling prices; Furthermore, the company's input costs such as land rent, fuel costs, energy, wages, etc., are continuously increasing, therefore achieving the aforementioned plan targets and striving to exceed some targets by 7% requires significant effort from the entire political system; The Company will focus on operating according to the following orientations and solutions:

N C N N

#### First:

- Complete the 2025 plan targets assigned by the Annual General Meeting of Shareholders; strive to exceed the harvested rubber latex output by at least 7% compared to the plan. Transform the production model appropriately, enhance individual responsibility in management work, and elevate the role and responsibility of the head;

- Continue to implement flexible solutions to secure the labor force amidst labor competition from professions with better income and working conditions; The Trade Union will better care for employees; continue to promote awareness of policies and benefits for employees,... so that employees feel secure in their work and production, and are committed to the company;

7

- Strictly manage and effectively utilize leased land; correctly implement regulations, procedures, and processes for projects converting from rubber trees to other crops; seek partners to implement high-tech agricultural projects, industrial zones, clusters,... to increase land use efficiency and meet sustainable development criteria;

- Strictly manage production costs to limit cost increases due to fluctuations in fertilizer, raw material, and fuel prices, and minimum wage increases; direct the arrangement of production organization models and management plans towards lean and efficient operations at grassroots units, suitable for the specific characteristics of each locality.

#### Second:

- Organize flexible production based on the actual situation for each unit, on exploited plantations and capital construction plantations, to adapt to and cope with production difficulties;

- Pay attention to the management and use of fertilizers, plant protection work, timely and compliant disease prevention and control management, cost savings, maintain regular plantation management and inspection, and focus on equipping supplies on exploited plantations to achieve the highest efficiency;

- Enhance innovation capacity, invest in research, apply scientific and technological advancements, modern techniques, use energy efficiently, and be environmentally friendly in production, business, and management. Strengthen the application of information technology in management and production.

#### Third:

- Strengthen procurement and processing work to increase revenue, maximize the capacity of the processing plant, reduce costs, and increase jobs and wages for workers;

- Timely forecast market conditions to have flexible solutions regarding consumption, inventory, customers, selling prices... to ensure planned profit and cash flow for business operations;

- Continue implementing the national certification for sustainable rubber forest management according to the 2025-2026 sustainable development action plan; implement sustainable development solutions to bring high brand value and economic value;

- Strengthen product quality management in the spirit of meeting commodity quality standards as regulated and aligning with customer needs.

#### Fourth:

- The salary policy must be fair, transparent, and adequate for production and business units and sectors; the salary paid to employees must be commensurate with their labor contribution and business results to increase employee income; - Regularly train and educate employees to raise awareness of occupational safety and health (OSH), fire prevention and control, and fully equip personal protective equipment, tools, and signs to ensure workplace safety.

Fifth:

- Strengthen thrift and combat wastefulness in accordance with the policies of the Party and the State to reduce costs, improve production and business efficiency, and ensure effective use of capital;

- Strengthen security and order maintenance and product protection at the unit, enhance the responsibility of workers in self-protecting products, and at the same time coordinate well with local authorities to repel negative phenomena, especially limiting illegal rubber latex trading in the area.

Sixth:

- Strengthen dialogue with workers through various forms to publicize and make transparent the company's policies, guidelines, and regulations so that employees understand, accompany, and share with the company during the current difficult period;

- Continue to improve the company's internal management regulations and properly implement information disclosure as required for state-owned enterprises and public companies;

- Continue to maintain and strengthen relationships with Party Committees and authorities at all levels in the area; properly implement coordination regulations with local authorities to ensure political security and social order and safety in the area.

Above is the report summarizing the production and business activities in 2024 and the directions and tasks for 2025 of Hoa Binh Rubber Joint Stock Company.

Respectfully reported to the Company's 2025 Annual General Meeting of Shareholders./.

#### **Recipients:**

- As above;
- BOD;BOD, BOM;
- Company Shareholders;
- Archives; Admin and Human Resources.



9

No.: 602/BC-CSHB

Ba Ria - Vung Tau, June, 24, 2025

350

côi cô

CA

HOA

toc1

#### REPORT

#### Audited Financial Report 2024 of Hoa Binh Rubber Joint Stock Company

To: The Annual General Meeting of Shareholders 2025

#### I. Significant impacts on the financial situation in 2024:

In 2024, the rubber market was not as favorable as in previous years; however, the increase in world rubber consumption demand and rubber prices significantly affected business results compared to the set plan.

With many workers resigning and a tendency to shift to the industrial and service sectors, the Company faced difficulties in arranging labor to tap the entire area of the exploited rubber gardens.

The productivity of the Company's rubber gardens did not meet requirements due to unusual developments in soil, topography, and weather, prolonged drought at the beginning of the rubber tapping season, rain and storms in the last months of the year, and increased pests and diseases in the rubber gardens.

Production costs increased, rubber latex theft still occurred... and especially high interest expenses directly affected the Company's financial situation.

#### II. Business results in 2024.

- Tapped rubber output: 3,270.050 tons/Plan 3,200.000 tons, achieving 102.19% of the plan;

- Purchased rubber output: 1,505.87 tons/Plan 1,000.000 tons, achieving 150.58% of the plan

- Consumed rubber output: 4,367.476 tons/Plan 4,200.000 tons, achieving 103.98% of the plan.

\* Total revenue: VND 269.908 Billion, achieving 153.88% of the plan; (of which: rubber revenue: VND 214.268 Billion, achieving: 140.92 % of the plan). Total revenue was higher than the previous year by: VND 39.09 Billion, equivalent to 14.5%.

\* Profit before tax: VND 67.149 Billion, achieving: 1,232.09% of the annual plan, higher than the previous year by: VND 50.172 Billion, equivalent to an increase of: 74.71%.

\* Profit after tax: VND 61.401 Billion, achieving: 1,126.62% of the annual plan, higher than the previous year by: VND 50.172 Billion, equivalent to an increase of: 72.34%.

#### **III.** Capital Construction Investment and Financial Investment :

1. Capital Construction Investment within the enterprise: VND 13.88 Billion, achieving 67.87% of the annual plan, of which:

- Construction and installation: VND 5.60 Billion, achieving 69.26% of the plan;

- Equipment : VND 0.72 Billion, achieving 13.38% of the plan;

- Bank loan interest payment : VND 7.56 Billion, achieving 108.07% of the plan.

2. Long-term financial investment outside the enterprise :

In 2024, the Company did not contribute capital for investment outside the enterprise. Total financial investment capital outside the enterprise currently is VND 238,505 Million, of which:

- Lai Chau Rubber Joint Stock Company:	VND 31,162,030,000
- Dong Nai Construction - Rubber Joint Stock Company :	VND 2,492,600,000
- Capital contribution to MB Land Joint Stock Company :	VND 600,000,000
- Ba Ria - Kampong Thom Rubber Joint Stock Company :	VND 95,000,000,000
- Viet Lao Rubber Joint Stock Company:	VND 109,250,000,000

External investments generally yielded positive results. In 2024, the Company received dividends from Viet Lao Rubber Joint Stock Company for the second payment of 2023 in December 2024: VND 12,033,420,610 (corresponding to 11.01%). Ba Ria Kampong Thom Rubber Joint Stock Company paid the second dividend of 2023 in December 2024: VND 3,990,000,000 (corresponding to 4.2%). Dong Nai Rubber Construction Joint Stock Company paid dividends for 2023, at a rate of 5.3% with the amount of VND 133 Million.

#### IV. Company's Asset and Capital Situation as of December 31, 2024:

Total assets: VND 845,935 Million, an increase of VND 27,005 Million compared to the beginning of the year, including: Current assets: VND 110,401 Million (ratio: 13.05% of total assets), long-term assets: VND 735,534 Million (ratio: 86.95% of total assets);

Total capital: VND 845,935 Million, an increase of VND 27,005 Million compared to the beginning of the year; including: liabilities: VND 242,750 Million (ratio 28.7% of total capital), owner's equity: VND 603,185 Million (ratio 71.3% of total capital).

V. Salaries and remuneration of each member of the Board of Directors, General Director, Deputy General Directors, and Head of the Specialized Board of Supervisors:

No.	Full name	Position	Salary and remuneration fund disbursed	Notes
I.	Specialized Manager		1,218,240,000	
1	Vu Quang Khai	Deputy General Director of in charge of operations.	336,960,000	
2	Vo Van Tuan	Member of Board of Directors	311,040,000	
3	Tran Minh Doi	Head of Board of Supervisors	272,160,000	183772
4	Nguyen Chon Cuong	Deputy General Director	298,080,000	GTY HÂN SU
	Remuneration for	· Non-executive		BINH
П.	Managers		144.000.000	BARIANO
1	Tran Khac Chung	Chairman of Board of Directors	36,000,000	
2	Bui Phuoc Tien	Member of Board of Directors	24,000,000	
3	Nguyen Hoang Nam	Member of Board of Directors	24,000,000	
4	Nguyen Van Quang	Member of Board of Directors	24,000,000	
5	Hoang Quoc Hung	Member of Board of Supervisors	18,000,000	
6	Huynh Thi Ngoc Thu	Member of Board of Supervisors	18,000,000	
	Total		1,362,240,000	

#### VI. Business performance indicators for 2024:

Profit after tax margin on total revenue reached: 22.7%; 15.3% higher than the previous year;

Profit after tax margin on total assets reached: 7.25%; 5.18% higher than the previous year;

Profit after tax margin on average owner's equity: 10.17%; 7.1% higher than the previous year;

Basic earnings per share (EPS) VND 219, VND 343 higher than the previous year.

#### VII. Audit of the 2024 financial statements:

The audited financial statements include: Balance Sheet as of December 31, 2024, Income Statement, Cash Flow Statement, and Notes to the Financial Statements for the financial year ending on the same date.

The Company's 2024 audited financial statements have been disclosed in accordance with regulations.

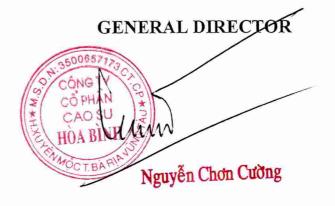
Opinion of International Auditing And Valuation Company Limited - Independent Auditor as follows:

"In our opinion, the financial statements have fairly and reasonably reflected in all material respects the financial position of the Company as of December 31, 2024, as well as the results of operations and cash flows for the financial year ending on the same date, in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System, and relevant legal regulations regarding the preparation and presentation of financial statements."

Submitted to the General Meeting of Shareholders for consideration and approval./.

#### **Recipients:**

- As above;
- BOD, BOS, BOM;
- Company Shareholders;
- Archive: Admin, F&A.



#### VIETNAM RUBBER GROUP HOA BINH RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No: 603/BC-HĐQTCSHB

Ba Ria - Vung Tau, June, 24, 2025

O'S'W \*HXU

#### REPORT

Re: Activities of the Board of Directors in 2024 and action plan for 2025

To: The Annual General Meeting of Shareholders 2025

#### I. COMPANY OVERVIEW:

- Company Name: HOA BINH RUBBER JOINT STOCK COMPANY

- Stock Code: HRC

- Charter Capital: VND 302,066,220,000, equivalent to 30,206,622 shares.

- Area of rubber under exploitation: 3,035.1122 ha; immature rubber area: 1,524.19 ha; area of other crops: 106 ha.

- Average labor force: **578** people, of which indirect labor: 71 people (including dedicated managers).

- Management organizational structure: Board of Directors (05 members), Board of Management (02 members), 02 production teams, 02 Plantations, 01 rubber processing plant, and 05 departments.

- Total number of shareholders as of the record date April 04, 2025 for exercising the right to attend the Annual General Meeting of Shareholders 2025 is 579 shareholders, including:

+ State shareholder holds 16,632,000 shares, accounting for 55.06%;

+ Major shareholders: 04 shareholders, holding 7,192,727 shares, accounting for 23.81%;

+ Other domestic organizations and individuals: 451 shareholders, holding 6,201,479 shares, accounting for 20.53%;

+ Foreign organizations and individuals: 123 shareholders, holding 180,416 shares, accounting for 0.6%.

#### **II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024:**

Based on the rights and duties of the Board of Directors as stipulated in the Company Charter, the Board of Directors respectfully submits the following contents to the Annual General Meeting of Shareholders 2025:

### 1. Key decisions of the Board of Directors in 2024:

In 2024, the Company's Board of Directors held **04** quarterly meetings and collected members' opinions in writing **36** times.

The main contents of the Resolutions issued by the Company's Board of Directors for implementation are as follows:

#### 1.1. Decisions on the Company's business production development plan:

- Deciding on the business production plan targets for 2024 and quarterly plans in accordance with actual conditions and the rubber latex consumption situation.

- Deciding to approve the contracting plan for plantations with labor shortages and low-yield plantations to maximize plantation capacity, contributing to the completion of the 2024 production plan.

- Due to financial difficulties, the Board of Directors decided to approve the bank loan limit to serve business production.

#### 1.2. Decisions on management and executive personnel:

In 2024, the company's Board of Directors issued Resolutions and Decisions regarding the company's management and executive personnel as follows:

+ The Board of Directors unanimously dismissed Mr. Vo Van Tuan from the position of Head of Business Planning Department effective from October 29, 2024, to serve as a dedicated Member of the Board of Directors.

- Based on the actual situation in production and business tasks, and upon the proposal of the Company's Board of Management, the Board of Directors appointed, dismissed, and rotated personnel in accordance with the prescribed procedures:

+ Assigned responsibility for the Company's Business Planning Department to Ms. Huynh Thi Thanh Dung effective from October 29, 2024.

+ Appointed Mr. Vu Duy Hung to the position of Director of Binh Tan Farm, and appointed Mr. Ngo Viet Trong to the position of Deputy Director of Binh Tan Farm effective from July 01, 2024.

+ Appointed Mr. Banh Trong Giap to the position of Head of Production Team 2 effective from October 29, 2024.

The Company has disclosed information regarding the above-mentioned Resolutions and Decisions.

#### 1.3. Approval of the 2024 Audited Financial Statements:

The 2024 Annual General Meeting of Shareholders authorized the Board of Directors to select one of three independent auditing firms approved by the State to audit the Company's Financial Statements. The Board of Directors selected International Auditing and Valuation Co., Ltd. (IAV) to review the Financial Statements for the first 6 months and audit the 2024 Financial Statements of Hoa Binh Rubber Joint Stock Company.

The Board of Directors reviewed and unanimously approved the 2024 Financial Statements of Hoa Binh Rubber Joint Stock Company; the content of the 2024 Financial Statements has been disclosed in accordance with regulations.

## 2. Supervisory activities of the Board of Directors towards the General Director and Company Managers:

- The company's Board of Directors holds quarterly regular meetings, approves the production and business results report for the previous quarter, discusses and agrees on the plan for the next quarter; thereby evaluating the management and executive situation of the General Director, Deputy General Directors, and key company personnel.

- The Chairman and members of the Board of Directors attend monthly briefing meetings invited by the company's General Director. Through these briefing meetings, they contribute opinions and provide direction on the implementation of the production and business plan and the executive work of the General Director and company management personnel.

HO CC C

- Organizes and directs the strict implementation of the regime for quarterly Financial Statements, reviewing the semi-annual Financial Statements, and auditing the annual Financial Statements in accordance with regulations.

- Grasps the situation of production output exploitation, rubber processing, and basic construction rubber care to provide timely direction for the management and executive work of the General Director's production and business activities.

- Monitors and directs the buying and selling of rubber in line with the price situation of the domestic and international rubber markets.

- Regularly directs land management work and enhances land use efficiency at the Company, aiming to increase revenue and reduce land lease costs to achieve planned profit.

Evaluation by the Board of Directors of the activities of the company's Board of Management

The Board of Directors highly appreciates the efforts in management and operation, having sought all measures to increase revenue sources from core production and business activities, financial investment, and procurement, processing, liquidation of monoculture acacia plantations, etc., contributing to improving the income for the employees of the Board of Management and the leadership of the units. The Board of Management has organized dialogues with employees in various forms, understood their aspirations and desires, listened to their feedback, and thereby implemented appropriate and effective operational policies.

The Board of Management has fully implemented the Resolutions and Decisions of the General Meeting of Shareholders and the Company's Board of Directors. It has promoted capabilities and maximized efficiency in the Company's production and business activities.

During the production management process, the Company's Board of Management has always received support from the Board of Directors. The Board of Management maintains a regular monthly review meeting schedule. The meeting content focuses on reviewing implementation results and proposing plans and directions for the following month, resolving difficulties and obstacles for each subordinate unit, and promptly handling and proposing solutions. The Board of Directors was also invited to attend the meetings to provide feedback and direct operations to effectively achieve the assigned plan targets.

No.	Member of the Board of Directors	Number of meetings attended	Meeting attendance rate	Salary, remuneration, operating expenses, and other benefits	Reason for not attending
1	Mr. Tran Khac Chung	4/4	100%	36,000,000 VND (remuneration)	
2	Mr. Nguyen Hoang Nam	4/4	100%	24,000,000 VND (remuneration)	
3	Mr. Vo Van Tuan	4/4	100%	311,040,000 VND (salary)	
4	Mr. Bui Phuoc Tien	4/4	100%	24,000,000 VND (remuneration)	
5	Mr. Nguyen Van Quang	4/4	100%	24,000,000 VND (remuneration)	

#### 3. Members of the Board of Directors.

- The Company's Board of Directors does not establish Sub-committees but assigns responsibilities to members in charge of specific areas.

5

- The members of the Board of Directors assigned to specific areas have demonstrated responsibility through supervision, surveys, information gathering, reporting systems, etc.

- The Independent Member of the Board of Directors operates according to the assignment within the Board of Directors, supervises personnel situation, salaries, bonuses, business areas, and monitors the stock market.

## III. REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS ASSESSING THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

(Attached the detailed report)

#### **IV. OPERATIONAL PLAN ORIENTATION FOR 2025:**

The global economic situation in 2025 still poses many potential risks and challenges. International trade activities are affected by conflicts in the Middle East and the prolonged conflict between Russia and Ukraine; and the US tariff policy.

Labor shortages, low plantation productivity, diseases affecting exploited plantations, and expected complex weather patterns, etc., are factors affecting the Company's exploitation output, revenue, and profit.

0065

NG 1 PHÂ

BL

T.BA

The Company's Board of Directors orients the operational plan for 2025 as follows:

#### 1. Key tasks

1.1. Develop plans and solutions to overcome the existing issues and limitations of 2024; closely follow the Resolution of the General Meeting of Shareholders to direct the implementation of 2025 production and business tasks consistent with the actual situation at the Company. Proactively and decisively direct the Board of Management to implement and complete production and business plan targets. Strive for rubber latex harvesting output to exceed the plan by at least 7%.

1.2. Continue to seek and expand product consumption markets, develop business lines suitable for the Company's conditions to leverage land potential, and actively seek partners for investment cooperation to improve land use efficiency.

1.3. Continue to improve corporate governance to enhance product quality and reduce production costs.

1.4. Continue to resolve outstanding issues regarding finance, land, and cooperation projects.

#### 2. Key Plan Targets:

Based on the capacity of the plantations and the orientation of Vietnam Rubber Group, the company's Board of Directors has developed the plan for 2025, with some key targets as follows:

- Exploitation Output:		3,250 tons
- Total Revenue:	VND 216	5,331 million
- Profit Before Tax:	VND 20	),480 million
- Profit After Tax:	VND 20	),480 million
- Capital Construction Investmen	ıt	
+ Total Investment Capital Requ	irement:	VND 51,126 million.
Of which:		
* Capital Construction Investment	nt:	VND 25,902 million.
* Repayment of long-term bank	loans:	VND 25,224 million.
+ Capital Source:		VND 51,126 million.
Of which:		
* Owner's Equity:		VND 51,126 million.
* Borrowed Capital:		VND 0 million.

#### 3. Key Solutions:

To implement the Company's 2025 business plan, the Board of Directors will issue resolutions directing the Board of Management to focus on overcoming the shortcomings and limitations of previous years and propose measures suitable for the new situation, specifically as follows:

#### 3.1. Plan and Business Management

- Mobilize all resources to implement solutions to increase output, revenue, and business efficiency. Rationalize production organization and be resolute in production management to ensure progress and improve the quality of the Company's products.

- Effectively manage product quality, consolidate and build the Company's image and brand, and seek partners to expand the product consumption market in 2025 and the coming years.

- Proactively and regularly focus on technical work, strengthen the application of new technologies to meet the goal of increasing output and product quality.

- Develop plans for joint ventures and investment cooperation with partners to implement projects according to the Planning and Land Use Plan up to 2030, with a vision to 2050.

#### 3.2. Financial operations

- Continue to strengthen financial management, effectively use capital sources to best meet business needs, ensure profitable business, and preserve and develop owner's equity.

- Actively coordinate work among departments within the Company to promptly control business costs, especially the collection of production costs and calculation of product cost, jointly analyze and eliminate factors causing cost increases to reduce product cost. More effectively implement the program of practicing thrift, combating waste, and enhancing the Company's competitiveness.

- Pay special attention to inventory management, continuously analyze and evaluate inventory quality, proactively advise on handling deteriorated goods due to long storage time, and promptly recover capital for business operations.

- Proactively manage financial risks and gradually reduce bad debts and doubtful receivables that tie up capital.

- Prepare documentation and procedures to sign advance payment contracts (payment first – delivery later) to ensure cash flow for bank debt repayment and minimize interest expenses.

#### 3.3. Corporate Governance

- Continue to synchronously implement solutions to streamline labor, build a lean and efficient organizational structure from advisory departments to production units. Continue to review and establish labor staffing based on job positions, rationally arrange labor towards: reducing indirect labor, increasing labor productivity.

- Develop and implement the Company's human resource training and development plan for 2025 and subsequent years. Focus on recruitment, professional development, improving employees' qualifications and skills, creating a good working environment, stabilizing employment and increasing income for employees, and creating policies to attract highly skilled direct labor to be more committed to the Company.

- Direct the continued review, amendment, supplementation, and completion of the Company's internal management regulations system in accordance with legal provisions.

- Effectively apply software in the Company's management to ensure it is scientific, efficient, and timely, serving business production well.

- Continue to contact Vietnam Rubber Group and state management agencies to resolve difficulties and obstacles affecting the Company's business production activities such as: sales advances, divestment from projects invested outside the company to repay bank loans and invest in projects within the Company; land rent calculation; ...

- Actively contact provincial authorities and departments to obtain approval for adjusting the land use plan up to 2030, with a vision to 2050. Based on that, complete the necessary documents and procedures to implement the projects.

- Continue to effectively implement the Company Restructuring Plan to enhance the Company's position in the industry.

This is the Report on the activities of the Company's Board of Directors in 2024 and the plan orientation for 2025.

Respectfully reported to the Company's General Meeting of Shareholders./.

#### Recipient:

#### As above

- Company's Board of Directors, Board of Supervisors;
- Company Shareholders;
- Archive: AD, BOD's Secretary.

## ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN





Ho Chi Minh City, June, 24, 2025

#### REPORT

## OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS EVALUATION OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024

To:

- The 2025 Annual General Meeting of Shareholders;

- The Company's Board of Directors.

Regarding the evaluation of the Company's Board of Directors' activities in 2024, the independent member of the Board of Directors provides the following general assessment:

- The Company's Board of Directors has worked with a spirit of responsibility and transparency in governance, strictly complying with the regulations for public companies.

- Issues related to business strategy, financial cash flow, investment projects, and Management Regulations have been regularly reviewed and evaluated by the Board of Directors during periodic meetings.

- The decisions of the Board of Directors at meetings or through written consultations have been approved by the Board of Directors based on the majority principle. Meeting minutes or minutes summarizing consultation forms have been fully prepared, with signatures of Board members on the voting forms and consultation forms.

#### 1. Organizational Structure:

The Board of Directors has 05 members for the 2022 - 2027 term, including 01 independent member. All Board members have fully attended meetings as convened by the Chairman of the Board of Directors and actively participated in planning, compliance control, strategic feedback, ensuring good standard corporate governance practices.

### 2. Board of Directors' Activities:

- In 2024, the Board of Directors held 04 quarterly periodic meetings; conducted written consultations with members 36 times. The Board of Directors' meetings were

convened and conducted with specific schedules, complete documentation, in compliance with the Company's Charter and legal regulations. The content of the meetings was fully and carefully discussed, debated, and evaluated by the Board members. The content of the Board's consultations was fully conveyed, including the basis and attached documents, helping the Board understand the issues and agree with the consulted content.

- Issues related to strategy, business plan, finance, and building the management system within the Company have been discussed and controlled closely between the Board of Directors and the Board of Management.

- Changes in investment plans and new strategies have been independently researched, scientifically based, and debated between the Board of Directors and the Board of Management.

#### 3. Governance and Supervision:

- Overall, the Board of Directors has performed well in supervising the Board of Management, ensuring that the company's operations are always tightly controlled to stay in a strategic direction and adjust decisions promptly.

- Decisions of the Board of Management have been analyzed, debated, and consulted by the Board of Directors to ensure the company's interests. Through this, the Board of Directors always grasp the company's operational situation and quickly updates on practical requirements.

- The Board of Directors pays special attention to risk management solutions to support the Board of Management in the early identification of issues and help the company maintain sustainability and stability in operations, protecting investor interests.

- The Board of Directors has complied with corporate governance regulations, convened periodic and extraordinary meetings or solicited opinions in a timely manner to direct and issue decisions appropriate to the actual situation.

- The Board of Directors has fulfilled its role and responsibilities in directing, supporting, and supervising the Board of Management in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations, while harmonizing the interests of the Company and the shareholders.

- Board of Directors members proactively recognize their supportive role towards the Board of Management and share experience, interact, and exchange views with the Board of Management on corporate governance expertise.

## 4. Results of supervision regarding the financial statements, operational situation, and financial situation of the company

- Financial statements are prepared and disclosed in accordance with current accounting standards and legal regulations.

- The selected audit firm ensures reliability, honesty, compliance with audit deadlines, adherence to professional regulations, and maintains independence and objectivity when issuing audit opinions.

- 2024 production and business results with net revenue reaching VND **269.908** billion, profit after tax reaching VND **61.401** billion. The Company has exceeded the revenue and profit targets set in the plan, and the Board of Directors highly appreciates the efforts of the Board of Management and all company employees.

#### 5. Some recommendations:

- The Board of Directors continues to implement appropriate solutions in 2025 to generate cash flow to repay long-term bank debt, thereby reducing bank interest costs and contributing to increasing profit for the Company.

- The Board of Management should have a plan to attract labor to exceed the assigned production plan in 2025. Enhance the prioritization of fully addressing benefits and policies for employees in all job positions within the Company. Implement measures to protect against the loss of latex harvested by workers, which is a solution to improve business efficiency.

- Propose that the Board of Management find appropriate and legally compliant solutions to convert the land use purpose of a portion of agricultural land to establish a large-scale industrial-agricultural cluster to increase land use efficiency and business efficiency.

- The Board of Management effectively implements the arrangement and streamlining of the indirect apparatus to increase labor productivity and reduce costs.

#### 6. Conclusion:

- The Board of Directors has fully performed its representative function on behalf of the owners in supervising the Company's operations, providing appropriate orientation and timely direction to ensure the effective use of resources to achieve the targets assigned by the General Meeting of Shareholders, based on compliance with the provisions of the Law and the Company's Charter.

- In addition to performing the function of managing and supervising the operations of the Board of Management, the Board of Directors has closely

3

coordinated with the Board of Management to seek solutions to overcome difficulties in production and business in 2024.

- Overall, despite being affected by labor shortages, challenges from production costs, rising raw material prices, high interest expenses, and unusual weather developments in 2024, with a high sense of responsibility, unity, cooperation, honesty, and prudence, the Board of Directors implemented drastic solutions in supervising and directing the Board of Management to implement the resolutions of the General Meeting of Shareholders and the Board of Directors, exceeding the production and business plan for the year, ensuring the interests of the Company and shareholders./.

#### Recipient:

#### Independent Member of the Board of Directors

- As above;

- Board of Management,

Board of Supervisors;

- Company Shareholders;

- Archive: AD, BOD's Secretary.

lliced

**Bui Phuoc Tien** 



SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness

Ba Ria - Vung Tau, May 30, 2025

#### REPORT

#### Activities of the Board of Supervisors in 2024

To: General Meeting of Shareholders.

Pursuant to Circular No. 116/2020/TT-BTC dated 31/12/2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Law on Securities, effective from 15/02/2021;

Pursuant to the Charter on Organization and Operation of Hoa Binh Rubber Joint Stock Company approved under the Resolution of the General Meeting of Shareholders No. 584/NQ-CSHB dated June 20, 2023;

The Board of Supervisors of Hoa Binh Rubber Joint Stock Company reports on the results of the Board of Supervisors's activities; results of monitoring the Company's operational and financial situation; results of supervision over the Company's Board of Directors and Board of Management; evaluates the coordination of activities between the Board of Supervisors and the Board of Directors, Board of Management, and shareholders in 2024 as follows:

#### 1. Activities of the Board of Supervisors

- The Board of Supervisors has well maintained its activities and operational procedures in accordance with the Company's Charter and the Board of Supervisors's Operating Regulations.

- The Board of Supervisors assigned members to attend Board of Directors meetings regarding the evaluation of quarterly business performance; participated in discussions, and made recommendations to the Company's Board of Directors and Board of Management on issues related to the Company's activities during the year.

- Developed the 2024 Monitoring Program for governance, operation, and compliance activities.

- Checked and monitored the implementation and results of the General Meeting of Shareholders' Resolutions, the Board of Directors' Resolutions, and the implementation of the Financial Management Regulations.

- Reviewed the quarterly, 6-month, and annual financial statements for 2024.

- Submitted the Board of Supervisors's 2023 Activity Report for approval at the 2024 Annual General Meeting of Shareholders.

## 2. Results of the Board of Supervisors's Monitoring Activities in 2024

### \* Monitoring of the Company's Board of Directors' Activities

- The Board of Directors' Resolutions were issued in compliance with the procedures and formalities stipulated by the Law on Enterprises and the Company's Charter, and in line with the Company's development orientation. All Board of Directors meetings were conducted in accordance with the procedures and formalities. Meetings to solicit opinions from Board of Directors members were conducted in accordance with the regulations and consistent with the Company's Charter.

- The Board of Directors regularly organized and maintained periodic meetings in person, online, or by soliciting opinions in writing, primarily discussing the effective implementation of quarterly and annual business production plan targets, the Company's development strategy, the implementation of the General Meeting of Shareholders' Resolutions, and reaching consensus to issue Resolutions and Decisions, and resolve matters within their authority based on compliance with the law and the Company's Charter.

- The Board of Directors has exercised its rights and obligations with a high sense of responsibility, closely adhering to objectives, for the legitimate interests of the Company and shareholders. Oriented by the 2024 Annual General Meeting of Shareholders' Resolution, it directed the implementation of specific tasks, with high consensus among each member of the Board of Directors, and issued Resolutions and Decisions appropriate for each specific situation, in compliance with current law and the Company's Charter.

## \* Monitoring of the Company's Board of Management's Activities

- The Board of Management, based on the resolutions and decisions of the Board of Directors, implemented tasks in a timely manner, acted flexibly to achieve the highest results, applied many positive measures, regularly organized dialogues with employees, and communicated and explained the production and business situation under current difficult conditions so that employees could share.

- The Board of Management regularly maintains the monthly briefing meeting schedule, with attendees including the Board of Management, Heads and Deputy Heads of functional departments, Farm Directors, Processing Plant Directors, Heads of Production Teams, and representatives of the Trade Union and Youth Union; the Chairman of the Board of Directors, the specialized Board of Directors, and the Head of the Board of Supervisors are invited to attend. The meeting content focuses on reporting implementation results and proposing plans for the following month, resolving and removing difficulties for each subsidiary unit, and promptly handling and providing solutions right in the meeting.

## 3. Appraisal results of the financial statements and the report of the Board of Directors

### Regarding financial statements

- The Company's accounting system, applied accounting policies, and the presentation of the 2024 financial statements comply with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System, and relevant legal regulations.

- The items on the Balance Sheet, Income Statement, and Cash Flow Statement are clearly explained with the basis of calculation and full detailed figures in the Notes to the Financial Statements. Based on the verification and reconciliation of figures in the detailed accounting ledger and the notes in the Financial Statements, they are determined to be reasonable and truthfully reflect the Company's financial situation.

- Reviewing the recommendations of the independent audit firm, along with the appraisal results, the Board of Supervisors has not detected any material misstatements.

# \* Regarding the report on production and business results of the Board of Directors

- The report of the Board of Directors has accurately reflected the implementation of the production and business, investment, and financial plans in 2024.

- The financial indicators, profit, dividends, and expenses are clearly presented, wellfounded, and consistent with the financial statements.

- The report includes analysis of the reasons for the increase/decrease in revenue and profit and provides forecasts and orientations for 2025.

# Some indicators providing a general assessment of the Company's financial status in 2024 (based on the audited 2024 financial statements)

Indicator	Unit	2024	2023
Asset Structure			
Current Assets/Total Assets	%	13.02%	8.12%
Non-current Assets/Total Assets	%	86.98%	91.88%
Capital Structure			
Liabilities/Total Capital	%	28.37%	32.58%

Equity/Total Capital	%	71.64%	67.42%
Solvency			
Current Ratio	Times	0.63	0.38
Quick Ratio	Times	0.47	0.36
Profitability Ratio on Revenue			
Profit Before Tax Margin on Net Revenue	%	33.39%	9.23%
Net profit margin on net revenue	%	30.61%	9.23%
Return on total assets			
Profit before tax on total assets	%	8.44%	2.06%
Net profit on total assets	%	7.73%	2.06%
Net profit on owner's equity	%	10.80%	3.06%

## 4. Assessment of the coordination of activities between the Board of Supervisors and the Board of Directors, the Board of Management, and shareholders

- The coordination among the Board of Directors, the Board of Management, and the Board of Supervisors has been effective. During the performance of its duties, the Board of Supervisors was invited by the Chairman of the Board of Directors to attend all meetings of the Board of Directors; the Board of Management invited the Board of Supervisors to attend all monthly briefing meetings and directed the functional departments to facilitate the Board of Supervisors's access to documents for inspection and supervision work when requested by the Board of Supervisors.

- In 2024, the Board of Supervisors did not receive any requests from shareholders regarding the activities of the Board of Directors and the Board of Management.

- The Board of Supervisors self-assessed that it had completed its duties according to the provisions of the Company Charter. The results were achieved not only through the efforts of each member of the Board of Supervisors but also through the enthusiastic and very effective coordination of the members of the Board of Directors, the Board of Management, and the Company's functional departments.

#### 5. Proposals, Recommendations

Based on the supervision of the Company's business operations, the governance and management work of the Board of Directors and the Board of Management, and the 2024 financial statement data, the Board of Supervisorsproposes and recommends:

- Continue to review, amend, supplement, and improve the Company's internal management regulations system in accordance with legal provisions.

- Continue to review and reorganize the management structure and indirect departments towards streamlining, linking responsibility with efficiency, in line with the two-level roadmap (Company – Production Team).

- Implement competency and performance evaluation (KPI) and standardize job titles to establish a reasonable salary, bonus, and compensation system, linked to competency evaluation results and contributions, ensuring internal fairness.

- Apply digital transformation to business operations to reduce costs, increase labor productivity, and improve business operational efficiency.

- Implement cost restructuring, continue to control production costs and cost of goods sold to ensure the profit margin on revenue.

- Develop a product transformation plan towards increasing the proportion of deeply processed, environmentally friendly rubber.

- Develop a long-term human resource development policy linked to technical training in tapping and processing. Ensure the tapping – transportation – processing process runs smoothly and correctly technically.

- The Board of Directors is responsible for building an internal control system and organizing an internal audit department to meet the requirements of modern corporate governance, enhance control effectiveness, and comply with current laws.

This is the Report on the activities of the Board of Supervisors; the results of supervising the Company's operational and financial situation; the results of supervising the Board of Directors and the Company's Board of Management; and the evaluation of the coordination between the Board of Supervisors, the Board of Directors, the Board of Management, and the shareholders in 2024.

Respectfully submitted to the General Meeting of Shareholders./.

## ON BEHALF OF BOARD OF SUPERVISORS

#### HEAD OF BOARD OF SUPERVISORS

*Recipients:* - As above:

- Group Board of Supervisors;
- Board of Directors;
- Board of Supervisors;
- Archive AD, BOS.

Trần Minh Đợi

#### VIETNAM RUBBER GROUP HOA BINH RUBBER JOINT STOCK COMPANY

#### SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.: 604/TTr-HĐQTCSHB

Ba Ria - Vung Tau, June, 24, 2025

#### PROPOSAL

#### **Re: Profit distribution for 2024**

#### Profit distribution plan for 2025

To: The 2025 Annual General Meeting of Shareholders

Pursuant to Circular No. 200/2015/TT-BTC dated 15/12/2015 of the Ministry of Finance guiding the supervision of State capital investment in enterprises, performance evaluation, and financial disclosure of State-owned enterprises and enterprises with State capital;

Pursuant to Circular 28/2016/TT-BLDTBXH dated 01/9/2016 of the Ministry of Labour - Invalids and Social Affairs guiding labour, wages, remuneration, and bonuses for joint stock companies with dominant State capital contribution;

Pursuant to the Charter of Organization and Operation of Hoa Binh Rubber Joint Stock Company established by the General Meeting of Shareholders according to the resolution dated 20/4/2004, which was amended and supplemented on 20/6/2023;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company;

Pursuant to document No. ..../HDQTCSVN-TCKT dated date /5/2025 of the Board of Directors of Vietnam Rubber Group (the Group) regarding the agreement on certain contents for providing opinions and voting at the 2025 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company.

The Company's Board of Directors hereby submits to the Annual General Meeting of Shareholders for approval the profit distribution for 2024 and the profit distribution plan for 2025 as follows:

#### I. Profit distribution for 2024:

- Profit before tax in 2024:	VND 67,150 Million
- Profit after tax in 2024:	VND 61,401 Million
- Cumulative undistributed profit after tax at the end of	of the period VND 1,524 Million
- Undistributed profit after tax	VND 62,925 Million

Proposed distribution as follows:

- + Provision for reward and welfare fund:
- + Provision for management bonus fund:
- + Provision for development investment fund:
- + Remaining profit:

#### **II. Profit Distribution Plan for 2025**

Based on the business performance in 2025, after the audited financial statements are available, the Board of Directors will submit the decision on the 2025 profit distribution to the 2026 Annual General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders for consideration and decision./.

#### **Recipients:**

- As above;
- BOD, BOM, BOS;
- Company Shareholders;
- Archive: AD, Secretary, BOD.

#### **ON BEHALF OF THE BOARD OF DIRECTORS**

VND 9,883 Million

VND 18,420 Million

VND 34,520 Million

VND 102 Million

CHAIRMAN



2

No:605/ TTr-HĐQTCSHB

Ba Ria - Vung Tau, June, 24, 2025

:350 CÔN

cő

CA

MOCT

#### PROPOSAL

## Re: Payment of salaries, remuneration for the Board of Directors – Board of Supervisors in 2024 Payment plan for salaries, remuneration for the Board of Directors - Board of Supervisors in 2025

To: The 2025 Annual General Meeting of Shareholders

Pursuant to Circular No. 200/2015/TT-BTC dated December 15, 2015 of the Ministry of Finance on guidelines for certain details regarding the supervision of the investment of state capital in enterprises and regarding the financial supervision, performance assessment and financial information disclosure in State-owned and State-invested enterprises;

Pursuant to Circular 28/2016/TT-BLDTBXH dated September 01, 2016 of the Ministry of Labor - Invalids and Social Affairs guiding on implementation of regulations on labor, salary, compensation and bonus for companies whose shares or contributed capital portions are predominantly owned by the State;

Pursuant to the Charter of Organization and Operation of Hoa Binh Rubber Joint Stock Company established by the General Meeting of Shareholders according to the resolution dated April 20, 2004, which was amended and supplemented on June 20, 2023;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company;

Pursuant to Document No. 410/CSVN-LDTL dated February 19, 2024 of Vietnam Rubber Group regarding the agreement on the salary fund implemented in 2023 of Hoa Binh Rubber Joint Stock Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company;

The Company's Board of Directors hereby submits to the Annual General Meeting of Shareholders for approval of the payment of salaries, remuneration for the Board of Directors - Board of Supervisors in 2024; and the payment plan for salaries, remuneration for the Board of Directors – Board of Supervisors in 2025 as follows:

1. Salaries, remuneration for the Board of Directors – Board of Supervisors in 2024:

a) Remuneration:

No.	Content	No. of	Remuneration		Percentage
		people	Plan	Actual	(%)
Ι	<b>Board of Directors</b>				
	Concurrent	04	108,000,000	108,000,000	100
	Other Members	02	18,000,000	18,000,000	100
II	<b>Board of Supervisors</b>				
	Concurrent	02	36,000,000	36,000,000	100
	Total	4	162,000,000	162,000,000	100

b) Salaries:

No.	Content	No. of people	Dedicated remuneration Note	
Ι	Board of Directors	01	311,040,000	
II	Board of Supervisors	01	272,160,000	
	Total	02	583,200,000	

## 2. Payment plan for salaries, remuneration for the Board of Directors -Board of Supervisors in 2025:

#### a) Remuneration:

Payment plan for remuneration for the Board of Directors and Board of Supervisors in 2025: VND 162,000,000. The specific remuneration payment level for members is proposed to be assigned to the Board of Directors for decision.

#### b) Salaries:

Payment plan for salaries for the dedicated Board of Directors and Board of Supervisors in 2025: assign the Chairman of the Board of Directors to develop a payment plan according to state regulations and guidelines and submit it to the 2026 Annual General Meeting of Shareholders for approval of the actual payment amount for 2025.

Respectfully submitted to the General Meeting of Shareholders for consideration and decision./.

#### **Recipient:**

- As above;

- Board of Directors, Board of Management, Board of Supervisors;

- Company Shareholders;

- Archive: AD, Secretary of the Board of Directors.

## ON BEHALF OF THE BOARD OF DIRECTORS



Nguyễn Văn Quang

OCT.BA



IG I WETNAM RUBBER GROUP

HOA BINH RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.: 16/TTr-BKS

C00652

CAOSU

HOA BINH

TRA

Ba Ria - Vung Tau, May, 30, 2025

### PROPOSAL

## Regarding the selection of an audit firm for the 2025 Financial Statements

To: The 2025 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises 2020;

Pursuant to the Law on Independent Audit 2011;

Pursuant to the Charter of Organization and Operation of Hoa Binh Rubber Joint Stock Company established by the General Meeting of Shareholders under Resolution dated April 20, 2004, which was amended and supplemented on June 20, 2023;

Pursuant to Official Letter No. ...../HĐQTCSVN-TCKT dated Date Month, 2025 of the Board of Directors of Vietnam Rubber Group (the Group) regarding the agreement on certain contents for providing opinions and voting at the 2025 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company.

The Board of Supervisors respectfully submits to the General Meeting of Shareholders the matter of selecting an independent audit firm to review the Semiannual Financial Statements and audit the Financial Statements for the fiscal year ending 2025, with the following specific contents:

1. Proposed criteria for selecting an independent audit firm:

- Select a reputable independent audit firm approved by the Ministry of Finance to perform audits for public interest entities;

- Be a firm with a team of auditors possessing high competence, qualifications, and professionalism, accumulating extensive experience in auditing Financial Statements in accordance with current legal regulations;

- Have no conflict of interest when performing the audit of Financial Statements (the audit must be performed independently from consulting);

- Have a reasonable audit fee suitable for the content, scope, and progress of the audit required by the Company.

2. Based on the aforementioned selection criteria, the Board of Supervisors proposes selecting one of the following three professional audit firms:

- International Auditing and Valuation Co., Ltd.

- VACO Auditing Co., Ltd.

- BDO Audit Services Co., Ltd.

**3.** Through competitive bidding, propose that the General Meeting of Shareholders assign the Board of Directors to select, and assign the General Director to negotiate and sign the implementation contract.

Respectfully submit to the General Meeting of Shareholders for consideration and decision

#### Recipient(s):

- As above;

- Board of Directors, Board of Supervisors, Board of Management;

- Company Shareholders;

- Archive: AD, Board of Supervisors.

## ON BEHALF OF THE BOARD OF SUPERVISORS HEAD OF THE BOARD

Trần Minh Đợi

#### VIETNAM RUBBER GROUP HOA BINH RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No: 591/TTr-HĐQTCSHB

Ba Ria - Vung Tau, June, 20, 2025

#### PROPOSAL

Re: Dismissal and nomination for additional election of members of the Board of Directors for the 2022–2027 term.

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Charter on Organization and Operation of Hoa Binh Rubber Joint Stock Company, which was adopted by the General Meeting of Shareholders under the resolution dated 20/04/2004 and amended and supplemented on 24/06/2021;

Pursuant to Decision No. 212/QĐ-HĐQTCSHB dated 25/06/2021 on the promulgation of the Company's Internal Corporate Governance Regulations (the Regulations).

Pursuant to the valid candidacy and nomination documents of shareholders.

The Board of Directors respectfully submits to the General Meeting of Shareholders the proposal for the dismissal and nomination for additional election of Members of the Board of Directors for the 2022–2027 term as follows:

I. Regarding the removal of members of the Board of Directors for the 2022 - 2027 term.

Propose the General Meeting consider removing the positions of Member of the Board of Directors of Hoa Binh Rubber Joint Stock Company for the following Members based on their Letters of Resignation:

1. Mr. Tran Khac Chung

## II. Regarding the nomination for additional election of members of the Board of Directors for the 2022 – 2027 term.

Propose the General Meeting consider nominating the following individuals for election as Members of the Board of Directors for the 2022 - 2027 term.

1. Mr. Nguyen Chon Cuong – General Director of the Company

Summary of Personal Profile: Attached to the Submission.

(Note: Personal resumes have been published on the Company's website at: http://www.horuco.com.vn.).

Respectfully submitted to the Company's General Meeting of Shareholders for consideration./.

### ON BEHALF OF BOARD OF DIRECTORS CHAIRMAN



Recipient :

- General Meeting of Shareholders 2025;

- Archive: AD, HR & Admin.