

No.: *13* /CSTB-TCKT

Tay Ninh, January 07, 2026

INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Name of the organization: Tan Bien Rubber Joint Stock Company

- Stock code: RTB

- Address: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province.

- Telephone: (0276) 3875266 Fax: (0276) 3875307

- E-mail: tbrc@tabiruco.vn

2. Contents of information disclosure:

Documents for collecting shareholders' written opinions.

3. This information has been published on the company's website on January 07, 2026
at the following link: **<http://www.tabiruco.vn/quan-he-co-dong/>**

We hereby certify that the information disclosed herein is truthful and we assume full
legal responsibility for the content of such disclosed information.

*** Attached documents:**

- Ballot for collecting shareholders' written opinions;
- Proposal on dismissal of a member of the Board of Supervisors and election of an additional member of the Board of Supervisors;
- Draft Resolution of the General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company
(Form: Collecting shareholders' written opinions).

Authorized person for information disclosure

(Signature, full name, seal)



Nguyễn Trần Thiên Phúc

Independence – Freedom – Happiness

WRITTEN OPINION BALLOT

(Applicable to shareholders or authorized representatives that are organizations)

I. COMPANY INFORMATION:

1. Company name: Tan Bien Rubber Joint Stock Company (RTB)
2. Address: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province, Viet Nam
3. Enterprise Registration Number: 3900242832

II. GENERAL INFORMATION:

1. Shareholder/Authorized Organization:
2. Enterprise Registration Number:
- Date of issuance:
- Place of issuance:
3. Head office address:
4. Legal Representative/Authorized Representative:
-
- ID Card/Citizen ID/Passport:
-
- Date of issuance: Place of issuance:
- Nationality:
- Contact address:
- Telephone: Email:
5. Number of shares owned / represented:
6. Number of voting rights:

III. PURPOSE OF COLLECTING WRITTEN OPINIONS:

The Board of Directors of Tan Bien Rubber Joint Stock Company conducts the collection of shareholders' written opinions to approve the following matters:

- Approval of the dismissal of a member of the Board of Supervisors and the additional election of a member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company for the 2021–2026 term.

IV. VOTING CONTENTS:

Item 01: Approval of the dismissal from the position of Member of the Board of Supervisors in respect of Mr. Hoang Quoc Hung.

☐ Approve ☐ Disapprove ☐ Abstain

Item 02: Approval of the additional election of a Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company for the 2021–2026 term in respect of Mr. To Minh Tai.

☐ Approve ☐ Disapprove ☐ Abstain

Item 03: Approval of the Draft Resolution of the General Meeting of Shareholders in the form of written opinion collection.



Approve



Disapprove



Abstain

Detailed contents are provided in the enclosed Proposal and published on RTB's official website. Shareholders may download the documents via the following link:
<http://www.tabiruco.vn/quan-he-co-dong/>

Tay Ninh, January [date] , 2026

SHAREHOLDER/ AUTHORIZED PERSON

(Sign and full name)

ON BEHALF OF THE BOD

CHAIRMAN



TRUONG VAN CU

VOTING INSTRUCTIONS

1. Mark (X) or (✓) in one (01) of the three (03) voting boxes and may initial next to the selected box to prevent forgery.

2. A valid ballot is a ballot that:

- Is issued by Tan Bien Rubber Joint Stock Company and bears the Company's seal;
- Has one (01) voting option selected among the three (03) options;
- Contains the full name and signature of the shareholder or the authorized representative (enclosed with the power of attorney in the Company's prescribed form or in accordance with the Civil Code);

3. An invalid ballot is a ballot that does not comply with the above conditions for a valid ballot.

4. Deadline for submission: Shareholders shall send the completed ballot to Tan Bien Rubber Joint Stock Company before 4:00 PM on January 19, 2026, by one of the following methods:

a. Send in a sealed envelope to the following address:

Finance and Accounting Department – Tan Bien Rubber Joint Stock Company
Address: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province,
Viet Nam

Telephone: 0906797981

b. Send a scanned copy via the Company's email address: tbrc@tabiruco.vn

Shareholders are kindly requested to submit the ballot in strict compliance with the above instructions. If the ballot is not returned by the shareholder, it shall be deemed as non-participation in voting.

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

WRITTEN OPINION BALLOT

(Applicable to shareholders or authorized representatives who are individuals)

I. COMPANY INFORMATION:

1. Company name: Tan Bien Rubber Joint Stock Company (RTB)
2. Address: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province, Viet Nam
3. Enterprise Registration Number: 3900242832

II. SHAREHOLDER INFORMATION:

1. Name of shareholder / Authorized person:.....
2. Contact address:
3. Nationality:
4. ID Card/Citizen ID/Passport/Business Registration No.:
.....

Date of issuance:.....

Place of issuance:

5. Telephone: Email:.....

6. Number of shares owned / represented:

7. Number of voting rights:

III. PURPOSE OF COLLECTING WRITTEN OPINIONS:

The Board of Directors of Tan Bien Rubber Joint Stock Company conducts the collection of shareholders' written opinions to approve the following matters:

- Approval of the dismissal of a member of the Board of Supervisors and the additional election of a member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company for the 2021–2026 term.

IV. VOTING CONTENTS:

Item 01: Approval of the dismissal from the position of Member of the Board of Supervisors in respect of Mr. Hoang Quoc Hung.

☐☐☐

Approve

Disapprove

Abstain

Item 02: Approval of the additional election of a Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company for the 2021–2026 term in respect of Mr. To Minh Tai.

☐☐☐

Approve

Disapprove

Abstain

Item 03: Approval of the Draft Resolution of the General Meeting of Shareholders in the form of written opinion collection.

☐☐☐

Approve

Disapprove

Abstain

Detailed contents are provided in the enclosed Proposal and published on RTB's official website. Shareholders may download the documents via the following link:
<http://www.tabiruco.vn/quan-he-co-dong/>

Tay Ninh, January [date] , 2026

SHAREHOLDER/ AUTHORIZED PERSON **ON BEHALF OF THE BOD**
(Sign and full name) **CHAIRMAN**



TRUONG VAN CU

VOTING INSTRUCTIONS:

1. Mark (X) or (✓) in one (01) of the three (03) voting boxes and may initial next to the selected box to prevent forgery.
2. A valid ballot is a ballot that:
 - Is issued by Tan Bien Rubber Joint Stock Company and bears the Company's seal;
 - Has one (01) voting option selected among the three (03) options;
 - Contains the full name and signature of the shareholder or the authorized representative (enclosed with the power of attorney in the Company's prescribed form or in accordance with the Civil Code);
3. An invalid ballot is a ballot that does not comply with the above conditions for a valid ballot.
4. Deadline for submission: Shareholders shall send the completed ballot to Tan Bien Rubber Joint Stock Company before 4:00 PM on January 19, 2026, by one of the following methods:
 - a. Send in a sealed envelope to the following address:
Finance and Accounting Department – Tan Bien Rubber Joint Stock Company
Address: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province, Viet Nam
Telephone: 0906797981
 - b. Send a scanned copy via the Company's email address: tbrc@tabiruco.vn

Shareholders are kindly requested to submit the ballot in strict compliance with the above instructions. If the ballot is not returned by the shareholder, it shall be deemed as non-participation in voting.

PROPOSAL

Re: Dismissal of a Member of the Board of Supervisors and additional election of a Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company for the 2021–2026 term

To: The Shareholders of Tan Bien Rubber Joint Stock Company.

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

Pursuant to Decision No. 191/QĐ-BODRTB dated June 26, 2025 of the Board of Directors of Tan Bien Rubber Joint Stock Company on promulgating the Charter on Organization and Operation (amended and supplemented) of Tan Bien Rubber Joint Stock Company;

Pursuant to Official Letter No. 2834/VRG-ORP dated October 31, 2025 of Viet Nam Rubber Industry Group regarding the approval in principle for the nomination of personnel to participate in the Board of Supervisors of Tan Bien Rubber Joint Stock Company;

Pursuant to Decision No. 527/QĐ-BODVRG dated December 17, 2025 of Viet Nam Rubber Industry Group regarding the cessation of participation in the Board of Supervisors and termination of the position of Supervisor of Tan Bien Rubber Joint Stock Company;

Pursuant to Official Letter No. 970/BODVRG-ORP dated December 17, 2025 of Viet Nam Rubber Industry Group regarding the approval for the nomination of personnel to participate in the Board of Supervisors and to stand for election to the position of Supervisor of Tan Bien Rubber Joint Stock Company for the 2021–2026 term.

The Board of Directors respectfully submits to the Shareholders for consideration and voting on the following matters:

- Dismissal from the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company in respect of Mr. Hoang Quoc Hung.

- Nomination of Mr. To Minh Tai – Person in charge of corporate governance cum Company Secretary – to participate in the Board of Supervisors and to stand for election and concurrently hold the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company, with the following details:

Summary of the candidate's profile:

- Full name : To Minh Tai



- Date of birth: July 25, 1987
- Place of birth: Vinh Hung Commune, Tay Ninh Province
- Date of admission to the Communist Party of Viet Nam:
 - Probationary : August 28, 2013;
 - Official : August 28, 2014.
- Professional qualification: Master's degree in Finance and Banking
- Political theory qualification: Intermediate level.
- Foreign language proficiency: B level
- Information technology proficiency: B level

Work experience:

Sep 2011 - May 2014	Assistant to the Board of Management - Suoi Ngo Rubber Plantation - Tan Bien Rubber One Member Limited Liability Company.
Jun 2014 - Aug 2019	Administrative clerk, Organization and Administration Department – Tan Bien Rubber Joint Stock Company.
Aug 2019 - Dec 2021	General staff for the Board of Management and concurrently Secretary of the Board of Directors.
Dec 2021 - Feb 2025	Person in charge of Corporate Governance and General staff for the Board of Management - Secretary of the Board of Directors.
Feb 2025 - Jul 2025	Member of the Party Cell Committee of Organization and Administration Department - Person in charge of Corporate Governance and General staff for the Board of Management - Secretary of the Board of Directors.
Jul 2025 - Oct 2025	Member of the Party Executive Committee, Member of the Party Cell Executive Committee of the Organization and Administration Department - Person in charge of Corporate Governance and General staff for the Board of Management - Secretary of the Board of Directors.
Nov 2025 - Present	Member of the Party Executive Committee, Member of the Party Cell Executive Committee of the Organization and Administration Department - Secretary of the Youth Union of the Company -

Person in charge of Corporate Governance and
General staff for the Board of Management -
Secretary of the Board of Directors.

The above is the Proposal on the removal and nomination of personnel for election to the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company. The Board of Directors respectfully submits to the Shareholders for consideration and decision./.

Recipients:

- As addressed;
- Members of the Board of Directors, Board of Supervisors;
- Information Disclosure Officer;
- Departments and Affiliated Units;
- Filed: Clerical section, Organization and Administration Department.

**ON BEHALF OF THE BOD
CHAIRMAN**



Trương Văn Cư



**TAN BIEN RUBBER
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness**

No: /NQ-ĐHĐCĐCSTB

Tay Ninh, [month] [date], 2026

Draft

RESOLUTION

**The General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company
(Form: Collecting shareholders' written opinions)**

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

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

Pursuant to the Ballot Counting Minutes No. / BB-ĐHĐCĐCSTB dated January 20, 2026.

RESOLVES:

Article 1. Approval of Proposal No. 01/TTr-HĐQTCSTB dated January 7, 2026 of the Board of Directors of Tan Bien Rubber Joint Stock Company, with the following contents:

- Item 1: Approval of the dismissal from the position of Member of the Board of Supervisors in respect of Mr. Hoang Quoc Hung.

- Item 2: Approval of the election of Mr. To Minh Tai – Person in charge of corporate governance cum Company Secretary – to participate in the Board of Supervisors, to stand for election and concurrently hold the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company.

Article 2. To assign the Person in charge of Information Disclosure to consolidate all relevant dossiers and documents to carry out information disclosure procedures in strict compliance with applicable regulations.

Article 3. Members of the Board of Directors, the General Director, functional departments, affiliated units and relevant individuals shall be responsible for the proper implementation of this Resolution./.

Recipients:

- As stated in Article 3;
- RTB Shareholders;
- Board of Supervisors, Board of Management;
- Archived: Clerical section, Secretariat of the BOD.

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