

**CÔNG TY CỔ PHẦN
CAO SU BẾN THÀNH**
*BEN THANH RUBBER
JOINT STOCK COMPANY*

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

Số/No: 1806/BERUBCO

TP.Hồ Chí Minh, ngày 18 tháng 06 năm 2026

HO CHI MINH CITY, June 18 2026

CÔNG BỐ THÔNG TIN

INFORMATION DISCLOSURE

Kính gửi: - Ủy ban chứng khoán Nhà nước

- Sở Giao dịch Chứng khoán TP.HCM

To: - *State Securities Commission*

- *Ho Chi Minh City Stock Exchange*

1. Tên tổ chức/*Name of organization*: **CÔNG TY CỔ PHẦN CAO SU BẾN THÀNH/
BEN THANH RUBBER JOINT STOCK COMPANY**

2. Mã chứng khoán/ *Stock code*: **BRC**

3. Địa chỉ: **Lô B3-1 KCN Tây Bắc Củ Chi, Xã Nhuận Đức, TP.HCM.**

Address: Lot B3-1, Northwestern Cu Chi Industrial Park, Nhuan Duc Commune, Ho Chi Minh City

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5. E-mail: **berubco@berubco.com.vn**

6. Người thực hiện công bố thông tin/ *The person responsible for disclosing the information* : Ông/Mr **Nguyễn Trần Nghiêm Vũ**

7. Loại thông tin công bố : ☒ Định kỳ ☐ Bất thường ☐ 24h ☐ Theo yêu cầu

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8. Nội dung thông tin công bố/ *Content of published information*:

Công bố thông tin Tài liệu họp ĐHĐCĐ thường niên năm 2026 (Chính thức).

Announcement of Information: Documents for the 2026 Annual General Meeting of Shareholders (official).

9. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 18/06/2026 tại đường dẫn **berubco.com.vn**

This information was published on the company's website on June 18, 2026, at berubco.com.vn.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We hereby declare that the information published above is true and accurate, and we assume full legal responsibility for the content of the published information.

Tài liệu đính kèm /

Attached document:

Tài liệu ĐHĐCĐ thường
niên năm 2026 (Chính
thức).

*Documents for the 2026
Annual General Meeting of
Shareholders (official).*

Đại diện tổ chức

Người đại diện theo pháp luật/Người UQ CBTT

Representative of the organization

*Legal representative/Person authorized to disclose
information*



GENERAL DIRECTOR

Nguyễn Trần Nghiêm Vũ

BEN THANH RUBBER JOINT STOCK COMPANY

Lot B3-1, Northwest Cu Chi Industrial Park - Ho Chi Minh City

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MEETING DOCUMENT

ANNUAL GENERAL MEETING OF SHAREHOLDERS

2026

Ho Chi Minh City, June 17, 2026

**BEN THANH RUBBER JOIN STOCK
COMPANY**

Lot B3-1, Northwest City Industrial Park, Ho Chi

Minh City, HCMC

Phone: (028) 37907619 - Fax: (028) 37907461

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

AGENDA
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

Time: 8:30 a.m. on June 17, 2026

Location: Hall of Ben Thanh Rubber Joint Stock Company

Time	Agenda content
I. Opening:	
8h00 - 8h30	Welcoming delegates and shareholders attending the General Meeting Registering shareholder list, receiving documents and voting ballots
8h30 - 9h00	1. Flag salute - Stating the Reasons - Introducing delegates 2. Approving the Shareholder Eligibility Verification Committee 3. Reporting the results of shareholder eligibility verification for the General Meeting 4. Introducing the Chairperson Committee 5. The Chairperson appoints the Secretary Committee and introduces the Vote Counting Committee to the General Meeting 6. Approving the Agenda and Regulations of the General Meeting of Shareholders.
II. Contents of the Congress:	
9h00 - 10h00	General Meeting reports: 1. Report on the activities of the Board of Directors in 2025 and orientation for 2026; 2. Report of the Independent Member of the Board of Directors for 2025; 3. Report on production and business results in 2025 and production and business plan in 2026; 4. Report on the activities of the Supervisory Board in 2025 and orientation for 2026. Reports to the General Meeting: 1. Proposal for approval of the audited 2025 Financial Statements; 2. Profit distribution report in 2025; 3. Proposal for approval of the production and business and development investment plan, profit distribution plan in 2026; 4. Report on the remuneration payment of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan in 2026; 5. Proposal to select an auditor for the 2026 financial statements; 6. Other content (if any).
10h00 - 10h20	Election of additional members of the Board of Directors for the term 2022-2027

Time	Agenda content
	1. Approving the Proposal for the dismissal of members of the Board of Directors for the term 2022-2027; 2. Approving the Proposal, number and list of candidates for additional election to the Board of Directors for the term 2022-2027; 3. Approving the Regulation on the election of additional members of the Board of Directors for the term 2022-2027; 4. Conduct elections.
10h20-10h50	- The Congress discussed and voted to approve the contents of the Congress. - Announcement of the results of the election of additional members of the Board of Directors for the term 2022-2027.
10h50-11h05	- Congress Break. - The Board of Directors meets to elect the Chairman of the Board of Directors for the term 2022-2027.
11h05-11h20	- Announcement of vote counting results for the contents of the Congress. - Launch the Chairman of the Board of Directors. - Leader's statement (if any).
III. Summary of the Congress:	
11h20-11h30	1. Approval of the Minutes and Resolutions of the General Meeting; 2. Closing of the Congress.

**REGULATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
BEN THANH RUBBER JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises dated 17/6/2020 and guiding documents;
- Pursuant to the Charter of organization and operation of Ben Thanh Rubber Joint Stock Company,

The 2026 Annual General Meeting of Shareholders of Ben Thanh Rubber Joint Stock Company is organized and implemented according to the following Working Regulations:

**Chapter I
GENERAL PROVISIONS**

Article 1. Scope and subjects of application

1. This Regulation applies to the organization of the 2026 Annual General Meeting of Shareholders of Ben Thanh Rubber Joint Stock Company (hereinafter referred to as the "General Meeting"), specifying the rights and obligations of shareholders or authorized representatives of shareholders (shareholders/shareholder representatives) participating in the General Meeting, conditions and procedures for conducting the Congress.

2. Shareholders/shareholder representatives shall comply with the provisions of this Regulation.

Article 2. Purpose

1. Ensure that the order and principles of conduct and voting at the Annual General Meeting of Shareholders of Ben Thanh Rubber Joint Stock Company take place in accordance with regulations and are successful.

2. The Resolutions of the General Meeting of Shareholders express the unified will of the General Meeting of Shareholders, meet the aspirations and interests of shareholders and are in accordance with the law.

**Chapter II
RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE
GENERAL MEETING**

Article 3. Rights and obligations of shareholders

1. Eligibility:

Individual shareholders, authorized representatives of shareholders who are organizations owning voting shares of the Company named in the list of shareholders closed on April 23, 2026 are entitled to directly attend or authorize others to attend the General Meeting.

2. Rights of eligible shareholders when attending the General Meeting:

a. To vote on all matters under the jurisdiction of the General Meeting of Shareholders.

b. To authorize in writing their representatives to attend and vote at the General Meeting of Shareholders on their behalf. In case there is more than one authorized representative as prescribed by law, the number of shares and the number of votes of each representative must be specified.

c. Shareholders/shareholder representatives when attending the General Meeting of Shareholders must bring their identity documents (CCCD or passport...) and Power of Attorney (for shareholders' representatives) presented to the Organizing Committee and received a voting card and a voting slip, stating the name and number of voting shares (ownership and authorization) of the shareholders and bearing the seal of Ben Thanh Rubber Joint Stock Company.

d. At the General Meeting, shareholders/shareholder representatives after listening to the report and report on the contents to be approved will discuss and approve each content in the form of secret ballot.

e. Shareholders/shareholder representatives attending the meeting have the right to give their opinions on the contents of the General Meeting at the discussion section under the management of the Chairman. When speaking, the content of the speech should be brief and consistent with the content being discussed at the Congress and the Congress program. The duration of the speech shall not exceed 03 minutes. Shareholders do not restate opinions expressed by other shareholders and only opinions expressed in accordance with the content of the General Meeting program will be recorded in the Minutes of the General Meeting.

f. Shareholders/shareholder representatives who attend the General Meeting late have the right to register to attend the General Meeting, immediately afterwards have the right to participate and vote at the General Meeting, but the Chairman is not responsible for stopping the General Meeting so that shareholders/shareholder representatives can register and the validity of the voted contents will not be affected.

3. Obligations of shareholders/shareholder representatives when attending the General Meeting:

a. Shareholders and/or authorized representatives are present at the prescribed time, dress politely and must complete the registration procedures with the Organizing Committee of the General Meeting before entering the meeting room of the General Meeting;

b. During the General Meeting, shareholders must comply with the instructions of the Presidium, behave civilly, do not smoke, do not talk privately, do not use mobile phones during the General Meeting. All mobile phones must be turned off or not left on to ring.

c. Shareholders must keep confidentiality, strictly comply with the regime of using and preserving documents, not copying or recording to give to people outside the General Meeting without the permission of the Presidium;

d. Sit in the right position or area specified by the Organizing Committee of the Congress.

e. Speaking and voting in accordance with the guidance of the Organizing Committee of the Congress and complying with the control of the Chairman of the Congress;

f. Comply with the regulations of the Organizing Committee and the Chairman of the Congress; Strictly comply with the Regulation, respect the results of work at the Congress.

Article 4. The Shareholder Eligibility Examination Committee attended the General Meeting

1. The Shareholder Eligibility Examination Committee of the General Meeting consists of 03 people, including 01 Head and 02 members. The Shareholder Eligibility Examination Committee is responsible to the Presidium and the General Meeting of Shareholders for its duties.

2. Duties of the Shareholder Eligibility Examination Committee:

The Shareholder Eligibility Examination Committee of the General Meeting is responsible for checking the qualifications and situation of shareholders and shareholders' representatives attending the meeting.

The Head of the Shareholder Eligibility Examination Committee shall report to the General Meeting of Shareholders on the situation of shareholders attending the meeting. If the meeting has a sufficient number of shareholders entitled to attend the meeting representing more than 50% of the voting shares, the General Meeting of Shareholders of the Company shall be held.

Article 5. Rights and duties of the Presidium and the Secretariat of the Congress

1. The Presidium of the General Meeting consists of 03 members chaired by the Chairman of the Board of Directors of the Company. In case the Chairman of the Board of Directors is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to preside over the General Meeting on the principle of majority. In case the person who can be the chairman cannot be elected, the Head of the Control Board shall direct the General Meeting of Shareholders to elect the chairperson of the meeting from among the participants and the person with the highest vote to preside over the meeting.

- Duties of the Presidium:

+ To administer the activities of the Congress according to the contents and programs approved by the Congress;

+ Guide shareholders/shareholder representatives to discuss and collect voting opinions on issues on the agenda; decide on the order, procedures and events arising outside the program of the Congress.

+ Answering issues requested by shareholders/shareholder representatives.

+ Activities may be deemed necessary to administer the Congress in a lawful and orderly manner or to reflect the wishes of the majority of the delegates attending.

- Working principles of the Presidium:

The Presidium works on the principle of democratic centralization and decision-making by majority.

2. Secretariat of the Congress:

The Chairman of the Congress shall appoint one or several persons to serve as the Secretariat of the Congress. Duties and powers of the Secretariat:

- Fully and truthfully record the contents of the Congress;
- Preparation of the Minutes of the meeting and drafting of the Resolution of the General Meeting of Shareholders.
- Assisting the Chairman in disclosing information related to the General Meeting of Shareholders and notifying shareholders in accordance with the law and the Company's Charter.

Article 6. Powers and duties of the Vote Counting Committee

1. The Vote Counting Committee of the Congress consists of 03 people: 01 Head and 02 members recommended by the Chairman of the Congress and voted for approval by the Congress. Candidates participating in candidacy or nomination (when conducting elections) are not allowed to participate in the Vote Counting Committee.

2. The Vote Counting Committee has the following tasks:

- a. Supervise the voting of shareholders/shareholder representatives attending the General Meeting and accurately determine the voting results on each item to be voted on at the General Meeting;
- b. Quickly summarize the number of voting shares according to each content for the Chairman to notify before the General Meeting.
- c. Consider and report to the Congress cases of violation of voting rules or written complaints about voting results;
- d. The Vote Counting Committee must make a record of vote counting and take responsibility before the Chairman and the General Meeting of Shareholders when performing its duties.

Chapter III CONDUCTING THE CONGRESS

Article 7. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the number of shareholders/shareholder representatives attending the meeting represents more than 50% of the voting shares.

2. In case the first meeting is not eligible to be held under the provisions of Clause 1 of this Article, the notice of invitation to the second meeting shall be sent within thirty (30) days from the date on which the first meeting is planned. The second General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents 33% or more of the total votes.

3. In case the second meeting is not eligible to be held under the provisions of Clause 2 of this Article, the notice of invitation to the third meeting must be sent within twenty (20) days from the date on which the second meeting is planned. The Third General Meeting of Shareholders shall be conducted regardless of the total number of votes cast by shareholders attending the meeting.

Article 8. How to discuss and conduct voting

1. Principle:

a. The discussion shall only be carried out within the prescribed time and fall within the scope of the contents of the program of the General Meeting of Shareholders;

b. When shareholders need to speak or debate, they raise their hands, only when they are agreed by the Chairman. Each shareholder speaks for no more than 03 minutes, the content should be concise and avoid duplication.

2. Answering the opinions of shareholders:

a. The Chairman or a member appointed by the Chairman will answer the opinions of shareholders;

b. In case due to the time limitation of the meeting, questions that have not been answered directly at the General Meeting will be answered directly by the Company in writing.

3. Voting principles and rules:

Attached Appendix.

Article 9. Resolution and Minutes of the General Meeting of Shareholders.

The Minutes of the Congress and the Resolution of the Congress must be read and approved before the closing of the Congress.

Chapter IV IMPLEMENTATION PROVISIONS

Article 10. Implementation provisions

This Regulation consists of 4 Chapters and 10 Articles, which takes effect immediately after being approved at the 2026 Annual General Meeting of Shareholders of Ben Thanh Rubber Joint Stock Company. Contents not specified in detail in this Regulation shall uniformly apply in accordance with the provisions of the Company's Charter, the Law on Enterprises and current legal documents of the State.

Shareholders and authorized representatives attending the General Meeting must strictly abide by the Working Regulations at the General Meeting of Shareholders. Shareholders who violate this Regulation shall, depending on the specific severity, the Presidium consider and take action in accordance with the Company's Charter and the Enterprise Law.

This Regulation takes effect immediately after being voted and approved by the company's General Meeting of Shareholders./.

Recipients:

- Shareholders of the Company;
- Member of the Board of Directors, Supervisory Board;
- Posting on the Company's Website;
- Save: VT.

**TM. BOARD OF DIRECTORS
CHAIRMAN**



Nguyen Minh Doan



APPENDIX

VOTING PRINCIPLES AND RULES

(According to the Regulation of the Annual General Meeting of Shareholders in 2026
Ben Thanh Rubber Joint Stock Company)

I. VOTING PRINCIPLES:

- In accordance with the charter, in accordance with the law and accurately.
- Each shareholder whose number of voting shares is calculated by the number of shares that he or she owns and the authorized ownership representative.
- Voting cards and voting slips are only valid if they are valid as prescribed.
- Voting cards and voting slips are printed, stamped and sent directly to delegates at the General Meeting (enclosed with a set of documents to attend the Meeting), on the voting cards and voting slips, the delegate's code, full name, number of shares owned and authorized to vote of such delegate.
- Voting Forms:
 - Voting by holding up a voting card:

This form is used to approve issues such as: Program of the Congress, Regulations on working at the Congress, Personnel of the Presidium, Personnel of the Election-Counting Committee, Minutes of the Congress, Resolution of the Congress and other contents at the Congress (if any);

- Vote by filling in the Voting Form:

This form is used to approve the following issues: Report on production and business results in 2025 and production and business plan in 2026, Report on the operation of the Board of Directors in 2025 and orientation for 2026, Report of independent members of the Board of Directors in 2025, Report on the activities of the Supervisory Board in 2025 and orientations for 2026; voting to approve the contents of the Reports at the General Meeting.

II. HOW TO VOTE:

1. General Regulations

Voting to approve the contents at the Congress shall be conducted publicly and directly under the management of the Chairman of the Congress and only use the voting cards and voting cards issued by the Organizing Committee of the Congress.

Delegates shall vote to "Approve", "Disapprove" or "No opinion" on an issue to be voted on at the General Meeting by holding up their voting cards or filling in the options on the voting slips corresponding to the contents to be voted on as prescribed in Section I.

When voting in the form of holding up the voting card, the front of the voting card must be raised high towards the Presidium. In case the delegates do not raise their voting cards in all three votes of Approval, Disapproval or No Opinion on an issue, it shall be considered as voting in favor of that issue. In case the delegates raise their voting cards more than once (01) times when voting for Approval, Disapproval or No opinion of an issue, it shall be considered as an invalid vote. In the form of voting by holding up a voting card, members of the Vote Counting Committee mark the delegate code and the

corresponding number of votes of each shareholder in Favor, Disapproval, No Opinion and Invalid.

When voting by filling in the Voting Form, for each content, delegates choose one of the three options "**Approve**", "**Disapprove**", "**No Opinion**" pre-printed in the Voting Form by marking "X" in the box they choose. After completing all the contents to be voted on by the Congress, the delegates shall send the vote to the sealed ballot box at the Congress under the guidance of the Vote Counting Committee. The voting slip must be signed and clearly stated with the full name of the delegate.

2. Classification of Voting Papers:

a) Valid voting slip: It is a pre-printed slip according to the form issued by the Organizing Committee of the Congress, with the hanging seal of Ben Thanh Rubber Joint Stock Company; The votes are not separated, erased, modified and voted with marks in accordance with the provisions on the voting slips; Must be signed by the shareholder or the authorized representative of the shareholder.

b) Invalid vote: It is a vote that is not issued by Ben Thanh Rubber Joint Stock Company; write other contents, information and symbols,... when not requested by the Chairman of the Congress; The voting paper is crossed out, repaired, torn, no longer intact, does not clearly show the opinions of shareholders; The voting slip does not mark any opinions or marks 02 (two) or more opinions for 01 (one) content that needs to be voted on as invalid.

3. Voting Rules:

Every 01 (one) ordinary share is equivalent to one voting right. Each attending delegate representing one or more voting rights will be issued a Voting Card and a Ballot.

- At the closing date of the list of shareholders, the total number of shares of the Company is: 12,374,997 shares equivalent to 12,374,997 voting rights.

- Issues that need to be voted on at the General Meeting shall only be approved when they are approved by the number of shareholders owning more than 50% of the total votes of all shareholders attending the meeting and voting in favor. Particularly in some cases where the voting issue is specified in Clause 2, Article 21 of the Company's Charter, there must be the consent of 65% or more of the total votes of all shareholders attending the meeting and voting in favor.

4. Summarizing the results:

The Head of the Vote Counting Committee shall be responsible for notifying the voting results to the Congress for each voting issue. The voting results must be recorded in the minutes of the General Meeting.

REPORT

Activities of the Board of Directors in 2025 and orientation for 2026

To: General Meeting of Shareholders

Pursuant to the Charter of organization and operation of Ben Thanh Rubber Joint Stock Company and relevant legal provisions, the Board of Directors (BOD) reports to the General Meeting of Shareholders on the activities of the Board of Directors in 2025 and orientation for 2026 as follows:

I. CHANGES OF THE BOARD OF DIRECTORS IN 2025:

1. Personnel of the Board of Directors:

The Board of Directors of Ben Thanh Rubber Joint Stock Company consists of 5 members, including 01 full-time member, 01 independent member and 01 member of the Company's Executive Board. The structure and members of the Board of Directors are as follows:

STT	Member of the Board of Directors	Position	Notes
1.	Mr. Nguyen Minh Doan	Chairman of the Board of Directors	
2.	Mr. Nguyen Tran Nghiem Vu	Member of the Board of Directors - General Director	
3.	Mr. Nguyen Viet Ha	Member of the Board of Directors	
4.	Mr. Nguyen Nho Luong	Member of the Board of Directors	
5.	Mr. Van Trong Long	Independent Member of the Board of Directors	

2. Activities of the Board of Directors:

In 2025, the Board of Directors has organized 04 periodic meetings to settle affairs according to its competence with the full participation of members of the Board of Directors. All meetings of the Board of Directors are attended by the Head of the Supervisory Board as a supervisor. Members of the Board of Directors attending the meetings in 2025 are as follows:

STT	Member of the Board of Directors	Position	Number of sessions attending the Board of Directors meeting	Meeting Attendance Rate
1.	Mr. Nguyen Minh Doan	Chairman of the Board of Directors	04/04	100%
2.	Mr. Nguyen Tran Nghiem Vu	Member of the Board of Directors General Director	04/04	100%
3.	Mr. Nguyen Viet Ha	Member of the Board of Directors	04/04	100%
4.	Mr. Nguyen Nho Luong	Member of the Board of Directors	04/04	100%
5.	Mr. Van Trong Long	Independent Member of the Board of Directors	04/04	100%

In addition to the form of regular face-to-face meetings, the Board of Directors collects written opinions on guidelines and policies in production and business activities and personnel organization to always reach a high consensus of members of the Board of Directors in direction and administration. During the year, the Board of Directors issued 13 resolutions, 12 decisions and 27 other documents to set out policies, solutions and promptly direct the company's production and business activities. Meetings of the Board of Directors are convened and organized in accordance with regulations, the voting contents are highly consensus, and the issues to collect written opinions are carried out in the right order. Each member of the Board of Directors has well promoted their role in participating in leading production and business activities in accordance with the company's development orientation, and has had specific and practical opinions to help the Board of Directors well implement their management activities.

The income and remuneration of the Board of Directors are listed in the Notes to the 2025 Financial Statements audited by AASC Auditing Firm Co., Ltd. and have disclosed information in accordance with regulations.

3. Production and business results:

In 2025, with many difficulties and challenges, the implementation and ensuring the completion of the targets and tasks assigned by shareholders requires the drastic direction and efforts of each member of the Board of Directors. The Board of Directors has closely followed the direction of the implementation of production and business tasks, promptly oriented appropriate solutions and together with the efforts of the Board of Directors and the collective of officers and employees of the whole Company to implement the Resolution of the General

Meeting of Shareholders in 2025 with the main production and business results targets achieved as follows:

Criteria	Unit of calculation	Resolution 2025 Congress	Results Implementation 2025	Rate (%)
Total Revenue and Other Income	Million.dong	349.591	440.403	126
Profit after tax	Million.dong	20.345	20.794	102
Expected dividend/capital payment	%	10	11	110

Despite facing many difficulties and challenges, with the spirit of solidarity to overcome difficulties of the collective of employees, in addition to the close direction of the Board of Directors of the Company, and especially the dynamism, creativity and decisiveness of the Board of Directors, the Company helps the Company complete and exceed the plan in terms of revenue. profit in 2025, ensuring jobs for employees with an average income of 14.96 million VND/person/month, up 3% compared to the plan.

II. SUPERVISORY ACTIVITIES OF THE BOARD OF DIRECTORS:

1. Regarding the supervision of the Board of Directors over the Executive Board:

- With its roles, powers and responsibilities, the Board of Directors of the Company has been active in leading, directing and supervising the Board of Directors in organizing and administering production and business and implementing the Resolution of the General Meeting of Shareholders and Resolutions of the Board of Directors issued in 2025.

- The Board of Directors approves the comments and proposals of the Supervisory Board in periodic meetings so that the leadership and direction work achieve the highest results.

- The General Director regularly reports to the Board of Directors on the situation of finance, investment and production and business for the Board of Directors to give directions, thereby closely supervising the Board of Directors on the Company's operating results. The Company's Board of Directors has successfully completed the task of operating the Company's production and business activities, complying with and properly and fully implementing the contents of the resolutions and decisions of the Board of Directors; fully and appropriately implement the preparation and disclosure of information on quarterly and annual financial statements in accordance with current laws. The General Director and the Executive Board always strive to overcome difficulties and problems arising; proactively organize production and business plans in accordance with market needs.

2. Evaluation of the Board of Directors on the Company's activities:

- Regarding production and business activities: The Company has exceeded the production and business targets set by the 2025 Annual General Meeting of Shareholders. In which, the expected dividend target is 11%, an increase of 10% compared to the plan.

- Regarding taking care of employees' lives, social security: Welfare policies for employees are fully implemented by the Company, creating excitement and peace of mind for employees. The company has fully participated in social security activities; environmental protection, food hygiene and safety, labor safety.

- Regarding the fulfillment of state budget obligations: The Company has correctly and fully calculated the budget remittances and has fully paid the payable amounts on time.

- Regarding law compliance: Strictly comply with the provisions of law, the Company's Charter of organization and operation in production and business operation activities.

III. STAKEHOLDER TRANSACTIONS:

Transactions of related parties according to Resolution 559/NQ-HDQT dated 19/12/2024. Transactions of related parties presented in the annotation of the 2025 financial statements have been audited by AASC Auditing Firm Co., Ltd., which has disclosed information in accordance with regulations.

IV. ORIENTATION OF THE BOARD OF DIRECTORS IN 2026:

With the determination to focus on completing at the highest level the production, business and development investment plan in 2025, the Board of Directors develops an operation plan with the following objectives:

- Direct and implement the production and business plan according to the targets approved at the Annual General Meeting of Shareholders in 2026. Strengthen the roles and responsibilities of the Capital Representative, Head and the Company's Executive Board when performing assigned tasks, ensuring the completion and exceeding of planned targets, strengthening the implementation of thrift and anti-waste in production, business and investment activities.

- Continue to study and complete the development strategy to 2030. Focus on maximizing all resources to invest in business development and bring profits. Focus on maintaining the existing market, focusing on exploiting the competitive advantages of enterprises, improving brand reputation and product quality, identifying opportunities for development; have timely and flexible solutions on consumption, inventory, customers, selling prices, etc. ensuring profits, cash flow, and quality products to meet market demand.

- Strengthen the improvement and optimization of production processes, apply new science and technology to production, renew the management, administration and organization of the apparatus in the direction of streamlining,

improving labor productivity, reducing consumption norms, reducing cost and cost to improve competitiveness.

- Promote research and improvement of products, develop new products with high added value from natural rubber raw materials.

- Continue to maintain and promote the quality management system, apply advanced methods in production management, maximize the capacity of machinery and equipment, improve labor productivity and output of each item; invest in innovating applied technologies in management and production in order to save costs and increase income for employees. Strengthening the application of information technology and digital transformation in production and business activities.

The above is a report on the activities of the Board of Directors in 2025 and the orientation of activities in 2026, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Board of Directors, Supervisory Board;
- Save: VT.

**TM. BOARD OF DIRECTORS
CHAIRMAN**



Nguyen Minh Doan

No: 12/BC-HĐQT-TVĐL

Ho Chi Minh City, Jun 17, 2026



REPORT

Assessment by the Independent Member of the Board of Directors on the activities of the Board of Directors in 2025

To: General Meeting of Shareholders

Pursuant to the Charter of Organization and Operation of Ben Thanh Rubber Joint Stock Company and relevant legal regulations, the Independent Member of the Board of Directors (BOD) hereby reports the assessment of the activities of the BOD in 2025 to the 2026 Annual General Meeting of Shareholders as follows:

1. Regarding the personnel of the Board of Directors:

The Board of Directors of Ben Thanh Rubber Joint Stock Company consists of 05 members, including 01 full-time Chairman of the Board of Directors, 01 independent member, and 01 member of the Board of Management. The members of the Board of Directors actively participate in strategic planning, compliance control, and supervision of the activities of the General Director and the Board of Management to ensure compliance with legal regulations and internal regulations on Corporate Governance.

2. General activities of the Board of Directors in 2025:

- The Board of Directors effectively performed its functions and duties in directing, guiding, and managing the Company's activities. Additionally, it consistently supervised the operations of the Board of Management.

- The Board of Directors issued internal management regulations and decided on matters within its authority through Regulations, Resolutions, Decisions, meetings, and written consultations of the Board of Directors.

- Reviewed reports and assessments from the Board of Supervisors and internal inspection and supervision teams.

- Consistently complied with the provisions of the Law, the Charter, other regulations of the Company, and Resolutions of the General Meeting of Shareholders.

3. Meetings of the Board of Directors:

In 2025, the Board of Directors held 04 concentrated meetings to discuss major issues in the Company's operations. All meetings were convened and organized in accordance with the procedures stipulated in the Law on Enterprises, the Company's Charter, and the Operating Regulations of the Board of Directors. Meeting notices and documents were sent in a timely manner to the members of the Board of Directors and the Board of Supervisors for reference, study, and attendance. The agenda items were discussed and evaluated fully and carefully by the members of the Board of Directors and attendees so that the Board of Directors could make the most appropriate decisions, directions, policies, and solutions for the Company and its shareholders. Minutes of the

Board of Directors meetings were prepared based on the proceedings of the meetings and ensured the format as prescribed.

The members of the Board of Directors also proactively performed their supervisory functions, updated the situation, and resolved difficulties and obstacles in the Company's production and business activities.

4. Resolutions/Decisions of the Board of Directors:

In 2025, the Board of Directors issued 24 Resolutions/Decisions within its authority. The Resolutions and Decisions of the Board of Directors were approved at Board of Directors meetings or by obtaining written opinions from the members of the Board of Directors when it was not necessary to convene a direct meeting or when urgent issues needed to be decided to meet the set business objectives.

The Resolutions and Decisions of the Board of Directors always complied with relevant regulations, the Resolutions of the General Meeting of Shareholders, and the objectives, orientation, and practical operations of the Company.

Issues related to strategy, business plans, financial plans, and the development of management systems were discussed and strictly controlled between the Board of Directors and the Board of Management.

5. Relationship between the Board of Directors and the Board of Management:

In general, the Board of Directors performed its role well in implementing the plans, policies, directions, and strategies set forth by the General Meeting of Shareholders.

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

The member of the Board of Directors holding the position of General Director regularly exchanged and provided information in a timely manner, as well as organized periodic and extraordinary meetings within the Board of Management to resolve difficulties and obstacles (If any). The decisions of the Board of Management were analyzed and consulted with the Board of Directors to ensure the interests of the Company.

The members of the Board of Directors proactively identified their role and responsibility to support the Board of Management and shared experience, interacted, and exchanged with the Board of Management regarding corporate governance practices.

6. Activities of the members of the Board of Directors:

The Board of Directors assigned tasks to each member of the Board of Directors to be in charge of specific professional fields.

The members of the Board of Directors always performed the rights and obligations of each member well in accordance with the provisions of the law, the Company's Charter, the Operating Regulations of the Board of Directors, and other relevant regulations in a spirit of cooperation and responsibility, fulfilling their duties and completing the tasks assigned by the Board of Directors.

7. Overall rating:

In 2025, the Board of Directors of the Company completed the functions, duties, rights, and obligations of the Board of Directors in accordance with the provisions of the Law on Enterprises, the Company's Charter, the Operating Regulations of the Board of Directors, and other relevant regulations.

The supervision, management, and administration of the production and business activities of the Board of Directors complied with the provisions of the law and the Company's Charter.

The Board of Directors regularly supervised the Board of Management in the implementation of business plans approved by the 2025 Annual General Meeting of Shareholders.

The Board of Directors held periodic and extraordinary meetings and issued Resolutions and Decisions related to management, production and business activities, and the consolidation of the Company's personnel structure, etc. The Resolutions and Decisions of the Board of Directors were issued validly and in accordance with the authority stipulated in the Company's Charter.

All members of the Board of Directors had a high sense of responsibility, performed their assigned functions and duties in protecting the legitimate interests of the Company and shareholders, and were always cautious in performing their roles.

The Board of Directors and the Board of Management were transparent in the governance of the public company. The Board of Directors also created favorable conditions for the Independent member of the Board of Directors to fully exercise their rights and obligations.

The above are the main points assessing the activities of the Board of Directors in 2025, respectfully submitted to the General Meeting of Shareholders.

Recipients:

- As above;
- Board of Directors, The Board of Supervisors;
- Archived: Company Secretary.

**INDEPENDENT MEMBER
BOARD OF DIRECTORS**



Van Trong Long

REPORT
Results of business operations in 2025
and business plan for 2026

I. REPORT ON BUSINESS PERFORMANCE IN 2025

1. General situation

- In 2025, the global situation will continue to be complex, with a mix of recovery opportunities and numerous risks. The global economy will maintain a more stable trend compared to previous periods, inflation will gradually be brought under control, international trade will show signs of improvement, and supply chains will continue to be restructured towards greater flexibility and sustainability. The development of technology and the green transition trend will create new impetus for long-term growth.

- However, global economic growth remains low and uneven; consumer demand is recovering slowly. Interest rates remain high, putting pressure on capital costs and investment activity. Furthermore, prolonged geopolitical conflicts, strategic competition between major economies, volatile energy prices, and risks from financial markets continue to pose significant uncertainties.

- In this context, 2025 is identified as a period of cautious recovery, requiring countries and businesses to enhance their adaptability, proactively manage risks, and effectively leverage opportunities arising from supply chain shifts, digital transformation, and sustainable development to strengthen and improve competitiveness.

- Vietnam was also among the affected countries but adapted quickly through market diversification. It has affirmed its position as a bright spot for growth in the region. Specifically:

+ GDP reached US\$514 billion, ranking 32nd in the world and top 4 in ASEAN. GDP growth reached approximately 8%, with an average of 6.3% over the 5 years from 2021-2025. Exports reached a record US\$475 billion, FDI increased by 9%, inflation was controlled below 4%, with services remaining the largest contributor to the added value of the economy, accounting for over 51.08%, with the added value of this sector reaching 8.62% compared to the previous year. Industry and construction increased by 8.95%, contributing 43.62% to the added value of the economy, while agriculture, forestry, and fisheries contributed 5.3% to growth.

+ GDP per capita: reached US\$5,026/person, an increase of US\$362 (0.6%) compared to 2024, placing Vietnam in the group of upper-middle-income countries.

- Given the general situation in the world and in Vietnam, the industries that are major clients of Ben Thanh also face a mix of opportunities, advantages, difficulties, and challenges, such as:

1.1. Disadvantages

- The coal mining industry faces many difficulties, with increasingly unfavorable mining conditions. Open-pit mines are gradually depleting, forcing a shift to underground mining at ever-decreasing depths, increasing mining costs and occupational safety risks. Furthermore, it is directly impacted by commitments to reduce greenhouse gas emissions, requiring investment in clean technologies and environmental treatment. The prices of materials, equipment, fuel, and labor tend to increase. Coal consumption is primarily for thermal power generation, and fluctuations in electricity demand or shifts towards renewable energy will directly affect coal consumption.

- Cement industry: The total designed capacity of the entire industry is approximately 120 million tons/year, while actual consumption is around 112 million tons. This leads to localized oversupply, increased competition, and forces many businesses to lower prices to maintain production, consequently impacting the overall business performance of the industry. Input costs such as electricity, coal, raw materials, and logistics remain high, directly affecting production costs and reducing profit margins. The export market is volatile, with increasing trade barriers and competition from other countries, posing a risk of declining orders. Meanwhile, the domestic real estate and construction markets are recovering slowly, making domestic consumption unsustainable. Furthermore, the cement industry is a major emitter, facing increasingly stringent requirements for CO₂ emission reduction, forcing businesses to invest in new technologies, thus increasing investment and operating costs. Although interest rates are trending downward, they remain high, while large inventories and slow capital turnover are putting pressure on businesses' cash flow.

- Fertilizer industry: Although input material prices (gas, coal) have decreased for a period, world fertilizer prices are volatile due to geopolitical instability (especially conflicts in the Middle East). This creates a cautious mindset among dealers and farmers regarding stockpiling. As farmers' profit margins narrow, they tend to reduce fertilizer use or switch to cheaper fertilizers, directly impacting the sales volume of high-quality fertilizer businesses (which are their main customers). Domestic fertilizer production continues to face significant pressure from cheap imports (especially from China and ASEAN countries).

- Other industries such as rice, mechanical engineering, and quarrying mostly use cheap Chinese conveyor belts or used conveyor belts to minimize input costs, making market expansion difficult due to fierce competition. Furthermore, rice industry customers are gradually switching to PVC conveyor belts to replace rubber ones due to hygiene and food safety concerns, making it very difficult to completely dominate this market. In particular, the rice industry faces many challenges in 2025, with a decline in both export volume and value due to global oversupply, fierce competition, and import policies in the Philippines; total exports for the year are projected to decrease by 12-13% in volume and 29% in value compared to 2024, reaching approximately 7.85 million tons (US\$4.02 billion).

- Simultaneously, input material prices are rising, some industries that are customers of the company have excess capacity leading to fierce price competition; credit conditions remain tight; and the requirement for green transition – reducing emissions – increases investment costs in technology.

- Increasingly fierce competition with domestic rivals has forced the company to lower selling prices in order to maintain production levels.

1.2. Advantages:

- The coal industry continues to play a crucial role in ensuring national energy security, with demand remaining high, especially for electricity production and industry. The Vietnam Coal and Mineral Industry Group (VICA) completed and exceeded its 2025 business plan with key indicators: Raw coal: 38.4 million tons, Clean coal produced: 38.55 million tons, Coal consumed: 44.625 million tons, Consolidated revenue: VND 161,040 billion, Profit: VND 7,660 billion, exceeding the annual plan target and showing growth compared to the same period. Consequently, Ben Thanh's conveyor belt sales volume in this industry in 2025 is projected at 42,309 m², a 27% increase, and continues to hold 70% market share, a significant advantage in stabilizing production.
- Cement industry: Despite oversupply, 2025 is projected to reach a historical peak with 112 million tons of total industry consumption (75 million tons domestically and 37 million tons exported). Production volume is expected to reach 104 million tons, an 11% increase compared to 2024, while consumption is projected to increase by 16%. Consequently, Ben Thanh's conveyor belt sales in this industry will continue to remain high, reaching 42,994 m², a 10% increase, and accounting for 90% of the market share – a significant advantage that needs to be maintained and expanded.
- Fertilizer industry: becoming a bright spot in the overall economic picture thanks to the synergy of policies and market conditions, many large chemical fertilizer companies such as Phu My Fertilizer and Ca Mau Fertilizer recorded strong revenue and profit growth, exceeding their business plans. According to industry reports, gross profit margins increased due to lower input material prices such as oil and gas in 2025, while fertilizer selling prices remained stable, helping businesses improve profitability. As a result, conveyor belt consumption in this industry continued to maintain at 2,860 m².
- Other sectors: Sales volume in 2025 is expected to remain at 100,299 m². This achievement stems from continuously seeking new customers and the trust customers place in the quality of the company's products.
- Exports: The global economy is showing signs of recovery, and customers are gradually increasing their orders. Several major customers, including the US, Japan, Australia, Mexico, and Indonesia, continue to maintain stable orders and are increasing them annually. Conveyor belt production, in particular, has shown positive growth, reaching 27,936 m², a 16.2% increase compared to the same period last year. This demonstrates that the strategy of expanding and seeking customers across multiple platforms has achieved the expected results. Ben Thanh is gradually enhancing the recognition of the BERUBCO brand in the international market. Therefore, the export market still holds significant potential and opportunities for Ben Thanh in the future.
- For Courroie and technical rubber products, sales remained stable, reaching 23,276,665 inches and 2,563,369 kg respectively, representing growth of 11% and 20% compared to the same period last year.

2. Business performance results

Content	Unit	To be impleme nted in 2024	Year 2025		Compare (%)	
			Plan	Perform	Implem entation 2025/K H 2025	Impleme ntation 2025/TH 2024
I. PRODUCTION AND BUSINESS:						
1. Production output						
Fabric conveyor belts	m ²	180.177	163.500	194.075	118,70	107,71
Steel cord conveyor belts	m ²	15.859	14.500	17.076	117,77	107,67
Courroie	Inch	21.147.767	19.000.000	22.676.651	119,35	107,23
Technical rubber	Kg	2.266.153	1.950.000	2.414.895	123,84	106,56
2. Consumption volume						
Fabric conveyor belts	m ²	187.182	163.500	195.939	119,84	104,68
Steel cord conveyor belts	m ²	21.739	14.500	20.459	141,10	94,11
Courroie	Inch	20.915.877	19.000.000	23.276.665	122,51	111,29
Technical rubber	Kg	2.143.750	1.950.000	2.563.369	131,45	119,57
3. Total revenue and other income	Million dong	422.011	349.591	440.403	125,98	104,36
In which: Main production and business activities	Million dong	419.054	348.591	436.887	125,33	104,26
4.Business Results	Million dong	27.138	25.431	26.046	102,42	95,98
5. Budget contributions	Million dong	31.003	29.500	32.826	111,27	105,88
II. INVESTMENT:						
1. Investment in basic construction	Million dong		1.342			
III. IMPORT AND EXPORT:						
1. Import	Thousand. USD	4.004	3.800	4.222	111,11	105,45
2. Export	Thousand. USD	4.686	4.200	4.797	114,21	102,37
VI. OTHER INDICATORS:						
1. Total number of employees	Person	228	227	234	103,08	102,63
2. Average salary	Million dong	14,43	14,50	14,96	103,14	103,62

3. Operational Status:

3.1. Production Management:

- Maintaining a corporate governance system based on ISO 9001:2015, standardizing and streamlining production processes and technical regulations for easy application while maintaining good control over processes from raw material inspection and production to product output, thereby ensuring stable quality and physical and mechanical properties that consistently meet DIN and JIS standards.

- Maintaining the ISO 17025:2017 system for the laboratory to support research, testing, and product measurement has ensured accurate test results and measurements at every stage of the production process. This not only guarantees consistent product quality upon delivery to customers but also meets the requirements of high-tech rubber products demanding high precision, such as those in the automotive and billiards industries, as well as some demanding international customers like Japan and the United States.
- Successfully built and implemented the ISO 14001 Environmental Management System to identify, assess, and control environmental aspects (air emissions, wastewater, solid waste, noise, chemicals, etc.), contributing to the development of green production and the circular economy.
- Implement appropriate production schedule coordination, promptly maintain and repair equipment, and equip additional auxiliary equipment to effectively support the production process and utilize machine capacity to meet delivery deadlines.
- Maintaining a stable and appropriate supply of raw materials ensures timely production for our customers.
- Carrying out factory renovation, infrastructure, safety, and environmental work: Upgrading the factory cooling system, dust extraction system, installing additional misting fans for the technical rubber workshop, renovating the water return drainage system, upgrading the boiler smoke suppression system to reduce smoke emissions into the external environment, maintaining the 1000KVA power station...
- Digitalization in the production process has contributed to improving the quality of production management, reducing time, manpower, and paperwork.
- Safety, hygiene, and environmental protection measures, as well as fire prevention, are consistently maintained in production, ensuring employee peace of mind and safe production. In addition, welfare policies have contributed to improving the living standards of the company's employees.
- Conduct energy audits to reduce fuel consumption.

3.2. Equipment Investment:

- In 2025, the unit continued to invest in additional machinery and equipment such as magnetic separators (for cotton and fabric sorting) and rubber edge cutting machines.

3.3. Improvement and application of techniques and technologies:

The unit maintains a Vilas-certified laboratory with many recognized physical and mechanical properties and is fully equipped with modern machinery and equipment to support research and technological improvements aimed at meeting quality standards, competitive pricing, and product use in harsh conditions. Through this, the unit has successfully implemented:

Application of science and technology in research work:

- The application of liquid NBR rubber adhesive blending technology for conveyor belt end joining increases adhesion, reduces viscosity, and improves flowability during end joining, extending the lifespan of the conveyor belt in harsh, oily environments.
- Utilizing the new chemical Siditar 320U to minimize reliance on potentially toxic and expensive raw materials.

- Application of fine N115 carbon black filler to enhance tensile strength and improve abrasion resistance of steel-cored conveyor belt rubber.
- Applying 3D scanning technology to select product dimensions, comparing cross-sections of various products to choose the most optimal product, thereby creating a more suitable and accurate mold design.
- Consult with foreign rubber testing laboratories to optimize the types of rubber and chemicals used in order to reduce raw material costs in production.
- With the investment and application of technology as described above during the year, the unit has successfully implemented the following improvements:
 - + Research aims to increase the tensile strength of steel-cord conveyor belt rubber from 130 to 150-160 kgf/cm² and enhance tear strength by 10-15% compared to current levels.
 - + Research on formulating flame-retardant fabric-cored conveyor belt rubber, improving tear strength to 23.47-29.33 kgf/cm (Old formula 17-20 kgf/cm).
 - + 50mm² abrasive formula adjustment using rubber SBR1502 completely replace SVR10 rubber.
 - + Researching a new fabric dipping adhesive formula that does not use natural rubber to enhance the flexibility of Courroie cords, creating samples for customers.
 - + 10% improvement in post-aging bending value for 2cm 26-1 conveyor belt end-joint adhesive.
 - + Research on reducing the cost of commonly used conveyor belt rubber by 3.65%
 - + Research on reducing costs by 10% for two types of fire-resistant conveyor belts: fabric core and steel core.

New product

- Successfully developed a new product, the K66 pool cue, using 3D scanning technology for sample analysis.
- Launching production of the new STEP DOWN product for East West customers.
- We have put into production the new Finger 20 Inch product for our customer BSV.

3.4. Regarding business operations

Brand promotion and trade promotion activities:

- Applying technology and digital marketing to promote products and brands, including:
 - Google Search optimization combined with the Google Display Network and the Enterprise Website system helps maintain a continuous online presence, not only helping to increase traffic but also positioning the brand as a leader in the target market segment.
 - Focus on exploiting the LinkedIn network to reach international business (B2B) customers. At the same time, the Email Marketing process is professionalized, and the electronic catalog is modern, helping to introduce production capacity in an intuitive and vivid way. Thanks to the omnichannel marketing strategy, the unit has shortened the gap with customers.

- Building a bilingual electronic profile (Profile) in English - Vietnamese, combining the production of videos introducing Ben Thanh and the production process, in order to optimize the visitor experience at the factory and reach potential customers, thereby improving the brand recognition of Ben Thanh in the market.
- In 2025, it has participated in 9 fairs and exhibitions to promote the brand and introduce products to customers including:
 - + Conference to review the city's industry and trade in 2024, implement the work program in 2025.
 - + Vietnam International Furniture and Handicrafts Export Fair 2025 (VIFA EXPO 2025), at SECC District 7.
 - + Typical Vietnamese Export Fair in 2025, at SECC District 7.
 - + Vietnam International Paper and Packaging Exhibition 2025, at WTB Expo Binh Duong.
 - + The 18th International Exhibition on Transportation, Transportation & Supporting Industries – Vietnam Autoexpo 2025, at SECC District 7.
 - + Rubber & Tire Vietnam 2025, at SECC District 7.
 - + Supporting Industry Supplier Search Conference 2025, at SECC District 7.
 - + Autumn Fair 2025, at Vietnam Exhibition Center VEC
 - + The 21st International Exhibition on Chemical Industry VINACHEM EXPO 2025 at, SECC District 7.
- In addition, the unit also participated and achieved certifications such as: typical products, typical enterprises, national quality awards, etc. in order to create a solid foundation in management and improve the brand value of the Company.

Customer development and consumption:

In order to perform well in sales, the unit has had solutions to maintain the stability of traditional customers and develop new customers through the development of market development strategies and plans to visit customers regularly such as:

- Through information to understand the market and tastes of customers, the unit has actively and successfully researched high-quality product lines such as: large-format conveyor belts, high-altitude conveyors, including the Billiards product line with high requirements for quality and uniform bounce on the ice such as 3m billiards; billiards k66, thereby anticipating domestic consumption demand and aiming for the export market.
- Actively organize periodic visits and meetings spanning from the North, Central Highlands to the Central and Western regions. This activity is not just a visit but also a combination of technical inspection, product life monitoring and actual use conditions to promptly improve quality. Thereby, the unit accurately grasps market fluctuations, tightens relationships with partners and effectively exploits new business opportunities.
- Focus on maintaining a leading position in traditional markets such as Coal and Cement. At the same time, the unit's rubber conveyor belt products have affirmed their quality and received high trust in the fields of Thermal Power, Quarrying, Mechanics, Woodworking and Animal Feed. The unit is proud to be a strategic partner, establishing

strong cooperative relationships with leading corporations and enterprises in many key fields such as:

- + Coal Mining Industry: including units under the Coal and Mineral Group such as Coal Khe Cham, Vang Danh, Mao Khe,...
 - + Cement industry: Vicem system (Ha Tien, Hoang Mai, Bim Son...), Thang Long Cement.
 - + Steel industry: Hoa Phat Group (Dung Quat and Hai Duong Complex).
 - + Fertilizer Industry: Binh Dien fertilizer, Ca Mau fertilizer, Phu My fertilizer.
 - + In addition, the unit has been approaching customers in the Automotive industry to offer Fender products for sale: Truong Phu Automobile, Truong Hai Industrial Group, Do Thanh Automobile.
 - In addition, it also improves customer care through good after-sales service, fast and efficient customer support that helps maintain long-term relationships. Building and training a team of professional customer care staff, creating trust and cohesion with customers.
 - Applying flexible selling prices to penetrate and expand market share, maintain competitive selling prices, good discount and after-sales regimes compared to competitors but still ensure stable quality.
 - For foreign markets, the unit has met and approached product quotations, specifically as follows:
 - + Conveyor: Beltservice Corporation (Horizontal Ribbed Conveyor), Strong Rock (Rock Industry Conveyor) and some other conveyor belt customers such as Vasco Global Limited (H.K.), Nationwide Belting Sales & Services,...
 - + Courroie Wire: customer Strong Rock Trading Est - Arabic Saudi have contributed to improving brand recognition BERUBCO
 - + Engineering rubber: there are customers Fatboy Logistics, Inc (Fenders), Inter-Continental Gear & Brake Inc (Canada) (Fenders with logo), Preformed Line Products (Rubber Sheets for Solar Frame Systems), Good Earth Tools, Automann (Wheel chock), Unimat De Mexico (Rubber floor mats), a number of companies in the industry providing Billiards tables, such as Joy Billiards Company – China, Seara Sports Company – Cambodia, Gorina Company, PT. Hadinata Brothers Company – Indonesia....
 - As a result, in 2025, the number of customers will increase to 47 customers spread across industries such as Coal, Cement, Export, Mechanical Engineering and some other industries. Specifics:
 - + Cement Industry: 4 customers
 - + Coal Industry: 1 Customers
 - + Other Customers: 41 Customers
 - + Overseas: 1 Customers
- Helping the number of customers in the year increase from 771 to 818 customers, an increase of 6%. Thereby, consumption in these industries also remained stable

and increased. Specifically, *conveyor belt consumption reached 216,389 m², an increase of 16% compared to 2024, of which:*

- + The Coal and Mineral Mining industry consumed 42,309m², up 27%, sales of 68.3 billion VND.
- + Cement industry consumed 42,994 m², up 10%, sales of 69.4 billion VND.
- + Other industries consumed 100,299 m², down 8.3%, sales of 121.3 billion VND.
- + Export 27,936 m², up 16.2%, sales of 20.9 billion VND.

Sales revenue in the year reached VND 436.89 billion, up 4.26% compared to 2024, of which:

- + Conveyor products: 284.8 billion VND, up 12.8% compared to 2024.
- + Courroie wire products: 16.2 billion VND, up 19.7% compared to 2024.
- + Engineering Rubber products: 113.9 billion VND, up 5.1% compared to 2024.

3.5. Financial work:

- Analyze and prepare quarterly, semi-annual and annual financial statements in accordance with regulations.
- Monitor debt classification, analyze debt age, actively advise the General Director to handle bad debts, thereby balancing debts reasonably and reducing the rate of overdue debts. During the year, the debt situation is difficult, but the unit implements: debt recovery, working capital loans, meeting the demand for raw materials and materials for production and repaying due debts to banks, paying salaries and benefits to employees in a timely and full manner.
- The Company performs well in financial management, maintains financial indicators at a good and safe level: payment index, efficiency index, operating index, capital structure index. In addition, there are regular checks and reminders of the Board of Directors and the Supervisory Board in financial management.
- Monitor, declare and fulfill all tax law obligations as prescribed
- Organize the payment of dividends in full and on time according to the Resolution of the General Meeting of Shareholders.
- Monitoring debt classification, debt age analysis, handling bad debts, thereby balancing debts reasonably and reducing the rate of overdue debts.
- Perform periodic and irregular information disclosure in a timely manner in accordance with regulation

3.6. Digitalization and digital transformation:

- Invest in upgrading transmission line infrastructure, hard drives, LAN networks, computers, etc.
- Effectively applying data transfer from office to production through touch screens helps update specifications to production quickly, timely and accurately, saving time and cost of implementation.

- Apply office 365 to the office block; Data scanning and storage on Icloud helps to retrieve data quickly and promptly, increasing the ability to work as a team and work flexibly anywhere.
- Applying digital signatures on documents communicating with the Group and documents on software applications, deploying SCAN signatures on internal documents.
- Improved note-taking forms to electronic files to update data and archive using computer files.
- Maintain the effective application of document management software, helping to connect documents from the Group down and deploy work to departments and individuals in the unit.
- Coding products and work orders are synchronized with mold codes and customer codes to facilitate digital transformation in effective production management.
- Maintain and successfully apply production management software.

3.7. Training and occupational safety:

In order to improve professional qualifications to meet production and business needs, the Company has implemented the following training courses:

- Training in fire protection, internal regulations and occupational safety for new workers.
- Organize periodic training in first aid, training in each group: Group 1 and Group 2 Occupational safety and health; Group 3 of safety technical training; Group 4 and Group 6 Occupational safety and health; Forklift and crane operator certification training.
- Organize professional training for employees such as: updating knowledge of bidding laws; insurance knowledge, salary scale personnel, payroll.
- Organize training for key officials and the Board of Directors of the Workshop on: Guiding the inventory of greenhouse gases, mitigating greenhouse gas emissions; Training on inventory and preparation of greenhouse gas emission reports in accordance with the law.
- Conducting 2 training courses for office employees to practice on applying AI digital technology to work.
- Participate in environmental management system awareness training.
- Carrying out recruitment, during the year, 32 personnel were recruited to meet professional requirements and production needs, contributing to helping the company exceed the production and business target. Maintain annual occupational safety and health such as: equipping personal protective equipment, periodic health check-ups 1 time/1 year, occupational diseases 2 times/1 year, fire safety, OSH propaganda and training, etc. with a total operating cost of 814 million VND/years.
- Maintain annual occupational safety and health such as: equipping personal protective equipment, periodic health check-ups 1 time/1 year, occupational diseases 2 times/1 year, fire safety, OSH propaganda and training, etc. with a total operating cost of 814 million VND/year.

3.8. Innovation in production

In parallel with the implementation of business solutions, the unit regularly focuses on encouraging employees to register to participate in initiatives and improvements in production, through which in five units have implemented 6 improvement initiatives that have been put into practice. benefiting the company about 620 million VND, specifically:

- Research and manufacture of 3M billiards cloth cutting machine used for the new generation of 3-band carom billiards tables to help the unit be self-reliant in technology and production capacity, create a great reputation for customers and contribute to product diversification.
- Research and manufacture of V-bend ribbed conveyor belts, helping to diversify products and access opportunities to expand to foreign markets.
- Research and improvement of the end-to-end adhesive formula for oil-resistant conveyor belts using 100% Nitrile NBR rubber to help increase the quality of conveyor belts, create brand reputation with customers, as well as competitiveness with competitors.
- Research and improvement of fire-resistant (flame-retardant) steel core conveyor belt face rubber to increase wear resistance by 15% to 20% and increase breaking tensile strength by 15% to increase service life and diversify the product line of wear-resistant conveyor belts.
- Research on improving the smelting process to produce rubber strips to achieve optimal dispersion.
- Research on connecting the end of the steel core bucket conveyor with glue pouring method. Meet the requirements of conveyor belt splicing services of customers in large industries in heavy industrial production industries: steel, cement, mining.

3.9. Social Security Policies:

- The superior trade union supports employees in extremely difficult circumstances, gives Tet gifts, supports social security with a total support amount of 126 million VND.
- The Government and the Company's Trade Union supported the gratitude ticket and Tet gifts for employees, with a total amount of 117 million VND
- Organizing activities on holidays such as: 8-3; 20-10; International Children's; Mid-Autumn Festival; Nguyen Duc Canh scholarship with a total amount of 123.5 million VND.
- Organizing the "Trade Union Warm-up Meal" for all Trade Union members and employees, the value of each meal is 70,000 VND/serving with a total cost 17 million VND
- In addition to taking care of the lives of employees, the unit also carries out social security activities with a total contribution of 216 million VND, of which: supporting people in the northern mountainous area 62 million VND; supporting people affected by natural disasters caused by storm No. 10-11: 58 million VND; support for the Group's study promotion fund: 30 million VND; support for the Cuban people: 5 million VND; supporting the social security program with CNS: 3 million VND; support for people damaged by storms and floods: 58 million VND

3.10. Results of emulation and reward:

In the five units, the following results have been achieved:

Saigon Industrial Corporation, commendation:

- The Party Cell of Ben Thanh Rubber Joint Stock Company achieved excellent achievements, recognized as a typical example in "Learning and following Ho Chi Minh's ideology, ethics and style" in the period of 2021-2025.
- The Cell of Ben Thanh Rubber Joint Stock Company has made achievements in contributing to the successful organization of the Fifth Party Congress of the Corporation, term 2025–2030
- The Cell of Ben Thanh Rubber Joint Stock Company was recognized for its excellent achievements and praised as a typical "Skillful People's Mobilization" in 2025.
- Ben Thanh Rubber Joint Stock Company is an advanced typical unit in production and business development in the period of 2020–2025.

The City People's Committee commended and awarded:

- The collective of Ben Thanh Rubber Joint Stock Company has had excellent achievements in completing the tasks in 2025.
- The City's emulation flag is due to its excellent achievement in completing tasks in 2025, leading the emulation block and actively contributing to the emulation movement of Ho Chi Minh City.
- The City Youth Union and People's Committee of Ho Chi Minh City commended the Youth Union for outstanding performance in fulfilling its duties.

II. PRODUCTION AND BUSINESS PLANNING ORIENTATION IN 2026

1. General characteristics:

- The Middle East conflict is the biggest hot spot in early 2026. Tensions in the Strait of Hormuz region are threatening global energy supply chains, pushing up oil and gas prices, putting direct pressure on global production costs.
- Technological and economic competition Tariffs and high-tech export controls (especially AI and semiconductors) have become popular political tools. This creates fragmentation in the global supply chain.
- GDP growth: It is forecast to reach about 2.7% - 3.1%, lower than the previous average. Major economies such as China and the Eurozone are all trying to find new growth drivers.
- Global public debt pressure has reached a record \$102 trillion. High borrowing costs are shrinking the policy space of developing countries.
- The role of AI: AI is starting to enter the stage of extensive enforcement in enterprises, helping to increase productivity but also causing major disruptions in the global labor market.

Vietnam Context: "The Five Hinges of a New Era"

- The 14th National Congress of the Party (taking place in early 2026) has determined the roadmap to bring Vietnam into the era of self-development. The focus is on institutional reform, strong digital transformation, and green economic development.

- Vietnam continue to maintain the strategic balance between great powers, take advantage of new-generation free trade agreements (FTAs) as economic leverage.
- Vietnam's GDP growth target in 2026 set by the National Assembly is **10% or more**, accompanied by other targets such as GDP per capita reaching 5,400 - 5,500 USD, showing high development aspirations in the context of a volatile global economy. This is an ambitious goal, requires synchronous macro management and strong institutional reforms to both achieve high growth rates and ensure economic stability. In which, GDP growth: Q1/2026 reached 7.83%, far exceeding expectations. International organizations such as UOB and ADB forecast that Vietnam's full-year growth may reach 7.2% - 7.5%, among the leading groups in the region.
- FDI: The wave of high-tech supply chain shifts (semiconductors, clean energy) into Vietnam continues to be strong.
- Exports: Recovered well thanks to demand from the US, Japan and ASEAN markets, despite facing new tariff barriers.
- Public investment: Fiscal policy: The Government continues to promote public investment disbursement (estimated at over VND 800,000 billion) focusing on strategic infrastructure projects such as Long Thanh Airport and East-West expressways entering the sprint phase, creating a spillover effect on the economy.
- Inflation: Controlled around 3.5%, but pressure from world energy prices and exchange rates are still variables to be monitored closely.
- Control CPI around 4.5%, credit growth maintains a high level of 14% - 15% to support production. Budget revenue is expected to grow by 5% - 10% compared to 2025.

Generality of industries belonging to the unit customers:

- The mineral coal industry (TKV) continues to face difficulties due to deeper and deeper mining conditions, but Vietnam Coal and Mineral Group (TKV) sets high goals, focusing on production and business to ensure national energy security, with a production target of 36.8 million tons of raw coal. consumption of 50 million tons, and revenue target of VND 171,645 billion, profit of VND 5,097 billion.
- In the domestic cement industry, oversupply remains a major issue. Cement supply in 2026 is projected to reach over 130 million tons. Meanwhile, domestic cement consumption is forecast to reach approximately 86-90 million tons, an increase of about 12-15% compared to 2025. The large gap between supply and demand indicates that the market continues to operate in a state of surplus. Public investment and infrastructure development continue to be the main drivers of domestic cement consumption, while exports maintain a supporting role but are unlikely to create a breakthrough in production volume.
- Entering 2026, Vietnam's fertilizer industry is forecast to enter a more stable period from the high world demand maintained around 400-450 USD/ton, along with that, the policy of imposing 5% output VAT continues to have a positive impact. As a result, the output of conveyor belts consumed in this industry is forecast to continue to be stable.
- Other industries such as mechanical engineering, rice production, and quarrying mostly use cheap Chinese conveyor belts, old conveyor belts, etc., so market penetration and expansion still face many difficulties and obstacles. The rice industry in the South still has opportunities to expand its market; however, selling prices in this

sector must compete with cheap Chinese goods and old conveyor belts, making it difficult to completely dominate this market. Furthermore, customers in this industry are shifting towards using PVC conveyor belts to ensure food safety and hygiene.

- In addition, the political influence of the world in recent years has been the increase in input costs, in which the price of raw materials increases in gas, the selling price does not increase, which will affect the profit and consumption output of the unit in the year.

In the context of difficult forecasts continuing, especially the unending hostilities in the Strait of Hormuz, leading to the economic and production situation of the unit continuing to be more difficult, based on the production capacity of the unit and the consumption demand of large customers, the mining industry, Cement, Steel... The company sets production and business targets as follows:

2. Production and business plan in 2026:

Stt	Criteria	Unit of calculation	Implementation in 2025	Plan for 2026	Compare KH 26/TH 25(%)
I.	SẢN XUẤT KINH DOANH				
1	Production Output:				
	Fabric conveyor belts	m ²	194.075	179.000	92,23
	Steel cord conveyor belts	m ²	17.076	16.000	93,70
	Courroie	Inch	22.676.651	20.500.000	90,40
	Technical Rubber	Kg	2.414.895	2.200.000	91,10
2	Consumption volume:				
	Fabric conveyor belts	m ²	195.939	179.000	91,35
	Steel cord conveyor belts	m ²	20.459	16.000	78,21
	Courroie	Inch	23.276.665	20.500.000	88,07
	Technical Rubber	Kg	2.563.369	2.200.000	85,82
3	Total Revenue	Million.dong	440.403	412.073	93,57
	Main Revenue	Million.dong	436.887	411.073	94,09
	<i>In which: Export revenue</i>	<i>Million.dong</i>	<i>126.035</i>	<i>120.000</i>	95,21
	Revenue and other income	Million.dong	3.516	1.000	28,44
4	Cost of goods sold	Million.dong	368.279	335.459	91,09
5	Financing Costs	Million.dong	1.796	1.743	97,04
6	Cost of Selling	Million.dong	33.888	34.678	102,33
7	Management Costs	Million.dong	10.208	13.681	134,03
8	Business Results	Million.dong	26.046	26.512	101,79
9	Budget Payments	Million.dong	32.826	32.000	97,48
II.	IMPORT & EXPORT:				
	Import turnover	Thousand.USD	4.222	4.000	94,74
	Export turnover	Thousand.USD	4.797	4.700	97,98
III.	INVESTMENT:				

Stt	Criteria	Unit of calculation	Implementation in 2025	Plan for 2026	Compare KH 26/TH 25(%)
1	Total investment capital demand	Million.dong			
	Capital construction investment	Million.dong			
	- <i>Machinery, equipment, molds</i>	<i>Million.dong</i>			
2	Sources of investment capital	Million.dong			
	Equity	Million.dong			
IV. OTHER INDICATORS:					
1	Total number of employees	Person	234	236	100,85
2	Average salary	Million.dong	14,96	15,00	100,29
3	Dividends	%	11	10	90,91

3. Some implementation solutions

3.1. Management and Operation:

- Continue to maintain the improvement of the quality management system according to ISO 9001:2015 as well as comply with the regulatory processes and specifications issued.
- Continue to maintain the laboratory according to Vilas standards (ISO 17025) to ensure accurate and stable test measurement results.
- Complete the ISO 14001 system to control environmental indicators well
- Evaluate work efficiency, comply with internal regulations to have a basis for rewarding and handling in time to improve work efficiency in production.
- Maintain solutions to stabilize input materials to meet production and business needs, avoid price fluctuations.
- Improving and maintaining the production environment: Occupational safety - hygiene - fire safety. Fully apply salary and bonus regimes to take care of the lives of employees, as well as allocate and fully equip labor protection for employees.
- Applying QR codes to production and management of machinery and equipment to retrieve information quickly and timely.
- Replacing the method of burning coal furnaces with the option of buying Biomass heat steam from outside helps to produce cleaner and less pollution.
- Continue to review the electrical system of the entire factory to reduce electricity consumption in production and install solar power to reduce grid electricity consumption in the condition of high electricity prices and help cool the factory in the dry season.
- Detailed design of 2000mm conveyor belt forming machine to serve the production of large format conveyor belts and increase output.
- Renovating and restoring a number of machines in order to operate more stably, contributing to maintaining stable production: press 37, LK75 sealed smelting machine, Courroie wire forming machine,...

3.2. Research, improvement and application of science and technology:

- Research on reducing the viscosity of common type conveyor rubber faces combined with SVR10 rubber pretreatment and additional research on rubber circuit cutters, the effect is that the viscosity is more uniform between batches, and the viscosity is reduced from 5 -10 Mooney.
- Optimization of flame retardant chemicals: Application of new chemical Siditar 320U (modification of Silica) to partially replace Antimony Trioxide (Sb_2O_3) reduces conveyor belt volume when burned and burn time, minimizing dependence on potentially toxic and costly raw materials.
- Optimize dispensing orders:
 - + MPE, MP, ISO PADs products of East West customers.
 - + Rubber face common fabric core conveyor belt and common steel core conveyor belt.
 - + Flame Retardant Conveyor Face Rubber 9B.
 - + Rubber coated with common conveyor belts while ensuring adhesion.
- Research on the development of optimal vulcanization time for floor underlayment products with a thin thickness of $< 8\text{mm}$.

3.3. Financial work:

- Continue to control and record financial transactions, manage the company's cash flow in and out in accordance with internal regulations as well as relevant laws, and ensure that the company has the necessary cash to meet daily operations.
- Analyze and prepare quarterly, semi-annual and annual financial statements in accordance with regulations.
- Continue to closely monitor debts, thereby analyzing the type of debt, debt age and actively advising the General Director on handling directions to minimize the rate of overdue debts.
- Closely follow the Resolutions of the General Meeting of Shareholders as well as the Board of Directors and the Board of Directors to fully and punctually implement relevant requirements.
- Continue to update new regulations and make periodic and irregular information disclosures in accordance with regulations.

3.4. Business:

Promotion Strategy:

- Search engine and display optimization: Maintain a strong brand presence on Google Search, business website systems, Email Marketing and e-newspapers. This strategy focuses on increasing the traffic to reach potential customers both locally and internationally.
- Leverage LinkedIn as a key B2B marketing channel to connect directly with international partners, corporations, and investors.
- Increase the recognition of the Courroie rope product line by expanding the distribution channel on the e-commerce platform (Shopee), helping to quickly and directly reach consumers.

- Proactively implement periodic customer visit programs. Sending an open letter combining the latest production capacity update catalog to domestic and foreign partners to introduce the optimal technical solutions of the unit.
- Actively participate in trade promotion conferences through the Trade and Investment Promotion Center (ITPC) and specialized exhibitions to expand the trade network. Actively participate in specialized fairs and exhibitions such as mechanics, logistics, agriculture, etc. to reach new customers, expand partnerships, and increase BERUBCO's brand recognition in the market.
- Strongly promote the brand image of Ben Thanh, especially steel cable conveyor products in the Northern market; pre-reach to small-scale customers to create a premise to expand and penetrate large-scale customers in the future.

Product Strategy

- Actively search and collect information to expand the customer network, focusing on key industries such as Coal, Cement, Metallurgy,... thereby increasing opportunities to access new projects.
- Focus on boosting output and revenue for key product lines including: Steel-core conveyors, fabric-core conveyors. Focus on investing, expanding and diversifying technical rubber products.
- Apply visiting and customer care policies to maintain existing customers and strengthen marketing to expand domestic and foreign markets so that new customers are constantly increasing
- Maintain and promote strong strategic partnerships with industry leaders:
 - + Coal Mining Industry: Units under the Coal and Mineral Group such as Khe Cham Coal, Vang Danh, Mao Khe,...
 - + Cement industry: Vicem system (Ha Tien, Hoang Thach, Hoang Mai, Bim Son...), Thang Long Cement.
 - + Fertilizer industry: Binh Dien Fertilizer, Ca Mau Petroleum Fertilizer, Phu My Fertilizer Plant, DAP, Can Tho Fertilizer & Chemicals, Ninh Binh Fertilizer,...
 - + Ancillary Fields: Mechanical Engineering, Quarrying, Thermal Power, Woodworking and Animal Feed.
- Flexibly combine existing customer care policies with proactive marketing activities, in order to constantly expand the network of potential partners both at home and abroad.
- Synchronously implement trade discount policies and flexible payment discounts with the goal of stimulating consumption demand, accelerating the turnover of receivables, thereby improving the efficiency of working capital use and financial capacity of units.
- Develop a flexible selling price policy, rationally calculate between cost – profit margin – market price to improve competitiveness, especially in the face of low-cost products imported from China, but still ensure quality and brand reputation.
- Promote the expansion of the market in the South, focusing on the rice and fertilizer industries through the local agent system; At the same time, strengthen marketing,

introduce and send samples of courroie rope and conveyor belts in the Central market to expand product coverage.

- Tiếp tục đánh giá và khai thác nhóm khách hàng thương mại, tìm kiếm cơ hội hợp tác phân phối nhằm mở rộng thị trường tiêu thụ và đẩy mạnh quảng bá thương hiệu BERUBCO trên phạm vi rộng hơn.

3.5. Recruitment training:

- Connect with the professional department of the Vietnam Confederation of Commerce and Industry – VCCI to update information and conduct training in professional classes: Customs, Tax Law, Bidding Law, Insurance policies, Salary, Environmental Law...

- Training for technical staff to properly understand the technical standards being applied in Ben Thanh about technical requirements, quality of each customer, each product line.

- Recruit a sufficient number of unskilled workers according to production and business needs as planned, giving priority to qualified laborers, local laborers, and employees who are children of employees in the Company.

- Arrange rotational training in the form of high-level labor, training for lower-level workers so that a worker can stand in many different positions while ensuring safety and quality in order to improve skills and meet the needs of transfer. replace as needed.

- Conducting training on chemical spill prevention, training safety teams.

3.6. Other work

- Maintain fire prevention and fighting, occupational safety, industrial hygiene, environmental sanitation and adequate labor protection equipment.

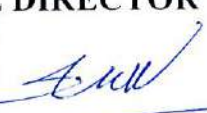
- Maintain the maintenance and maintenance of machinery and equipment according to the plan, make a forecast plan and purchase backup equipment to replace when damaged. Concentrate resources on performing key maintenance of main or frequently damaged machinery and equipment to ensure that machinery and equipment are operated continuously and without unexpected damage

- Implementing social security, taking care of the spiritual and material life of employees, improving the working environment.

CONCLUSION:

The Board of Directors and all employees determined that they had to make efforts to overcome difficulties. We believe that with the contribution of the General Meeting of Shareholders and the timely direction of the Board of Directors along with the spirit of solidarity and unanimity of all employees, the Company will implement and complete the production and business plan in 2026.

Sincerely thank you.

 **GENERAL DIRECTOR**

Nguyen Tran Nghiem Vu

**BEN THANH RUBBER
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, May 4, 2026

**REPORT ON THE OPERATIONAL RESULTS
OF THE BOARD OF SUPERVISORS
(AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS)**

To: The General Meeting of Shareholders
Ben Thanh Rubber Joint Stock Company

Based on the functions and duties of the Board of Supervisors as stipulated in:

- The Law on Enterprises and current legal documents;
- The Charter of Organization and Operation of Ben Thanh Rubber Joint Stock Company (hereinafter referred to as the Company Charter);
- The Resolution of the 2025 Annual General Meeting of Shareholders of Ben Thanh Rubber Joint Stock Company;
- The 2025 Financial Statements audited by AASC Auditing Firm Co., Ltd.;
- Results of inspection and supervision activities of the Board of Supervisors in 2025;

The Board of Supervisors would like to present the draft report to the 2026 Annual General Meeting of Shareholders of the Company with the contents reporting on the operational situation in 2025 and the operational plan for 2026, as follows:

I. RESULTS OF THE BOARD OF SUPERVISORS IN 2025

1. Inspection and supervision:

In 2025, the Board of Supervisors (BoS) implemented and strictly carried out the supervision and inspection of compliance with the Company Charter, the implementation of Resolutions of the General Meeting of Shareholders (GMS), and Resolutions of the Board of Directors (BoD), specifically:

- Inspecting and supervising according to the set plan, reflecting the results achieved as well as contents that need to be noted, remedied, and improved in the Company's operations and governance; all reports of the BoS were sent to the BoD and the Board of Management (BoM) of the Company.
- Reviewing periodic and ad-hoc reports of the Company; inspection results from State management agencies and independent auditors regarding the situation of production and business activities, management and use of capital and assets, as well as investment and procurement activities...
- Periodically every 6 months/year, preparing reports on the inspection and supervision of the organization of production and business activities and financial management of the Company, in which the results achieved and shortcomings are reflected to report to the major shareholder, which is the Vietnam Rubber Group.

- Reviewing the internal regulations of the Company that have been issued and participating in contributing to the drafts of newly issued internal regulations when requested.
- Coordinating with specialized departments to carry out reviews and internal audits by topic.

2. Meetings of the Board of Supervisors:

- In 2025, the BoS conducted four (04) meetings; besides that, members also exchanged work and contributed opinions via email, telephone... ensuring regular inspection and supervision of the management and implementation of the 2025 business goals of the BoD and BoM that were approved at the 2025 GMS.
- On behalf of the Board of Supervisors, the Head of the Board of Supervisors fully attended all meetings of the Board of Directors, monthly briefing meetings, and other meetings of the Company as invited to grasp the situation of business and investment operations. Thereby, the Board of Supervisors provided recommendations to the Board of Directors and the Board of Management regarding relevant issues in business and investment activities in 2025 within the scope of its responsibilities, authority, and in accordance with the regulations of the Board of Supervisors.

3. Appraisal of financial statements:

Reviewing and appraising the quarterly, 6-month, and annual Financial Statements (FS) of the Company to contribute to limiting errors in organizing and implementing accounting and statistical work and preparing FS, complying with requirements for legality, reasonableness, honesty, and prudence. The appraisal results show:

- The periodic FS of the Company reflect the financial situation honestly and reasonably at the reporting time and are disclosed in a timely manner, in accordance with the regulations for public companies.
- The 6-month and full-year 2025 FS of the Company were audited by AASC Auditing Firm Co., Ltd. The 2025 FS reflect honestly and reasonably in accordance with current Vietnamese accounting standards, systems, and related legal regulations.
- In addition to the inspection and review activities of the independent auditor, the Company is also subject to inspection by other competent state agencies such as the State Audit Office, tax authorities... Therefore, the figures recorded in the FS may be changed according to the decisions of competent authorities.

4. Remuneration, operating expenses, and other benefits of the Board of Supervisors:

Salaries, remuneration, operating expenses, and other benefits of BoS members are implemented strictly according to the Resolution of the GMS and paid in compliance with the internal regulations of the Company.

- Full-time Head of the Board of Supervisors: Salary and benefits of the Head of the Board of Supervisors are paid from the Company's salary fund, no remuneration.
- Members of the Board of Supervisors: Remuneration of 2.5 million VND/person/month. Information on remuneration paid to BoS members and the salary of the Head of the BoS has been fully presented in the report content of the independent auditor.

5. Summary of proposals and recommendations of the Board of Supervisors:

In 2025, production and business operations continued to face many difficulties due to the general situation of the domestic and global economy. However, the Company still ensured the continuous operation of the production line, stabilized consumption, met and exceeded revenue and profit plans, maintained income targets for employees, and fully paid insurance and tax obligations to the state budget.

It is expected that 2026 will continue to be difficult; therefore, to contribute to building a flexible production and business plan, keeping up with opportunities as well as minimizing business risks, the BoS offers some opinions as follows:

- Regarding accounts receivable: It is necessary to continue reviewing and having more effective plans and schedules for debt recovery, continue to monitor accounts receivable in detail, classify debts in detail by scale and duration, regularly update the payment situation and reconcile debts with customers, and have decisive measures in urging recovery for overdue and long-term debts. Have a flexible provision policy for bad debts for different customer groups, especially large, long-term customers. All accounts receivable should have payment security measures and appropriate debt policies to recover debts to ensure reasonable working capital turnover, contributing to improving the efficiency of the Company's production and business activities.
- Promoting business activities: Continue to deploy market research and customer acquisition; besides that, perform good after-sales services for customers to consolidate relationships with the Company. Research more flexible policies for each customer or separate customer group, especially potential customers to create a better impression.
- Have a plan to train and improve the qualifications of management staff; besides that, improve the role of market forecasting and analysis, forecasting the supply of materials and raw materials, and the impacts of the economy on the prices of materials and raw materials...

II. RESULTS OF SUPERVISION OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND COORDINATION BETWEEN THE BOARD OF SUPERVISORS AND THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND SHAREHOLDERS IN 2025

1. Regarding the activities of the Board of Directors:

In 2025, the BoD organized and maintained regular periodic meetings in accordance with the regulations recorded in the Company Charter; in the meetings, BoD members participated relatively fully with a high sense of responsibility. All meetings had Minutes and Resolutions prepared in a timely manner to orient and direct production, business, and investment in accordance with the Resolution of the GMS and legal regulations.

2. Regarding the activities of the Board of Management:

- The Board of Management still maintains regular monthly briefing meetings; besides that, it also organizes additional ad-hoc meetings when necessary to meet production and business requirements to implement Resolutions of the BoD, thereby issuing timely directive notices, ensuring compliance with legal regulations in the management, administration, and information disclosure of the Company. Members of the Board of Management have performed their assigned functions and duties correctly according to the provisions of the Company Charter and the Resolution of the GMS.

- Decisions of the Board of Management are issued validly, with proper authority, always ensuring the interests of the Company and Shareholders. During the year, there were no conflicts of interest with affiliated persons, and the BoS has not noticed anything unusual in the management and administration of the Board of Management.

3. Evaluation of the coordination between the Board of Supervisors with the Board of Directors, Board of Management, and Shareholders in 2025

During the year, the Board of Supervisors was always provided with favorable conditions by the Board of Directors and the Board of Management to perform its functions and duties. Specifically, the Board of Supervisors was invited to attend meetings of the Board of Directors and monthly briefing meetings of the Board of Management, and provided opinions according to its functions and duties related to production activities, financial activities, sales policies, and debt collection... in accordance with the Resolution of the GMS, the Company's Charter, legal regulations, and ensuring the interests of the Company.

- Coordinating with the BoD and BoM to select an independent auditor to submit to the GMS for consideration and decision on selecting the auditor for the Company's FS.
- Participating in contributing opinions to build and improve the Organization Regulations and Internal Regulations of the Company:

In the past year, the BoS did not receive any request letters or complaints from Shareholders or groups of shareholders regarding the activities of the BoD and BoM.

III. MONITORING RESULTS IN 2025

1. Situation of implementing the 2025 GMS Resolution:

- Production and business plan:

In 2025, the main indicators achieved were as follows:

Unit of measurement: Million VND

Indicators	Actual 2024	Plan 2025	Actual 2025	Actual 2025/ TH2024 (%)	Actual 2025 / Plan 2025 (%)
Net revenue	419.054	348.591	436.887	104	125
Cost of Goods Sold	336.438	271.904	368.279	109	135
Gross profit	82.617	76.687	68.608	83	89
Net profit	27.017	25.431	25.334	94	100
Total Profit Before Tax	27.138	25.431	26.046	96	102

- Net revenue from sales of goods and services reached 436,887 million VND, exceeding the 2025 plan by 25% and increasing by 4% compared to the same period in 2024.
- Total Profit Before Tax was 26.046 million VND, exceeding the 2025 plan by 2% and decreasing by 4% compared to the same period in 2024.

- The Company has appropriated the Reward and Welfare Fund according to the 2024 profit distribution plan, in compliance with the Resolution of the 2025 Annual General Meeting of Shareholders.
- The Company paid dividends for 2024 to existing shareholders from the profit after tax, with a payout ratio of 12% per par value (01 share receives 1,200 VND).
- Remuneration for the Board of Directors and the Board of Supervisors was implemented in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.
- Resolution on selecting an independent auditor: The Board of Directors selected AASC Auditing Firm Co., Ltd. as the independent auditor under the authorization of the 2025 General Meeting of Shareholders.

2. Financial activities in 2025

After inspection and appraisal, the Board of Supervisors agrees with the figures in the financial statements audited by AASC Auditing Firm Co., Ltd. (details are published on the Company's website).

Key indicators for 2025 in the financial statements are as follows:

Indicators	Unit	2024	2025	Difference	Increase, decrease +/- (%)
		(a)	(b)	(c) = (b) - (a)	(c)/(a)
Current Assets	Million VND	224.601	221.283	(3.318)	-1,48
Non-Current Assets	Million VND	84.486	69.359	(15.127)	-17,90
Total Assets	Million VND	309.086	290.641	(18.445)	-5,97
Debt Payable	Million VND	96.509	79.051	(17.458)	-18,09
Equity	Million VND	212.578	211.591	987	-0,46
Total capital	Million VND	309.086	290.641	(18.445)	-5,97
Capital preservation coefficient	Times	1,72	1,71	(0,01)	-0.58
Basic earnings per share	VND	1.758	1.680	(78)	-4,44
Liabilities/equity	%	45,40	37,36	(8,04)	-17,71

- The structure of Current Assets and Non-Current Assets at the end of 2025 changed compared to the same period in 2024, in which:
 - Current Assets at the end of 2025 were 221,283 million VND, a decrease of 1.48% compared to the end of 2024, mainly due to a decrease in short-term trade receivables.

- Non-Current Assets at the end of 2025 were 69,359 million VND, a decrease of 17.90% compared to the end of 2024, mainly due to the gradual decrease in fixed assets.
- Equity as of 31/12/2025 was 211,591 million VND, a decrease of 0.46% compared to the same period in 2024. The main reason is that the retained Profit After Tax in the year was lower than the previous year, in the context of rising input material costs narrowing profit margins, affecting the scale of capital accumulation. However, equity still accounts for a high proportion, reaching 72.80% of total capital, showing that the Company continues to maintain a safe financial foundation, prioritizing the use of its own capital to support production and business activities.
- Capital preservation ratio and earnings per share:
Capital preservation coefficient:
As of 31/12/2024: 1.72 times
As of 31/12/2025: 1.71 times.
The capital preservation ratio in 2025 decreased compared to the same period, however, the decrease was insignificant (0.58%).
- Earnings per share: Earnings per share as of 31/12/2025 was 1,680 VND, a decrease of 78 VND, corresponding to a decrease of 4.44% compared to 31/12/2024.
- Financial indicators:

No.	Indicators	Unit	31/12/2024	31/12/2025	Comparison (%) of indicators at 31/12/2025 with 31/12/2024
A Solvency					
1	Short Term Solvency (Current Assets – Inventories - Other current assets)/Short Term Debt)	Times	1.36	1.62	119
2	General Solvency (Current Assets/Short Term Debt)	Times	2.33	2.80	120
B					
1	Short-term assets/Total assets	%	72.67	76.14	105
2	Non-Current Assets/Total Assets	%	27.33	23.86	87
3	Total liabilities/Total capital	%	31.22	27.20	87
4	Equity/Total capital	%	68.78	72.80	106
C Debt Ratio					
1	Total liabilities/Equity	%	45.40	37.36	82
D Operating efficiency indicators					

No.	Indicators	Unit	31/12/2024	31/12/2025	Comparison (%) of indicators at 31/12/2025 with 31/12/2024
1	Profit After Tax/Equity (ROE)	%	10,23	9,83	96
2	Capital preservation coefficient (equity capital/charter capital)	times	1,72	1,71	99

In 2025, the Current Ratio increased from 2.33 times to 2.80 times, while the Quick Ratio increased from 1.36 times to 1.62 times compared to 2024. Although the profit margin in 2025 was recorded as lower than in previous years due to input cost pressure, these two indicators still reflect the Company's positive short-term solvency. As of 31/12/2025, total current assets reached 221.3 billion VND, a slight decrease compared to 224.6 billion VND at the beginning of the year, showing that the scale of liquid assets is generally stable and has no major fluctuations compared to 2024. This decline mainly comes from proactive control of inventories and short-term receivables. At the same time, short-term receivables from customers were slightly reduced, helping the company improve cash flow quality and reduce working capital risk. Regarding short-term debt, at the end of 2025, it decreased sharply to 79.1 billion VND, compared to 96.5 billion VND at the beginning of the year. Short-term loans and finance lease liabilities decreased from 40.5 billion VND to 24.1 billion VND due to the settlement of loans for importing raw materials, while limiting new borrowings. Thereby, the company has managed cash flow cautiously, balancing working capital needs and solvency more reasonably, contributing to improving liquidity indicators and enhancing financial safety.

The Debt Ratio of the Company decreased from 31.22% to 27.20%, mainly due to the Company proactively controlling and cutting short-term debt, while the asset scale only decreased insignificantly. Specifically, total liabilities decreased from 96.51 billion VND to 79.05 billion VND, corresponding to a decrease of about 18.09%, in which short-term loans and finance lease liabilities decreased sharply from 40.5 billion VND to 24.1 billion VND. The reduction in debt in the context of high input material costs shows that the company has prioritized cautious cash flow management, limiting short-term financial risks, thereby contributing to improving the Company's capital structure. The debt-to-equity ratio of the company decreased from 45.40% to 37.36%, mainly because the Company controlled short-term debt well and reduced financial loans. Caution in using debt is necessary in the context of input material costs, especially natural rubber, fluctuating and creating great pressure on rubber production enterprises. Besides, the Company did not incur long-term debt, showing an orientation to utilize available capital to maintain and expand production, thereby limiting financial cost pressure.

Regarding capital structure: in 2025, although the Company's revenue continued to grow, unfavorable fluctuations in input costs continued to put pressure on profitability. The main reason is that input material prices, especially natural rubber, remained high, increasing the Cost of Goods Sold, while the Company had to maintain appropriate pricing and discount policies to ensure competitiveness, causing profit margins to narrow

compared to the previous year. For profitability indicators based on capital and assets, efficiency also recorded a slight downward trend: This development reflects the direct impact of declining profits during the year, while the Company still maintained equity and total assets at a stable level. However, profitability indicators were still maintained at a reasonable level, showing that the Company kept a stable operating foundation and the ability to generate profit in the context of high input cost pressure.

3. Internal audit activities:

Complying with the regulations in Decree 05/2019/NĐ-CP dated 22 January 2019 of the Government, which stipulates that listed companies must perform internal audit work, in 2025 the Company selected and signed a contract with A&C Auditing and Consulting Co., Ltd. as an independent auditor, registered to provide internal audit services to perform internal audit work for 2025 for the Company in accordance with regulations for internal audit work at listed companies.

IV. EVALUATION REPORT ON TRANSACTIONS:

Transactions between the company, its subsidiaries, and other companies controlled by Ben Thanh with over 50% of charter capital with members of the Board of Directors, the General Director, and affiliated persons of those members; transactions between Ben Thanh and a company in which a member of the Board of Directors is a founding member or a business manager within the 03 years immediately preceding the time of the transaction: Always comply with current regulations on implementation terms and information disclosure, specifically:

Unit: VND

No.	Name of organization, individual transacting	Relationship, connection with members of Board of Directors, General Director	Content	Total transaction value in 2025
1	Ben Thanh Company with Vietnam Rubber Group – Joint Stock Company	Transaction between the Company and affiliated persons of Board of Directors member: Mr. Nguyen Minh Doan	Dividend payment 2024	7.254.789.600
			Purchase of materials, goods	33.634.217.000
2	Ben Thanh Company with Vicem Ha Tien Cement Joint Stock Company	Transaction between the Company and affiliated persons of Board of Directors member: Mr. Nguyen Nho Luong	Dividend payment 2024	2.772.000.000
			Sale of goods, services	7.545.006.000
3	Ben Thanh Company with Saigon Industry Corporation – One Member Limited Liability Company	Transaction between the Company and affiliated persons of Board of Directors member: Mr. Nguyen Viet Ha	Dividend payment 2024	2.949.093.600
4	Ben Thanh Company with	Transaction between the Company and General	Dividend payment 2024	22.041.360

No.	Name of organization, individual transacting	Relationship, connection with members of Board of Directors, General Director	Content	Total transaction value in 2025
	General Director (member of Board of Directors)	Director (member of Board of Directors): Mr. Nguyen Tran Nghiem Vu		

V. COMMENTS – RECOMMENDATIONS

In 2025, although the Company's production and business activities continued to face many difficulties due to the general impact of the economy, the Board of Management of the Company was determined to complete and exceed the set production and business plan.

In the 2026 operation plan, which is forecasted to be quite difficult, to help the Company complete the plan targets, the Board of Supervisors has some recommendations for the Company's leadership as follows:

- Strengthen internal control, prevent risks, and consolidate the organizational structure to improve business efficiency, in line with the Company's increasingly expanding and developing scale, ensuring compliance with legal regulations.
- Continue to strengthen debt management, reconciliation, urging, and debt collection.
- Continue to strengthen and improve the quality of market forecasting and product consumption, thereby maintaining stability and expanding domestic and foreign consumption markets.
- Further promote sales capacity by finding and building policies appropriate to the actual market developments, regularly evaluating partners and customers so that the Company's sales activities are more effective.
- Review and amend a number of regulations and rules in accordance with current legal regulations.
- Continue to maintain good governance and management, creating conditions for the Company to continue to develop stably, meet and exceed the targets assigned by the General Meeting of Shareholders, ensure maximum benefits for shareholders, as well as ensure benefits for employees.
- Continue to research and implement digital transformation in production and business to gradually improve management efficiency and reduce costs.

VI. DIRECTION OF THE BOS'S ACTIVITIES IN 2026:

Perform the functions and duties of the Board of Supervisors in accordance with the Law on Enterprises and the Company Charter:

- Inspect and supervise the Company's activities in compliance with the Company Charter, Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors, and the Company's governance regulations.
- Supervise the management and administration of the Company by the Board of Directors and the Board of Management.

- Appraise the financial statements to ensure reasonableness, legality, and honesty. Analyze and evaluate basic financial indicators, thereby making recommendations to contribute to increasingly effective production and business activities.
- Continue to work with the internal audit unit to inspect and review risky contents to limit errors for the Company.
- Review the list of regulations and processes issued by the Company; propose to supplement processes that are missing or no longer suitable for current regulations.
- Perform periodic reports of the Board of Supervisors.

Over the past year, the enthusiastic cooperation of the Board of Directors and the Board of Management has helped the Board of Supervisors complete its duties in accordance with the Law on Enterprises and the Company Charter. The Board of Supervisors would like to express its sincere gratitude and hopes that in the coming time, it will continue to receive your support and cooperation so that the Board of Supervisors can perform its duties even better.

The above is the report on the activities of the Board of Supervisors in 2025 and the operational direction for 2026, respectfully submitted to the General Meeting for approval.

Wishing the General Meeting great success.

Sincerely./.

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

Recipients:

- As above;
- BoD;
- Archived: BoS.



Nguyen Quoc Vuong

No: 13 /TTr-HĐQT

Ho Chi Minh City, Jun 17, 2026

STATEMENT
Regarding the adoption of the audited 2025 Financial Statements

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of Ben Thanh Rubber Joint Stock Company;
- Based on the audit results of the 2025 financial statements of AASC Auditing Firm Co., Ltd..

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders that the 2025 Financial Statement has been audited by AASC Auditing Firm Co., Ltd., verified and approved by the Company's Supervisory Board and has been disclosed by Ben Thanh Rubber Joint Stock Company as prescribed. The audited financial statements for 2025 include the following contents:

1. Report of the Board of Directors.
2. Independent Audit Report.
3. Balance sheet as of December 31, 2025
4. Report of operating results for the fiscal year ended December 31, 2025.
5. Cash Flow Statement for the Fiscal Year Ended December 31, 2025.
6. Explanation to the financial statements for the fiscal year ended December 31, 2025.

(The detailed contents of the audited 2025 Financial Statements can be found on the <https://www.berubco.com.vn/quan-he-co-dong.html> website)

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

Recipients:

- As above;
- Board of Directors, Supervisory Board, Board of Directors;
- Save: VT.

TM. BOARD OF DIRECTORS
CHAIRMAN
CÔNG TY CỔ PHẦN
CAO SU
BẾN THÀNH
HỒ CHÍ MINH
TP. HỒ CHÍ MINH
NGUYỄN MINH ĐOAN

No: 14 /TTr-HĐQT

Ho Chi Minh City, Jun 17, 2026

STATEMENT
Profit distribution in 2025

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of Ben Thanh Rubber Joint Stock Company;
- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders dated May 30, 2025 of Ben Thanh Rubber Joint Stock Company;
- Based on the audit results of the 2025 financial statements of AASC Auditing Firm Co., Ltd.

The Board of Directors respectfully submits to the General Meeting for approval the distribution of profits in 2025, as follows:

Unit: Dong

TT	CRITERIA	IMPLEMEN TATION 2024	YEAR 2025		TH2025/ KH2025	TH2025/ TH2024
			PLAN	IMPLEMENTA TION		
1	Profit before tax	27.137.673.768	25.431.000.000	26.046.476.926	102%	96%
2	Corporate income tax	5.386.430.273	5.086.200.000	5.252.482.995	103%	98%
3	Profit after corporate income tax	21.751.243.495	20.344.800.000	20.793.993.931	102%	96%
4	Remaining profits from previous years	460.270.258	430.517.353	430.517.353	100%	94%
5	Profit distribution this year	21.780.996.400	12.374.997.000	21.165.810.577	171%	97%
	<i>In which:</i>					
	- Dividends	14.849.996.400	12.374.997.000	13.612.496.700	110%	92%
	<i>Dividend/Capital Ratio</i>	12%	10%	11%	110%	92%
	- Development Investment Fund					
	- Reward and welfare fund	6.800.000.000	-	7.378.200.000		109%
	- Reward Fund of board of directors, executive board	131.000.000	-	175.200.000		134%
6	Residual profit accrued after PP	430.517.353		58.614.584		14%

Respectfully submit to the General Meeting of Shareholders for comments and vote for approval.

Recipients:

- As above;
- Board of Directors, Supervisory Board, Board of Directors;
- Save: VT.

TM. BOARD OF DIRECTORS
CHAIRMAN

Nguyen Minh Doan

No: 15 /TTr-HĐQT

Ho Chi Minh City, Jun 17, 2026

STATEMENT

Regarding the approval of production and business plans and development investment, Profit distribution plan in 2026

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of Ben Thanh Rubber Joint Stock Company.

The Board of Directors of the Company respectfully submits to the Annual General Meeting of Shareholders in 2026 for approval the production and business and development investment plan, the profit distribution plan in 2026, specifically as follows:

1. Production, business and development investment plans

Unit: Dong

STT	CRITERIA	IMPLEMENTATION 2025	2026 PLAN	KH2026/ TH2025
1	Revenue and other income	440.403.433.786	412.073.000.000	94%
2	Total Cost	414.356.956.860	385.561.000.000	93%
3	Profit before tax	26.046.476.926	26.512.000.000	102%
4	Profit after tax	20.793.993.930	21.209.600.000	102%
5	Profit before tax ratio/VĐL	21,05%	21,42%	102%

2. Profit Distribution Plan

Unit: Dong

STT	CRITERIA	IMPLEMENTATION 2025	2026 PLAN	KH2026/ TH2025
1	Profit before tax	26.046.476.926	26.512.000.000	102%
2	Corporate income tax	5.252.482.995	5.302.400.000	101%
3	Profit after corporate income tax	20.793.993.931	21.209.600.000	102%
4	Dividend Distribution	13.612.496.700	12.374.997.000	91%
5	Dividend % Percentage/ equity capital	11%	10%	91%

The above is the production and business plan and development investment, profit distribution plan in 2026 of Ben Thanh Rubber Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Board of Directors, Supervisory Board, Board of General Directors;
- Save: VT.

TM. BOARD OF DIRECTORS

CHAIRMAN



Nguyễn Minh Doan

No: 16 /TTr-HĐQT

Ho Chi Minh City, Jun 17, 2026

STATEMENT

Report on the remuneration payment of the Board of Directors and the Supervisory Board in 2025 and remuneration plan in 2026

To: General Meeting of Shareholders

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

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders No. 587/NQ-ĐHĐCĐ dated May 30, 2025 of Ben Thanh Rubber Joint Stock Company.

The Board of Directors reports to the General Meeting the remuneration level of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan in 2026 as follows:

1. Remuneration in 2025:

- Member of the Board of Directors: 4.000.000 VND/person/month
- Member of the Supervisory Board: 2.500.000 VND/person/month

Full-time Chairman of the Board of Directors and Head of the Supervisory Board in charge of receiving salaries from the Company's salary fund.

The total remuneration cost in 2025 paid to the Board of Directors and the Supervisory Board is 252,000,000 VND, of which:

- Board of Directors: 192.000.000 dong
- Supervisory Board: 60.000.000 dong

2. 2026 Remuneration Plan:

- Member of the Board of Directors: 4.000.000 VND/person/month
- Member of the Supervisory Board: 2.500.000 VND/person/month

The salaries and benefits of the full-time Chairman of the Board of Directors and the Head of the Full-time Supervisory Board shall be enjoyed from the Company's salary fund in association with the Company's production and business results and plans. In case the Chairman of the Board of Directors is part-time, the remuneration is 5.000.000 VND/month.

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

Recipients:

- As above;
- Board of Directors, Supervisory Board;
- Save: VT.

TM. BOARD OF DIRECTORS
CHAIRMAN

10/7/2
Nguyen Minh Doan

Ho Chi Minh City, March 16, 2026



No: 02/TTr-BKS-BRC

STATEMENT

Regarding the selection of auditors for the 2026 financial statements

To: General Meeting of Shareholders

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

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

Pursuant to the Charter of organization and operation of Ben Thanh Rubber Joint Stock Company.

The Supervisory Board respectfully submits to the Annual General Meeting of Shareholders for consideration on the selection of an independent audit unit to review the semi-annual financial statements and audit the 2026 financial statements of Ben Thanh Rubber Joint Stock Company, as follows:

1. Selection criteria:

- Being an independent auditing unit approved by the State Securities Commission to audit enterprises that are listed companies;
- Being an independent audit unit that does not fall into the cases specified in Article 30 of the Law on Independent Audit 2011;
- Priority is given to units that have audit experience at enterprises with rubber product production and trading lines;
- There is no conflict of interest when auditing the financial statements for the Company.;
- Having a reasonable audit service fee, corresponding to the scope and service requirements.

2. Selection Authorization:

- Based on the above criteria, the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval and authorizes the Board of Directors to select one of the three independent auditing units in the following list to review the Company's semi-annual financial statements and audit the Company's financial statements for the year 2026:

(1). A&C Auditing & Consulting (A&C) Co., Ltd.

(2). AASC Auditing Firm Limited (AASC)

(3). AFC Vietnam Auditing Co., Ltd. ("AFC VIETNAM")

- In case the above three units do not participate, the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval to authorize the Board of Directors to select a qualified audit unit to review the Company's semi-annual financial statements and audit the Company's financial statements for the year 2026.

Respectfully submit to the General Meeting of Shareholders for comments and vote for approval.

Recipients:

- As above;
- Board of Directors, Board of General Directors;
- Save: BKS.

TM. SUPERVISORY BOARD
HEAD

Nguyen Quoc Vuong

STATEMENT

**Dismissal of Members of the Board of Directors of Ben Thanh Rubber Joint
Stock Company Term 2022-2027**

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of Ben Thanh Rubber Joint Stock Company.
- Pursuant to the Decision No.297/QĐ-HĐQTCSVN dated 26/5/2026 of Vietnam Rubber Industry Group on the resignation of the appointment as the Group's Capital Representative at Ben Thanh Rubber Joint Stock Company and the resignation of Mr. Nguyen Minh Doan as a Member of the Board of Directors of the Company for the term 2022-2027.
- Pursuant to Resolution No.19/NQ-HĐQT dated 27/5/2026 of the Board of Directors of the Company.

The Board of Directors of Ben Thanh Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the dismissal of the title of Member of the Board of Directors of the Company for the term 2022 - 2027 for Mr. Nguyen Minh Doan according to the resignation letter due to job transfer, no longer the capital representative of Vietnam Rubber Group - JSC at the Ben Thanh Rubber Joint Stock Company.

Sincerely.

Recipients:

- As above;
- Board of Directors, Supervisory Board, Board of General Directors;
- Save: VT.

**TM. BOARD OF DIRECTORS
CHAIRMAN**



Nguyen Minh Doan

STATEMENT

**Approval of the number and list of candidates for additional elections
Member of the Board of Directors for the term 2022-2027**

To: General Meeting of Shareholders

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

*Pursuant to the Charter of organization and operation of Ben Thanh Rubber
Joint Stock Company;*

*Pursuant to Resolution No.19/NQ-HĐQT dated 27/5/2026 of the Board of
Directors of Ben Thanh Rubber Joint Stock Company on personnel work.*

The Board of Directors of Ben Thanh Rubber Joint Stock Company
respectfully submits to the General Meeting of Shareholders the election of
additional members of the Board of Directors as follows:

1. Number of additional elections to the Board of Directors: 01 member
2. List of candidates for election of additional members of the Board of
Directors:

STT	Full name	CCCD number, date of issue, place of issuance	Title Expected Election
01	Tran Quang Hoa	048079005396 issued on 10/08/2021 at the Police Department of Social Security	Member of the Board of Directors

(Attach the candidate's resume)

Respectfully submit to the General Meeting of Shareholders for comments
and vote for approval.

Recipients:

- As above;
- Save: VT.

**TM. BOARD OF DIRECTORS
CHAIRMAN**

Nguyễn Minh Doan

Nguyễn Minh Doan

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

RESUME



1. Full name: TRAN QUANG HOA Gender: Male
2. Date of birth: 24/04/1979
3. Nationality: Vietnamese
4. CCCD/Passport No.: 048079005396, Issued on: 10/08/2021, Place of issue: Police Department for Administrative Management of Social Order.
5. Place of permanent residence registration: 345 Huy Can, Cam Le Ward, Da Nang City.
6. Current residence: 345 Huy Can, Cam Le Ward, Da Nang City.
7. Education level: 12/12
8. Qualifications: Hydropower Irrigation Engineer, Bachelor of Business Administration
9. Work experience:

Time	Workplace	Position
01/2003 to 12/2004	Midland Construction Corporation	Board Specialist CB the DA DT Overseas and Hydropower
01/2005 to 02/2005	Geruco - Song Con Hydro Power Joint Stock Company	Department Specialist KII-KT-KD
03/2005 to 05/2005	Geruco - Song Con Hydro Power Joint Stock Company	Secretary to the General Director
06/2005 to 09/2007	Geruco - Song Con Hydro Power Joint Stock Company	Deputy Head of Department KII-KT-KD
10/2007 to 12/2009	Geruco - Song Con Hydro Power Joint Stock Company	Head of Department KII-KT-KD
01/2010 to 12/2012	Geruco - Song Con Hydro Power Joint Stock Company	Deputy General Director
2013 to 12/2017	Geruco - Song Con Hydro Power Joint Stock Company	Deputy General Director cum Director of Song Con 2 Factory
01/2018 to 04/2018	Geruco - Song Con Hydro Power Joint Stock Company	Deputy General Director in charge of Operations
05/2018 to 09/2025	Geruco - Song Con Hydro Power Joint Stock Company	General Director

06/2018 to 09/2025	Geruco - Song Con Hydro Power Joint Stock Company	General Director cum Member of the Board of Directors
2022 to 09/2025	Geruco - Song Con Hydro Power Joint Stock Company	Secretary of the Party Cell. Member of the Board of Directors cum General Director of the Company
09/2025 to 03/2026	Geruco - Song Con Hydro Power Joint Stock Company	Secretary of the Party Cell, Chairman of the Board of Directors of the Company
From 04/2026 to now	Viet Nam Rubber Group - JSC	Head of Industry Department cum Chairman of the Board of Directors Geruco - Song Con Hydro Power Joint Stock Company

10. Current position: Head of Industry Department Viet Nam Rubber Group - JSC

11. Number of shares authorized and/or held:

- Number of authorized shares: 4,189,408 shares
- Number of individual shares: 0 shares

12. Information about the companies in which the candidate is holding positions in the Board of Directors, other management positions and interests related to Ben Thanh Rubber Joint Stock Company of the candidate of the Board of Directors (if any).

- Chairman of the Board of Directors Geruco - Song Con Hydro Power Joint Stock Company.

- Chairman of the Board of Directors VRG - Bao Loc Joint Stock Company.

I would like to assure you of the truthfulness and accuracy of the personal information published in this Resume. If I am wrong, I am fully responsible before the law.

Ho Chi Minh City, May 27, 2026

Certification by the competent authority



Vũ Tiến Hoàng Đạo

Ho Chi Minh City, May 27, 2026

DECLARANT

Tran Quang Hoa



Ho Chi Minh City, Jun 17, 2026

REGULATION
ELECTION OF ADDITIONAL BOARD MEMBERS TERM 2022 - 2027
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
BEN THANH RUBBER JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of Ben Thanh Rubber Joint Stock Company.

The 2026 Annual General Meeting of Shareholders of Ben Thanh Rubber Joint Stock Company will conduct the election of additional members of the Board of Directors for the term 2022-2027 according to the following contents:

Article 1. Election Subjects

Shareholders owning shares with voting rights and authorized representatives of shareholders owning shares with voting rights are present at the General Meeting.

Article 2. Criteria and conditions for being a member of the Board of Directors (BOD)

- Criteria and conditions for being a member of the Board of Directors (according to Article 155 of the Law on Enterprises).

Article 3. Nomination of candidates for the Board of Directors and number of elected members

3.1 Nomination of candidates for the Board of Directors

- Shareholders or groups of shareholders owning shares with voting rights from 10% to less than 20% of the total voting shares for a continuous period of at least 6 months may combine the number of voting rights to nominate 01 candidate to the Board of Directors.

- Shareholders or groups of shareholders owning shares with voting rights of 20% or more of the total number of voting shares for a continuous period of at least 6 months may combine the number of voting rights to nominate 02 candidates to the Board of Directors.

- Ordinary shareholders meeting in groups to nominate persons to the Board of Directors must notify the Board of Directors at least 3 working days before the opening of the General Meeting of Shareholders

3.2 Number of additional elected members of the Board of Directors:

- The number of additionally elected members of the Board of Directors is 01 member.

Article 4. Voting and recording votes

▪ List of Board Candidates:

- Sorted in ABC order by first name, with full first and last names on the ballot.

▪ Voting and recording votes:

- Uniformly printed ballots, with total voting rights (owned and authorized shares)

- Shareholders or authorized representatives are simultaneously issued votes for the Board of Directors according to the attendance code (*owned and authorized*);

- In case of incorrect recording, shareholders request the Vote Counting Board to change other votes;

- Shareholders must write the number of voting rights for each candidate in the blank box of that candidate on the ballot. In case of valid authorization (*with a power of attorney*), the authorized person has full voting rights.

▪ Cases of Invalid Voting:

- The voucher is not issued by the Organizing Committee, without the company's seal;

- The number of votes exceeds the maximum number of people as prescribed.

- The slip to delete, correct or add to the list of candidates approved by the General Meeting of Shareholders before voting;

- The ballot has the total number of voting rights voted for the candidates (calculated by the voter himself) greater than the total number of voting rights recorded on the ballot.

- The vote stating the total number of votes is incorrectly added and the vote counting committee adds up to be greater than the total number of voted rights recorded on the vote.

Article 5. Election method

- The voting for the election of members of the Board of Directors shall be conducted by secret ballot by the method of cumulative voting;

- Each shareholder has the total number of voting rights corresponding to the total number of voting shares (including ownership and authorization) multiplied by the number of elected members of the Board of Directors;

- Shareholders can allocate all voting rights to one or several candidates.

Article 6. Vote Counting Committee, Voting Principles and Vote Counting

▪ Vote Counting Committee

- The Vote Counting Committee is nominated by the Chairman and approved by the General Meeting of Shareholders;
- The Vote Counting Committee shall be responsible for:
 - ✓ Approval of the Election Regulations;
 - ✓ Giới thiệu phiếu và phát phiếu bầu;
 - ✓ Conduct the vote count;
 - ✓ Announcement of election results before the Congress.
- Members of the Vote Counting Committee must not be named in the list of nominations and candidates for members of the Board of Directors.

▪ Voting and vote counting principles

- The Vote Counting Committee conducts an inspection of the ballot box in the presence of shareholders;
- Voting begins when the distribution of election ballots is completed and ends when the last shareholder casts their votes in the ballot box;
- The counting of votes must be conducted immediately after the vote is concluded;
- The results of vote counting shall be recorded and announced by the Head of the Vote Counting Committee before the Congress.

Article 7. Principles of accumulating votes, principles of electing members of the Board of Directors

- Principles of vote accumulation:

Example of calculating the number of voting rights of shareholders:

The number of members of the Board of Directors selected is 02 members

If shareholder A owns 100 shares, the number of voting rights of shareholder A is as follows:

Number of voting rights to elect the Board of Directors: $100 \times 2 = 200$ points

- Each shareholder selects a candidate by recording his/her number of voting rights for each candidate he chooses so that the total number of voting rights for all candidates chosen by the shareholder is equal to or less than the total number of voting rights of the shareholders. Shareholders can accumulate all the voting rights for 1 candidate or divide it among several candidates.

- Shareholders note that a vote is only valid when the number of voting rights stated on the vote does not exceed the number of voting rights of shareholders.

- Principles of election:

+ The elected members of the Board of Directors are determined by the highest number of votes received, starting from the candidate with the highest number of votes until the number of Board members approved by the General Meeting is reached, but must ensure a minimum of 51% of the votes..

+ In case there are candidates with the same number of votes for the last member of the Board of Directors, a separate re-election of candidates with the same number of votes will be held to select the person with the higher number of votes.

+ If after two elections, the number of members of the Board of Directors is still not selected as required, the General Meeting of Shareholders can vote to remove the members of the Board of Directors and elect additional members in the next General Meeting of Shareholders.

Article 8. Preparation and publication of vote counting minutes

- After counting the votes, the vote counting committee must make a record of vote counting. The contents of the vote counting record include: The total number of shareholders participating in the meeting, the total number of shareholders participating in voting, the ratio of voting rights of shareholders participating in voting to the total number of voting rights of shareholders participating in the meeting (by the method of cumulative voting), the number and proportion of valid votes, invalid votes, blank votes; number and proportion of voting rights for each candidate for the Board of Directors;

- The full text of the vote counting minutes must be announced before the Congress.

Article 9. Complaints about the election and vote counting will be resolved by the chairman of the meeting and recorded in the minutes of the General Meeting of Shareholders.

This Regulation consists of 09 articles and is read and announced before the General Meeting of Shareholders for voting and approval./.

ORGANIZER

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
BEN THANH RUBBER JOINT STOCK COMPANY

I. BUSINESS INFORMATION:

- **Company name:** Ben Thanh Rubber Joint Stock Company;
- **Address:** Lot B3-1, Northwest Cu Chi Industrial Park, Giap Hai Street (D3), Nhuan Duc Commune, Ho Chi Minh City;
- **Business code:** 0301150295.

II. TIME, LOCATION, AND ATTENDANCE:

1. **Time:** at 8:30 a.m. on June 17, 2026;
2. **Location:** Headquarters of Ben Thanh Rubber Joint Stock Company;
3. **Participants:** Shareholders of Ben Thanh Rubber Joint Stock Company; representatives of Leaders of Vietnam Rubber Industry Group; Board of Directors, Supervisory Board of Ben Thanh Rubber Joint Stock Company.

III. CONTENTS AND DEVELOPMENTS OF THE CONGRESS:

1. The congress conducts rituals:

Flag salute, statement of reason, introduction of delegates and guests.

2. Election of the Shareholder Eligibility Examination Committee:

The Organizing Committee of the General Meeting introduced the Shareholder Eligibility Examination Committee consisting of:

- | | | |
|---------------------------|--------------------------------------|---------|
| - Mr. Huynh Ngoc Son | Deputy Head of Accounting Department | Head |
| - Ms. Tran Thi Thanh Hang | Accounting and Finance Specialist | Members |
| - Ms. Lam Thi Ngo | Accounting and Finance Specialist | Members |

In the form of holding up voting cards, the General Meeting votes to approve the above list at the rate of 100% of the total voting shares to attend the General Meeting.

3. Report on the results of the shareholder eligibility examination:

The General Meeting listened to Mr. Huynh Ngoc Son - Head of the Shareholder Eligibility Examination Committee report on the results of the shareholder eligibility examination to attend the 2026 Annual General Meeting of Shareholders, at 8:30 a.m:

- The total number of voting shares is 12.374.997 shares.
- The total number of shareholders and authorized representatives attending the General Meeting is 27 shareholders, representing 10.981.281 voting shares, accounting for 88,74% of the total number of voting shares.
- Pursuant to the Law on Enterprises and the Company's Charter of organization and operation, the 2026 Annual General Meeting of Shareholders of Ben Thanh Rubber Joint Stock Company is eligible to conduct.

4. Election of the Presidium:

The Presidium consists of 3 people:

- Mr. Nguyen Minh Doan - Chairman of the Board of Directors - Chairman of the General Meeting
- Mr. Nguyen Tran Nghiem Vu - Member of the Board of Directors, General Director
- Mr. Nguyen Nho Luong - Member of the Board of Directors

The General Meeting votes in the form of holding up the voting card to approve the list of the Presidium with 100% of the shares entitled to vote to attend the Congress.

5. The Chairman appoints the Secretariat and introduces the Election-Counting Committee:

- The Secretariat consists of:

- | | | |
|-----------------------|--|--------|
| + Ms. Nguyen Thi Thao | Company Secretary | Head |
| + Mr. Le Trong Ngan | Deputy Head of the Department of NS-HC | Member |

- The Election-Counting Committee consists of:

- | | | |
|---------------------------|-----------------------------------|--------|
| + Mr. Huynh Ngoc Son | Company Secretary | Head |
| + Ms. Tran Thi Thanh Hang | Accounting and Finance Specialist | Member |
| + Ms. Lam Thi Ngo | Accounting and Finance Specialist | Member |

The General Meeting votes in the form of holding up voting cards to approve the list of the Election-Counting Committee with the rate of 100% of the voting shares attending the meeting.

6. Approving the General Meeting Program and the Regulations of the Annual General Meeting of Shareholders in 2026:

- Mr. Nguyen Minh Doan - Chairman of the Board of Directors approved the Agenda of the Annual General Meeting of Shareholders in 2026.

- Mr. Nguyen Nho Luong - Member of the Board of Directors approved the Regulation of the Annual General Meeting of Shareholders in 2026.

The General Meeting voted in the form of holding up a voting card to approve the Program and Regulations of the General Meeting with the rate of 100% of the shares having the right to vote to attend the meeting.

7. Reports and Presentations at the General Meeting:

- Mr. Nguyen Minh Doan - Chairman of the Board of Directors reported on the performance of the Board of Directors in 2025 and orientation for 2026.

- Mr. Van Trong Long - Independent Member of the Board of Directors report on the performance of the Board of Directors in 2025.

- Mr. Nguyen Tran Nghiem Vu - Member of the Board of Directors, General Director reported on production and business results in 2025 and production and business plan in 2026.

- Mr. Nguyen Quoc Vuong - Head of the Supervisory Board approved:

- + Report summarizing the activities of the Supervisory Board in 2025 and orientations for 2026;

- + Report on the selection of the auditor Financial Statements in 2026;

- Ms. Duong Hoai Trinh - Chief Accountant approved:

- + Audited 2025 Financial Statements;

- + Profit distribution report in 2025;

- + Submission of production and business and development investment plans, profit distribution plans in 2026.

- Mr. Huynh Anh Tuan - Deputy General Director approved the report on the report on the remuneration payment of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan in 2026.

- Mr . Nguyen Minh Doan - Chairman of the Board of Directors approved:

- + Proposal for dismissal of members of the Board of Directors for the term 2022-2027.

The Congress approved the Proposal for the dismissal of Members of the Board of Directors for the term 2022-2027 for Mr. Nguyen Minh Doan in the form of holding up a voting card, with the number of votes in favor accounting for 100%, disapproval accounting for 0%, and other opinions accounting for 0%.

- + Proposal to approve the number and list of candidates for additional election to the Board of Directors for the term 2022-2027.

The Congress approved the Report on the number and list of candidates for additional election to the Board of Directors for the term 2022-2027 in the form of holding up voting cards, with the number of votes in favor accounting for 100%, disapproval accounting for 0%, and other opinions accounting for 0%.

8. Election of additional members of the Board of Directors for the term 2022-2027

- Mr. Huynh Ngoc Son - Head of the Election Board approved the Regulation on the election of additional members of the Board of Directors for the term 2022-2027.

The General Meeting voted in the form of holding up voting cards to approve the Regulation on the election of additional members of the Board of Directors for the term 2022-2027 with 100% of votes in favor, 0% in favor and 0% in favor.

The General Meeting elected additional members of the Board of Directors of Ben Thanh Rubber Joint Stock Company for the term 2022-2027.

9. Discussand vote to approve the contents to be submitted to the General Meeting:

The General Meeting noted the opinions of 4 shareholders and shareholder representatives as follows:

- The Company's leadership team demonstrated good unity in achieving the 2025 production and business plan, exceeding the 10% dividend target, which greatly pleased the shareholders.

- The presentation of production and business results data needs to be more visual and engaging. The naming convention for job titles should be updated to be more

appropriate. The Board of Directors should utilize the reward fund effectively and efficiently. Attention should be paid to corporate culture.

- Current raw material prices are rising while selling prices are unlikely to increase during this period. To achieve the 10% dividend target in 2026, the management team needs to focus on cost reduction and saving on raw materials. The company should still ensure salaries in 2026 and at a higher level than in 2025. There should be a policy to promote and introduce products to customers, striving to maintain good product quality to meet market demands.

- With a projected profit for 2026 exceeding that of 2025, the CNS representative proposed that the 2026 dividend be equal to the 2025 dividend. Currently, several new legal documents have been issued, and the management board advises staying updated to avoid future legal risks.

The shareholders were provided with information, listened to the Presidium's answers to all questions and opinions of shareholders sent to the General Meeting. Shareholders have no further comments.

By the time 10:45, the number of shareholders and authorized representatives attending the General Meeting is 27 shareholders, representing **10.981.281** shares, reach **88,74%** of the voting shares of shareholders attending the meeting.

The congress conducts voting in the form of secret ballot to approve the contents of the agenda.

10. Election results:

Mr. Huynh Ngoc Son - Head of the Election Department announced the election results: Mr. Tran Quang Hoa was elected as a Member of the Board of Directors with the number of votes **10.981.28**, the rate of 100% of the total number of voting shares.

11. Break Congress.

The Board of Directors meets to elect the Chairman of the Board of Directors for the term 2022-2027.

12. Announcement of vote counting results of contents to be submitted to the Congress:

The results of counting votes were announced by Mr. Huynh Ngoc Son – Head of the Vote Counting Committee at the Congress as follows:

Total number of shares participating in voting: **10.981.281** Shares.

12.1. Approval of the 2025 and 2026 Orientation Plan Report:

- Number of valid shares: 10.981.281 shares, percentage 100% of shares voted at the meeting.

- Number of invalid shares: 0 shares, 0% of the voting shares to attend the meeting.

- Number of shares in favor: 10.981.281 shares, percentage 100% of shares voted at the meeting.

- Number of shares disapproving: 0 shares, 0% of shares voting for the meeting.

- Number of shares without opinions: 0 shares, 0% of voting shares attending the meeting.

12.2. Approval of the Independent Member's Evaluation Report on the Activities of the Board of Directors in 2025:

- Number of valid shares: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of invalid shares: 0 shares, 0% of the voting shares to attend the meeting.
- Number of shares in favor: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of shares disapproving: 0 shares, 0% of shares voting for the meeting.
- Number of shares without opinions: 0 shares, 0% of voting shares attending the meeting.

12.3. Approval of the 2025 Production and Business Results Report and 2026 production and business plan of the General Director:

- Number of valid shares: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of invalid shares: 0 shares, 0% of the voting shares to attend the meeting.
- Number of shares in favor: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of shares disapproving: 0 shares, 0% of shares voting for the meeting.
- Number of shares without opinions: 0 shares, 0% of voting shares attending the meeting.

12.4. Approval of the Supervisory Board's Activity Report in 2025 and orientation for 2026:

- Number of valid shares: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of invalid shares: 0 shares, 0% of the voting shares to attend the meeting.
- Number of shares in favor: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of shares disapproving: 0 shares, 0% of shares voting for the meeting.
- Number of shares without opinions: 0 shares, 0% of voting shares attending the meeting.

12.5. Approval of the Audited 2025 Financial Statement:

- Number of valid shares: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of invalid shares: 0 shares, 0% of the voting shares to attend the meeting.
- Number of shares in favor: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of shares disapproving: 0 shares, 0% of shares voting for the meeting.
- Number of shares without opinions: 0 shares, 0% of voting shares attending the meeting.

12.6. Approved the Report on profit distribution in 2025, in which:

+ Profit after tax: 20.793.993.931 dong

- | | |
|--|---------------------|
| + Residual profit in previous years: | 430.517.353 dong |
| + Distribution profit in 2025: | 21.165.810.577 dong |
| + Dividend payment (11%/capital investment): | 13.612.496.700 dong |
| + Development Investment Fund: | 0 dong |
| + Reward and welfare fund: | 7.378.200.000 dong |
| + Bonus fund for business managers: | 175.200.000 dong |
| + Residual profit accrued after PP | 58.614.584 dong |
- Number of valid shares: 10.981.281 shares, percentage 100% of shares voting at the meeting.
 - Number of invalid shares: 0 shares, 0% of the voting shares to attend the meeting.
 - Number of shares in favor: 10.981.281 shares, percentage 100% of shares voted at the meeting.
 - Number of shares disapproving: 0 shares, 0% of shares voting for the meeting.
 - Number of shares without opinions: 0 shares, 0% of voting shares attending the meeting.

12.7. Approving the proposal of the production and business and development investment plan, the profit distribution plan in 2026, in which:

*** Production and business plan:**

+ Revenue and other income	412.073.000.000 dong
+ Total Cost	385.561.000.000 dong
+ Profit before tax	26.512.000.000 dong
+ Profit after tax	21.209.600.000 dong
+ Ratio of profit before tax/charter capital	21,42% %

*** Development Investment Plan:** None

*** Profit distribution plan in 2026:**

+ Profit before tax	26.512.000.000 dong
+ Corporate income tax	5.302.400.000 dong
+ Profit after corporate income tax	21.209.600.000 dong
+ Dividend (10%/charter capital)	12.374.997.000 đồng

- Number of valid shares: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of invalid shares: 0 shares, 0% of the voting shares to attend the meeting.
- Number of shares in favor: 8.523.703 shares, percentage 77,62% of shares voted at the meeting.
- Number of shares disapproving: 0 shares, 0% of shares voting for the meeting.
- Number of shares without opinions: 0 shares, 0% of voting shares attending the meeting.

12.8. Approving the report on the remuneration payment of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan in 2026 with the following specific contents:

* Total remuneration cost in 2025:	252.000.000	dong
In which: + Board of Directors:	192.000.000	dong
+ Supervisory Board:	60.000.000	dong

*** 2026 Remuneration Plan:**

- + Member of the Board of Directors: 4.000.000 VND/person/month
- + Member of the Supervisory Board: 2.500.000 VND/person/month

The salaries and benefits of the full-time Chairman of the Board of Directors and the Head of the Full-time Supervisory Board shall be enjoyed from the Company's salary fund in association with the Company's production and business results and plans. In case the Chairman of the Board of Directors is part-time, the remuneration is 5,000,000 VND/month.

- Number of valid shares: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of invalid shares: 0 shares, 0% of the voting shares to attend the meeting.
- Number of shares in favor: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of shares disapproving: 0 shares, 0% of shares voting for the meeting.
- Number of shares without opinions: 0 shares, 0% of voting shares attending the meeting.

12.9. Approval of the Proposal for Selection of Auditing Unit Financial Statements in 2026:

On the basis of the Supervisory Board's Report, the General Meeting of Shareholders approved the authorization of the Board of Directors and the Company's Supervisory Board to select one of the following three independent auditing units to review the Semi-annual Financial Statements and audit the 2026 Financial Statements for the Company:

- + A&C Auditing & Consulting (A&C) Co., Ltd.;
- + AASC Auditing Firm Limited (AASC);
- + AFC Vietnam Auditing Co., Ltd. ("AFC VIETNAM").

In case the above three units do not participate, the General Meeting of Shareholders approves and authorizes the Board of Directors and the Supervisory Board to select a qualified auditor to review the Semi-annual Financial Statements and audit the 2026 Financial Statements for the Company as prescribed.

- Number of valid shares: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of invalid shares: 0 shares, 0% of the voting shares to attend the meeting.
- Number of shares in favor: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of shares disapproving: 0 shares, 0% of shares voting for the meeting.
- Number of shares without opinions: 0 shares, 0% of voting shares attending the meeting.

13. Launching the Chairman of the Board of Directors for the 2022-2027 term

The Board of Directors met and elected Mr. Tran Quang Hoa as Chairman of the Board of Directors of the Company for the term 2022-2027.

14. Approving the Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders

The Secretariat of the Congress reads the full text of the draft Minutes and the draft Resolution of the Congress.

The Congress voted to approve the full text of the Minutes and Resolutions of the Congress in the form of holding up voting cards:

- Number of valid shares: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of invalid shares: 0 shares, 0% of the voting shares to attend the meeting.
- Number of shares in favor: 10.981.281 shares, percentage 100% of shares voted at the meeting.
- Number of shares disapproving: 0 shares, 0% of shares voting for the meeting.
- Number of shares without opinions: 0 shares, 0% of voting shares attending the meeting.

15. The Organizing Committee announces the closing of the Congress

The Congress closes at 11:30 of the same day.

This Minutes was read before the General Meeting of Shareholders and voted for approval at the General Meeting with 100% of the total voting shares of the voting shareholders present at the General Meeting.

This Record shall be made in two (02) copies, including 7 pages, archived in the Document Dossier of the 2026 Annual General Meeting of Shareholders at the Company, and kept in the Company Secretary./.

BOARD SECRETARY

1. Nguyen Thi Thao

2. Le Trong Ngan



Nguyen Minh Doan

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
BEN THANH RUBBER JOINT STOCK COMPANY

Pursuant to the Law on Enterprises dated June 17, 2020;
Pursuant to the Charter of organization and operation of Ben Thanh Rubber Joint Stock Company;
Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Ben Thanh Rubber Joint Stock Company dated June 17, 2026.

RESOLUTION:

Article 1. Approving the reports presented by the Board of Directors, the Executive Board, and the Supervisory Board at the General Meeting, including:

- Report on the activities of the Board of Directors in 2025 and orientation for 2026;
- 2025 Independent Member of the Board Report;
- Report on production and business results in 2025 and production and business plan in 2026;
- Report on the activities of the Supervisory Board in 2025 and operational orientation in 2026.

Article 2. Approved the Audited 2025 Financial Statements.

Article 3. Approving the profit distribution plan in 2025, in which:

- | | |
|---|---------------------|
| - Profit after tax: | 20.793.993.931 dong |
| - Residual profit in previous years: | 430.517.353 dong |
| - Distribution profit in 2025: | 21.165.810.577 dong |
| - Dividend payment(11%/capital investment): | 13.612.496.700 dong |
| - Development Investment Fund: | 0 dong |
| - Reward and welfare fund: | 7.378.200.000 dong |
| - Reward fund for business managers: | 175.200.000 dong |

Article 4. Approving the production and business and development investment plan, the profit distribution plan in 2026, including the following contents:

*** Production and business plan:**

- | | |
|----------------------------|----------------------|
| - Revenue and other income | 412.073.000.000 dong |
| - Total Cost | 385.561.000.000 dong |
| - Profit before tax | 26.512.000.000 dong |
| - Profit after tax | 21.209.600.000 dong |

- Ratio of profit before tax/charter capital 21,42% %

* **Development Investment Plan:** None

* **Profit distribution plan in 2026:**

- Profit before tax	26.512.000.000 dong
- Corporate income tax	5.302.400.000 dong
- Profit after corporate income tax	21.209.600.000 dong
- Dividend (10%/charter capital)	12.374.997.000 dong

Article 5. Approving the report on the remuneration payment of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan in 2026 according to the contents of the Report, in which:

- The remuneration payment of the Board of Directors and the Supervisory Board in 2025 is 252,000,000 VND;

- 2026 Remuneration Plan:

+ Member of the Board of Directors : 4.000.000 VND/person/month

+ Member of the Supervisory Board : 2.500.000 VND/person/month

The salaries and benefits of the full-time Chairman of the Board of Directors and the Head of the Full-time Supervisory Board shall be enjoyed from the Company's salary fund in association with the Company's production and business results and plans. In case the Chairman of the Board of Directors is part-time, the remuneration is 5,000,000 VND/month.

Article 6. Approving the Supervisory Board's Report on the selection of the auditor for the Company's 2026 Financial Statements.

Article 7. Approving the dismissal of Mr. Nguyen Minh Doan as a member of the Board of Directors.

Article 8. The General Meeting agreed on the results of the election of members of the Board of Directors for the term 2022-2027 with the list of winners as: ...

Article 9. Members of the Board of Directors, the Control Board, the Board of General Directors, shareholders and relevant organizations and individuals shall be responsible for the implementation of this Resolution.

This resolution has been voted and approved by the 2026 Annual General Meeting of Shareholders of Ben Thanh Rubber Joint Stock Company./.

Recipients:

- Shareholders of the Company;
- Member of the Board of Directors, Supervisory Board, Board of General Directors;
- Posted on the Company's Website;
- Save: VT.

**TM. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF
DIRECTORS**



Nguyễn Minh Doan

**BEN THANH RUBBER
JOINT STOCK COMPANY**

No: 11/NQ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, June 17, 2026

RESOLUTION

**Regarding the election of the Chairman of the Board of Directors of Ben Thanh
Rubber Joint Stock Company
term 2022-2027**

**BOARD OF DIRECTORS OF BEN THANH RUBBER JOINT STOCK
COMPANY**

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

*Pursuant to the Charter of organization and operation of Ben Thanh Rubber Joint
Stock Company;*

*Pursuant to Decision No. 298/QĐ-HĐQTCSVN dated 26/5/2026 of Vietnam
Rubber Industry Group on the appointment of the Group's capital representative at Ben
Thanh Rubber Joint Stock Company;*

*Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders
of Ben Thanh Rubber Joint Stock Company No 11/NQ-ĐHĐCĐ Date 17/6/2026;*

*Pursuant to the Minutes of the Board of Directors meeting dated June 17, 2026 on
the election of the Chairman of the Board of Directors of Ben Thanh Rubber Joint Stock
Company for the term 2022-2027.*

RESOLUTION:

Article 1. The Board of Directors of Ben Thanh Rubber Joint Stock Company
unanimously elected 5/5 members (100%) to elect Mr. **Tran Quang Hoa** - Member of
the Board of Directors to hold the position of Chairman of the Board of Directors of Ben
Thanh Rubber Joint Stock Company for the term 2022-2027.

Article 2. Members of the Board of Directors, the Board of Directors, relevant
departments and individuals shall be responsible for the implementation of this
Resolution in accordance with current regulations./.

Recipients:

- As in Article 2;
- Head of the Supervisory Board of the
Company;
- Save: TK Company.

**TM BOARD OF DIRECTORS
CHAIRMAN**

Tran Quang Hoa