

VIET NAM RUBBER GROUP - JSC

PHUOC HOA RUBBER JSC

No. 807/CSPH-TCKT

Re: Resolution Annual General Meeting Of
Shareholders In 2025.

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Binh Duong, June 27, 2025

PERIODIC INFORMATION DISCLOSURE

To:

- State Securities Commission of Vietnam
- Ho Chi Minh City Stock Exchange

1. Organization Name: PHUOC HOA RUBBER JOINT STOCK COMPANY

- Stock Code: PHR
- Headquarters Address: Hamlet 2A, Phuoc Hoa Commune, Phu Giao District, Binh Duong Province
- Phone: 02743 657 111 Fax: 02743 657 110
- Email: tcktcsp@h@gmail.com

2. Content of Information Disclosure:

- Phuoc Hoa Rubber JSC announces the Resolution Annual General Meeting Of Shareholders in 2025;

3. This information has been published on the company's official website on June 27, 2025 at the following link: <http://phr.vn/shareholder news/>;

We hereby confirm that the disclosed information is true and take full legal responsibility for the content of the disclosed information.

Attached documents: Resolution Annual General Meeting Of Shareholders In 2025; Minutes of The Annual General Meeting of Shareholders in 2025./.

Recipients:

- As above;
- Company website;
- Filed: Office of Administration, Finance - Accounting Department.

INFORMATION DISCLOSER



Võ Thanh Hải

No.: 44/2025/NQ-CSPH

Binh Duong, June 27, 2025



RESOLUTION
Annual General Meeting of Shareholders in 2025

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
PHUOC HOA RUBBER JOINT STOCK COMPANY

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

Pursuant to the Company's Charter (as amended and supplemented) approved by the Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company dated June 28, 2023;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company No.: 43/2025/BB-CSPH dated June 27, 2025;

HEREBY RESOLVES AS FOLLOWS:

Article 1. Approval of the Report on Activities of the Board of Directors (BOD) in 2024 according to Report No. 771/BC-CSPH dated June 23, 2025.

The General Meeting of Shareholders voted to approve this matter with a total of 105,290,491 shares in favor, accounting for 99.9297% of the total number of voting shares attending the meeting.

Article 2. Approval of the 2024 Evaluation Report by the Independent Member of the Board of Directors.

The General Meeting of Shareholders voted to approve this matter with a total of 102,800,891 shares in favor, accounting for 97.5669% of the total number of voting shares attending the meeting.

Article 3. Approval of the 2024 Business Performance Report and the 2025 Business Plan of the Company as presented in Report No. 770/BC-CSPH dated June 23, 2025.

The General Meeting of Shareholders voted to approve this matter with a total of 103,511,991 shares in favor, accounting for 98.2417% of the total number of voting shares attending the meeting.

Article 4. Approval of the 2024 Financial Statements audited by AASC Auditing Firm Company Limited.

The General Meeting of Shareholders voted to approve this matter with a total of 105,290,491 shares in favor, accounting for 99.9297% of the total number of voting shares attending the meeting.



Article 5. Approval of the Board of Supervisors's report on the 2024 operational review and the 2025 objectives, as presented in Report No. 759/BC-CSPH dated June 23, 2025.

The General Meeting of Shareholders voted to approve this matter with a total of 105,290,491 shares in favor, accounting for 99.9297% of the total number of voting shares attending the meeting.

Article 6. Approval of the selection of the auditing firm for the 2025 financial statements as stated in Proposal No. 760/TTr-CSPH dated June 23, 2025, whereby the Board of Directors and the Board of Supervisors are authorized to select one of the four auditing firms to conduct the review of the semi-annual financial statements (if applicable) and audit the 2025 annual financial statements of the Company:

- AASC Auditing Company Limited;
- Deloitte Vietnam Company Limited;
- KPMG Limited Company;
- Viet Nam Auditing and Valuation Company Limited (AVA)

The General Meeting of Shareholders voted to approve this matter with a total of 105,271,806 shares in favor, accounting for 99.9120% of the total number of voting shares attending the meeting.

Article 7. Approval of the results of business operations, investment, profit distribution, and dividends for 2024 and the business plan, investment, profit distribution, and dividends for 2025 as presented in Proposal No. 772/TTr-CSPH dated June 23, 2025.

The General Meeting of Shareholders voted to approve this matter with a total of 105,290,491 shares in favor, accounting for 99.9297% of the total number of voting shares attending the meeting.

Article 8. Approval of the report on the total remuneration paid to the Board of Directors (BOD) and the Board of Supervisors (BOS) in 2024, and the proposed remuneration plan for the Board of Directors and the Board of Supervisors in 2025 as presented in Proposal No. 773/TTr-CSPH dated June 23, 2025, in which:

- The total remuneration for the BOD and BOS for 2024 is 240,000,000 VND.
- The remuneration plan for non-executive managers for 2025 is as follows:
 - + Chairman of the Board of Directors (part-time): 5,000,000 VND/month
 - + Board of Directors members (part-time): 3,000,000 VND/person/month
 - + Board of Supervisors members (part-time): 2,000,000 VND/person/month

However, the payment of remuneration to non-executive managers must ensure internal financial balance within the Company, and no remuneration shall be paid to individuals holding full-time executive positions. At the same time, the total remuneration expenditure for 2025 must not exceed that of 2024.

The General Meeting of Shareholders voted to approve this matter with a total of 105,259,388 shares in favor, accounting for 99.9002% of the total number of voting shares attending the meeting.

Article 9. Approval of the amendment to Article 3 of the Company's Charter on Organization and Operation, in which specifies that the Company shall have two (02)



legal representatives: the Chairman of the Board of Directors and the General Director, as presented in Proposal No. 774/TTr-CSPH dated June 23, 2025.

The General Meeting of Shareholders voted to approve this matter with a total of 103,497,491 shares in favor, accounting for 98.2280% of the total number of voting shares attending the meeting.

Article 10. Approval of the Proposal on the dismissal and additional election of members of the Board of Directors of the Company for the 2023-2028 term (according to Proposal No.795/TTr-CSPH dated June 26, 2025).

The General Meeting of Shareholders voted to approve this matter with a total of 102,815,391 shares in favor, accounting for 97.5806% of the total number of voting shares attending the meeting.

Article 11. Approval of the Proposal on the dismissal and additional election of members of the Board of Supervisors of the Company for the 2023-2028 term, according to Proposal No. 798/TTr-CSPH dated June 26, 2025.

The General Meeting of Shareholders voted to approve this matter with a total of 102,815,391 shares in favor, accounting for 97.5806% of the total number of voting shares attending the meeting.

Article 12: By-election of Members of the Board of Directors and the Supervisory Board of the Company

- Approval of the by-election of Mr. Tran Hoang Giang as a Member of the Board of Directors for the 2023 - 2028 term, with 101,727,805 shares voting in favor, representing a rate of 96.5484%.

- Approval of the by-election of Mr. Vo Quoc Thang as a Member of the Supervisory Board for the 2023 - 2028 term, with 101,727,805 shares voting in favor, representing a rate of 96.5484%.

This Resolution was fully adopted by the 2025 Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company at the Meeting. The Board of Directors, the Supervisory Board, the Board of Management, shareholders, and relevant organizations and individuals are responsible for the implementation of this Resolution. This Resolution takes effect from the date of signing./.

Recipients:

- State Securities Commission;
- Ho Chi Minh Stock Exchange (HOSE);
- Board of Directors, General Director of Vietnam Rubber Group;
- Esteemed shareholders;
- Members of the Board of Directors of the Company;
- Party Committee, the Board of Management of the Company;
- Board of Supervisors of the Company;
- Trade unions, Professional departments of the Company;
- Production teams, factories, subsidiaries;
- Company website;
- Archive: Office of Administration, General Assembly Documents, Secretary.

**ON BEHALF OF THE GENERAL
ASSEMBLY OF SHAREHOLDERS
CHAIRMAN OF THE ASSEMBLY
CHAIRMAN OF THE BOARD OF
DIRECTORS**



Phuoc Hoa

No.: 43/2025/BB-ĐHĐCĐCSPH

Binh Duong, 27 June 2025



MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

I – GENERAL INFORMATION OF THE COMPANY

- **Company name:** Phuoc Hoa Rubber Joint Stock Company
(hereinafter referred to as the “Company”)
- **Stock code:** PHR
- **Head Office Address:** Hamlet 2A, Phuoc Hoa Commune, Phu Giao District, Binh Duong Province
- **Enterprise Registration Number:** 37007452
- **Charter Capital:** VND 1,354,991,980,000 (*One trillion, three hundred fifty-four billion, nine hundred ninety-one million, nine hundred eighty thousand Vietnamese dong*)

II – TIME, VENUE, AND PARTICIPANTS

- **Time:** Opening at 8:30 AM, on Friday, June 27, 2025
- **Venue:** Hall of the Culture and Sports Center – Phuoc Hoa Rubber Joint Stock Company. Address: Hamlet 2A, Phuoc Hoa Commune, Phu Giao District, Binh Duong Province
- **Participants:** Shareholders or authorized representatives of shareholders of Phuoc Hoa Rubber Joint Stock Company, according to the list of shareholders prepared by the Vietnam Securities Depository Center as of the record date of 23/05/2025; Representatives of the leadership and functional departments of Vietnam Rubber Group – Joint Stock Company; Representatives of the Vietnam Rubber Association; Representatives of the Rubber Journal; Standing Committee of the Party Committee; Members of the Board of Directors, the Board of Supervisors, and the Board of Management; Leaders of mass organizations and heads of functional departments of the Company.

III- MEETING PROCEDURES

1 – Introduction of the Shareholder Eligibility Verification Committee for the Meeting, including:

- 1.1 Mr. Nguyen Hong Ha, Head of the Board of Supervisors of the Company – Head of the Committee
- 1.2 Mr. Nguyen Dinh Cuong, Deputy Manager of the Finance and Accounting Department – Deputy Head
- 1.3 Mrs. Nguyen Thi Dieu, Staff of the Finance and Accounting Department – Member

Mr. Nguyen Hong Ha, Head of the Shareholder Eligibility Verification Committee, reported the results of the verification of delegates' eligibility to attend the Annual General Meeting of Shareholders in 2025 at the time of the report (at 8:37AM).

According to the list of shareholders finalized on 23/05/2025, for the purpose of organizing the 2025 Annual General Meeting of Shareholders, there were a total of 5,202 shareholders, representing 135,499,198 voting shares.

The total number of attending shareholders and valid authorized representatives at the Meeting is 39, representing 101,234,579 voting shares, accounting for 74.71% of the total voting shares. Among them: 01 institutional shareholder, representing and owning 233,333 shares, accounting for 0.1722% of the voting shares; 38 individual shareholders, representing and owning 101,001,246 shares, accounting for 74.5401% of the total voting shares. Thus, the 2025 Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company is valid and eligible to proceed in accordance with the current Law on Enterprises and the Charter of Phuoc Hoa Rubber Joint Stock Company..

2 – Introduction and approval of the Chairing Panel, the Meeting Secretaries, and the Election and Vote Counting Committee:

2.1 The Chairing Panel of the Meeting:

- Mr. Huynh Kim Nhut, Deputy General Director of Vietnam Rubber Group, concurrently Chairman of the Board of Directors of Phuoc Hoa Rubber JSC – Chair of the Meeting
- Mr. Nguyen Van Tuoc, Member of BoD, General Director
- Mrs. Nguyen Thi Phi Nga, Member of BoD, Standing Deputy General Director of the Company

The Chairing Panel was approved by the General Meeting of Shareholders with a voting rate of 100% of the total voting shares represented at the Meeting.

2.2 Meeting Secretaries:

- Mr. Pham Trong Tinh, Deputy Chief of the Company Office
- Mrs. Vo Thi Nguyen Hang Duong, Staff of the Company's Planning & Material Department

2.3 Election and Vote Counting Committee:

- Mr. Nguyen Hoang Trung – Head of the Security-Military Department - Head of the Committee
- Mr. Nguyen Dinh Cuong – Acting Deputy Manager of the Finance and Accounting Department – Deputy Head
- Mr. Thai Tran Quoc Cuong – Deputy Manager of the Labor and Wage Department – Member
- Mrs. Nguyen Thi Dieu – Staff of the Finance and Accounting Department – Member
- Mr. To Nguyen Vinh Thuy – Staff of the Company Office – Member
- Mr. Tran Xuan Hung – Staff of the Quality Management Department – Member
- Mrs. Nguyen Thi Ngoc Ngan – Staff of the Internal Audit Department – Member

The Vote Counting Committee was approved by the General Meeting of Shareholders with a voting rate of 100% of the total voting shares represented at the Meeting.

IV – MEETING AGENDA

1. Mrs. Nguyen Thi Phi Nga, Member of the BoD announced the Meeting Agenda and Working Regulations:

1.1 The Meeting Agenda was unanimously approved by the General Meeting of Shareholders, with 100% of voting shares represented.

1.2 The Working Regulations of the Meeting were unanimously approved by the General Meeting of Shareholders, with 100% of voting shares represented.

2. Mr. Nguyen Van Tuoc, Member of the BoD presented the Regulations on nomination, candidacy, and election for additional members of the Board of Directors and the Board of Supervisors for the 2023–2028 term

The Regulations on nomination, candidacy, and additional election of members for the Board of Directors and Supervisory Board for the 2023–2028 term were unanimously approved by the Meeting with a rate of 100% of the voting shares present..

3. The General Meeting considered and approved the following reports and proposals:

3.1 Mr. Huynh Kim Nhut, Chairman of the BoD presented the Report on the activities of the Board of Directors in 2024 (Report No. 771/BC-CSPH dated 23/06/2025).

3.2 Report by the independent member of the Board of Directors on the performance in 2024.

3.3 Mr. Nguyen Hong Ha, Head of the Board of Supervisors, presented the following:

- The Report of Supervisory Board's Audit Report on business performance in 2024 and operational plan for 2025 (Report No. 759/BC-CSPH dated June 23, 2025) and Proposal No. 760/TTr-CSPH dated June 23, 2025, on the selection of an auditing firm for the 2025 financial statements.

3.4 Mrs. Nguyen Thi Phi Nga, Member of the BoD, Standing Deputy General Director, presented the Report on 2024 business performance and plans for 2025 (Report No. 770/BC-CSPH dated 23/06/2025)

3.5 Mr. Vo Thanh Hai, Chief Accountant and Head of Finance & Accounting Department, presented:

- The audited financial statements for 2024.
- Proposal No. 772/TTr-CSPH dated 23/06/2025 regarding the approval of the 2024 business performance, investment, profit distribution, dividends, and the 2025 plan.
- Proposal No. 773/TTr-CSPH dated 23/06/2025 on remuneration for the BoD and the BoS in 2024 and the proposed remuneration for 2025.

3.6 Mrs. Nguyen Thi Phi Nga presented Proposal No. 774/TTr-CSPH dated 23/06/2025 on amending Article 3 of the Company's Charter to specify that the Company has two legal representatives: the Chairman of the BoD and the General Director.

3.7 Mr. Huynh Kim Nhut presented the following proposals:

– Proposal No. 795/TTr-CSPH dated 26/06/2025 on the dismissal and election of additional members of the Board of Directors for the 2023–2028 term.

– Proposal No. 798/TTr-CSPH dated 26/06/2025 on the dismissal and election of additional members of the Board of Supervisors for the 2023–2028 term.

4. Discussion Session: Shareholders' Comments and Responses from the Chairman and Members of the Board of Directors:

Three (03) shareholders asked the Presidium about the implementation timeline for the company's planned industrial park/cluster projects; which parks/clusters the company would be the investor for; the receipt of compensation from projects (Expressway, VSIP, Thaco...), the expected compensation price per hectare, and when the compensation would be received; capital contribution to the VSIP project; the approval status of the Tan Lap I Industrial Park project; and the forecast for rubber prices in the near future.

Mr. Huynh Kim Nhut and Mr. Nguyen Van Tuoc, on behalf of the Presidium, answered the shareholders' questions and provided information about the company's projects. The shareholders had no further questions.

5. Voting on the Approval of Reports and Proposals

From the opening of the meeting until 10:45 AM, the number of shareholders attending was 57, representing 105,364,569 voting shares, accounting for 77.7603% of the total voting shares.

Ballots Issued, Returned, and Not Returned:

Total ballots issued: 57, representing 105,364,569 shares, accounting for 100% of the voting shares of attending shareholders.

Total ballots returned: 42, representing 105,290,491 shares, accounting for 99.9297% of the voting shares of attending shareholders.

Total ballots not returned: 15, representing 74,078 shares, accounting for 0.0703% of the voting shares of attending shareholders.

The Meeting voted on the following items via electronic ballot:

Item 1: Report on the activities of the Board of Directors in 2024

➤ Voting results:

Valid shares: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Invalid shares: 0 shares, representing 0.0000% of the total voting shares present.

Shares in favor: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Shares against: 0 shares, representing 0.0000% of the total voting shares present.

Abstentions: 0 shares, representing 0.0000% of the total voting shares present.

Item 1 was passed with a rate of 99.9297%.

Item 2: Assessment report of the Independent Member of the BoD in 2024

➤ Voting results:

Valid shares: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Invalid shares: 0 shares, representing 0.0000% of the total voting shares present.

Shares in favor: 102,800,891 shares, representing 97.5669% of the total voting shares present.

Shares against: 2,489,600 shares, representing 2.3628% of the total voting shares present.

Abstentions: 0 shares, representing 0.0000% of the total voting shares present.

Item 2 was passed with a rate of 97.5669%.

Item 3: Report on Business Performance in 2024 and Business Plan for 2025 of the Company

➤ Voting results:

Valid shares: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Invalid shares: 0 shares, representing 0.0000% of the total voting shares present.

Shares in favor: 103,511,991 shares, representing 98.2417% of the total voting shares present.

Shares against: 0 shares, representing 0.0000% of the total voting shares present.

Abstentions: 1,778,500 shares, representing 1.6879% of the total voting shares present.

Item 3 was passed with a rate of 98.2417%.

Item 4: Supervisory Board's Review Report on Business Performance in 2024 and Operational Plan for 2025

➤ Voting results:

Valid shares: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Invalid shares: 0 shares, representing 0.0000% of the total voting shares present.

Shares in favor: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Shares against: 0 shares, representing 0.0000% of the total voting shares present.

Abstentions: 0 shares, representing 0.0000% of the total voting shares present.

Item 4 was passed with a rate of 99.9297%.

Item 5: Audited Financial Statements for the Year 2024

➤ Voting results:

Valid shares: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Invalid shares: 0 shares, representing 0.0000% of the total voting shares present.

Shares in favor: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Shares against: 0 shares, representing 0.0000% of the total voting shares present.

Abstentions: 0 shares, representing 0.0000% of the total voting shares present.

Item 5 was passed with a rate of 99.9297%.

Item 6: Proposal on the Selection of the Audit Firm for the 2025 Financial Statements

➤ Voting results:

Valid shares: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Invalid shares: 0 shares, representing 0.0000% of the total voting shares present.

Shares in favor: 105,271,806 shares, representing 99.9120% of the total voting shares present.

Shares against: 14,500 shares, representing 0.0138% of the total voting shares present.

Abstentions: 4,185 shares, representing 0.0040% of the total voting shares present.

Item 6 was passed with a rate of 99.9120%.

Item 7: Proposal for Approval of 2024 Business Performance, Investment Activities, and Profit Distribution; and the 2025 Business Plan, Investment Plan, and Profit Distribution Plan

➤ Voting results:

Valid shares: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Invalid shares: 0 shares, representing 0.0000% of the total voting shares present.

Shares in favor: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Shares against: 0 shares, representing 0.0000% of the total voting shares present.

Abstentions: 0 shares, representing 0.0000% of the total voting shares present.

Item 7 was passed with a rate of 99.9297%.

Item 8: Proposal on Remuneration for the Board of Directors and the Supervisory Board in 2024, and Proposed Remuneration for the Board of Directors and the Supervisory Board in 2025

➤ Voting results:

Valid shares: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Invalid shares: 0 shares, representing 0.0000% of the total voting shares present.

Shares in favor: 105,259,388 shares, representing 99.9002% of the total voting shares present.

Shares against: 14,500 shares, representing 0.0138% of the total voting shares present.

Abstentions: 16,603 shares, representing 0.0158% of the total voting shares present.

Item 8 was passed with a rate of 99.9002%.

Item 9: Proposal on the Amendment and Supplementation of the Company's Charter

➤ Voting results:

Valid shares: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Invalid shares: 0 shares, representing 0.0000% of the total voting shares present.

Shares in favor: 103,497,491 shares, representing 98.2280% of the total voting shares present.

Shares against: 1,793,000 shares, representing 1.7017% of the total voting shares present.

Abstentions: 0 shares, representing 0.0000% of the total voting shares present

Item 9 was passed with a rate of 98.2280%.

Item 10: Proposal on the Dismissal and Additional Election of Members of the BoD for the 2023–2028 Term

Approval of the dismissal of Mr. Nguyen Van Tuoc, Member of the BoD of the Company.

Approval of the candidate list for Member of the Board of Directors for Mr. Tran Hoang Giang (CV attached)

➤ Voting results:

Valid shares: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Invalid shares: 0 shares, representing 0.0000% of the total voting shares present.

Shares in favor: 102,815,391 shares, representing 97.5806% of the total voting shares present.

Shares against: 2,475,100 shares, representing 2.3491% of the total voting shares present.

Abstentions: 0 shares, representing 0.0000% of the total voting shares present

Item 10 was passed with a rate of 97.5806%.

Item 11: Proposal on the Dismissal and Additional Election of Members of the Supervisory Board for the 2023–2028 Term

Approval of the Dismissal of Mr. Vu Quoc Anh – Member of the Supervisory Board of the Company

Approval of the candidate list for Member of the Supervisory Board for Mr. Vo Quoc Thang (CV attached):

➤ Voting results:

Valid shares: 105,290,491 shares, representing 99.9297% of the total voting shares present.

Invalid shares: 0 shares, representing 0.0000% of the total voting shares present.

Shares in favor: 102,815,391 shares, representing 97.5806% of the total voting shares present.

Shares against: 2,475,100 shares, representing 2.3491% of the total voting shares present.

Abstentions: 0 shares, representing 0.0000% of the total voting shares present

Item 11 was passed with a rate of 97.5806%.

6. Remarks by the Leadership of Vietnam Rubber Industry Group

The vote count results for the additional election of members to the Board of Directors and Supervisory Board at the 2025 Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company are as follows:

As of 11:07 AM, attendees at the Meeting included 57 shareholders and shareholder representatives, owning and representing 105,364,569 voting shares, accounting for 77.7603% of the Company's total voting shares.

- Member of the Board of Directors for the 2023–2028 term: 22 representatives with 101,727,805 votes, accounting for 96.5484% of the total voting shares of attending shareholders.

- Member of the Supervisory Board for the 2023–2028 term: 22 representatives with 101,727,805 votes, accounting for 96.5484% of the total voting shares of attending shareholders.

7. Reading and Approving the Draft Minutes and Resolution of the Meeting

The Secretary read the full text of the Draft Minutes and the Resolution of the Meeting.

The Meeting voted on and unanimously approved the full text of the Meeting Minutes and the Resolution of the 2025 Annual General Meeting of Shareholders.

Result: Approved with a rate of 100% of the voting shares present at the meeting

These minutes consist of 8 pages, prepared in 03 copies, to be filed with the official documents of the 2025 Annual General Meeting of Shareholders at the Company and archived at the Company's Records Office. The meeting concluded at 11:20 AM./.

Reception:

- State Securities Commission (SSC);
- Ho Chi Minh City Stock Exchange (HOSE);
- Shareholders;
- Member of the BoD;
- Party Committee and Executive Management Board of the Company;
- Company's Supervisory Board;
- Company's Mass Organizations;
- Departments, Farms, Units, and Subsidiaries;
- Company Website;
- To be filed: Office of Records, General Meeting Documents, Secretary..

**ON BEHALF OF THE
SECRETARY OF THE
MEETING**



PHAM TRONG TINH

**CHAIRMAN OF THE
MEETING**




HUYNH KIM NHUT

PHUOC HOA RUBBER JOINT STOCK COMPANY

Address: Phuoc Hoa Commune - Phu Giao District - Binh Duong Province.

Tel.: (+84) 274 3657 106

Fax: (+84) 274 3657 110

Website: <http://www.phuruco.vn/>

DOCUMENTS

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025



VRG PHƯỚC HÒA



June 2025

CONTENT OF THE PROGRAM
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
PHUOC HOA RUBBER JOINT STOCK COMPANY

I. TIME AND LOCATION:

- **Time:** 08:00 AM, Friday, June 27, 2025.
- **Location:** Conference Hall, Phuoc Hoa Rubber Joint Stock Company Cultural and Sports Center, Area 2A, Phuoc Hoa Commune, Phu Gio District, Binh Duong Province.

II. PROGRAM CONTENT:

8:00 – 8:30	Guest Reception, Delegate and Shareholder Verification: Welcoming delegates and shareholders. Delegates and shareholders attending the General Meeting; Verifying the credentials of delegates, assisting with logging into the electronic voting system, and distributing meeting materials.
8:30 – 8:45	Opening: Raising the flag, declaring the opening, and introducing the delegates. Report on the verification of delegate credentials for the General Meeting. Declaring the purpose of the meeting and introducing the Chairman of the Assembly. The Chairman introduces and approves the list of the Presidium, the Secretariat, and the Vote Counting Committee. Approval of the meeting agenda, the working rules of the meeting, and the election rules.
8:45 – 9:00	Reports and Proposals: Report on the activities of the Board of Directors for 2024. Evaluation report by the independent member of the Board of Directors for 2024. Report on the business results for 2024 and the business plan for 2025 of the company.
9:00 – 9:20	Audited financial report for 2024. Report on the verification of the business operations for 2024 by the Board of Supervisors. Proposal for selecting the auditing firm for the 2025 financial statements.
9:20 – 9:30	Proposal to approve the business results, investment, profit distribution for 2024 and the business plan, investment, and profit distribution for 2025.
9:30 – 9:40	Proposal for the remuneration of the Board of Directors and Board of Supervisors for 2024 and the remuneration for 2025.
9:40 – 9:50	Proposal for the dismissal of a Board of Directors member and the election of an additional Board of Directors member for the 2023-2028 term. Proposal for the dismissal of a Board of Supervisors member and the election of an additional Board of Supervisors member for the 2023-2028 term.
9:50 – 10:30	Proposal for amending and supplementing the company's charter. Discussion. Instructions for voting and election on the electronic voting system.
10:30 – 10:50	Break for the General Assembly; the Vote Counting Committee proceeds with

	the vote counting. Announcement of the voting results.
10:50 – 11:20	Statement of opinions from Vietnam Rubber Group.
11:20 – 11:35	Announcement of the election results.
11:35 – 11:45	Approval of the minutes and resolutions of the General Assembly.
11:45 – 11:50	Declaration of the closing of the meeting.

CONTENT OF THE PROGRAM
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
PHUOC HOA RUBBER JOINT STOCK COMPANY

I. TIME AND LOCATION:

- **Time:** 08:00 AM, Friday, June 27, 2025.
- **Location:** Conference Hall, Phuoc Hoa Rubber Joint Stock Company Cultural and Sports Center, Area 2A, Phuoc Hoa Commune, Phu Gio District, Binh Duong Province.

II. PROGRAM CONTENT:

8:00 – 8:30	Guest Reception, Delegate and Shareholder Verification: Welcoming delegates and shareholders. Delegates and shareholders attending the General Meeting; Verifying the credentials of delegates, assisting with logging into the electronic voting system, and distributing meeting materials.
8:30 – 8:45	Opening: Raising the flag, declaring the opening, and introducing the delegates. Report on the verification of delegate credentials for the General Meeting. Declaring the purpose of the meeting and introducing the Chairman of the Assembly. The Chairman introduces and approves the list of the Presidium, the Secretariat, and the Vote Counting Committee. Approval of the meeting agenda, the working rules of the meeting, and the election rules.
8:45 – 9:00	Reports and Proposals: Report on the activities of the Board of Directors for 2024. Evaluation report by the independent member of the Board of Directors for 2024. Report on the business results for 2024 and the business plan for 2025 of the company.
9:00 – 9:20	Audited financial report for 2024. Report on the verification of the business operations for 2024 by the Board of Supervisors. Proposal for selecting the auditing firm for the 2025 financial statements.
9:20 – 9:30	Proposal to approve the business results, investment, profit distribution for 2024 and the business plan, investment, and profit distribution for 2025.
9:30 – 9:40	Proposal for the remuneration of the Board of Directors and Board of Supervisors for 2024 and the remuneration for 2025.
9:40 – 9:50	Proposal for the dismissal of a Board of Directors member and the election of an additional Board of Directors member for the 2023-2028 term. Proposal for the dismissal of a Board of Supervisors member and the election of an additional Board of Supervisors member for the 2023-2028 term.
9:50 – 10:30	Proposal for amending and supplementing the company's charter. Discussion. Instructions for voting and election on the electronic voting system.
10:30 – 10:50	Break for the General Assembly; the Vote Counting Committee proceeds with



PHUOC HOA RUBBER JOINT STOCK COMPANY

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WORKING RULES

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025 PHUOC HOA RUBBER JOINT STOCK COMPANY

Based on:

- *Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*
- *Securities Law No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;*
- *Decree No. 155/2020/ND-CP detailing the implementation of certain provisions of the Securities Law, adopted dated December 31, 2020;*
- *The Charter on Organization and Operation of Phuoc Hoa Rubber Joint Stock Company;*
- *The Internal Corporate Governance Regulations of Phuoc Hoa Rubber Joint Stock Company;*

In order to ensure the successful organization of the 2025 Annual General Meeting of Shareholders of Phuoc Hoa Rubber JSC, the Board of Directors hereby proposes the regulations, working principles, code of conduct, and voting procedures at the Meeting for the General Meeting of Shareholders to consider and approve as follows:

PURPOSE

- To ensure that the procedures, principles of conduct, and voting at the Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company are conducted in accordance with regulations and successfully.
- To ensure that the resolutions of the General Assembly reflect the unified will of the shareholders, meet the wishes and rights of the shareholders, and comply with the law.

1. SUBJECTS AND SCOPE OF APPLICATION

- **Subjects of application:** All shareholders, representatives (authorized persons) of shareholders holding shares of Phuoc Hoa Rubber Joint Stock Company, and invited guests attending the 2025 Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company shall comply with the provisions of this Regulation, the Company's Charter, and applicable laws.
- **Scope of application:** This Regulation applies to the organization of the 2025 Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company in the form of a physical meeting, and governs the voting and election procedures conducted via electronic ballot.

DEFINITION OF TERMS / ABBREVIATIONS

Working Regulations of the Annual General Meeting of Shareholders in 2025

The Company	:	Phuoc Hoa Rubber Joint Stock Company
BOD	:	Board of Directors
BOS	:	Board of Supervisors
OC	:	Organizing Committee
GMS	:	General Meeting of Shareholders
Delegate	:	Shareholder or representative (authorized person)
Meeting	:	The General Meeting of Shareholders
Electronic Voting	:	The act of a Delegate using internet-connected devices to vote/elect via the electronic voting system as prescribed and announced by the Company at the time of registration for the Meeting
Electronic Voting System	:	The system adopted by the Company to provide Delegates with tools to exercise their rights in connection with attending the GMS

2. CONTENT OF THE REGULATIONS

2.1 Conditions for Convening the General Meeting of Shareholders

- The General Meeting of Shareholders shall be validly convened when attending shareholders represent more than 50% of the total voting shares.

- In the event that the first meeting does not satisfy the conditions for convening as stipulated in Clause 1, Article 19 of the Company's Charter, the second meeting invitation shall be sent within 30 days from the intended date of the first meeting. The second meeting shall be convened when attending shareholders represent at least 33% of the total voting shares.

- If the second meeting fails to meet the conditions for convening as stipulated in Clause 2, Article 19 of the Company's Charter, the third meeting invitation shall be sent within 20 days from the intended date of the second meeting. The third General Meeting of Shareholders may be convened regardless of the total number of voting shares held by attending shareholders.

- Note:

The percentage of shareholders attending the General Meeting of Shareholders in the form of physical attendance and electronic voting shall be determined based on the delegates physically present at the meeting venue as stated in the invitation notice and who have registered their attendance with the meeting organizers.

2.2 Conditions for Shareholders to Attend the Meeting

Shareholders with voting rights as recorded in the shareholder list as of May 23, 2025 are entitled to attend the General Meeting of Shareholders. Attendance may be in person or by proxy. In the case where more than one representative is authorized in accordance with legal regulations, the specific number of shares represented by each proxy must be clearly specified.

2.3 Invitees at the Meeting

- Invitees include members of the Company's management, guests, and members of the Organizing Committee who are not shareholders of the Company but are invited to attend the

Meeting.

- Invitees shall not make any statements at the Meeting *(unless invited by the Chairperson or have registered in advance with the Organizing Committee and received approval from the Chairperson)*.

2.4 Delegates Attending the Meeting Must Comply with the Following Regulations

- Be punctual, dress appropriately and respectfully, and comply with security screening (if any), provide identification documents, etc., as required by the Organizing Committee.

- Receive documents and materials for the Meeting at the reception desk located in front of the meeting hall.

- Late-arriving delegates may register upon arrival and thereafter shall have the right to participate in and vote at the Meeting. The Chairperson is not responsible for pausing the Meeting to allow late registrants to participate; voting results of matters resolved prior to the delegate's arrival shall remain valid.

- Mobile phones must be switched off or set to silent/vibrate mode. If a phone call is necessary, delegates should step outside to answer it.

- Smoking is not permitted, and all attendees must maintain order within the Meeting room.

- Comply with all regulations issued by the Organizing Committee and the Chairperson presiding over the Meeting.

- In the event that a delegate fails to comply with inspection procedures or any of the above-mentioned regulations or measures, the Chairperson, after careful consideration, may refuse entry or request the delegate to leave the Meeting venue in order to ensure the Meeting proceeds smoothly and according to the planned agenda.

2.5 Chairperson and Presidium

- The Presidium consists of the Chairperson and other members.

- The Chairperson of the BOD shall act as the Chairperson of the General Meeting of Shareholders convened by the BOD, or may authorize another member of the BOD to act as Chairperson.

- In the event that the Chairperson is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one among themselves to act as the Chairperson of the Meeting by majority vote. If no Chairperson is elected, the Head of the Board of Supervisors shall preside over the Meeting to facilitate the election of a Chairperson from among the attending shareholders, and the person receiving the highest number of votes shall act as Chairperson.

- In other cases, the person signing the notice to convene the General Meeting of Shareholders shall preside over the Meeting to conduct the election of a Chairperson from among the attendees, and the person with the highest number of votes shall be appointed as Chairperson.

- The Chairperson has the right to take all necessary measures to conduct the Meeting in

Working Regulations of the Annual General Meeting of Shareholders in 2025

an orderly and proper manner, in accordance with the approved agenda and reflecting the will of the majority of attendees.

- The Chairperson may postpone the Meeting, which already has a sufficient number of registered attendees, for a maximum of 03 working days from the scheduled opening date. The postponement or change of venue must comply with Clause 8, Article 146 of the Law on Enterprises.

- Responsibilities of the Presidium:

• Preside over the General Meeting of Shareholders in accordance with the approved agenda;

• Guide delegates and the Meeting in discussing agenda items;

• Present drafts and conclusions on issues requiring the Meeting's resolution;

• Respond to matters requested by the Meeting;

• Resolve any issues arising during the course of the Meeting.

- Working Principle of the Presidium: The Presidium shall operate on the principles of collectiveness, democratic centralism, and majority decision-making.

2.6 Secretary of the General Meeting

- The Chairperson shall appoint one or more individuals to act as the Secretary of the Meeting.

- Duties and powers of the Secretary:

• Accurately and faithfully record the contents of the Meeting;

• Receive the speech registration forms from delegates;

• Prepare the Minutes of the Meeting and draft the Resolutions of the General Meeting of Shareholders;

• Assist the Chairperson in announcing information related to the General Meeting and disseminating such information to Shareholders in accordance with legal regulations and the Company's Charter;

• Perform other duties as requested by the Chairperson.

2.7 Vote Counting Committee

- The General Meeting of Shareholders shall elect one or more individuals to the Vote Counting Committee at the proposal of the Chairperson. Candidates who are nominated or self-nominated for election positions shall not be members of the Vote Counting Committee.

- Duties of the Vote Counting Committee:

• Announce the voting principles, rules, and provide guidance on voting and election procedures.

• Review and report to the General Meeting on any violations of voting or election regulations, or any complaints regarding voting or election results;

• Count and record voting ballots and election ballots, prepare the vote counting minutes,

announce the results, and submit the minutes to the Chairperson.

2.8 Delegate Eligibility Verification Committee

- The Delegate Eligibility Verification Committee of the General Meeting shall consist of 03 members, including 01 Head and other members, introduced by the Chairperson to the Meeting.

- Duties of the Delegate Eligibility Verification Committee:

- Verify the eligibility and status of shareholders and shareholder representatives attending the meeting;

- The Head of the Committee shall report to the General Meeting of Shareholders on the attendance status. If the meeting is attended by shareholders and authorized representatives holding more than 50% of the total voting shares, the General Meeting of Shareholders shall be deemed duly convened.

2.9 Speaking at the General Meeting

- Shareholders attending the General Meeting who wish to speak must obtain approval from the Chairperson. Remarks should be concise and focused on key issues in line with the approved agenda. Alternatively, shareholders may submit written opinions to the Meeting Secretary for consolidation and reporting to the Chairperson.

- The Chairperson will arrange speaking order based on registration and address shareholder inquiries during the Meeting or respond in writing afterwards.

2.10 Voting on Issues at the General Meeting

2.10.1 Principles

- All matters included in the agenda and contents of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders.

- Delegates must register attendance at the meeting venue specified in the Invitation Letter sent to all shareholders listed in the shareholder record date of 23/05/2025. After completing registration with the Meeting Organizing Committee, delegates will be provided with an account and password to log in and cast votes on all resolutions via the electronic voting system at: www.ezgsm.fpts.com.vn.

- In case delegates encounter difficulties in logging in or voting/electing, the Organizing Committee will provide technical assistance and instructions. Delegates are responsible for carefully reviewing their information and shall be fully accountable for their submitted voting opinions.

2.10.2 Electronic Voting:

- **Form of Voting at the General Meeting:**

- **Voting by raising Voting Cards:** This form is used to approve matters such as: the list of the Presidium, Secretary of the Meeting, the Vote Counting Committee; the Rules of the Meeting; the Regulations on nomination, candidacy, and election of additional members to the Board of Directors

Working Regulations of the Annual General Meeting of Shareholders in 2025

and the Board of Supervisors for the 2023–2028 term; the Agenda of the Meeting; the approval of the Minutes, the Resolution of the Meeting, and other matters (if any);

- **Voting by electronic ballot:** This form is used to approve the following matters: the 2024 Report on the activities of the Board of Directors; the 2024 Assessment Report of the Independent Member of the Board of Directors; the 2024 Business Performance Report and the 2025 Business Plan of the Company; the 2024 Audited Financial Statements; the Board of Supervisors Report on the supervision of business operations in 2024; the proposal on the selection of the audit firm for the 2025 financial statements; the proposal on the 2025 profit distribution and dividend plan; the proposal on remuneration for the Board of Directors and the Board of Supervisors in 2024 and 2025; the proposal on dismissal and election of additional members of the Board of Directors for the 2023–2028 term; the proposal on dismissal and election of additional members of the Board of Supervisors for the 2023–2028 term; the proposal on amendments and supplements to the Company's Charter; and other matters at the Meeting (if any).

- Voting forms at the General Meeting

- **Voting by show of hands (using Voting Cards):** This form is used to approve matters such as: the list of the Presidium and the Meeting's Secretary, the Vote Counting Committee; the working regulations of the Meeting; the regulations on nomination, candidacy, and election of additional members of the Board of Directors (BOD) and the Board of Supervisors (BOS) for the 2023–2028 term; the Meeting's agenda; the approval of the Meeting Minutes, the General Meeting Resolution, and other matters at the Meeting (if any).

- **Voting by electronic form (e-voting):** This form is used to approve matters such as: The Report on 2024 Activities of the Board of Directors; The 2024 Assessment Report of the Independent Member of the Board of Directors; The Report on 2024 Business and Production Results and the 2025 Business and Production Plan of the company; The audited 2024 Financial Statements; The Board of Supervisors' Report on Verification of the company's 2024 business and production activities; The proposal on the selection of an audit firm for the 2025 Financial Statements; The proposal on the 2025 profit and dividend distribution plan; The proposal on the 2024 remuneration for the Board of Directors and the Board of Supervisors and the 2025 remuneration for the Board of Directors and the Board of Supervisors; The proposal on the dismissal and additional election of a BOD member for the 2023-2028 term; The proposal on the dismissal and additional election of a BOS member for the 2023-2028 term; The proposal on the amendment and supplement of the company's charter and other matters at the Meeting (if any).

- Voting procedure for resolutions:

- **When voting by show of hands (using Voting Cards),** the front of the Card must be raised high and directed towards the Presidium. If a delegate does not raise their Card for any of the three voting options "Agree," "Disagree," or "No opinion" for a matter, they will be considered as having voted in favor of that matter. If a delegate raises their Card more than once for the "Agree," "Disagree," or "No opinion" options for a single matter, the vote will be considered invalid. For the show-of-hands voting form, members of the Delegate Status

Working Regulations of the Annual General Meeting of Shareholders in 2025

Verification Committee/Vote Counting Committee will mark the delegate's code and the corresponding number of votes for "Agree," "Disagree," "No opinion," and "Invalid".

- **When voting by electronic form**, Delegates shall select one of the three voting options: "Agree", "Disagree", or "No opinion" for each matter submitted for voting at the General Meeting, as configured in the electronic voting system.

- Delegates must then confirm their vote for the system to officially record the result.

- Voting procedure for elections: (Specific details are provided in the Regulations on nomination, candidacy, and additional election of members of the Board of Directors and Board of Supervisors for the 2023–2028 term)

- Additional regulations when using electronic voting:

- If a delegate does not cast votes on all items in the meeting agenda, the items left unvoted shall be deemed as "not voted" by the delegate.

- In the case that additional items arise during the General Meeting, delegates may cast votes or participate in supplementary elections. If a delegate does not vote on such arising items, they shall be deemed as having not participated in the vote for those items.

- Delegates may change their voting or election results (but cannot cancel them), including on any additional issues not included in the initial agenda. The electronic voting system will only recognize and count the final vote cast by each delegate before the close of each voting session, as stipulated in the working regulations of the General Meeting.

- Voting period for electronic voting on all matters requiring a vote at the General Meeting: Delegates may cast their votes from the time they complete registration procedures for the meeting until the Organizing Committee announces the end of the electronic voting period for each item.

- Once the voting period ends, the system will not record any additional votes from delegates.

2.10.3 Voting Rules

Each ordinary share is equivalent to one voting right. Each delegate attending the General Meeting may represent one or more voting rights.

- As of the record date (23/05/2025), the total number of voting shares of the Company is 135,499,198 shares, equivalent to 135,499,198 voting rights.

- Matters submitted for voting at the General Meeting shall only be approved if more than 50% of the total voting rights of all shareholders attending the meeting are in favor. For certain specific matters as stipulated in Clause 1, Article 21 of the Company's Charter, approval is required from 65% or more of the total voting rights of all shareholders attending the meeting.

- Note:

Working Regulations of the Annual General Meeting of Shareholders in 2025

- Shareholders/authorized representatives with related interests shall not have the right to vote on contracts or transactions valued at 35% or more of the total assets of the Company recorded in the most recent financial statements. These contracts or transactions shall only be approved if 65% or more of the remaining voting rights of shareholders/authorized representatives are in favor (pursuant to Clause 4, Article 167 of the Law on Enterprises 2020).

- Shareholders/authorized representatives holding 51% or more of the total voting shares, or persons related to such shareholders, shall not have the right to vote on contracts or transactions valued at more than 10% of the total assets of the Company recorded in the most recent financial statements, between the Company and such shareholder (pursuant to Point b, Clause 3 and Clause 4, Article 167 of the Law on Enterprises 2020).

2.10.4 Recording of Voting/Election Results

- At the General Meeting, the General Meeting of Shareholders shall approve the establishment of the Voting Committee.

- The Voting Committee is responsible for collecting and tallying the votes of delegates attending in person and those voting/electing via the electronic voting system.

- The Voting Committee shall check the number of votes "In favor", "Against", and "Abstain" for each item and shall be responsible for recording, compiling, and reporting the voting results at the General Meeting of Shareholders.

2.11 Election of the Board of Directors and Board of Supervisors

The election of members of the Board of Directors (BOD) and members of the Board of Supervisors (BOS) shall be conducted in accordance with the Election Regulations for BOD and BOS members, which must be approved by the General Meeting of Shareholders at the meeting.

2.12 Minutes and Resolutions of the General Meeting of Shareholders

All matters discussed at the General Meeting of Shareholders must be recorded by the Secretary of the Meeting in the Minutes. The Minutes of the General Meeting of Shareholders must be read and approved before the meeting is adjourned.

3. Implementation

- All shareholders, representatives, and guests attending the Meeting are responsible for fully complying with the provisions set out in this Regulation, the Company's current internal regulations and policies, and applicable laws.

- The convener of the General Meeting of Shareholders has the right to:

- Request all attendees to undergo security checks or other safety measures;

- Request competent authorities to maintain order at the Meeting; remove individuals who do not comply with the Chairperson's authority, deliberately disrupt the order, hinder the normal progress of the Meeting, or refuse to comply with security requirements

- Any matters not specifically stipulated in this Regulation shall be uniformly applied in accordance with the Charter of Phuoc Hoa Rubber Joint Stock Company, the Law on

Working Regulations of the Annual General Meeting of Shareholders in 2025

Enterprises 2020, and other applicable legal documents issued by the State.

This Regulation shall take effect immediately upon approval by the General Meeting of Shareholders of the Company.

Recipients:

- General Meeting of Shareholders;
- Members of the BOD, Board of Management (BOM), BOS;
- Filing: Office of Administration, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



HUYNH KIM NHUT



PHUOC HOA RUBBER JOINT STOCK COMPANY

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REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION FOR ADDITIONAL MEMBERS OF THE BOARD OF MANAGEMENT AND THE BOARD OF SUPERVISORS FOR THE 2023–2028 TERM OF PHUOC HOA RUBBER JOINT STOCK COMPANY

Based on:

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Securities Law No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;
- Decree No. 155/2020/ND-CP detailing the implementation of certain provisions of the Securities Law, adopted dated December 31, 2020;
- The Charter on Organization and Operation of Phuoc Hoa Rubber Joint Stock Company;
- The Internal Corporate Governance Regulations of Phuoc Hoa Rubber Joint Stock Company;

The Vote Counting Committee of the General Meeting hereby announces the Regulations on Nomination, Candidacy, and Election for the Additional Members of the Board of Directors and the Board of Supervisors at the Annual General Meeting of Shareholders 2025 of Phuoc Hoa Rubber Joint Stock Company as follows:

I. Interpretation of Terms/Abbreviations:

The Company	:	Phuoc Hoa Rubber Joint Stock Company
BOD	:	Board of Directors
BOS	:	Board of Supervisors
OC	:	Organizing Committee
GMS	:	General Meeting of Shareholders
Delegate	:	Shareholder or representative (authorized person)

II. Chairperson of the Meeting:

The Chairperson of the meeting shall be responsible for presiding over the election process, including the following duties:

- Introducing the list of nominees and candidates for the BOD and the BOS;
- Supervising the voting and vote-counting process;
- Resolving any complaints related to the election (if any)

III. Nomination and Candidacy Regulations for the Board of Directors (BOD):

- Number of BOD members to be elected: 01 persons
- Term: 2023 – 2028



Regulations on the Nomination, Candidacy, and Additional Election of Members of the Board of Directors and the Board of Supervisors for the 2023–2028 Term

- Maximum number of candidates for BOD: Unlimited

1. Nomination and Candidacy Rights for the BOD *(pursuant to Clause 2, Article 25 of the Company Charter)*

Shareholders or groups of shareholders holding 5% or more of the total ordinary shares are entitled to nominate candidates for the Board of Directors. The maximum number of candidates that may be nominated is as follows: From 5% to less than 10%: 01 candidate; From 10% to less than 30%: up to 02 candidates; From 30% to less than 50%: up to 03 candidates; From 50% to less than 65%: up to 04 candidates; From 65% or more: the full number of candidates for the Board of Directors.

All nominees must satisfy the criteria stated in Section 2 below.

In the event that the number of nominees and candidates for the Board of Directors through nomination and candidacy remains insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations through a mechanism prescribed in the Company's Internal Corporate Governance Regulations and the Operational Charter of the Board of Directors.

2. Qualifications of Candidates for the Board of Directors: *Candidates for the Board of Directors must meet all the following qualifications and conditions (pursuant to Article 155 of the Law on Enterprises No. 59/2020/QH14 and Decree No. 155/2020/ND-CP)*

- Possess full civil act capacity and not fall under the categories prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;
- Have professional qualifications and experience in business administration or in the company's business sector or industry; candidates are not required to be shareholders of the company;
- Must not have family relationships (spouse, biological parents, adoptive parents, parents-in-law, children, adopted children, sons-in-law, daughters-in-law, biological siblings, siblings-in-law, or siblings of the spouse) with the General Director and other managers of the company, or with the managers and appointing authorities of the parent company;
- A member of the Board of Directors may concurrently serve as a member of the Boards of Directors of no more than five (05) other companies.

IV. Nomination and Election Regulations for the Board of Supervisors:

- Number of Board of Supervisors members: 01 person
- Term: 2023 – 2028
- Maximum number of candidates: Unlimited.

1. Nomination and Candidacy Rights *(pursuant to Clause 2, Article 36 of the Company's Charter)*

Shareholders or groups of shareholders holding 5% or more of the total ordinary shares have the right to nominate candidates for the Board of Supervisors. Specifically: From 5% to less than 30% of voting shares: entitled to nominate one (01) candidate; From 30% to less than

Regulations on the Nomination, Candidacy, and Additional Election of Members of the Board of Directors and the Board of Supervisors for the 2023–2028 Term

50%: entitled to nominate up to two (02) candidates; From 50% and above: entitled to nominate the full number of Board of Supervisors members.

Candidates nominated must meet the qualifications specified in Section 2 below.

In the event that the number of candidates for the Board of Supervisors through nominations and applications is still insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with mechanisms stipulated in the company's Internal Corporate Governance Regulations and the Board of Supervisors' Operating Regulations.

2. Qualifications for Candidates for the Board of Supervisors: *Candidates for the Board of Supervisors must fully meet the following qualifications and conditions (pursuant to Clause 1, Article 169 of the Law on Enterprises No. 59/2020/QH14; Article 286 of Decree No. 155/2020/NĐ-CP; and Clause 2, Article 37 of the Company's Charter):*

- Possess full civil act capacity and must not fall under the category of persons prohibited from establishing and managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;

- Must have educational background in one of the following disciplines: economics, finance, accounting, auditing, law, business administration, or another field relevant to the company's business activities;

- Must not be a person who has family relationships (including spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father of spouse, mother of spouse, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, younger sibling, brother-in-law, sister-in-law, siblings of spouse) with a member of the Board of Directors, the Director or General Director, or other managers;

- Not a company manager; not necessarily a shareholder or an employee of the company;

- Not working in the accounting or finance department of the Company;

- Not a member or employee of the auditing organization approved to audit the Company's financial statements in the last three consecutive years.

- Must meet other standards and conditions as prescribed by relevant laws and the Company's Charter.

V. Principles of Election:

- The election shall comply with the provisions of law and the Company's Charter.

- The election shall be conducted publicly via electronic voting system designated by the Company in the Working Regulations of the Annual General Meeting of Shareholders.

- Voting rights shall be based on the number of shares owned or represented. The election results shall be based on the number of voting shares of shareholders attending the meeting.

- For each round of election, each shareholder representative shall use one ballot corresponding to the number of shares owned or represented.

Regulations on the Nomination, Candidacy, and Additional Election of Members of the Board of Directors and the Board of Supervisors for the 2023–2028 Term

- The Vote Counting Committee shall be nominated by the Chairing Panel and approved by the General Meeting. Members of the Vote Counting Committee must not be listed as nominees or candidates for the Board of Directors or the Board of Supervisors.

VI. Election Method:

- The list of candidates for the Board of Directors (BOD) and the Board of Supervisors (BOS) shall be arranged alphabetically by full name on the ballot.

- Election method: *(According to Clause 3, Article 148 of the Law on Enterprises 2020)*

- The cumulative voting method shall be applied: each shareholder shall have a total number of votes equal to the number of shares they own multiplied by the number of BOD or BOS members to be elected.

- The attending delegate may allocate all their votes to one or several candidates.

- The delegate shall log in to the electronic voting system and cast their votes (note: delegates must vote within the electronic voting period as specified in the Working Regulations).

- In case of a mistaken selection: the delegate can log back into the electronic voting system and recast their votes (note: votes must be cast within the specified voting time).

VII. Voting Ballot:

- The voting ballot is the electronic ballot provided by the Company to the delegates through the electronic voting system:

- How to complete the Voting Ballot:

- ✓ Delegates may vote for a number of candidates up to the total number of members to be elected;

- ✓ If the delegate wishes to allocate all votes to one candidate or divide the votes equally among multiple candidates, they shall tick the “**Cumulative Voting**” box for the respective candidates;

- ✓ If the delegate wishes to allocate different numbers of votes to each candidate, they must clearly enter the number of votes in the “**Number of Votes**” box for each corresponding candidate.

Note:

In cases where the delegate ticks the “Cumulative Voting” box and also enters numbers in the “**Number of Votes**” box, the vote count recorded will follow the number entered in the “**Number of Votes**” box.

- The following ballots will be considered invalid:

- The number of candidates selected exceeds the number of members to be elected;
- The total number of votes allocated by the delegate exceeds the permitted number of votes;

- In case of errors, shareholders may change their voting results (but cannot cancel their votes), including votes on additional issues arising outside the published agenda. The online

Regulations on the Nomination, Candidacy, and Additional Election of Members of the Board of Directors and the Board of Supervisors for the 2023–2028 Term

voting system will only recognize the final voting results recorded at the end of each voting session as defined in the working regulations of the Meeting.

- Once voting ends, the system will record the conclusion of vote counting.
- The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and coordinating with the Chairing Panel to resolve any shareholder inquiries or complaints (if any).

VIII. Election Principles and Selection of Successful Candidates:

- The successful candidates shall be those who receive the highest number of votes, ranked from highest to lowest, until the required number of members is elected.
- In the event that two (02) or more candidates receive an equal number of votes for the last remaining position, a re-election will be held among those candidates.
- If the first election does not result in the full number of required members being elected, additional rounds of voting shall be conducted until the number is fulfilled.

IX. Application Documents for Nomination and Candidacy to the BOD and BOS:

Application dossiers for candidacy or nomination to the BOD and BOS shall include:

- Application for nomination/candidacy to the BOD and BOS (*using the prescribed form*).
- Curriculum vitae (*using the prescribed form*).
- Copies of the following documents: Identity Card/Citizen ID/Passport.
- Copies of degrees and certificates of educational background and professional qualifications (*if any*).

The individual nominating or applying for the Board of Directors (BOD) and Board of Supervisors (BOS) shall be legally and personally responsible to the Annual General Meeting of Shareholders for the accuracy and truthfulness of the information in their application dossier.

The application dossier must be submitted to Phuoc Hoa Rubber Joint Stock Company no later than 5:00 PM dated June 26, 2025, at the following address:

- **Office of Phuoc Hoa Rubber Joint Stock Company**
- **Address:** Lot No. 374, Map Sheet No. 17, Hamlet 2A, Phuoc Hoa Commune, Phu Giao District, Binh Duong Province, Vietnam
- **Tel:** +84 274 3657106 **Fax:** +84 274 3657113

The above constitutes the full Nomination, Candidacy, and Election Regulations for electing members to the Board of Directors and Board of Supervisors at the 2025 Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company. We respectfully submit it to the General Meeting of Shareholders for review and approval.

This regulation shall take effect immediately after being approved by the Annual General Meeting of Shareholders.



Regulations on the Nomination, Candidacy, and Additional Election of Members of the Board of Directors and the Board of Supervisors for the 2023–2028 Term

Recipients:

- General Meeting of Shareholders;
- Members of the BOD, Board of Management (BOM), BOS;
- Filing: Office of Administration, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



HUYNH KIM NHUT

No.: 771 /BC-CSPH

Binh Duong, June 23, 2025

REPORT

Summary of the Board of Directors' Activities in 2024

1. Board of Directors

The current Board of Directors of Phuoc Hoa Rubber Joint Stock Company consists of the following members:

Mr	Huynh Kim Nhut	Chairman of the Board of Directors
Mr	Nguyen Van Tuoc	Member of the Board of Directors
Mrs	Nguyen Thi Phi Nga	Member of the Board of Directors
Mr	Mai Huu Tin	Independent Member of the Board of Directors
Mr	Tran Binh Luan	Independent Member of the Board of Directors

2. Report on the Activities of the Board of Directors in 2024

2.1 Meetings of the Board of Directors

In 2024, the Board of Directors held 5 regular meetings and conducted 32 rounds of written consultations, resulting in the issuance of 37 resolutions governing the Company's business operations and human resource management. During these meetings, the Board members assessed the supervision and oversight of the business operations carried out by the Board of Management on a quarterly basis throughout 2024. Based on these assessments, the Board of Directors developed oversight plans for the management's operations for the subsequent quarters.

Each member of the Board of Directors effectively fulfilled their role in leading the Company's business operations, offering constructive and practical suggestions that supported the Board of Management in efficiently carrying out its duties. During meetings, the Board members actively engaged in open discussions and critical analysis, contributing opinions aimed at reaching well-founded decisions to ensure the effective leadership of the Company's production and business activities.

The decisions of the Board of Directors at each point in time have served as strategic guidance for the Board of Management in operating the Company's production and business activities.

The Resolutions and Decisions issued by the Board of Directors have been fully and promptly disclosed in accordance with regulations.

The income and remuneration of the Board of Directors are disclosed in the notes to the 2024 Separate Financial Statements and the 2024 Consolidated



Financial Statements, which were audited by AASC Auditing Firm Company Limited and have been disclosed in accordance with regulations.

2.2 Summary Report on Business Performance in 2024 of the Company.

Dear Shareholders,

In 2024, the global economy continued to face significant instability due to ongoing geopolitical conflicts, particularly the prolonged and complex Russia–Ukraine war and escalations in the Middle East, which had negative impacts on global economic development. Although inflation in many developed countries had eased, it remained at a high level, prompting central banks to maintain tight monetary policies; as a result, global economic growth slowed. China's economic recovery was slower than expected, affecting global supply chains and regional trade. The European economy came under pressure from high energy prices, declining industrial production, and prolonged inflation. The United States maintained its role in steering global policy but faced deep political polarization domestically. Emerging economies strived to adapt to tightened global financial conditions and rising public debt risks. Climate change, food and energy security remained urgent global challenges. Strategic competition among major powers continued to undermine the effectiveness of multilateral institutions. In this context, trends such as digital transformation, enhanced strategic autonomy, and strengthened regional cooperation were increasingly promoted.

According to the Ministry of Agriculture and Rural Development, in 2024, the total rubber plantation area nationwide was approximately 910 thousand hectares, a decrease of 8.4 thousand hectares compared to 2023. The volume of dry latex harvested reached about 1.3 million tons, down 46.2 thousand tons from the previous year. Export rubber prices saw a significant increase compared to 2023, with the average export price reaching 1,701 USD per ton, up 26% year-on-year. China remained Vietnam's largest rubber export market, accounting for 70.83% of the total export volume and 69.95% of the total export value. Vietnam exported over 1.25 million tons of rubber to China in 2024, with a total export value of 2.07 billion USD, representing a 15.5% decrease in volume but a 5.5% increase in value compared to the same period in 2023. The average export price to this market reached 1,653 USD per ton, up 24.8% year-on-year. Overall, in 2024, Vietnam's rubber exports to international markets maintained a positive growth trend in both value and unit price, despite a slight decline in export volume to certain markets. China remained the key export market for Vietnamese rubber with a dominant share and sharply increasing export prices. In addition, exports to markets such as India, South Korea, the United States, and the European Union (EU) also recorded considerable growth, driven by recovering demand and rising global rubber prices. The trend of market diversification and the effective utilization of free trade agreements (FTAs) continued to support Vietnam's rubber industry in maintaining sustainable growth amid global competition.

In 2024, Phuoc Hoa Rubber Joint Stock Company implemented the resolutions of the Annual General Meeting of Shareholders amid numerous difficulties and

challenges, arising from both objective and subjective factors. Some notable highlights include:

+ Volatile rubber latex prices: Although export rubber prices increased compared to 2023, the market remained highly unpredictable, at times affecting the Company's consumption plans and revenue targets.

+ Decline in tapping output: Unfavorable weather conditions and a shortage of tapping labor on plantations led to a decrease in latex output, thereby affecting the Company's production and business performance indicators.

+ Delayed progress in land conversion projects: Several projects involving land conversion for industrial zones and clusters encountered legal and administrative bottlenecks, adversely impacting the Company's long-term investment and development plans.

+ Pressure from input and labor costs: Rising prices of materials and fuel, along with the adjustment of minimum wage policies, led to increased production costs and negatively impacted profit margins.

Based on the assessment of both challenges and favorable conditions, the Company set forth key policies and solutions to ensure management and operations aligned with actual circumstances. Under the leadership of the Board of Directors and the efforts and determination of the Board of Management and all staff and workers, the Company successfully achieved its core business targets in 2024. Specifically: Rubber latex output reached 12,772 tons, achieving 103% of the annual plan (exceeding the target by 3%, equivalent to 372 tons), with the Company completing the plan 3 days ahead of schedule; Purchased volume totaled 17,320.34 tons (of which: domestic raw latex purchases reached 10,355.06 tons; finished latex imported from Cambodia totaled 6,965.28 tons); Processed volume reached 23,708.08 tons, achieving 105.83% of the annual plan (including 2,210.67 tons of SVR 10 and SVR 20 finished latex processed under subcontracting agreements), and all finished latex products met export quality standards. The Company successfully sold 27,709.20 tons of various types of finished latex, generating latex sales revenue of VND 1,285.709 billion (with an average selling price of VND 46.31 million/ton). Total revenue of the parent company reached VND 1,539.58 billion (exceeding the annual plan by 5.81%); Total profit before tax reached VND 356.44 billion (exceeding the plan by 28.59%); Profit after tax reached VND 316.80 billion (exceeding the plan by 29.19%). Consolidated total revenue reached VND 1,948.72 billion; Consolidated profit before tax reached VND 543.32 billion; Consolidated profit after tax reached VND 483.02 billion; Basic earnings per share (EPS) was VND 3,115 (compared to VND 4,309 in 2023). Thanks to effective business performance, the Company ensured good employee welfare, with an average monthly income of VND 11.809 million per employee, including an average monthly salary of VND 9.757 million per employee; at the same time, the Company contributed VND 115 billion to the State budget. In 2024, the Company was honored among the Top 100 Sustainable Businesses in Vietnam and proudly recognized in the Top 50 Most Profitable Enterprises in Vietnam. Additionally, Tan Binh Industrial Park JSC (a subsidiary

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of Phuoc Hoa Rubber JSC) continued to be recognized among the Top 10 Reputable Industrial Real Estate Companies in Vietnam and the Top 500 Most Profitable Enterprises in Vietnam.

2.3 The report on transactions between the Company, its subsidiaries, and entities in which the Company holds more than 50% of charter capital, with members of the Board of Directors and their related persons; and transactions between the Company and other entities in which members of the Board of Directors are founding shareholders or have held management positions within the past three years prior to the transaction, has been disclosed under Note “31. Related Party Transactions” in both the 2024 audited Consolidated Financial Statements and the 2024 audited Separate Financial Statements.

3. Business and Investment Direction for 2025

It is forecasted that the global economy will continue to grow in 2025, albeit at a moderate pace, with growth projected at around 2.8–3.3%. The U.S. economy is expected to grow by approximately 2.8%, China by 4.7%, and the Eurozone by 1.3%. Growth momentum will be driven by the recovery of consumption, investment, and international trade. However, the global economy still faces numerous risks, including: Geopolitical tensions, Tightened monetary policies, Persistent inflation, and Risks of global trade fragmentation. Commodity prices are expected to remain volatile. Developing economies, particularly those in Asia, are anticipated to be the bright spots in the global economic outlook for 2025.

In 2025, Phuoc Hoa Rubber Joint Stock Company, while enjoying certain advantages, is still expected to face numerous challenges, including: Intensifying market competition and labor shortages, Unpredictable weather conditions affecting plantation operations, Low latex yield from plantations, which will directly impact the company’s production targets; Rising input costs, particularly for fuel, materials, and chemicals...which are likely to have significant effects on both revenue and profitability. In addition, Tan Binh Industrial Park Joint Stock Company (a subsidiary of Phuoc Hoa Rubber Joint Stock Company) continues to face difficulties due to the lack of available land for lease, and the implementation of Phase 2 expansion remains challenging. Furthermore, some industrial park and cluster projects of the Company are hindered by regulatory mechanisms and the restructuring and merging of provincial-level administrative units, which pose significant obstacles to project execution.

Based on the above assessment and the actual situation, along with the guidance of the Vietnam Rubber Group, the Company will continue to effectively organize its production and business activities. The Board of Directors has developed the 2025 plan based on targets agreed with the Group, with the following key indicators:

- Rubber exploitation output: 23,800 tons of dry latex (*of which: Parent Company: 12,800 tons; Phuoc Hoa KamPong Thom Aphivath Caoutchouc Co., Ltd: 11,000 tons*).

- Rubber purchasing output: 17,200 tons of dry latex (*of which: Domestic raw materials: 10,500 tons; Finished products from Phuoc Hoa KamPong Thom Aphivath Caoutchouc Co., Ltd: 6,700 tons*)

- Rubber consumption volume: 31,008 tons of finished latex (*of which: From Phuoc Hoa KamPong Thom Aphivath Caoutchouc Co., Ltd: 6,700 tons*);

The financial targets will be implemented in accordance with the 2025 Plan Agreement Document issued by the Group, with the following minimum targets to be initially achieved:

- Total revenue of the parent company: VND 1,673.994 billion
- Total profit before tax of the parent company: VND 375.570 billion
- Total profit after tax of the parent company: VND 341.819 billion
- Dividend payment: VND 178.385 billion (approximately 13.16% of charter capital)
- Total investment demand: up to VND 338.394 billion

To achieve the above targets, the Board of Directors proposes the following solutions:

- Continue to restructure the organization and reassign personnel (reduce indirect labor), and reorganize and allocate workers in production teams according to the characteristics of each type of plantation, ensuring effective management of rubber plantations; at the same time, enhance the recruitment of direct labor for rubber tapping.

- Strengthen technical management of tapping plantations, especially Group I plantations. Continue researching intensive cultivation methods to improve plantation quality and increase yield.

- Maintain effective implementation of management systems in accordance with ISO standards; uphold sustainable forest management certification under the national forest management system (VFCs/PEFC) and PEFC CoC chain of custody at all three processing plants; study the application of practices to comply with EUDR regulations.

- Proactively negotiate with traditional customers to boost export volume, focusing on securing long-term contracts while remaining flexible in spot sales depending on market developments, especially for high-value product lines such as CV50 and CV60.

- Adjust the purchase price of latex promptly and flexibly to attract more suppliers, particularly those with large and stable volumes. Regularly inspect the quality of purchased raw latex to ensure it does not affect product quality. Closely monitor market trends and customer feedback to provide timely solutions.

- Effectively implement digital transformation initiatives and apply digital technologies, leveraging the power of digital tools and data to enhance the company's production and business efficiency.

- Closely balance and manage the wage fund usage across units; provide guidance on reasonable salary distribution to ensure it motivates employees while



staying within the approved wage budget. Coordinate with trade unions to take good care of employees' welfare and fully implement all labor-related policies, especially mid-shift meals and in-kind allowances for direct production workers.

- Regularly organize investor and shareholder meetings to exchange information on the company's production, business, and investment performance; promptly disclose relevant information to protect minority shareholders' interests.

- Continue to complete legal documentation and procedures to soon commence investments in industrial parks and clusters, aligned with the Company's development strategy as approved by the Group.

With the solidarity and determination of all employees, the Company is confident in successfully fulfilling the 2025 targets set by the General Meeting of Shareholders, contributing to sustainable development and enhancing the brand, image, and reputation of Phuoc Hoa Rubber Joint Stock Company (PHR) in the market.

Recipients:

- The Annual General Meeting of Shareholders in 2025;
- Members of the Board of Directors (BOD), Board of Management (BOM), Board of Supervisors (BOS);
- Filing: Office of Administration, Secretary to the BOD.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



HUYNH KIM NHUT

Binh Duong, [date] June 2025

REPORT
ASSESSMENT BY THE INDEPENDENT MEMBER
OF THE BOARD OF DIRECTORS – 2024

Pursuant to Clause 3, Article 277 of Decree No. 155/2020/ND-CP dated December 31, 2020, issued by the Government, "Providing detailed regulations for the implementation of certain provisions of the Securities Law".

The Independent Member of the Board of Directors hereby presents an evaluation of the Board's activities in 2024, with the following general observations:

- Board of Directors has operated with a strong sense of responsibility and The transparency in its governance role, fully complying with regulations applicable to public companies. Meetings of the Board were convened in a timely manner and conducted in accordance with procedures stipulated in the Company's Charter and Internal Governance Regulations. All meeting agendas were thoroughly discussed and carefully considered by Board members to formulate strategic directions and decisions that serve the best interests of the Company.
- Matters related to risk management, business strategy, market expansion, digital technology investment, and management system development were regularly reviewed and assessed during periodic Board meetings.
- All decisions of the Board were made in accordance with the majority rule, with complete meeting minutes prepared and duly signed by the attending Board members.

1. Organizational Structure

- In 2024, the Board of Directors of Phuoc Hoa Rubber Joint Stock Company (PHR) consisted of a total of 05 members, including 02 independent members and 01 non-executive member. All members of the Board actively and fully participated in strategic planning, compliance oversight, and critical evaluation of business strategies, thereby ensuring adherence to sound corporate governance practices and international standards.

2. Operational Mechanism

- In 2024, the Board of Directors held 05 regular meetings and conducted 32 rounds of written consultations for voting purposes, resulting in the issuance of 37 resolutions governing the Company's business operations and personnel matters. All meetings of the Board were duly convened with a clear schedule, comprehensive documentation, and in strict compliance with the Company's Charter and applicable legal regulations..
- During the meetings, members of the Board of Directors assessed the supervision and oversight of the Company's business operations conducted by the Executive Management on a quarterly basis throughout 2024. Based on these evaluations,

supervision plans for the subsequent quarters were developed. The content of each meeting was thoroughly and carefully discussed, with open, constructive feedback and critical analysis aimed at identifying sound and effective recommendations to support the Executive Management in efficiently operating the Company's business activities.

3. Governance and Supervisory Performance

- Overall, the Board of Directors effectively fulfilled its role in implementing the plans, policies, and strategic directions set forth by the Annual General Meeting of Shareholders.
- The Board strictly adhered to corporate governance regulations, convening both regular and extraordinary meetings in a timely manner to provide direction and issue decisions aligned with the Company's operational realities.
- The Board carried out its duties and responsibilities in guiding, supporting, and overseeing the Executive Management in the implementation of resolutions approved by the Annual General Meeting of Shareholders and the Board itself, ensuring full compliance with legal regulations while balancing the interests of the Company and its shareholders.
- Both regular and ad hoc meetings of the Executive Management were often attended by Board members holding executive positions. Major decisions by the Executive Management were subject to analysis, feedback, and consultation with Board members and the Chairman, helping to identify optimal solutions in the Company's best interest. As a result, the Board maintained close awareness of the Company's operations and was promptly updated on practical needs.
- Board members proactively recognized their supporting roles and responsibilities toward the Executive Management and regularly shared expertise, provided interaction, and exchanged views on corporate governance practices.

4. Conclusion

- The Board of Directors has fully performed its role as the representative of shareholders in supervising the Company's executive operations, providing appropriate strategic guidance and timely direction to ensure the efficient utilization of resources toward achieving the targets assigned by the General Meeting of Shareholders, in accordance with applicable laws and the Company's Charter.
- In addition to its governance and supervisory functions, the Board closely coordinated with the Executive Management to identify and implement solutions to overcome business challenges encountered in 2024.
- Overall, despite a year marked by both difficulties and opportunities, the Board demonstrated a high sense of responsibility, unity, and collaboration in carrying out its duties with integrity and prudence. Through decisive oversight and guidance, the Board directed the Executive Management in implementing the resolutions of the General Meeting of Shareholders and the Board of Directors, thereby achieving outstanding results for 2024 and safeguarding the interests of both the Company and its shareholders.

**Independent Member
Board of Directors****Independent Member
Board of Directors*****Recipients:*****(Signed)****(Signed)**

- Board of Directors and Supervisory Board of the Company (for reporting);
- Executive Management of the Company (for information);
- General Meeting of Shareholders (for approval);
- Filing: Office, Administration Department.

Tran Binh Luan**Mai Huu Tin**

REPORT
Summary of Business Operations in 2024
and Business Directions, Tasks for 2025

Presented to: The Annual General Meeting of Shareholders in 2025

On behalf of nearly 2,000 officers and employees of the Company, the Board of Management respectfully presents to all esteemed shareholders the report on business and investment operations in 2024 with the following results:

I. GENERAL OVERVIEW

In 2024, Phuoc Hoa Rubber Joint Stock Company was assigned by the Vietnam Rubber Group and approved by the Annual General Meeting of Shareholders to implement the following business targets: Rubber latex exploitation volume: 12,400 tons (dry rubber equivalent); Purchased volume: 20,700 tons (including 10,000 tons of domestic raw latex); Processed rubber product consumption: 33,100 tons; Total revenue: VND 1,455.059 billion; Profit before tax: VND 277.184 billion; Profit after tax: VND 245.219 billion; Replanting area: 190.10 hectares, at the same time, the Company has continued to take good care of the material and spiritual well-being of nearly 2,200 employees across the entire organization.

During the implementation of business and production tasks, the Company benefited from a key advantage: the strong unity and consensus within the Company's leadership team and the collective of employees and workers; The workforce demonstrated a strong sense of discipline and organizational awareness, along with a high level of responsibility in their duties. The increase in rubber selling prices also played a significant role in enabling the Company to fulfill its revenue and profit targets, while ensuring the well-being of its employees and workers. In addition, the Company has consistently received guidance and support from the leadership of the Vietnam Rubber Group and its specialized departments; as well as the facilitation and assistance from the Binh Duong Provincial Party Committee, the People's Committee, and relevant local authorities and departments. The PHR rubber brand has maintained its strong reputation, earning the trust and high appreciation of both domestic and international customers.

However, in 2024, the Company's production and business activities also encountered numerous difficulties, notably due to unfavorable weather conditions. Prolonged heat at the beginning of the season caused delays in the commencement of tapping, while continuous storms and heavy rainfall during the third quarter significantly impacted the Company's ability to meet the assigned production targets.

Based on an assessment of both challenges and favorable conditions, the Company adopted key directives and solutions to lead, manage, and operate in alignment with actual circumstances, striving to fulfill assigned targets and plans. These efforts aim to ensure the



Company's continued stable and sustainable development. The specific results are as follows:

II. PRODUCTION AND BUSINESS RESULTS IN 2024

1. Production Activities

1.1 Exploitation Activities

The Company directed its plantations to implement various technical measures to maximize latex output, combined with enhanced patrol and protection of latex resources. Additionally, the Company launched emulation movements to improve productivity and product quality. In coordination with the Trade Union, workers were encouraged to register for Sunday shifts to strive for completion of the assigned production target. As a result, by December 31, 2024, the exploited latex output reached 12,772 tons, fulfilling 103% of the annual target.

1.2 Replanting and Immature Rubber Plantation Care.

The Company directed its units to take good care of nursery plants and seedling gardens to ensure self-sufficiency in seedlings for the 2024 planting season. Early grafting was actively implemented to meet the replanting schedule. By July 24, 2024, the Company had completed 191.49 hectares of replanting, achieving 100.73% of the annual plan. Inventory results showed a 100% survival rate, with trees developing leaf layers in accordance with regulations.

The Company also continued to focus on intensive care for immature rubber plantations planted during 2018–2023. Inspection and evaluation confirmed that all plantations showed good growth, with trunk diameter increases meeting required standards. In 2024, fertilizer application was carried out twice per year in accordance with the Group's procedures.

1.3 Latex Procurement Activities.

In response to fluctuating rubber prices throughout the year, the Company took proactive measures to ensure efficient latex procurement. Specifically, the purchase price was flexibly adjusted 86 times to stay aligned with market conditions and remain competitive with external processing plants; The Company successfully organized latex procurement at both factory and plantation collection points, ensuring the efficiency of raw material acquisition for production. At the same time, it safeguarded the interests of latex suppliers, contributing to price stabilization in the regional rubber market, these efforts fostered long-term partnerships with suppliers and secured a stable supply of raw latex for the Company's processing plants.

Procurement Output as of December 31, 2024, the Company procured a total of 17,320.34 tons of rubber (in which: 10,355.06 tons of domestically sourced raw latex; 6,965.28 tons of finished rubber purchased from Cambodia). The procurement of raw latex was strictly managed and closely monitored throughout the entire process. As a result, the finished products met export quality standards, ensuring compliance with international market requirements.

1.4 Processing, Quality, and Environmental Management

In 2024, the Company processed a total of 23,708.08 tons of rubber, reaching 105.83% of the annual plan. This included 2,210.67 tons of finished rubber (SVR 10, SVR 20) processed under subcontracting arrangements. All finished rubber products met export quality standards.

The quality control procedures for raw latex acceptance and finished product testing were well maintained and consistent. The Company ensured regular monitoring and supervision of the processing technology and wastewater treatment systems through close coordination between departments and the Processing Enterprises. This contributed to maintaining stable product quality and upholding the PHR rubber brand. Additionally, the wastewater treatment systems at all processing plants were routinely inspected, maintained, and repaired in a timely manner, ensuring stable operation and compliance with Column A environmental discharge standards.

The management systems certified under international standards—ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), and ISO/IEC 17025 (Laboratory Management System)—have been consistently maintained and effectively implemented throughout the Company's operations, these systems have contributed significantly to enhancing product quality and reinforcing the Company's brand reputation, thereby supporting the sustainable development of the Company's business activities.

2. Sales Activities

The Company continued to maintain long-term contract agreements with both domestic and international customers and effectively fulfilled delivery obligations in accordance with signed contracts. At the same time, it actively negotiated and signed spot sales contracts at optimal prices depending on market conditions, while consistently focusing on customer care. In 2024, the Company sold a total of 27,709.20 tons of finished rubber products, generating rubber sales revenue of VND 1,285.709 billion (with an average selling price of VND 46.31 million per ton).

3. Financial Management

Amidst the overall challenging circumstances, the Company's leadership directed its subsidiaries and all staff members to continue effectively implementing cost-saving measures, improving labor productivity, and enhancing work efficiency; to apply sound cost management practices, maintain expenditures within budget, and control production costs in order to reduce product costs and increase profits. The Company also developed plans for capital management, preservation, and growth, in parallel with mobilizing funding sources and ensuring efficient management and repayment of loans and interest.

The Company ensured timely preparation of quarterly, semi-annual, and annual financial reports, and disclosed information in accordance with prescribed deadlines. The financial statements were prepared truthfully, accurately reflecting the Company's financial position, thereby contributing to the enhancement of PHR's market value on the stock exchange.

Based on the business results in 2024, the parent company recorded total revenue of VND 1,539.58 billion (exceeding the plan by 5.81%); profit before tax reached VND 356.45 billion (exceeding the plan by 28.60%); profit after tax reached VND 316.80 billion (exceeding the plan by 29.19%). The Company fully and promptly fulfilled its tax obligations with a total payment of VND 179.31 billion to the State budget (of which the parent company contributed VND 115.20 billion). Dividends for 2023 were paid to shareholders with a total amount of VND 406.49 billion. The consolidated financial results recorded total revenue of VND 1,948.72 billion; consolidated profit before tax of VND 543.32 billion; consolidated profit after tax of VND 483.02 billion; and basic earnings per share (EPS) of VND 3,115 (compared to VND 4,309 in 2023).

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4. Investment Activities in Vietnam and Abroad

4.1 Investment Status: In 2024, the Company did not make any new project investments.

4.2 Operations of Investment Projects at Subsidiaries

4.2.1 Truong Phat Rubber Joint Stock Company

In 2024, the Company focused on implementing a comprehensive restructuring plan under the direction of the Vietnam Rubber Group.

4.2.2 Phuoc Hoa KamPong Thom Aphivath Caoutchouc Co., Ltd.

The total area under the Company's management and exploitation reached 7,664.28 hectares; harvested output was 11,572.54 tons, achieving 100.63% of the annual plan; processed and outsourced output reached 11,632.95 tons of finished latex, achieving 101.16% of the annual plan; consumption reached 11,354.67 tons, or 98.74% of the annual plan, with an average selling price of VND 44.20 million/ton. Total revenue was VND 500.06 billion, reaching 121.45% of the annual plan, and profit before tax was VND 140.23 billion, equivalent to 278.36% of the annual plan.

4.2.3 Phuoc Hoa - Dak Lak Rubber and Forestry Co., Ltd

The Company continued to maintain 79.56 hectares of immature rubber plantations and 122.65 hectares of rubber in business; planted 40.93 hectares of acacia and took care of 591.99 hectares of hybrid acacia; cooperated with the local authorities to effectively manage and protect 24,757.35 hectares of forest. The harvested output reached 111.74 tons (achieving 74.50% of the annual plan); total revenue reached VND 10.61 billion, achieving 107.06% of the plan (including: rubber revenue of VND 4.75 billion, reaching 103.83% of the plan, and revenue from selling hybrid acacia of VND 5.86 billion, reaching 109.87% of the plan); profit before tax reached VND 619.55 million, achieving 235.33% of the plan (including: rubber profit of VND 371.72 million and profit from selling hybrid acacia of VND 247.83 million).

4.2.4 Tan Binh Industrial Park Joint Stock Company

The Company officially signed land lease contracts with 70 projects, with a cumulative leased land area of 223.4 hectares (accounting for 91.4% of the commercial land area and 99% of the leasable land area). Total revenue reached VND 209.21 billion (121.53% of the annual plan); profit before tax reached VND 141.34 billion (117.91% of the annual plan); profit after tax reached VND 112.72 billion (117.69% of the annual plan); tax payment to the State budget was VND 37.45 billion (114.91% of the annual plan). In 2024, the Company was honored to be ranked among the Top 10 Most Reputable Industrial Real Estate Companies in Vietnam and the Top 500 Most Profitable Companies in Vietnam.

5. Capital Construction Activities

In accordance with the capital construction investment plan approved by the Group, all items under the 2024 plan have been completed and put into use with a total investment value of VND 26.569 billion. The implementation of cost-related works mainly included infrastructure for irrigation and transportation, environmental protection projects, upgrades and repairs of processing equipment, and facilities for workers' living conditions at production teams, with a total value of VND 9.284 billion.

6. Personnel Organization Work

The Company continued to lead the effective implementation of the organizational streamlining plan for its political system in accordance with Resolution No. 18-NQ/TW (12th tenure) of the Party and Decision No. 34/QĐ-HĐQTCSVN on March 01, 2024, issued by the Board of Directors of Vietnam Rubber Industry Group; Efforts were made to rationalize staffing in management and indirect positions from the Company level to its subsidiaries, and to review and update the planning of leadership and managerial positions for the periods 2021–2026 and 2026–2031. These efforts were carried out in alignment with performance evaluation, appointment, rotation, and reassignment processes, all following proper procedures and consensus. In 2024, the Company reappointed 02 officials ⁽¹⁾; rotated and reassigned 04 officials ⁽²⁾; and appointed 05 new officials ⁽³⁾. Additionally, 01 Deputy General Director was received and appointed for Phuoc Hoa – Dak Lak Rubber and Forestry Limited Company ⁽⁴⁾

7. Organization, Labor, Wages, and Employee Welfare Policies:

7.1 Implementation of Wages and Welfare Policies for Employees:

As of December 31, 2024, the total number of employees at the parent company was 2,021. The total actual wage expense amounted to VND 248.58 billion. The average monthly income per employee was VND 11.809 million (including an average salary of VND 9.757 million per employee per month). The Company also disbursed VND 17.98 billion for mid-shift meals, VND 2.05 billion for in-kind allowances, and fully provided personal protective equipment for laborers.

The Company coordinated with general hospitals in local districts and towns to regularly take care of the health of its officers and workers; it effectively organized periodic health check-ups in accordance with regulations, with particular attention to women's health (gynecological examinations twice a year). Social insurance, health insurance, and the provision of personal protective equipment were implemented properly and fully in accordance with regulations. Additionally, the Company processed survivor, severance, and retirement benefits for 273 employees, with total disbursements amounting to VND 3.95 billion; salary level advancements were granted to 344 employees in accordance with prescribed timelines.

7.2 Caring for Cultural and Spiritual Life:

In 2024, despite the overall challenging situation, the Company allocated funding for its units to organize sightseeing and vacation trips for officers and employees (averaging VND 1 million per employee), with a total expenditure of VND 2.232 billion. In addition, on the occasion of public holidays during the year (the 10th day of the 3rd lunar month, April 30, May 1, September 2, and New Year's Day), the Company provided bonuses to employees totaling VND 4.26 billion.

7.3 Household Economic Activities and Social Policy Support:

¹ Mr. Pham Trong Tinh (Deputy Chief of Office), Mrs. Truong Thao Ly (Deputy Head of the Organization – Labor – Salary Department)

² Mr. Nguyen Trung Van (Deputy Director of the Processing Enterprise), Mr. Huynh Van Hoa (Deputy Head of the Quality Management Department), Mr. Tran Van Phong (Deputy General Director of Operations), Mr. Huynh Van Binh (Deputy Head of Equipment, Security and Military Department)

³ Mr. Nguyen Hong Ha (Head of Supervisory Board); Mr. Tran Hoang Giang (Deputy General Director), Mr. Vo Thanh Hai (Chief Accountant, concurrently Head of Finance – Accounting Department); Mr. Trinh Van The (Deputy Director of Lai Uyen Rubber Plantation), Ms. Truong Thao Ly (Deputy Head, in charge of the Organization – Labor – Salary Department).

⁴ Decision has been issued to appoint Mr. Nguyen Cong Hung as Deputy General Director of Phuoc Hoa – Dak Lak Rubber and Forestry Limited Company.

In addition to ensuring salaries and policy benefits for employees, from the beginning of the year, the Company instructed mass organizations to launch a household economic development movement among its staff and workers, along with providing loans for household economic development, housing repairs, and upgrades. The Company also coordinated with the Trade Union to effectively care for and support Vietnamese Heroic Mothers, visit policy beneficiary families, retirees, and workers' families facing difficulties, contribute to the provincial and district-level "For the Poor" funds, support scholarship funds, kindergartens, and charitable associations within the province. Notably, the Company raised and donated a total of VND 684.05 million to support northern provinces affected by Storm No. 3 (of which the Company contributed VND 200 million, and staff and workers contributed VND 484.05 million).

8. Inspection, security, and military affairs:

The Company effectively organized 06 planned and thematic inspections at grassroots units. The inspections focused on the implementation of the Company's regulations and policies, compliance with labor policies, anti-corruption and anti-waste practices, fire prevention and fighting, among others. In general, the units complied well with the Company's rules and regulations. The Company also performed well in citizen reception, duty shifts, and timely resolution of inquiries, complaints, and denunciations in accordance with regulations.

Continued effective coordination was maintained between the Company's Unified Command and the district and town authorities where the Company operates. In 2024, the Unified Command, from the Company level down to plantations and processing units, closely coordinated with local authorities in patrolling, raiding, apprehending, and handling violators to support asset protection and maintain security and order in the area. As a result, 58 cases involving 63 offenders were detected and handled, with 949 kg of various types of latex and 1 m³ of rubberwood recovered. All cases were handed over to local authorities for resolution in accordance with the law.

The Company instructed its units to develop specific plans and strictly implement fire prevention and control measures, especially during the dry season, ensuring a standby fire prevention force to respond to incidents promptly.

The Company also cooperated effectively with local agencies, departments, and sectors in implementing Military and National Defense tasks. Tasks such as developing regulations, combat readiness plans, and action strategies were carried out in accordance with the requirements of military authorities at all levels. The Company also worked with districts, towns, and cities in its operating areas to develop military and national defense plans and organize military training for the self-defense forces as scheduled.

Additionally, in collaboration with the Binh Duong Provincial Police, the Company successfully hosted the "All-People's Day for National Security Protection 2024" and held a summary conference on asset protection and maintaining security and order in the Company's operational areas for 2023.

9. Office Administration and Emulation-Commendation Activities:

The Company effectively provided administrative support to the leadership in receiving delegations working with the Company; at the same time, it offered sound advice on infrastructure management, vehicles, and office facilities. Clerical work, archival management, and seal administration were properly maintained in accordance

with regulations. Units were regularly inspected and reminded to practice cost-saving measures in administrative expenses, electricity, water, and fuel for business trips. Maintenance of computers, printers, and internal network systems (for Party and administrative operations) was consistently carried out, ensuring smooth and uninterrupted operations that effectively supported Party-building and business activities.

In collaboration with the Trade Union, the Company launched several emulation movements in production and labor, such as: monthly production completion and overachievement campaigns; attendance and working day assurance campaigns; a four-month year-end sprint campaign; the "Skill Enhancement – Excellent Worker Contest" movement; and participation in the Group-level 2024 "Golden Hands" Latex Harvesting Contest, where the Company won a consolation prize for the entire team, two "Golden Hands" titles, and one "Master Harvester" title. In 2024, the Company was honored in the Top 100 Sustainable Businesses and proudly recognized in the Top 50 Most Profitable Enterprises in Vietnam ⁽⁵⁾.

10. Other Tasks

10.1 Land Management

The Company continued working with the departments and agencies of Binh Duong Province to request the reissuance of land use right certificates for households under the Phuoc Hoa Residential Area project and for land areas managed by the Company. At the same time, the Company directed its units to effectively perform land management tasks and coordinate to resolve related issues in the Company's land management. It also worked with district-, town-, and city-level authorities to review land use planning and reach agreements on compensation and land handover plans to serve local socio-economic development projects such as rural roads, power lines, schools, etc.

Continue to adjust contracted assignment agreements in accordance with Government Decree No. 168

10.2 ISO Activities

The Company regularly conducts internal evaluations of its management systems in accordance with ISO standards, including the ISO 9001 quality management system, ISO 14001 environmental management system, and ISO/IEC 17025 laboratory management system. Periodic assessments conducted during the year by Quacert certification body confirmed that all ISO management systems meet the required standards.

10.3 Other Activities

- The Company has continued to effectively maintain sustainable forest management in accordance with the national forest management system VFCs/PEFC and the PEFC Chain of Custody (CoC) certification at all three rubber latex processing plants. At the same time, it has conducted research based on guidance from the Vietnam Rubber Group to implement the PEFC EUDR Due Diligence System (DDS) to comply with the European Union Deforestation Regulation (EUDR).

- Digital Transformation: The Company continued to promote the application of information technology in the execution of unit tasks; effectively organized the use of electronic office software, with 100% of document handling and task management conducted online via the Company's internal document and workflow management

⁵ Official Letter No. 13624/CV-PROFIT500 dated September 4, 2024 from the Organizing Committee of the PROFIT500 Program regarding the notification of the enterprise's inclusion in the PROFIT500 ranking and its achievement of Top 50 Most Profitable Enterprises in Vietnam in 2024.

system (Company Website). Equipment and network subscriptions have been installed to facilitate efficient online meetings with the Provincial Party Committee, the Vietnam Rubber Group, and the Company's subsidiaries.

III. EVALUATION OF BUSINESS PERFORMANCE IN 2024

- In 2024, despite facing various difficulties due to the impacts of global economic and political conditions, unfavorable weather, and intense labor competition, which negatively affected the Company's business operations, with unity, consensus, high determination, and great efforts from the entire staff and workers, the Company managed to overcome these challenges and strived to accomplish the assigned targets and tasks for the year.

No.	Indicator	Unit	Plan 2024	Actual 2024	Rate %
1	Extraction area	Ha	8,795.65	8,795.79	100
2	Immature rubber plantation area under maintenance	Ha	4,001.45	4,001.58	100
3	Replanting area	Ha	190.10	191.49	100.73
4	Rubber Extraction Output	Ton	12,400	12,772	103
5	Rubber Purchased Output	Ton	20,700	17,320.34	83.67
	<i>Domestic rubber purchased</i>	<i>Ton</i>	<i>10,000</i>	10,355.06	103.55
	<i>Finished rubber purchased</i>	<i>Ton</i>	<i>10,700</i>	6,965.28	65.09
6	Rubber Processed Output	Ton	22,400	23,708.08	105.83
	- <i>Self-extracted rubber</i>	<i>Ton</i>	<i>12,400</i>	11,184.36	90.19
	- <i>Purchased latex rubber</i>	<i>Ton</i>	<i>10,000</i>	10,313.05	103.13
	- <i>Outsourced rubber processing</i>	Ton	10,000	2,210.67	100.00
7	Rubber Consumption Output	Ton	33,100	27,709.19	83.71
8	Average Selling Price of Finished Rubber Products	VND Million/ Ton	36.41	45.18	124.08
9	Total Revenue	VND Billion	1,455.059	1,539.58	105.81
10	Total Profit Before Tax	VND Billion	277.184	356.447	128.59
11	Retained Earnings	VND Billion	245.219	316.803	129.19

The outstanding achievements mentioned above were made possible thanks to the support and favorable conditions provided by the leadership of the Group, the People's Committee of Binh Duong Province, as well as the assistance from the Group's specialized departments, provincial departments and agencies, and local authorities where the Company operates. In addition, the close guidance of the Board of Directors and the determined efforts of the Board of Management in concretizing and implementing the Company's business and production activities in accordance with the resolutions of the Board of Directors and the General Meeting of Shareholders, while strictly complying with the Company's Charter and legal regulations, also played a crucial role.

In addition, the Company has actively sought out and established partnerships for intercropping to improve land use efficiency and reduce investment costs for caring for immature rubber plantations. At the same time, in order to enhance business performance, the Board of Management proactively directed affiliated units and specialized departments to review and cut all unnecessary expenses in production and business activities, aiming to reduce costs and lower product prices; along with issuing guidelines and regulations to effectively control the Company's production and business operations.

IV. DIRECTION AND TASKS FOR 2025

1. Production Work

1.1 Tapping Operations

Continue reorganizing the structure and allocating staff and workers of the production teams in accordance with the condition of each type of plantation, ensuring effective plantation management. This includes reasonable and long-term labor assignments on tapped plantations to maintain stable yields and output.

Organize emulation movements promoting skilled labor, striving to meet production targets, and skill improvement campaigns to increase labor productivity, plantation yield, and product quality. Enhance the sense of responsibility and work efficiency, particularly in complying with technical procedures, unit rules, and regulations, while preserving long-term plantations and preventing product theft. Instruct plantations to focus on reinforcing rain shields and cup covers, ensuring maximum latex recovery to strive for exceeding the assigned production target of 12,800 tons.

1.2 Replanting and Care of Immature Rubber Plantations

Organize the replanting of 44.61 hectares, ensuring appropriate varietal structure, combined with disease prevention and treatment during the rainy season on plantation groups. Provide proper care for replanted areas to ensure 100% survival rate and compliance with foliage standards by December 31.

1.3 Procurement of Raw Latex: Ensure effective procurement activities, with particular attention to managing the weighing process, determining DRC content, and the quality of latex purchased from private plantations and contracted households, thereby guaranteeing that the final products meet export quality standards. Adjust latex procurement prices flexibly and promptly, striving to achieve a purchase volume of 10,000 tons of dry rubber equivalent.

1.4 Processing, Quality, and Environmental Management

Organize the processing of all harvested output from the company's plantations and procured latex from contracted and smallholder sources in the area, aiming to process and warehouse 23,300 tons of finished rubber of various types, ensuring that all finished products meet export standards.

Regularly inspect and monitor environmental protection activities at factories and relevant units to ensure compliance with legal regulations.

2. Business Operations: Balance the supply of rubber products from the company's own plantations and purchased raw latex to ensure timely fulfillment of delivery schedules under signed contracts. Simultaneously, maintain strong customer service to retain the company's traditional client base. Strive to sell 31,008 tons of various types of finished rubber, with projected rubber sales revenue of at least VND 1,290.87 billion, including an average selling price of VND 43.76 million per ton for harvested rubber.

3. Financial Management: Ensure thorough review of periodic financial statements and timely preparation in compliance with regulations. Effectively manage costs and product pricing in accordance with the Group's agreed plan to ensure efficient business operations and stable employee income. Fulfill tax obligations as required by law, and particularly, ensure the dividend payout ratio aligns with the resolution of the General Meeting of Shareholders. Develop and implement plans for capital management, preservation, and growth; optimize the use of available capital; and regularly monitor and reconcile receivables and payables in a timely and accurate manner.

4. Domestic and Overseas Investment Activities

4.1 - Phuoc Hoa Kampong Thom Aphivath Caoutchouc Co., Ltd: Effectively carry out the care and disease prevention and treatment for rubber plantations; organize the management and tapping activities in compliance with technical procedures, striving to exceed the assigned target of 11,000 tons. Ensure that all harvested latex is processed with export-standard quality. In addition to producing SVR 10 and SVR 20, focus on collecting raw materials for the production of SVR 3L and SVR CV50/60 to secure better selling prices. Strictly manage expenses and tax policies in accordance with Cambodian regulations.

4.2 - Truong Phat Rubber Joint Stock Company: Continue the company's restructuring as directed by the Vietnam Rubber Group, while also considering business cooperation to expand warehouses and factories for production and leasing purposes to ensure efficient business operations.

4.3 - Phuoc Hoa - Dak Lak Rubber and Forestry Limited Company: Continue proper care of immature rubber plantations (KTCB) and hybrid acacia forests according to standard procedures. Coordinate with local authorities to ensure effective forest protection for both protection forests and rubber plantations. Manage tapping activities in compliance with technical procedures, maximizing latex harvest to meet the target of 150 tons, and ensure proper sales of fresh latex. Carry out reforestation and implement basic construction projects as approved.

4.4 - Tan Binh Industrial Park Joint Stock Company: Continue maintaining strong relationships with domestic and international investment promotion agencies to attract investors to the industrial park. Strengthen supervision and inspection of businesses operating in permitted sectors, ensuring compliance with regulations and maintaining security within the park. Proceed with the selection of contractors and supervision of construction packages as planned for 2025. At the same time, proactively complete legal documents to either partner in or independently invest in industrial park or cluster projects on land managed by the parent company (PHR).

5. Basic Construction Work: Continue investing in essential basic construction projects that serve production and business operations as well as improve employee living conditions, as per the approved plan. At the same time, strictly comply with procedures and regulations in bidding processes.

6. Personnel Organization: Continue effectively implementing the restructuring plan for the company's political system to ensure streamlined, efficient, and effective operations in accordance with Resolution No. 18-NQ/TW (XII tenure) of the Party and directions from the Vietnam Rubber Group. Continue reviewing and updating personnel planning for leadership and managerial positions at all levels as prescribed, along with proper evaluation, promotion, appointment, rotation, and reassignment of personnel in

accordance with procedures. Prepare and implement personnel plans for leadership and management positions in alignment with the Party Congress at grassroots level and the Company's 2025–2030 term.

7. Human Resources, Labor, Salary, and Welfare Policies:

The Company will continue to appropriately regulate salaries throughout the year, ensuring wages are commensurate with employee contributions in each region, thereby creating favorable conditions for employees to work with peace of mind. The goal is to achieve an average income of at least VND 10 million/person/month. Training and professional development for officers and workers will be organized to improve skills and professional capacity for higher work efficiency.

The Company will coordinate with local health centers to conduct periodic health check-ups for all employees. Regular and ad hoc inspections will be maintained at grassroots units to ensure that all labor policies and benefits are fully delivered to workers. Additionally, the Company will coordinate the effective organization of cultural and spiritual activities in a cost-saving manner, while implementing social welfare policies in the local area to strengthen ties between the Company and local authorities at all levels.

8. Inspection, Security, and Military Affairs: The Company will maintain citizen reception activities and promptly resolve complaints and denunciations in accordance with regulations. It will direct the development of a high-quality security and militia force with a flexible and mobile deployment plan, and reinforce the organizational structure of the security force to ensure sufficient quantity and quality. The Company will continue to promote the effective role of the Unified Command at all levels to strengthen coordination with local authorities, ensuring social security and order, and safeguarding company assets and local residents in the area.

9. Office Administration and Emulation–Commendation Work:

Ensure effective handling of incoming and outgoing correspondence, timely and accurate document issuance and distribution to the correct recipients, while maintaining computer network data security and protection of State secrets. Regularly inspect storage facilities to prevent documents from being damaged by termites, mold, or deterioration; inspect vehicles to ensure the safe travel of staff during business trips.

Continue launching emulation movements in labor and production to strive for completion of assigned output targets, in conjunction with timely commendation and encouragement of collectives and individuals with outstanding achievements in production activities.

10. Other Tasks

Continue working with relevant authorities to promptly issue or reissue land use right certificates for various plots currently managed and used by the company, and to subdivide land titles for investors in the Phuoc Hoa Residential Area Project. Concurrently, review and prepare dossiers for land recovery projects initiated by local authorities when eligible, particularly for power infrastructure, transportation routes, and other public works that serve local socio-economic development.

Continue adjusting and amending land contracting agreements for rubber plantation and tapping purposes in accordance with Government Decree No. 168/2016/ND-CP.

Maintain effective implementation of ISO-certified management systems and forest certification systems under the company's sustainable development program, including PEFC Chain of Custody certification at the company's three rubber latex processing

plants. Proceed with implementation of the PEFC EUDR DDS system to meet the European Union Deforestation Regulation (EUDR) requirements.

Organize the 2025 Annual General Meeting of Shareholders and the Company-wide Employee Conference as planned, and direct subordinate units to organize the 2026 Employee Conferences at all levels.

Digital Transformation: Continue investing in infrastructure to enhance the company's digital transformation efforts, ensuring network safety and cybersecurity throughout the organization. Promote the use of QR codes to minimize paperwork in meetings, and raise employee awareness on proper digital transformation practices, coupled with the importance of protecting State secrets in cyberspace.

Recipients:

- As above;
- BOD, BOS of Vietnam Rubber Group;
- BOM of Vietnam Rubber Group;
- Party Committee, Board of Directors of the Company;
- BOM, BOS of the Company;
- Company's unions and associations;
- Plantations, factories;
- Subsidiary companies;
- Archive: Office, Office of Administration.

GENERAL DIRECTOR



Nguyen Van Tuoc

No.: 759/BC-CSPH

Binh Duong, June 23, 2025

REPORT

Operational Performance in 2024 – Operational Plan for 2025 of the Board of Supervisors of Phuoc Hoa Rubber Joint Stock Company

Presented to: The Annual General Meeting of Shareholders in 2025

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

Pursuant to the functions, duties, and powers of the Board of Supervisors as stipulated in the Charter on the organization and operation of Phuoc Hoa Rubber Joint Stock Company;

Pursuant to the Regulations on the organization and operation of the Board of Supervisors of Phuoc Hoa Rubber Joint Stock Company;

Pursuant to Resolution No. 20/2024/NQ-CSPH dated June 28, 2024, approved by the Annual General Meeting of Shareholders in 2024 of Phuoc Hoa Rubber Joint Stock Company.

The Board of Supervisors of Phuoc Hoa Rubber Joint Stock Company hereby reports on its operational performance in 2024 and the inspection and supervision plan for 2025 as follows:

I. Activities of the Board of Supervisors (BOS); Coordination Mechanism between the BOS, the Board of Directors, and the Board of Management in Implementing the Resolution of the Annual General Meeting of Shareholders in 2024.

1. Organizational Structure

The Board of Supervisors of Phuoc Hoa Rubber Joint Stock Company for the 2023–2028 term re-elected the Head of the Board of Supervisors at the Annual General Meeting of Shareholders held on June 28, 2024. Currently, the Board of Supervisors for the 2023–2028 term consists of three members, as follows:

- Mr. Nguyen Hong Ha : Head of the Board of Supervisors (Full-time)
- Mr. Vu Quoc Anh : Member
- Mr. Tran Anh Son : Member

2. Activities of the Board of Supervisors:

The Board of Supervisors has fully performed its functions and duties of inspection and supervision over governance, management activities, and other operations. It has also monitored compliance to ensure the Company's activities align with its Charter, internal regulations, and relevant legal provisions.

The Board of Supervisors performs inspections and oversight in accordance with its functions and duties as prescribed by the Law on Enterprises and the Company's Charter. It maintains a quarterly meeting schedule to review and unify reporting

contents, activity plans, and contributions to regular meetings of the Board of Directors.

It monitors and supervises the implementation progress of the targets set out in the Resolution of the Annual General Meeting of Shareholders in 2024, with a primary focus on overseeing the execution of the Company's business operations, financial activities, and capital construction investment plans.

It appraises business operation reports and periodic financial statements to ensure the reported data is truthful and accurate.

The summary report on the activities of the Board of Supervisors in 2023 and the activity plan for 2024 was submitted to and approved by the Annual General Meeting of Shareholders in 2024.

The Board of Supervisors monitored the comprehensive restructuring process and the implementation of remedial measures for existing issues in the business operations of Truong Phat Rubber Joint Stock Company, as well as the investment and business activities of the Phuoc Hoa – Dak Lak project.

It regularly updated on the business and investment performance of the parent company and its subsidiaries. It also made recommendations to the Board of Directors and the Board of Management regarding the selection of a qualified and experienced independent auditing firm to audit the 2024 financial statements in accordance with regulations.

The Board of Supervisors oversaw corporate governance practices, transparency in information disclosure, and other matters related to the rights of shareholders.

All members of the Board of Supervisors attended and contributed opinions, within their roles and responsibilities, in all meetings of the Board of Directors, the Board of Management, and the Company's briefings.

In the course of performing their duties with a high sense of responsibility, each member of the Board of Supervisors has consistently demonstrated sufficient professional competence in independently and objectively inspecting and supervising the accuracy and reasonableness of the financial statement figures, as well as the Company's compliance with legal regulations in its business and production activities.

3. Remuneration, Operating Expenses, and Other Benefits of the Board of Supervisors

Full name	Position	Current Year (VND)	Previous Year (VND)
Mr. Vo Thanh Hai	Head of the Board of Supervisors (until 28/06/2024)	379,830,781	404,046,366
Mr. Nguyen Hong Ha	Head of the Board of Supervisors (appointed from 28/06/2024)	283,689,177	-
Mr. Vu Quoc Anh	Supervisor	51,000,000	51,000,000
Mr. Tran Anh Son	Supervisor (appointed from 28/06/2023)	43,500,000	25,500,000
Mr. Nguyen Thanh Duc	Supervisor	7,500,000	25,500,000

4. Coordination Mechanism between the BOS, the Board of Directors, and the Board of Management.

The coordination mechanism between the Board of Supervisors and the Board of Directors and the Board of Management ensures full compliance with legal regulations as well as the Company's internal rules, aiming at sustainable growth. The Board of Directors, the Board of Management, and relevant departments have provided support

and favorable conditions for the Board of Supervisors to fulfill its functions and duties. The Board of Supervisors has been duly informed of and updated on the Company's strategic directions, governance activities of the Board of Directors, and the implementation and concretization of policies by the Board of Management. Recommendations and proposals made by the Board of Supervisors have been acknowledged, reviewed, and seriously implemented by the Board of Directors and the Board of Management. During the year, the Board of Supervisors did not receive any complaints from shareholders regarding the Company's business operations or the management activities of the Board of Directors and the Board of Management.

II. Results of supervision and monitoring regarding the implementation of the Resolution of the Annual General Meeting of Shareholders in 2024:

1. Assessment of the performance of the Board of Directors and the Board of Management.

The Board of Directors and the Board of Management have led and directed the implementation of the key business, investment, and operational targets, generally fulfilling the objectives set forth in Resolution No. 20/2024/NQ-CSPH dated June 28, 2024, which was approved by the Annual General Meeting of Shareholders in 2024.

All meetings of the Board of Directors were attended by all members. The process of collecting opinions from the members of the Board of Directors was conducted in accordance with the proper procedures and the Company's Charter and internal regulations. The resolutions of the Board of Directors were passed with high consensus among members and were promptly and seriously implemented by the Board of Management.

The Board of Directors held 05 regular meetings and conducted 32 rounds of written voting throughout the year. A total of 37 Resolutions were issued in accordance with the Company's Charter. These resolutions were issued in a timely and complete manner to address matters related to the Company's business and production management.

On a regular basis, the Board of Management, along with relevant departments, held coordination meetings with farms and factories (now known as Production Teams and Processing Plants), as well as with subsidiary companies, to implement assigned tasks and resolve arising issues. Joint efforts were made to propose balanced and optimal solutions to ensure uninterrupted business and production operations.

The Board of Directors and the Board of Management have complied with regulations on organization and corporate governance to properly perform their assigned duties. Members of the Board of Directors, the Board of Management, and managerial staff have fully carried out their functions, duties, and powers as stipulated in the Company's Charter and the Resolutions of the Annual General Meeting of Shareholders. They have ensured the Company's obligations to the state budget, shareholders, and employees are fulfilled.

In 2024, amidst a challenging business environment characterized by labor shortages, natural disasters, storms, and rising raw material prices, significant pressure was placed on enterprises in general and the rubber industry in particular. As a result, managing production and business costs and product selling prices faced numerous difficulties. The Board of Directors and the Board of Management made great efforts to implement proactive measures, resolve difficulties, and effectively control costs in order to meet the planned targets.

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The Resolutions of the Board were implemented to execute the 2024 business and production plan as well as the basic construction investment plan. At the same time, the preparation of the 2025 business and investment plans was directed in accordance with the regulations of the Group. Human resource management, staff planning, and personnel organization were closely monitored and guided to ensure public, transparent processes with the consensus of all levels of leadership.

2. Implementation of the 2024 Business and Production Plan:

Based on the Resolution of the Annual General Meeting of Shareholders in 2024, which was duly approved, the Board of Directors and the Executive Management of the Company have implemented the following key targets:

Indicator	Unit	Plan	Actual	Rate %
Replanting area	Ha	190.10	191.49	100.73
Extraction area	Ha	8,795.65	8,795.79	100.00
Immature rubber plantation area under maintenance	Ha	3,887.17	3,887.30	100.00
Rubber Extraction Output	Ton	12,400	12,771.73	103.00
Domestic rubber purchased output	Ton	10,000	10,355.06	103.55
Finished rubber purchased output	Ton	6,700	6,965.28	103.96
Rubber Processed Output	Ton	22,400	21,497.41	95.97
Rubber Consumption Output	Ton	33,100	28,398.96	85.80
Average Selling Price of Finished Rubber Products / Ton	VND Million	36.41	46.31	127.19
Total Revenue	VND billion	1,455.06	1,539.58	105.81
Total Profit Before Tax	VND billion	277.184	356.45	128.60
Retained Earnings	VND billion	245.22	316.80	129.19
Payable to the State Budget	VND billion	140.567	155.88	110.89
Average Number of Employees	Người	2,615	2,090	79.92
Profit Before Tax to Total Revenue Ratio	%	19.05	23.15	121.54
Profit Before Tax to Charter	%	20.46	26.31	128,60

Capital Ratio				
Dividend Payout Ratio	%	12.35		

3. Investment Status in Subsidiaries and Financial Investments

3.1 Investment in Subsidiaries: VND 1,306,518,035,663

Subsidiaries	Total investment capital as of December 31, 2024	Dividends and profits received
1. Phuoc Hoa KamPong Thom Aphivath Caoutchouc Co., Ltd	917,807,617,851	42,929,926,327
2. Phuoc Hoa Dak Lak Rubber Limited Company Phuoc Hoa – Dak Lak Rubber and Forestry Limited Company	96,286,390,515 119,224,027,297	
3. Truong Phat Rubber Joint Stock Company	35,000,000,000	
4. Tan Binh Industrial Park Joint Stock Company	128,000,000,000	51,200,000,000
5. Viet Nam Furniture Town Corporation	10,200,000,000	

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3.2 Investment in joint ventures, associates, and other entities: VND 185,540,477,252

Project/ Investment cost	Total investment capital as of December 31, 2024	Dividends and profits received
1. Nam Tan Uyen Joint Stock Company	53,032,117,197	47,309,040,000
2. Geruco - Song Con Hydro Power Joint Stock Company	57,000,000,000	17,100,000,000
3. VRG Ngoc Linh Hydro Power Joint Stock Company	28,465,390,000	
4. Quasa - Geruco Joint Stock Company	24,300,000,000	
5. Sonla Rubber Joint Stock Company	20,000,000,000	
6. Geru Star Sport Joint Stock Company	2,741,893,451	236,000,000
7. Sai Gon VRG Investment Corporation	1,076,604	473,600

In order to align with the current scale of investment and to restructure projects in accordance with the policy of the Vietnam Rubber Group - Joint Stock Company, during the year, the Company focused solely on internal investments and did not invest in any new projects.

The projects in which the Company has invested or contributed capital have proven effective and generated profits during the year, including: Nam Tan Uyen Joint Stock Company, Tan Binh Industrial Park Joint Stock Company, Phuoc Hoa Kampong Thom Aphivath Caoutchouc Co., Ltd, Quasa Geruco Joint Stock Company, Phuoc Hoa Dak Lak Rubber Limited Company, and Truong Phat Rubber Joint Stock Company, which has recorded profits during the restructuring of its production and business activities.

4. On Salaries and Employee Policies

In 2024, the Company's payroll management and employee-related policies were implemented in compliance with applicable labor laws and regulations. Monthly salary payments were made in a timely, sufficient, and lawful manner.

Employment contracts between the employer and employees were executed in accordance with the provisions of the Labor Code. Employees were fully enrolled in compulsory social insurance (SI), health insurance (HI), and unemployment insurance (UI) schemes. Monthly contributions to these insurance funds were duly remitted to the Phu Giao District Social Security Agency.

As of December 31, 2024, the total headcount at the parent company stood at 2,020 employees, with an average workforce of 2,090 employees throughout the year. The total salary fund paid to employees and managerial personnel amounted to VND 248,567,317,000. The average monthly salary was VND 9,757,000 per employee, while the average monthly income reached VND 11,809,000 per employee. In addition to base salaries, the Company effectively implemented various supplementary employee benefit policies, such as mid-shift meals, hazardous work allowances, and provision of personal protective equipment, with total expenditures amounting to VND 22,428,363,250.

In 2024, the Company processed severance and resignation benefits for 278 employees, with a total payout of VND 3,244,061,507.

5. Capital Construction Investment, Fixed Assets, and Depreciation

5.1 Capital Construction Investment

In 2024, the Company carried out only essential capital investment projects in accordance with the production and business plan at the parent company.

The Company re-planted rubber trees on an area of 191.49 hectares and tended to 3,887.30 hectares of immature rubber plantations.

5.2 Fixed Assets, and Depreciation

As of December 31, 2024 – the reporting date of the annual financial statements – the Company conducted a periodic inventory of fixed assets, materials, and goods in accordance with applicable regulations.

- As of December 31, 2024, the historical cost of fixed assets totaled VND 1,059,137,206,464, comprising:

+ Fixed assets used for production and business activities: VND 1,036,442,224,481

+ Welfare-related fixed assets: VND 22,694,981,983

Of which: Productive rubber plantations: VND 614,014,846,464

Buildings and structures: VND 267,862,415,675

Machinery, equipment, and transportation vehicles: VND 175,177,025,244

Management tools and equipment: VND 1,313,991,818

Software and programs: VND 768,927,273

- Total depreciation of fixed assets recorded in 2024 was VND 43,444,932,825, including: Allocated to production, business, and investment costs: VND 42,187,279,437; Allocated to the welfare fund: VND 1,257,653,388.

6. Financial Position

As of December 31, 2024, the Company's charter capital was VND 1,354,991,980,000.

Based on the review of the 2024 financial statements prepared by the Company and related documentation, the Board of Supervisors notes the following:

The financial statements have been prepared in accordance with Vietnamese Accounting Standards, the Enterprise Accounting Regime, and other relevant legal regulations as of the reporting dated December 31, 2024. The financial statements fairly and accurately reflect the Company's sound financial position, with capital preserved and developed, and profit achieved and exceeding the planned target.

The Company has fulfilled all obligations to the State budget, ensured sufficient financial resources to make timely dividend payments to shareholders, and fully complied with policies and entitlements for employees. The interests of shareholders, the Company, and employees have been harmoniously balanced.

Summary of General Financial Indicators

Unit: VND

No.	Financial Indicators	31/12/2023	31/12/2024	Compare 2024/2023
01	Total Assets	6,160,532,490,687	5,931,927,851,865	96.29%
02	Total Revenue and Other Income	1,978,058,272,389	1,948,724,103,842	98.52%
03	Net profit from operating activities	432,192,058,959	470,207,783,657	108.80%
04	Other profit	359,769,681,578	73,119,296,191	20.32%
05	Total net profit before tax	791,961,740,537	543,327,079,848	68.61%
06	Profit after corporate income tax	661,288,002,217	483,021,699,190	73.04%

(Source: Audited Consolidated Financial Statements)

7. Report on Monitoring Transactions Between the Company and Related Parties:

Pursuant to Clause 4, Article 290 of Decree No. 155/2020/ND-CP regarding the supervision of transactions between the company and related parties, no transactions were identified in 2024 between the Company and its subsidiaries, or with entities over which the public company holds more than 50% of charter capital, and members of the Board of Directors, the General Director, other executive officers, or their related persons; nor were there any transactions between the Company and any entity in which members of the Board of Directors, the General Director, or other executive officers of the Company have served as founding shareholders or held managerial positions within the three years preceding the date of the transaction, in violation of applicable regulations.

The Board of Supervisors has not identified any other transactions in 2024 that may have resulted in material or immaterial benefits to members of the Board of Directors, the Board of Supervisors, the General Director, or the Executive Management.

III. Recommendations of the Board of Supervisors:

Based on the results achieved in 2024, and in order to accomplish the production and business targets while minimizing errors and risks in the direction, management, and operation of production and business activities in 2025, the Board of Supervisors hereby presents the following recommendations to the Board of Directors and the Board of Management:

In 2025, the Board of Directors and the Board of Management are advised to closely monitor market price fluctuations and develop detailed plans along with specific solutions to ensure safe and efficient business operations. The Company should continuously improve governance and management practices; create the most favorable conditions for the managerial team and employees to fully utilize their capabilities, achieve and surpass the financial and business targets, and contribute to the Company's stable development.

Continue to actively direct and support affiliated units in implementing specific measures to recruit latex harvesting workers in accordance with regulations, ensuring an adequate workforce for the 2025 tapping season. With respect to indirect management personnel, the Company should reorganize and streamline the organizational structure, refine operating mechanisms, and allocate managerial resources based on the functions and structure of each unit and specialized department. This should be done in line with the Group's prescribed ratios, aiming to enhance the efficiency and effectiveness of business operations and management.

Continue reviewing and adjusting labor norms, operating cost items that are currently inappropriate, and capital construction investment items that are not truly essential. Cost-saving measures should be adopted to reduce production costs while increasing employee income as a means of retaining the workforce.

Continue monitoring and promptly addressing any instances of rubber tree death or tapping dryness at Phuoc Hoa Dak Lak Limited Liability Company caused by adverse weather conditions.

Continue to promote digital transformation and the application of information technology in the Company's production and business activities. Ensure timely and compliant disclosure of information in accordance with applicable regulations.

Strengthen inspection and supervision based on the principle of risk prevention and error minimization across all areas of production and business operations, capital

construction investment, and routine procurement activities - particularly in the fields of finance and accounting. Enhance asset protection and optimize latex output from rubber plantations.

Continue to oversee and direct the reconciliation and recovery of receivables to ensure timely debt collection and prevent the accumulation of overdue or potentially irrecoverable debts.

Continue recommending that Nam Tan Uyen Joint Stock Company promptly carry out the necessary procedures to request the People's Committee of Binh Duong Province to issue a decision on land revocation, providing the legal basis for Phuoc Hoa Rubber Joint Stock Company to reduce the area of 19.4839 hectares from its land use right certificate and adjust the corresponding annex to the land lease agreement.

Continue actively engaging with the Department of Natural Resources and Environment of Dak Lak Province to obtain approval for the land use plan and issuance of the Land Use Rights Certificate for the Phuoc Hoa – Dak Lak Rubber and Forestry Project.

Continue coordinating with relevant units to reconcile and offset receivables and payables related to amounts transferred by individuals to Truong Phat Rubber Processing Joint Stock Company without a clear description of the payment purpose.

Continue implementing corrective actions in response to the conclusions of Inspection Report No. 85/KL-TTrXD dated March 29, 2024, issued by the Binh Duong Department of Construction regarding the investment procedures for infrastructure development at Tan Binh Industrial Park Joint Stock Company.

Continue working actively with relevant authorities to obtain the Land Use Rights Certificate for Suoi Lung Reservoir and to complete land title separation procedures for customers in the Phuoc Hoa Residential Area.

Ensure the repatriation of profits from overseas operations to the parent company in compliance with applicable regulations once all conditions are met.

Enhance the role and responsibilities of the Company's capital representatives at investee entities in accordance with the provisions of law and the Group's internal regulations. Strengthen management, inspection, and supervision activities with greater focus on grassroots units, especially those involving investment projects, capital contributions, and subsidiaries.

For the leadership positions currently vacant at Phuoc Hoa Dak Lak Limited Liability Company and Phuoc Hoa – Dak Lak Rubber and Forestry Development Limited Company, timely appointments should be made to reinforce management responsibility and operational effectiveness at these units.

IV. Supervision and Inspection Plan for 2025

The Board of Supervisors will carry out regular and periodic supervision of the Company's management, direction, and execution of production and business activities. Key areas of focus will include:

Monitoring the implementation of the Resolutions adopted by the 2025 Annual General Meeting of Shareholders and the Resolutions of the Board of Directors. Participating in meetings of the Board of Directors, the Board of Management, and the Company's regular executive briefings.

Supervising the governance and executive activities of the Board of Directors and the Board of Management; conducting regular inspections and supervision at the Company.

Monitoring the implementation of the business plan at subsidiaries, including Tan Binh Industrial Park, Truong Phat, Phuoc Hoa Dak Lak, and Phuoc Hoa Kampong Thom.

Preparing periodic and ad-hoc reports by the Board of Supervisors; compiling documentation and materials for the Annual General Meeting of Shareholders in 2025.

Performing other tasks in accordance with the Company's Charter and relevant legal regulations.

Monitoring the implementation of shareholder recommendations (if any) and recommendations made by the Board of Supervisors.

Reviewing and assessing the annual and semi-annual financial statements of the parent company and its subsidiaries; recommending the selection of the independent auditor for the 2025 financial statements.

Overseeing the implementation of recommendations and corrective actions based on conclusions from inspections, audits by the State Audit, and the Rubber Industry authorities (if any).

Participating in professional training courses on inspection and supervision organized by higher authorities (if any).

Continuing to monitor the restructuring process of Truong Phat Rubber Joint Stock Company; the management, care, and protection of forests; as well as the investment management and exploitation of rubber and hybrid acacia plantations under the Phuoc Hoa Dak Lak project.

The above is the Report on Activities in 2024 and the Supervision and Inspection Plan for 2025. The Board of Supervisors respectfully welcomes feedback and suggestions from shareholders to further improve the effectiveness of our inspection and supervision activities in the coming period.

The Board of Supervisors sincerely thanks the Shareholders for their trust and support; and expresses appreciation for the cooperation of the Board of Directors, the Board of Management, functional departments, and affiliated units in facilitating the successful fulfillment of our duties.

Respectfully submitted to the General Meeting of Shareholders.

Recipients:

- As above;
- The BOD, BOM;
- Archive: Secretary to the BOD, BOS

**ON BEHALF OF THE BOARD OF
SUPERVISORS**

HEAD OF THE BOARD



Nguyen Hong Ha

PROPOSAL

Regarding the Selection of the Auditor for the 2025 Financial Statements

Presented to: The Annual General Meeting of Shareholders in 2025

Pursuant to the Securities Law No. 54/2019/QH14 passed by the 14th National Assembly dated November 26, 2019;

Pursuant to Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance "Guiding Information Disclosure on the Securities Market";

Pursuant to the Charter of the Company (as amended and supplemented) and the Internal Corporate Governance Regulations (as amended and supplemented) approved by the Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company dated June 28, 2023;

Pursuant to the list of audit firms and auditors approved by the State Securities Commission to audit issuing organizations, listed organizations, and State Securities Commission;

Pursuant to Resolution No. 37/2025/NQ-CSPH dated June 23, 2025 of the Board of Directors of Phuoc Hoa Rubber Joint Stock Company on the approval of the contents to be submitted to The Annual General Meeting of Shareholders in 2025.

The Board of Supervisors of Phuoc Hoa Rubber Joint Stock Company has reviewed the following auditing firms:

1. AASC Auditing Company Limited;
2. Deloitte Vietnam Company Limited;
3. KPMG Limited Company;
4. Viet Nam Auditing and Valuation Company Limited (AVA)

The above-mentioned auditing firms are deemed to have sufficient competence and experience to conduct the review of the semi-annual financial statements and the audit of the annual financial statements. The Board of Supervisors respectfully submits to the Annual General Meeting of Shareholders for approval the authorization of the Board of Directors and the Board of Supervisors to select one of the four auditing firms to perform the semi-annual review and the annual audit of the 2025 financial statements of the Company./.

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

Recipients:

- As above;
- Board of Directors;
- Member of the Board of Supervisors
- Filing: Office of Administration, Board of Supervisors

**ON BEHALF OF THE BOARD OF
SUPERVISORS
HEAD OF THE BOARD**



Nguyen Hong Ha

No.: 772/TTr-CSPH

Binh Duong, June 23, 2025

PROPOSAL

Approval of Business Results, Investment and Profit Distribution for 2024 and Business Plan, Investment and Profit Distribution for 2025 at The Annual General Meeting of Shareholders in 2025

Presented to: The Annual General Meeting of Shareholders in 2025

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Pursuant to the Operating Regulations of the Board of Directors of the Company (as amended) approved by the Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company dated June 15, 2021;

Pursuant to Official Letter No. 2672/CSVN-TCKT dated August 28, 2024, of the Vietnam Rubber Group regarding the approval of the 2024 Business and Financial Plan of Phuoc Hoa Rubber Joint Stock Company;

Pursuant to Decision No. 389/QĐ-HĐQTCSVN dated October 21, 2024, of the Board of Directors of the Vietnam Rubber Group regarding the provisional assignment of the 2025 production volume plan to the member units under the Vietnam Rubber Group – Joint Stock Companies (the Group);

Pursuant to Official Letter No. 115/HĐQTCSVN-TCKT dated March 11, 2025, and Official Letter No. 683/HĐQTCSVN-TCKT dated March 31, 2025, of the Vietnam Rubber Group regarding the organization of the Annual General Meeting of Shareholders in 2025;

Pursuant to Official Letter No. 369/HĐQTCSVN-TCKT dated June 4, 2025, of the Board of Directors of the Vietnam Rubber Group regarding agreement on several matters for discussion and voting at the Annual General Meeting of Shareholders in 2025 of Phuoc Hoa Rubber Joint Stock Company;

Pursuant to the business results for 2024 and several planned business targets for 2025;

Pursuant to Resolution No. 08/2025/NQ-CSPH dated February 26, 2025, of the Board of Directors (1st Meeting of 2025);

Pursuant to Resolution No. 37/2025/NQ-CSPH dated June 23, 2025, of the Board of Directors of Phuoc Hoa Rubber Joint Stock Company on the approval of the contents to be submitted to the Annual General Meeting of Shareholders in 2025.



The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval the business performance, investment, and profit distribution results for 2024, as well as the plan for 2025, as follows:

1. Approval of the 2024 business performance results according to the audited financial statements with the following key highlights:

- Rubber Extraction Output:	12,771.73 tons
- Rubber Purchased Output:	17,320.34 tons
+ <i>Domestic raw materials:</i>	<i>10,355.06 tons</i>
+ <i>Finished products from purchase:</i>	<i>6,965.28 tons</i>
- Consumption volume:	28,398.96 tons
- Average selling price:	VND 45.273 million/ton
- Parent company's total revenue:	VND 1,539.585 billion
- Consolidated total revenue:	VND 1,948.724 billion
- Parent company's profit before tax:	VND 356.447 billion
- Consolidated profit before tax:	VND 543.327 billion
- Parent company's profit after tax:	VND 316.802 billion
- Consolidated profit after tax:	VND 483.021 billion
* 2024 Profit Distribution:	VND 316.826 billion
- <i>From 2024 profit after tax:</i>	<i>VND 316.802 billion</i>
- <i>From retained earnings carried forward:</i>	<i>VND 0.024 billion</i>

Appropriation of Profit:

- Allocations to Funds:	VND 133.508 billion
+ <i>Development Investment Fund (30%):</i>	<i>VND 95.041 billion</i>
+ <i>Bonus and Welfare Fund:</i>	<i>VND 38.287 billion</i>
+ <i>Management Bonus Fund:</i>	<i>VND 0.180 billion</i>
- Cash Dividend at 13.5% of Charter Capital:	VND 182.924 billion
- Retained Earnings Carried Forward to Next Year:	VND 0.394 billion

2. Approval of the 2025 Business Plan, Investment Plan, Profit Distribution and Dividend Payment with the following key contents:

- Rubber Extraction Output:	12,800 tons
- Rubber Purchased Output:	17,200 tons

(In which: Domestic raw materials: 10,500 tons; Finished rubber (PHK): 6,700 tons)

- Rubber Consumption Output: 31,008 tons
- Including: - *From the Company's plantation:* 12,800 tons
- *From purchased raw materials:* 10,500 tons
- *From purchased finished products (PHK):* 7,708 tons
- Average selling price (parent company): VND 44.731 million/ton
- Total revenue (parent company): minimum VND 1,673.994 billion
- Profit before tax (parent company): minimum VND 375.570 billion
- Profit after tax (parent company): minimum VND 341.819 billion
- Appropriations to funds:
- + Development Investment Fund: up to 30% of Profit After Tax in 2025
- Cash Dividend: minimum VND 178.385 billion (equivalent to 13.16% of charter capital)
- Total investment demand: up to VND 338.394 billion.

The official profit distribution for 2025 will be determined after the audited financial statements are available. The capital representative of the Group at the unit will submit the proposed profit distribution to the Group for agreement, which will then be voted on at meetings of the Board of Directors and the Annual General Meeting of Shareholders.

Respectfully submitted to the Annual General Meeting of Shareholders 2025 for review and approval of the aforementioned matters.

Respectfully yours./.

Recipients:

- As above;
- BOD;
- BOS;
- Archive: Office of Administration, Secretary to the BOD, Finance and Accounting Department.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Huynh Kim Nhut

No.: 773/TTr-CSPH

Binh Duong, June 23, 2025

PROPOSAL

Regarding the payment of remuneration to the Board of Directors, Board of Supervisors, the Company Secretary, and the Person in charge of Corporate Governance for 2024 and the remuneration plan for 2025

Presented to: The Annual General Meeting of Shareholders in 2025

Pursuant to the Law on Enterprises No. 59/2020/QH14;

Pursuant to the Company's Charter (as amended and supplemented) and the Internal Corporate Governance Regulations (as amended and supplemented) approved by the Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company dated June 28, 2023; and the Operational Regulations of the Board of Directors of the Company (as amended) approved by the Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company dated June 15, 2021;

Pursuant to Official Letter No. 683/CSVN-TCKT dated March 31, 2025 of the Vietnam Rubber Group - Joint Stock Company regarding the organization of the 2025 Annual General Meeting of Shareholders;

Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2024;

Pursuant to Resolution No. 37/2025/NQ-CSPH dated June 23, 2025 of the Board of Directors of Phuoc Hoa Rubber Joint Stock Company regarding the agreement on the contents to be submitted to the Annual General Meeting of Shareholders in 2025.

The Board of Directors of the Company respectfully submits to the Annual General Meeting of Shareholders in 2025 as follows:

1. Remuneration Implementation in 2024:

Pursuant to Article 5 of Resolution No. 20/2024/NQ-CSPH dated June 28, 2024, the Company has implemented the payment of remuneration to members of the Board of Directors, members of the Board of Supervisors, the Company Secretary, and the Person in charge of Corporate Governance with the following remuneration levels:

- Chairman of the Board of Directors : VND 5 million/person/month (concurrently holding other positions)
- Member of the Board of Directors : VND 3 million/person/month (concurrently holding other positions)
- Member of the Board of Supervisors, : VND 2 million/person/month
Company Secretary:

The total remuneration expenses paid in 2024 amounted to VND 240,000,000 (including personal income tax).

For members of the Board of Directors and the Head of the Board of Supervisors working on a full-time basis, in accordance with current legal regulations, the Company did not pay remuneration but instead paid salary from the salary fund as approved by the Board of Directors.

Remuneration of members of the Board of Directors and the Board of Supervisors; Salaries of full-time members of the Board of Directors were presented as a separate item in the Company's 2024 Financial Statements.

2. Remuneration plan for 2025:

Based on the Company's business performance, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders in 2025 for approval of the 2025 remuneration plan for members of the Board of Directors, members of the Board of Supervisors, the Company's Information Disclosure Officer, the Company Secretary, and the Person in charge of Corporate Governance, with specific details as follows:

- Chairman of the Board of Directors : VND 5 million/person/month
(concurrently holding other positions)
- Member of the Board of Directors : VND 3 million/person/month
(concurrently holding other positions)
- Member of the Board of Supervisors, the : VND 2 million/person/month
Company's Information Disclosure Officer, the
Company Secretary/ the Person in charge of
Corporate Governance

The above remuneration rates apply to members of the Board of Directors, members of the Board of Supervisors, and the Company Secretary working on a part-time (non-executive) basis. For cases where members of the Board of Directors, members of the Board of Supervisors, the Company Secretary, and the Person in charge of Corporate Governance work on a full-time (executive) basis, pursuant to prevailing legal regulations, the Company shall not pay remuneration but shall instead pay salaries from the Salary Fund as approved by the Board of Directors.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval by voting./.

Respectfully submitted!

Recipients:

- As above;
- Members of the BOD;
- BOS;
- Archive: Office of Administration, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Huynh Kim Nhut

PROPOSAL
Regarding the Dismissal and Supplementary Election of Members to the
Board of Directors of Phuoc Hoa Rubber Joint Stock Company
for the Term 2023-2028

Dear: Esteemed Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Based on the Charter of Organization and Operation of Phuoc Hoa Rubber Joint Stock Company, as amended and supplemented, approved by the Annual General Meeting of Shareholders dated June 28, 2023;

Based on the resignation letter from Mr. Nguyen Van Tuoc, who is member of the Board of Directors for the term 2023-2028;

Based on Resolution No. 35/2025/NQ-CSPH dated June 23, 2025, by the Board of Directors regarding personnel matters;

Based on Decision No. 242/QĐ-HĐQTCSVN dated June 26, 2025, by the Board of Directors of Vietnam Rubber Group regarding the termination of the appointment of the Group's representative at Phuoc Hoa Rubber Joint Stock Company;

Based on Decision No. 243/QĐ-HĐQTCSVN dated June 26, 2025, by the Board of Directors of Vietnam Rubber Group regarding the appointment of a new representative of the Group at Phuoc Hoa Rubber Joint Stock Company;

The Board of Directors of Phuoc Hoa Rubber Joint Stock Company respectfully submits the following content for the approval of the General Meeting of Shareholders:

1. Dismissal of the position of a member of the Board of Directors (BOD) of Phuoc Hoa Rubber Joint Stock Company for the term 2023-2028, in relation to Mr. Nguyen Van Tuoc – Member of the BOD and General Director of the Company (according to the resignation letter).

2. Supplementary Election of a Member to the Board of Directors for the term 2023-2028:

- Based on the need to restructure the Board of Directors following the above-mentioned dismissal, the Board of Directors proposes to the General Meeting of Shareholders to consider and elect one (1) additional member to the Board of

Directors for the remaining term of 2023-2028.

- Candidate eligibility for the Board of Directors (*according to Clause 1, 2, Article 155 of the Enterprise Law No. 59/2020/QH14; Article 276 of Decree No. 155/2020/ND-CP, and Clause 4, Article 25 of the Company's Charter*).

- The candidate proposed by the Board of Directors of Phuoc Hoa Rubber Joint Stock Company:

+ Mr. Tran Hoang Giang - Born on October 30, 1980.

+ Current Position: Deputy General Director of Phuoc Hoa Rubber Joint Stock Company and General Director of Phuoc Hoa KamPong Thom Aphivath Caoutchouc Co., Ltd.

+ Academic Qualification: Master's degree in Accounting and Auditing.

We respectfully submit for the Annual General Meeting of Shareholders' consideration. Sincerely submitted!

Recipients:

- As above;
- The BOD;
- The BOS;
- Archive: Office of Administration, Org-Labor - Wages Dept., Secretary.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Huynh Kim Nhut

PROPOSAL
Regarding the Dismissal and Supplementary Election Members to the Board
of Supervisors of Phuoc Hoa Rubber Joint Stock Company
for the Term 2023-2028

Dear: Esteemed Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Based on the Charter of Organization and Operation of Phuoc Hoa Rubber Joint Stock Company, as amended and supplemented, approved by the Annual General Meeting of Shareholders dated June 28, 2023;

Based on the resignation letter from Mr. Vu Quoc Anh, who is member of the Board of Supervisors for the term 2023-2028;

Based on Resolution No. 37/2025/NQ-CSPH dated June 23, 2025, by the Board of Directors of Phuoc Hoa Rubber Joint Stock Company regarding the agreement on the contents to be presented to the Annual General Meeting of Shareholders in 2025;

Based on Official Letter No. 476/HĐQTCSVN-TCCB dated June 26, 2025, by the Board of Directors of Vietnam Rubber Group regarding the dismissal and introduction of a new member to the Board of Supervisors of Phuoc Hoa Rubber Joint Stock Company for the 2023-2028 term;

The Board of Directors of Phuoc Hoa Rubber Joint Stock Company respectfully submits the following content for the approval of the General Meeting of Shareholders:

1. Dismissal of the position of Member of the Board of Supervisors of Phuoc Hoa Rubber Joint Stock Company for the term 2023 – 2028, for Mr. Vu Quoc Anh – Member of the Board of Supervisors of the Company (*according to the resignation letter*).

2. Supplementary Election of a Member to the Board of Supervisors for the term 2023 – 2028 as follows:

- Based on the need to restructure the Board of Supervisors following the above-mentioned dismissal, the Board of Directors proposes to the General Meeting of Shareholders to consider and elect one (1) additional member to the Board of Supervisors for the remaining term of 2023-2028.

- The criteria for the candidate to join the Board of Supervisors (*according to Clause 1, Article 169 of the Enterprise Law No. 59/2020/QH14; Article 286 of Decree No. 155/2020/ND-CP, and Clause 2, Article 37 of the Company's Charter*).

- The candidate proposed by the Board of Directors of Phuoc Hoa Rubber Joint Stock Company:

+ Mr. Vo Quoc Thang - Born on January 1, 1994

+ ID Number: 080094000835 Issued on: April 8, 2021, Issued by: Director General of the Police Department for Administrative Management of Social Order

+ Nationality: Vietnam Ethnicity: Kinh

+ Permanent address: Doan Kiet, Da Huoi, Lam Dong

+ Academic Qualification: Master's degree in Public Policy - Leadership and Management.

We respectfully submit for the Annual General Meeting of Shareholders' consideration. Sincerely submitted!

Recipients:

- As above;
- The BOD;
- The BOS;
- Archive: Office of Administration, Org-Labor - Wages Dept., Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Huynh Kim Nhat

No.: 774/TTr-CSPH

Binh Duong, June 23, 2025

PROPOSAL

Regarding the amendment of the Charter to adjust and add the number of legal representatives of Phuoc Hoa Rubber Joint Stock Company

Presented to: The Annual General Meeting of Shareholders in 2025

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

Pursuant to the Charter on the organization and operation of Phuoc Hoa Rubber Joint Stock Company (as amended and supplemented) approved by the Annual General Meeting of Shareholders dated June 28, 2023;

Pursuant to Official Letter No. 681/HĐQTCSVN-TCCB dated August 9, 2024 of the Board of Directors of Vietnam Rubber Group – Joint Stock Company regarding the review and supplementation of the legal representative content in the Charters of member joint stock companies of the Group.

Pursuant to Official Letter No. 3819/CSVN-TCCB dated December 23, 2024 of Vietnam Rubber Group – Joint Stock Company regarding the review and reporting on the status of legal representative registration at the Group's member units;

Pursuant to Official Letter No. 369/HĐQTCSVN-TCKT dated June 4, 2025 of the Board of Directors of Vietnam Rubber Group – Joint Stock Company regarding agreement on certain contents to be presented and voted on at the Annual General Meeting of Shareholders in 2025 of Phuoc Hoa Rubber Joint Stock Company;

Pursuant to Resolution No. 15/2025/NQ-CSPH dated March 26, 2025 of the Board of Directors of Phuoc Hoa Rubber Joint Stock Company;

Pursuant to Resolution No. 37/2025/NQ-CSPH dated June 23, 2025 of the Board of Directors of Phuoc Hoa Rubber Joint Stock Company regarding the approval of the contents to be submitted to the Annual General Meeting of Shareholders in 2025.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders in 2025 for consideration and approval the amendment of Article 3 of the Company's Charter on Organization and Operation: The Company shall have two legal representatives, namely the Chairman of the Board of Directors and the General Director of the Company.

Respectfully submitted!

Recipients:

- As above;
- Members of the BOD;
- BOS;
- Archive: Office of Administration, Human Resources and Compensation Department, Secretary of the BOD.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Huỳnh Kim Nhut

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

CURRICULUM VITAE

1. Full name: **Tran Hoang Giang**
2. Date of birth: October 30, 1980, Gender: Male
3. Place of birth: Tan Binh Town, Bac Tan Uyen District, Binh Duong Province
4. Nationality: Vietnamese
5. Citizen ID Card No.: , Date of issue: July 17, 2022, Place of issue: Police Department for Administrative Management of Social Order.
6. Permanent residence:
7. Current employer and position: Deputy General Director – Phuoc Hoa Rubber Joint Stock Company
8. Education level: 12/12
9. Professional qualification: Master of Economics.
10. Employment History:

Time	Workplace	Position
From March 2003 to August 2012.	Phuoc Hoa Rubber Joint Stock Company	- Staff of Accounting and Finance Department
From September 2012 to February 2014.	Phuoc Hoa Rubber Joint Stock Company	- Deputy Head of Accounting and Finance Department
From March 2014 to November 2019.	Phuoc Hoa Rubber Joint Stock Company	- Chief of Office
From December 2019 to February 2023.	Phuoc Hoa Rubber Joint Stock Company	- Chief Accountant
From March 2023 to July 2024.	Phuoc Hoa KamPong Thom Aphivath Caoutchouc Co. Ltd	- General Director of Phuoc Hoa KamPong Thom Aphivath Caoutchouc Co. Ltd

From August 2024 to present	Phuoc Hoa Rubber Joint Stock Company	- Deputy General Director of Phuoc Hoa Rubber Joint Stock Company cum General Director of Phuoc Hoa KamPong Thom Aphivath Caoutchouc Co. Ltd
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11. Managerial positions currently held in other companies: None

No.	Workplace	Position	Term of Office
01	VRG Phuoc Hoa Kampong Thom Company	General Director	March 2023 to present
02	Nam Tan Uyen Industrial Park Corporation	Member of the Board of Directors, 2021-2026 Term	June 2021 to present
03	Phuoc Hoa Dak Lak Rubber & Forestry Co., Ltd.	Member of the Board of Members	June 2016 to present
04	Truong Phat Rubber Joint Stock Company	Member of the Board of Directors	December 2019 to present

12. Debts to the company: None

13. Number of shares held by related persons: None

14. Interests related to the issuing organization: None

15. Total shares of the nominating shareholder/group of shareholders:

- Number of owned shares: 0 shares
- Number of representative shares: 0 shares

16. I hereby affirm the accuracy and truthfulness of the above information and shall be held fully responsible before the law.

Binh Duong, June 27, 2025

Declarant

(Signed)

Tran Hoang Giang

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

NOMINATION FORM

(Member of the Company's Supervisory Board)

To: The Organizing Committee of the General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company.

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

Pursuant to the Charter on the organization and operation of Phuoc Hoa Rubber Joint Stock Company, approved by the first General Meeting of Shareholders on February 28, 2008, and amended and supplemented on June 28, 2023;

My name is: VO QUOC THANG Year of birth: 1994

ID/Citizen ID No.: Date of issue: April 8, 2021,

Place of issue: Police Department for Administrative Management of Social Order

Address:

I am nominating myself for the position of Member of the Supervisory Board of Phuoc Hoa Rubber Joint Stock Company for the 2023-2028 term, to be elected at the 2025 Annual General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company.

I take full responsibility for this nomination and commit to complying with the current provisions of the law and the Company's Charter.

Ho Chi Minh City, June 18, 2025

Nominator

(Signed)

Vo Quoc Thang

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

LETTER OF COMMITMENT

TO JOIN THE SUPERVISORY BOARD OF PHUOC HOA RUBBER JOINT STOCK COMPANY

To: The General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company

My name is: VO QUOC THANG

ID/Citizen ID No.: _____ Date of issue: April 8, 2021, Place of issue: Police Department for Administrative Management of Social Order

Address: _____

Education: Master's, Major: Public Policy – Leadership & Management I am a self-nominating candidate.

I hereby commit to the following:

1. If elected by the shareholders as a member of the Company's Supervisory Board, I pledge to perform my duties honestly, dedicating all my abilities and enthusiasm to contribute to the development of Phuoc Hoa Rubber Joint Stock Company.

2. Capabilities and responsibilities I can undertake if I join the Company's Supervisory Board (job description and commitment): With 10 years of experience in auditing, accounting, tax, legal, and financial management in state-owned enterprises and multinational environments, I am fully capable of assuming the role of an independent member of the Supervisory Board, particularly in the following areas:

- Honestly assessing financial statements in accordance with accounting standards.
- Detecting and providing early warnings of risks.
- Reviewing the internal control system, compliance with tax, accounting, and legal regulations, related-party transactions, and information disclosure obligations.
- Evaluating the transparency and effectiveness of governance, especially in transactions involving related parties or legal risks.

With a solid professional foundation, strong knowledge, and integrity, I commit to working independently, transparently, and in full compliance with legal regulations. At the same time, I will properly perform my assigned functions and

duties and protect the highest legitimate interests of the company, with a spirit of always being ready to support the Board of Directors.

Sincerely.

Ho Chi Minh City, June 18, 2025

Committeeman

(signed)

Vo Quoc Thang

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(For members of the Supervisory Board)

- Professional qualification: Master of Public Policy, majoring in Leadership and Management

8. Employment History:

Time	Workplace	Position Held
September 2016 - February 2025	Deloitte Vietnam Audit Company Limited.	Audit Deputy Manager
February 2025 – present	Amphenol Corporation	Vietnam Finance Director

9. Current position: Candidate for the position of member of the Supervisory Board

10. Positions at other organizations: Finance Director at Amphenol Corporation.

11. Interests related to the Company and its related parties: None. 12. Number of shares owned and represented: 0 shares (ratio: 0%)

Including:

- Personal ownership: 0 shares (ratio: 0%)
- Representation: 0 shares (ratio: 0%)

13. I hereby declare that the above statements are completely true; if found to be false, I will be held responsible before the law.

Ho Chi Minh City, June 18, 2025

Declarant

(Signed)

Vo Quoc Thang