

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

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

Số: 5.25./CSHB-CBTT  
No.: 5.25./CSHB-CBTT

TP. Hồ Chí Minh, ngày 04 tháng 6 năm 2026  
Ho Chi Minh City, day 04 month 6 year 2026

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

**DISCLOSURE OF INFORMATION ON  
THE STATE SECURITIES  
COMMISSION'S PORTAL AND  
HOCHIMINH STOCK EXCHANGE'S  
PORTAL**

Kính gửi/ To:

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

1. Tên tổ chức/*Name of organization*: CÔNG TY CỔ PHẦN CAO SU HOÀ BÌNH  
- Mã chứng khoán/Mã thành viên/ *Stock code/ Broker code*: HRC  
- Địa chỉ/*Address*: Ấp 7, xã Hoà Hội, Thành phố Hồ Chí Minh/ *Hamlet 7, Hoa Hoi Commune, Ho Chi Minh City*  
- Điện thoại liên hệ/*Tel.*: 0254.3872104 Fax: 0254.3873495.  
- Người thực hiện công bố thông tin/ *Submitted by*: HỒ CÔNG DŨNG  
- Chức vụ/ *Position*: Thư ký HĐQT, Phụ trách quản trị Công ty, TP. TC-HC.  
- E-mail: dung69cdhb@gmail.com  
- Loại thông tin công bố : định kỳ  bất thường  24h  theo yêu cầu   
*Information disclosure type: Periodic  Irregular  24 hours  On demand*

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

Tài liệu Dự thảo Đại hội đồng cổ đông thường niên năm 2026 / *Draft documents of the annual general meeting of shareholders in 2026*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 04/6/2026 tại đường dẫn <http://horuco.com.vn> mục: QUAN HỆ CỔ ĐÔNG/*This information was published on the company's website on 04/6/2026 (date), as in the link <http://horuco.com.vn> at item INVESTOR RELATIONS.*

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

**Tài liệu đính kèm/Attached documents:**  
Tài liệu Đại hội đồng cổ đông thường niên năm 2026/ *documents of the annual general meeting of shareholders in 2026*

**Đại diện tổ chức  
Organization representative**

Người được UQ CBTT  
*Person authorized to disclose information*

  
Hồ Công Dũng



**HOA BINH RUBBER JOINT STOCK COMPANY**

Hamlet 7, Hoa Hoi Commune, Ho Chi Minh City

Tel: (0254) 3872104 - Fax: (0254) 3873495

E-mail: [horuco@horuco.com.vn](mailto:horuco@horuco.com.vn) - Website: <http://www.horuco.com.vn>

Business Registration No.: 3500657173

**MEETING INVITATION NOTICE  
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders of Hoa Binh Rubber Joint Stock Company,

The Board of Directors of Hoa Binh Rubber Joint Stock Company cordially invites shareholders to attend the 2026 Annual General Meeting of Shareholders as follows:

**1. Time:** 08:00 A.M., June 26, 2026.

**2. Location:** Meeting Hall, Hoa Binh Rubber Joint Stock Company Office (Hamlet 7, Hoa Hoi Commune, Ho Chi Minh City).

**3. Eligibility to attend:** All shareholders named in the final list as of the record date, March 31, 2026.

**4. Meeting Documents:** All meeting documents are published and updated regularly and in full on the Company's website at: <http://www.horuco.com.vn> under the Shareholder Relations section or will be provided to shareholders upon attendance at the meeting.

**5. Registration / Proxy authorization:** Shareholders shall register / authorize their attendance at the meeting using the attached form.

**6.** Shareholders are requested to bring this Notice or the invitation letter, along with a valid ID card/Passport and the Proxy Form (if authorized) as attached, when attending the meeting.

**7. Address for document submission and support contact:**

Hoa Binh Rubber Joint Stock Company.

Address: Hamlet 7, Hoa Hoi Commune, Ho Chi Minh City.

Tel: 0254.3872104 – Fax: 0254.3873495.

Contact: Mr. Ho Cong Dung - Tel: 0979.393817; email: [dung69cdhb@gmail.com](mailto:dung69cdhb@gmail.com)

This notice may be used if a shareholder does not receive the official invitation letter for the Company's 2026 Annual General Meeting of Shareholders.

We look forward to welcoming you to the 2026 Annual General Meeting of Shareholders.

Sincerely,

Ho Chi Minh City, April 08, 2026  
**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN**



**REGISTRATION/ PROXY FORM**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders  
Hoa Binh Rubber Joint Stock Company (HRC)

Full name of shareholder (or name of institutional shareholder):.....  
Full name of representative (for institutional shareholder).....  
Position at the organization:.....  
ID Card/Passport/Business Registration Certificate No.: .....  
issued on: .....at:.....  
Permanent address:.....  
Total number of shares owned: .....

I hereby confirm my attendance / proxy for the 2026 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company to be held on June 26, 2026, as follows:

**1. Direct attendance: (Please mark x in the box)**

**2. Authorize the following person:**  
Full name:.....  
ID Card No.: ..... issued on: .....at.....

**3. Or authorize one of the following members:**  
(please mark (x) before the name of the member you wish to authorize)

<input type="checkbox"/>	Mr. Nguyen Van Quang - Chairman of the Board of Directors
<input type="checkbox"/>	Mr. Nguyen Chon Cuong - General Director
<input type="checkbox"/>	Mr. Vu Quang Khai – Deputy General Director

- The proxy recipient shall represent the authorizing party to attend and vote at the 2026 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company, in the capacity as representative for all shares owned by me/us. This proxy form shall expire immediately after the Meeting concludes.

- I/We take full responsibility for this authorization and commit to complying with the Charter of Hoa Binh Rubber Joint Stock Company and the provisions of current laws./.

....., date month year 2026

**Proxy recipient**  
(signature, full name)

**Registrant/Authorizer**  
(signature, full name)

*Note: For organizational convenience, shareholders are kindly requested to confirm attendance or submit a proxy before June 24, 2025, to Mr. Ho Cong Dung – Secretary of the BOD, Tel: 02543.872104; Mobile: 0979.393.817; Email: dung69cdhb@gmail.com.*

*Ho Chi Minh City, June 26, 2026*



**AGENDA**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

<b>Time</b>	<b>Content</b>
07:00 A.M.	Shareholder registration procedures for the Meeting
08:00 A.M.	1. Opening ceremony (Flag salute, National anthem)
08:05 A.M.	2. Statement of purpose – Introduction of delegates and attendees
08:10 A.M.	3. Report on shareholder registration results for the GMS.
08:15 A.M.	4. Introduction of the Chairperson, Secretary, and election of the Vote Counting Committee.
08:20 A.M.	5. Approval of the agenda and Working Regulations of the Meeting (voting)
08:25 A.M.	6. Opening of the Meeting
08:30 A.M.	7. Report on 2025 business results and 2026 business plan
08:40 A.M.	8. 2025 audited financial statements
08:50 A.M.	9. 2025 report on BOD activities and 2026 plan
09:00 A.M.	10. 2025 report of the independent BOD member
09:10 A.M.	11. 2025 report of the Board of Supervisors
09:20 A.M.	12. Approval of proposals: <ul style="list-style-type: none"><li>- Proposal on 2025 profit distribution and 2026 plan</li><li>- Proposal on 2025 remuneration and salary payment for the BOD and Board of Supervisors, and 2026 plan</li><li>- Proposal on the election of additional members to the Board of Supervisors for the 2022-2027 term.</li><li>- Proposal on amending and supplementing the Company Charter.</li><li>- Proposal on the Approval of the Plan for Issuance of Shares for Dividend Payment for 2025</li><li>- Proposal on the selection of an auditing firm for 2026.</li></ul>
09:30 A.M.	13. Approval of voting regulations and election procedures
09:35 A.M.	14. Discussion
09:50 A.M.	15. Report on the number of shareholders and shares as of the current time.
09:55 A.M.	16. Voting on reports and proposals submitted to the Meeting
10:25 A.M.	17. Approval of the list of candidates for members of the Board of Supervisors. Conducting the election of members of the Board of Supervisors for the 2022-2027 term

10:40 A.M.	<b>18. Remarks by senior leadership</b>
10:55 A.M.	<b>19. Addressing feedback</b>
11:10 A.M.	<b>20. Announcement of voting and election results</b>
11:20 A.M.	<b>21. Approval of the Meeting Minutes and Resolutions (voting)</b>
11:25 A.M.	<b>22. Closing of the Meeting.</b>
11:30 A.M.	<b>23. Closing flag salute.</b>

No.: /BC-CSHB

*Ho Chi Minh City, ... 2026*

**DRAFT**

## **REPORT**

### **Results of Production and Business Activities in 2025 and Plan for 2026**

To: The 2026 Annual General Meeting of Shareholders

#### **Part One**

### **REPORT ON PRODUCTION AND BUSINESS RESULTS IN 2025**

#### **I. SITUATION CHARACTERISTICS:**

In 2025, the global economic situation was characterized by significant instability, unpredictable and erratic U.S. tariff policies, and a growing trend of trade protectionism in many countries; geopolitical tensions and armed conflicts persisted in various regions.

Domestically, the entire political system focused intensely on rearranging administrative boundaries, organizing the apparatus, and operating local government at two levels, while actively completing the legal system, removing bottlenecks and obstacles, and creating new space for development; the macroeconomic environment remained stable, with deep integration and the recording of many positive and optimistic growth indicators.

However, since the beginning of the year, extreme weather phenomena have become increasingly unpredictable, with abnormal weather patterns in both intensity and frequency. From the start of the season, which saw prolonged hot and dry weather, to the consecutive storms and floods in the second half of the year, a series of rapid natural disasters occurred, significantly affecting various regions and agricultural production areas, and negatively impacting rubber latex yield and output. Additionally, production and transportation costs, as well as input material prices, increased; the labor force remained unstable, with high turnover and difficulty in recruiting new workers, and incidents of latex theft continued to occur... all of which directly affected the Company's production and business activities.

Given this situation, the Party Committees within the Company led the implementation of production, business, national defense, and security tasks, as well as political and ideological work. The Board of Directors and the Company's Board of Management closely followed the directives of the Vietnam Rubber Group, implementing tasks decisively and synchronously, focusing on proposing proactive and flexible management and operational measures suitable to the actual situation;



overcoming difficulties and obstacles, controlling costs, and maximizing savings; and implementing timely reward and encouragement policies. Cadres, party members, union members, and workers in the Company always upheld the spirit of solidarity and unity, actively responded to emulation movements, practiced thrift, fought against waste, and strove to overcome difficulties to successfully fulfill the set tasks.

## **II. PRODUCTION AND BUSINESS RESULTS IN 2025:**

### **1. Production:**

#### **a) Exploitation:**

- Area of rubber trees in exploitation : 3,162.87 ha;
- Planned annual output : 3,250 tons;
- Actual output : 3,403.751 tons, reaching 104.73% of the annual plan (exceeding by 153.751 tons);
- Average yield : 1.07 tons/ha.

**b) Processing:** The Company processed **5,173.20** tons, reaching **97.61%** of the 5,300-ton plan.

**c) Purchasing:** During the year, the Company purchased **2,227.549** tons, reaching **222.8%** of the annual plan (*purchasing plan of 1,000 tons*).

#### **d) Agricultural Processing:**

Given that the Company's exploitation output has not increased in recent years, to ensure the factory's processing capacity, in addition to purchasing raw materials for processing, the Company applied many policies to accept outsourcing. As a result, the Company processed **1,566.396** tons during the year, reaching **149.18%** of the plan (*plan of 1,050 tons*).

#### **e) Care of rubber trees in the capital construction (XDCB) phase:**

Total area of rubber trees in the capital construction phase: **1,524.19** ha; in which the area for care of rubber trees in the capital construction phase: 1,407.7866 ha; area for care of rubber trees in the capital construction phase according to sustainable development goals: 116.4034 ha.

#### **f) Intercropping area for forestry trees (hybrid acacia, agarwood):**

- Newly planted area of hybrid acacia: 36 ha (pure planting);
- Intercropping area of hybrid acacia: 170 ha.
- Investment linkage for intercropping area of agarwood: 549.70 ha, in which:
  - + Intercropping agarwood on rubber trees in the capital construction phase, 4th year: 274.26 ha;
  - + Intercropping agarwood on rubber trees in the capital construction phase, 10th year: 262.85 ha;

+ Intercropping agarwood on rubber trees in the capital construction phase, 11th year: 12.6 ha.

## **2. Business results in 2025:**

- Product consumption: **4,641.628 tons, reaching 109.21%** of the plan;
- Total revenue : VND **274.114** billion, reaching **124.59%** of the plan;

*In which:*

- + Rubber revenue: VND 238.719 billion, reaching 119.98% of the plan;  
(Average selling price: 51,430,073 VND/ton)
- + Outsourcing revenue: VND **5.426** billion, reaching **130.81%** of the plan;
- + Financial revenue: VND **21.643** billion, reaching **105.529%** of the plan;
- + Other revenue: VND **8.324** billion, reaching **322.90%** of the plan;
- Profit before tax: VND **38.771** billion, reaching **141.58%** of the plan;
- Profit after tax: VND **35.130** billion, **135.09%** of the plan;
- Budget contribution: VND **14.734** billion, reaching **124.89%** of the plan.

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

### **1. Capital construction investment within the enterprise:**

Total capital construction investment within the enterprise: VND **10.674** billion, reaching **41.21%** of the annual plan, in which:

- Construction and installation: VND 5.378 billion, reaching 59.37% of the plan;
- Equipment: VND 2.664 billion, reaching 28.19% of the plan;
- Other capital construction costs : VND 0.42 billion, reaching 70% of the plan;
- Bank loan interest payment: VND 2.212 billion, reaching 32.56% of the plan.

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

Total current investment outside the enterprise is VND **238.505** billion, in which:

- Ba Ria - Kampong Thom Rubber JSC : VND **95.000** billion;
- Viet Lao Rubber JSC : VND **109.250** billion;
- Lai Chau Rubber JSC : VND **31.162** billion;
- Dong Nai Rubber Construction JSC : VND **2.493** billion;
- Capital contribution to MB Real Estate JSC : VND **0.600** billion.

Investments outside the enterprise generally yield efficiency. In 2025, the Company collected dividends for 2024 from Viet Lao Rubber JSC, with a dividend resolution of 10.62%, amounting to VND 11.605 billion. Ba Ria - Kampong Thom Rubber JSC had a dividend resolution of 9.85%, amounting to VND **9.355** billion.

Dong Nai Rubber Construction JSC distributed 2024 dividends at a rate of 6.42%, amounting to VND 160 million.

#### **IV. PROJECT IMPLEMENTATION STATUS**

- Phuoc Tan Industrial Cluster Project: On June 30, 2025, the People's Committee of Ba Ria - Vung Tau (BR-VT) province issued Decision No. 2205/QĐ-UBND regarding the establishment of the Phuoc Tan Industrial Cluster in Xuyen Moc district, BR-VT province. The decision approved the technical infrastructure construction investor: Tan Phuoc Think – Dong Nam – Phu My Consortium, consisting of the following investors:

- + Investor No. 01: Tan Phuoc Think Investment and Construction JSC;
- + Investor No. 02: Dong Nam Construction LLC;
- + Investor No. 03: Phu My JSC.

The scale of technical infrastructure construction on the land area is 50 ha, with a projected total investment capital of VND 479.657 billion.

On February 27, 2026, the Ho Tram Commune People's Committee held its first working session with Hoa Binh Rubber JSC and the Tan Phuoc Think – Dong Nam – Phu My Consortium regarding the proposal to determine the field location, boundaries, and area related to the Phuoc Tan Industrial Cluster project, estimated at 494,214.8 m<sup>2</sup>.

- Business Cooperation Contract (BCC) for planting 44.94 ha of South American bananas with Javi Company: On December 3, 2025, Javi Company issued document No. 16/JV in response to Hoa Binh Rubber JSC. Javi Trading and Service LLC stated that due to the process of implementing the plan, there were many adjustments and additions, leading to the cooperation plan extending beyond the crop season, which affected Javi Company's investment plan. Therefore, they officially requested to stop and not participate in the business cooperation to produce South American bananas on the 44.94 ha area of Hoa Binh Rubber JSC. The Company issued Report No. 1321/BC-CSHB on December 29, 2025, submitting it to the Group's leadership and proposing to continue searching for partners to cooperate in implementation; for this area, the Company proposes investing in planting 23 ha of coffee at plot 54, and for the remaining area, the Company will seek partners to cooperate in planting other crops;

- Business Cooperation Contract (BCC) for planting 24.4536 ha of Noni trees with Trang Linh Company: Total projected investment value: 41.903 billion VND. The Company completed procedures and documents to submit to the Group's leadership regarding the capital contribution plan worth 500 million VND, replacing the infrastructure as per Proposal No. 1044/TTr-HĐQTCSHB dated October 10, 2025;

- Project for rotational planting of hybrid acacia for 01 cycle (2026-2030), with an area of 274.7351 ha, which has been agreed upon by the Group according to Official Dispatch No. 663/HĐQTCSVN-QLĐTXD dated July 29, 2025, with a total

investment of 7.806 billion VND. The Company will conduct an auction for the liquidation of the rubber trees on this area at the end of March 2026.

## **V. LABOR, INCOME, AND POLICY REGIME**

### **1. Labor:**

The total number of employees of the Company as of December 31, 2024, was 544, of which **229** were female, accounting for **42.09%**.

### **2. Salary:**

The average income in 2025 was: **8,800,000 VND/person/month**, in which the average salary was: **8,140,000 VND/person/month**.

In addition to salary, the Company allocates from the Reward and Welfare Fund to reward workers who exceed output by 5,000 VND/kg, rewards collectives and individuals with excellent achievements in exploitation and product protection, and organizes care for the lives of workers; performs well in occupational health and safety, organizes periodic health check-ups, disease prevention, etc. Policies regarding social insurance, health insurance, and unemployment insurance are implemented in accordance with regulations.

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

Continue to consolidate and improve the quality of the security force; product protection work has been performed quite well. The Company has applied many measures such as strengthening management, enhancing the responsibility of the security force, and having appropriate salary and reward regimes for the security force to encourage them to complete their tasks well. During the year, the Company signed a Coordination Regulation with the Police of the communes where it is based to ensure political security and social order and safety in the area.

In 2025, the Company carried out twinning activities with the 434th Artillery Brigade of the 4th Corps.

## **VII. OTHER WORK:**

- Implement document No. 634/CSVN-TCCB dated March 26, 2025, of the Vietnam Rubber Group regarding the implementation of organizational apparatus rearrangement and operational models at member rubber companies. Based on the implementation of the 2-level model (Company – Team) according to the Group's policy; on May 15, 2025, the Company's Board of Directors issued Decision No. 203/QĐ-HĐQTCSHB on the establishment of Binh Hung Team and Decision No. 204/QĐ-HĐQTCSHB on the establishment of Binh Tan Team; on June 16, 2025, the Company's Board of Directors issued Decision No. 307/QĐ-HĐQTCSHB on renaming the Inspection-Security Department to the Security-Protection Department and Decision No. 308/QĐ-HĐQTCSHB on renaming the Technical Department to the Agricultural Technical Department. Implement the reduction of indirect labor to 6% and resolve policies for employees who voluntarily resign according to the Company's plan for innovation and organizational apparatus rearrangement.

In 2025, the Company performed well in campaigns to contribute to funds such as: the Fund for the Poor, the Fund for Gratitude House Construction, support for the Tet Fund for the Poor; the Natural Disaster Prevention and Control Fund, and supported local organizations in carrying out activities, with a total contributed amount of over VND **280** million;

- The Company's Trade Union mobilized members to contribute to the “Trade Union Shelter” fund launched by the Vietnam Rubber Industry Trade Union with an amount of VND **92.3** million.

- Organize and implement the Democracy Regulation and workplace dialogue regulation well. In the first quarter, organize Employee Conferences at all levels; organize periodic dialogues according to regulations quarterly, and monthly the Board of Management and trade union organization meet and directly dialogue with workers of the units;

- Perform well the regulations on information disclosure for enterprises listed on the stock exchange.

## **GENERAL ASSESSMENT**

In 2025, although rubber prices were more favorable than in previous years, the Company still faced many difficulties in implementing the production and business plan. The collective of cadres and employees throughout the Company made efforts to overcome difficulties, striving in production labor emulation to complete and exceed the plan targets set by the General Meeting of Shareholders. The Company fully resolved salaries, bonuses, and policies for employees.

Capital construction investment has practically served production and business tasks. The Company prioritized investment in truly necessary items, paid attention to rubber trees, agricultural mechanization, and the factory's wastewater treatment system, which contributed to improving production and business efficiency and ensuring environmental hygiene.

The Company strengthened management, while coordinating with mass organizations to propagate and mobilize workers to strictly follow labor rules and collective labor agreements; practiced thrift, fought against waste, and actively participated in emulation movements; and actively coordinated with local authorities to ensure the maintenance of political security and social order and safety in the area.

## Part Two

### PRODUCTION AND BUSINESS PLAN FOR 2026

#### I. SOME KEY TARGETS FOR 2026

Based on the capacity of the rubber trees and the Group's orientation, the Company has developed the 2026 Production and Business Plan with some key targets as follows:

##### 1. VOLUME TARGETS

a) Rubber area:	4,412.31 ha.
- Capital construction phase:	274.26 ha;
- Exploitation area:	4,138.05 ha.
b) Yield	0.82 tons/ha.
c) Rubber exploitation output	3,400 tons.
d) Processing	5,250 tons.
- Self-exploitation:	3,400 tons;
- Purchasing:	350 tons;
- Outsourcing:	1,500 tons.
e) Consumption	
- Beginning inventory of finished products:	1,667.13 tons.
In which: <i>purchasing</i>	130.46 tons.
- Ending inventory of finished products:	1,667.13 tons.
<i>In which: purchasing</i>	130.46 tons.

##### 2. PRODUCTION AND BUSINESS TARGETS

a) Total revenue	<b>VND 313,491 million</b>
<i>In which:</i>	
- Production and business:	VND 246,535 million;
- Financial activities:	VND 15,253 million;
- Other activities:	VND 51,703 million.
b) Total costs:	VND 250,837 million.
c) Profit before tax:	VND 62,654 million.
d) Profit after tax:	VND 52,984 million.
e) Budget contribution:	VND 20,287 million.

##### 3. INVESTMENT TARGETS:

**a) Total investment capital demand: VND 47,117 million.**

*In which:*

- Capital construction investment: VND 26,161 million.
- + Construction and installation: VND 12,187 million;
- + Equipment: VND 8,705 million;
- + Capital construction loan interest payment: VND 4,389 million;
- + Other capital construction costs: VND 880 million.
- Bank loan repayment: VND 19,456 million.
- Long-term financial investment: VND 1,500 million

**b) Capital source: VND 47,117 million.**

*In which:*

- Depreciation capital: VND 23,914 million.
- Owner's equity: VND 23,203 million.

## **II. SOME KEY SOLUTIONS FOR 2026:**

Ladies and Gentlemen of the Meeting, it is forecasted that 2026 will present many difficulties due to the unstable global situation, geopolitical tensions, and prolonged armed conflicts in many regions; along with the increasing trend of trade protectionism in many countries, U.S. tariff policies have significantly affected the economies of many countries, including Vietnam. Given the reality of unstable rubber selling prices; furthermore, the enterprise's input costs such as land rent, fuel costs, energy, and salaries... are continuously increasing, so the completion of the above-mentioned plan targets and striving to exceed some targets according to Directive 20/CT-HĐQTCSVN dated January 15, 2026, of the Vietnam Rubber Group is challenging. The Company focuses on implementing tasks and solutions according to the following main directions:

*First:*

- Continue to thoroughly grasp and strictly and fully implement the Directives and Resolutions of the Party at all levels. Improve the capacity and fighting strength of the Party organization, and uphold the exemplary role of leaders at all levels. Successfully implement Directive 20/CT-HĐQTCSVN dated January 15, 2026, of the Board of Directors of the Vietnam Rubber Group on the implementation of production, business, and investment tasks in 2026;

- Implement the production and business tasks assigned by the Group and the Resolution of the General Meeting of Shareholders regarding the production, business, and development investment plan for 2026; continue to transform the production model appropriately, strengthen personal responsibility in management work, and enhance the position and responsibility of leaders;

- Develop the 2026 production and business plan, with specific measures to increase labor productivity by at least 10%, striving for rubber latex harvest output to exceed at least 5% compared to the plan assigned/agreed upon by the Group;

- Continue to have flexible solutions to ensure the labor force, in the face of labor competition from industries with better income and working conditions;

- Strictly manage and use leased land effectively; comply with regulations, sequences, and procedures for projects converting from rubber trees to other crops; projects for cooperation in developing high-tech agricultural applications, industrial zones, and clusters..., to increase land use efficiency and meet sustainable development criteria.

*Second:*

Continue to streamline the organizational apparatus according to the spirit of Decision No. 34/QĐ-HĐQTCSVN dated March 1, 2024, on issuing Regulations on organizational arrangement, operational models, and indirect labor ratios; Document No. 3818/CSVN-TCCB dated December 23, 2024, of the Group on innovating and rearranging the organizational apparatus towards streamlining, effectiveness, and efficiency; associated with restructuring the team of cadres with sufficient qualifications and capacity for the tasks, with reasonable staffing, aiming to reduce the indirect/direct labor ratio to 5%. Strongly innovate recruitment, training, appointment, rotation, transfer, and evaluation of cadres in a substantive direction. Continue to improve the quality of the management team.

*Third:*

- Strictly manage costs to limit cost increases due to fluctuations in fertilizer, raw material, and fuel prices and minimum wage increases; direct the arrangement of production management models and plans towards streamlining and efficiency at grassroots units suitable to the characteristics of each locality. Strive to reduce costs by 5% compared to the plan approved by the Group;

- Continue to implement the policy of reducing investment, only investing in truly essential items, and continue to stop or delay investment in items that are not truly necessary; implement many synchronous and effective solutions to strive to complete production-consumption targets, and balance capital sources to focus on paying off bank loans to reduce immediate and long-term financial pressure;

- Promote the proactiveness, dynamism, and creativity of cadres, employees, and workers; enhance the role and responsibility of professional departments in advising and supporting grassroots units in performing production and business tasks.

*Fourth:*

- Proactively research the conversion of some unsuitable and inefficient rubber planting land areas to other crops, to increase income and improve land use efficiency for the enterprise;

*Fifth:*



- Strengthen purchasing and outsourcing to increase revenue, maximize the capacity of the processing factory, reduce costs, and increase jobs and salaries for workers;

- Forecast the market situation in a timely manner to have flexible solutions regarding consumption, inventory, customers, selling prices..., to ensure profit plans and cash flow for business activities;

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

- Strengthen product quality management, in the spirit of meeting commodity quality standards according to regulations and suitable to customer needs.

*Sixth:*

- Pay attention to caring for the lives of workers, and implement salaries and policies for employees seriously, openly, and transparently;

- Improve the operational efficiency of the Trade Union in labor relations, perform well the trade union's representative function in dialogue, negotiation, labor dispute resolution, and protection of the legitimate and legal rights and interests of employees;

- Regularly train and propagate to employees to raise awareness about occupational health and safety, fire prevention and fighting, and equip them with full labor protection equipment, tools, and signs to ensure occupational safety in the workplace.

*Seventh:*

- Strengthen the maintenance of security and order and product protection at the unit, enhance the responsibility of workers in protecting products themselves, and at the same time perform well the coordination with local authorities to push back negative phenomena, especially limiting the illegal buying and selling of rubber latex in the area;

- Continue to perfect the company's internal management regulations and perform well the information disclosure according to regulations for state-owned enterprises and public companies;

- Continue to maintain and strengthen relationships with Party Committees and authorities at all levels in the area; perform well the coordination regulation with the locality to ensure political security and social order and safety in the area.

*Eighth:*

- Strengthen dialogue with workers in many forms to openly and transparently communicate the company's guidelines, policies, and regimes so that employees can understand, accompany, and share with the company in the current difficult period;

- Continue to maintain and strengthen relationships with Party Committees and authorities at all levels in the area; perform well the coordination regulation with the locality to ensure political security and social order and safety in the area.

The above is the report summarizing the production and business activities in 2025 and the directions and tasks for 2026 of Hoa Binh Rubber JSC.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders of the Company./.

**GENERAL DIRECTOR**

**Recipients:**

- As above;
- BOD; BOS, BOM;
- Company shareholders;
- Archived: AD, HR-Admin Department.





VIETNAM RUBBER GROUP  
HOA BINH RUBBER JSC

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness

No. /BC-CSHB

Ho Chi Minh City, ..... 2026

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## **REPORT**

### **2025 Audited Financials of Hoa Binh Rubber Joint Stock Company**

To: The 2026 Annual General Meeting of Shareholders

#### **I. Significant factors affecting the 2025 financial situation:**

In 2025, the global economic situation was characterized by instability, unpredictable and erratic U.S. tariff policies, and a growing trend of trade protectionism in many countries; geopolitical tensions and prolonged armed conflicts persisted in several regions.

Extreme weather became increasingly unpredictable with abnormal patterns in both intensity and frequency. From the beginning of the season, which saw prolonged heat and drought, to the series of typhoons and floods in the latter half of the year, a chain of successive natural disasters had a major impact on agricultural production areas, negatively affecting the yield and output of rubber latex. Additionally, rising costs for production, transportation, and raw materials; unstable labor conditions, high turnover with an inability to recruit new workers, and ongoing incidents of latex theft... directly impacted the Company's business operations and financial position.

#### **II. 2025 Business and production results.**

- Exploited rubber output: 3,403.751 tons/Plan 3,250 tons, reaching 104.73% of the annual plan;
- Purchased rubber output: 2,227.549 tons/Plan 1,000 tons, reaching 222.8% of the annual plan;
- Processed rubber output: 1,566.396 tons/Plan 1,050 tons, reaching 149.18% of the annual plan;
- Consumed rubber output: 4,641.628 tons/Plan 4,250 tons, reaching 109.21% of the plan.

\* **Total revenue:** VND 274.114 billion, reaching 124.59% of the plan; (of which: rubber revenue: VND 238.719 billion, reaching: 119.98% of the plan). Total revenue was VND 4.205 billion higher than the previous year, an increase of 1.56%.

\* **Profit before tax:** VND 38.771 billion, reaching: 141.58% of the annual plan, VND 28.379 billion lower than the previous year, a decrease of: 42.26%.

\* **Net profit after tax:** VND 35.130 billion, reaching: 135.09% of the annual plan, VND 26.271 billion lower than the previous year, a decrease of: 42.78%.

\* **Budget contribution:** VND 14.734 billion, reaching 124.89% of the plan.



### III. Capital construction investment and financial investment:

1. Capital construction investment in the enterprise: VND **10.674** billion, reaching **41.21%** of the annual plan, including:

- Construction and installation: VND 5.378 billion, reaching 59.37% of the plan;
- Equipment: VND 2.664 billion, reaching 28.19% of the plan;
- Other capital construction costs: VND 0.42 billion, reaching 70% of the plan;
- Bank loan interest payments: VND 2.212 billion, reaching 32.56% of the plan.

2. Long-term financial investment outside the enterprise:

In 2025, the Company did not contribute capital to investments outside the enterprise. The total financial investment outside the enterprise is currently VND 238,505 million, including:

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

External investments have generally been effective. In 2025, the Company received dividends for 2024 from Viet Lao Rubber JSC, with a dividend resolution of 10.62%, amounting to VND 11.605 billion. Ba Ria Kampong Thom Rubber JSC had a dividend resolution of 9.85%, amounting to VND 9.355 billion. Dong Nai Rubber Construction JSC distributed 2024 dividends at a rate of 6.42%, amounting to VND 160 million.

### IV. Assets and capital position of the Company as of December 31, 2025:

- Total assets: VND 858,386 million, an increase of VND 12,451 million compared to the beginning of the year, of which: Current assets: VND 130,843 million (ratio: 15.24% of total assets), non-current assets: VND 727,544 million (ratio: 84.76% of total assets);

- Total capital: VND 858,386 million, an increase of VND 12,451 million compared to the beginning of the year; of which: Liabilities: VND 230,056 million (ratio 26.80% of total capital), owner's equity: VND 628,330 million (ratio 73.20% of total capital).

### V. Salaries and remuneration for each member of the BOD, General Director, Deputy General Director, full-time Head of Board of Supervisors, and Chief Accountant:

No.	Full name	Position	Salary and remuneration fund implemented	Note
<b>I</b>	<b>Full-time management</b>		<b>1,518,900,000</b>	
1	Nguyen Chon Cuong	General Director	443,688,000	

2	Vo Van Tuan	BOD Member	302,600,000	
3	Vu Quang Khai	Deputy General Director	431,812,000	
4	Tran Minh Doi	Head of Board of Supervisors	300,600,000	
5	Nguyen Thi Kieu Diem Anh	Chief Accountant	40,200,000	(appointed November 20, 2025)
<b>II.</b>	<b>Remuneration for non-full-time management</b>		<b>144,000,000</b>	
1	Nguyen Van Quang	Chairman of the BOD	36,000,000	
2	Tran Khac Chung	BOD Member	12,000,000	
3	Nguyen Chon Cuong	BOD Member	12,000,000	
4	Bui Phuoc Tien	BOD Member	24,000,000	
5	Nguyen Hoang Nam	BOD Member	24,000,000	
6	Hoang Quoc Hung	BOS Member	18,000,000	
7	Huynh Thi Ngoc Thu	BOS Member	18,000,000	
	<b>Total</b>		<b>1,662,900,000</b>	

#### VI. 2025 Business performance evaluation indicators:

- Net profit after tax to total revenue ratio: 12.8%; 9.95% lower than the previous year;
- Net profit after tax to total assets ratio: 4.09%; 3.17% lower than the previous year;
- Net profit after tax to average owner's equity ratio: 5.705%; 4.92% lower than the previous year;
- Basic earnings per share (EPS): VND 1,163, VND 539 lower than the previous year.

#### VII. 2025 Financial statement audit:

The audited financial statements include: The Balance Sheet as of December 31, 2025, the Income Statement, the Cash Flow Statement, and the Notes to the Financial Statements for the fiscal year ending on the same date.

The Company's 2025 audited financial statements have been disclosed in accordance with regulations.

Opinion of the International Auditing and Valuation Company Ltd. - Independent Auditor is as follows:

*"In our opinion, the financial statements present fairly, in all material respects, the financial position of the Company as of December 31, 2025, as well as its business results and cash flows for the fiscal year then ended, in accordance with Vietnamese*



*Accounting Standards, the Vietnamese Corporate Accounting System, and relevant legal regulations on the preparation and presentation of financial statements.”*

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

***Recipient:***

- As above;
- BOD, BOS, BOM;
- Company Shareholders;
- Archived: AD, Finance & Accounting.

**GENERAL DIRECTOR**



No. /BC-HĐQTCSHB

**SOCIALIST REPUBLIC OF VIETNAM**  
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Ho Chi Minh City....., 2026

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## **REPORT**

### **Activities of the Board of Directors in 2025 and Plan for 2026**

To: The 2026 Annual General Meeting of Shareholders.

#### **I. COMPANY OVERVIEW:**

- Enterprise name: **HOA BINH RUBBER JOINT STOCK COMPANY**
- Stock ticker: **HRC**
- Charter capital: **VND 302,066,220,000**, equivalent to 30,206,622 shares.
- Exploited rubber area: **3,162.87** ha; capital construction rubber area: **1,407.7866** ha; other crop area: **116.4034** ha.
- Average number of employees: **543**, including 61 indirect employees (including full-time managers).
- Management structure: **05** BOD members, **02** Board of Management, **04** production teams, **01** rubber processing factory, and **05** functional departments.
- Total number of shareholders as of the final registration date of March 31, 2026, to exercise the right to attend the 2026 Annual General Meeting of Shareholders is **617**, including:
  - + State shareholders owning **16,632,000** shares, accounting for **55.06%**;
  - + Major shareholders: **04** shareholders, owning **7,192,727** shares, accounting for **23.81%**;
  - + Other domestic organizations and individuals: **498** shareholders, owning **6,211,481** shares, accounting for **20.56%**;
  - + Foreign organizations and individuals: **114** shareholders, owning 170,414 shares, accounting for **0.56%**.

#### **II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025:**

Based on the powers and duties of the Board of Directors stipulated in the Company's Charter, the Board of Directors respectfully submits the following contents to the 2026 Annual General Meeting of Shareholders:

##### **1. Important decisions of the Board of Directors in 2025:**

In 2025, the Company's Board of Directors held **04** quarterly meetings and conducted **43** written consultations with members.

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

**1.1. Decision on the Company's production and business development plan:**

- Decided on the production and business plan targets for 2025 and quarterly plans in accordance with actual conditions and rubber latex consumption status.

- Approved the plan for contracting out rubber gardens with labor shortages or low productivity to maximize the capacity of the gardens, contributing to the completion of the 2025 production plan.

- Due to financial difficulties, the Board of Directors approved the credit limit for bank loans to serve production and business activities.

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

In 2025, the Company's Board of Directors issued Resolutions and Decisions regarding management and executive personnel as follows:

+ The Board of Directors unanimously appointed Mr. Nguyen Chon Cuong as General Director of the Company, effective from June 20, 2025;

+ The Board of Directors unanimously re-elected Mr. Vu Quang Khai as Deputy General Director of the Company, effective from November 20, 2025;

+ The Board of Directors unanimously elected Ms. Nguyen Thi Kieu Diem Anh as Chief Accountant of the Company, effective from November 20, 2025.

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

+ Appointed Mr. Do Cao Toan as Deputy Head of the Organization and Administration Department, effective from August 1, 2025;

+ Re-appointed Mr. Nguyen Van Hung as Head of the Legal and Security Department, effective from June 16, 2025; re-appointed Ms. Le Thi Thu Ha as Deputy Head of the Agricultural Engineering Department, effective from June 16, 2025;

+ Re-appointed Mr. Nguyen Dang Dung as Team Leader, effective from September 1, 2025; re-appointed Mr. Le Mau Than as Deputy Team Leader, effective from June 16, 2025.

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

**1.3. Approval of the 2025 audited financial statements:**

The 2025 Annual General Meeting of Shareholders authorized the Board of Directors to select one of the three independent auditing firms approved by the State

to audit the Company's financial statements. The Board of Directors selected International Auditing and Valuation Co., Ltd. (IAV) to review the semi-annual financial statements and audit the 2025 financial statements of Hoa Binh Rubber JSC.

The Board of Directors reviewed and unanimously approved the 2025 financial statements of Hoa Binh Rubber JSC; the contents of the 2025 financial statements have been disclosed in accordance with regulations.

## **2. Supervision activities of the Board of Directors over the General Director and Company management:**

- The Board of Directors holds quarterly meetings to review the production and business results of the previous quarter, discuss and agree on the plan for the next quarter; thereby evaluating the management and administration of the General Director, Deputy General Director, and key personnel of the Company.

- The Chairman and members of the BOD attend monthly briefing meetings invited by the General Director. Through these meetings, they provide feedback and direct the implementation of production and business plans, as well as the management work of the General Director and key personnel.

- Organized and directed the strict implementation of quarterly financial reporting, semi-annual financial statement reviews, and annual financial statement audits as required.

- Monitored the situation of rubber exploitation, processing, and maintenance of capital construction rubber to provide timely direction for the General Director's management of production and business.

- Monitored and directed rubber trading in accordance with domestic and international market price conditions.

- Regularly directed land management and enhanced land use efficiency at the Company to increase revenue and reduce land rental costs to achieve planned profits.

### ***Board of Directors' assessment of the Board of Management performance***

The Board of Directors highly appreciates the efforts in management and administration, having found every measure to increase revenue from core production and business activities, financial investments, and procurement and processing activities, etc., contributing to improving the income of the Board of Management employees and unit leaders. The Board of Management has organized dialogues with employees in various forms, grasped the thoughts and aspirations of employees, and listened to their contributions, thereby adopting appropriate and effective management policies.

The Board of Management has fully implemented the Resolutions and Decisions of the General Meeting of Shareholders and the Company's Board of Directors. It has demonstrated its capacity and brought maximum efficiency to the Company's production and business activities.

During the production management process, the Company's Board of Management has always received support from the Board of Directors. The Board of Management maintains a regular schedule of monthly briefing meetings. The content of the meetings focuses on reviewing performance results and setting plans and directions for the following month, resolving difficulties for each subordinate unit, and handling and proposing timely solutions. The Board of Directors has also been invited to attend meetings to provide feedback and management direction to ensure the successful implementation of assigned plan targets.

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

No.	BOD Member	Number of BOD meetings attended	Attendance rate (%)	Salary, remuneration, operating expenses, and other benefits	Reason for non-attendance
1	Nguyen Van Quang	4/4	100%	VND 36,000,000 (remuneration)	
2	Tran Khac Chung	1/4	100	VND 12,000,000 (remuneration)	Dismissed from BOD
3	Nguyen Chon Cuong	3/4	100	VND 12,000,000 (remuneration)	Appointed to BOD June 20
4	Vo Van Tuan	4/4	100	VND 302,600,000 (salary)	
5	Bui Phuoc Tien	4/4	100	VND 24,000,000 (remuneration)	
6	Nguyen Hoang Nam	4/4	100	VND 24,000,000 (remuneration)	

- The Company's Board of Directors has not established Sub-Committees but has assigned responsibilities to members in charge of each area.

- Board members assigned to specific areas demonstrate their responsibility through supervision, surveys, information gathering, reporting regimes, etc.

- The independent member of the Board of Directors operates according to the assignments within the Board, supervising personnel, salary, bonus, business areas, and monitoring the stock market.

### III. REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS, ASSESSMENT OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

*(Detailed report attached)*

### IV. ORIENTATION FOR THE 2026 OPERATIONAL PLAN:

The world economic situation in 2026 still holds many risks and challenges. International trade activities are affected by the conflict in the Middle East and the prolonged conflict between Russia and Ukraine; and US tariff policies.

Labor shortages, low garden productivity, diseases in exploited gardens, and forecasted complex weather conditions are factors affecting the Company's exploitation output, revenue, and profit.

The Company's Board of Directors sets the orientation for the 2026 operational plan as follows:

### 1. Key tasks

1.1. Develop plans and solutions to overcome the shortcomings and limitations of 2025; closely follow the Resolution of the General Meeting of Shareholders to direct the implementation of 2026 production and business tasks, in line with the actual situation at the Company. Proactively and decisively direct the Board of Management to implement and complete production and business plan targets. Strive for rubber latex output to exceed the plan by 5% or more.

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

1.3. Continue to improve corporate governance to enhance quality and reduce product costs with a 5% cost-saving target.

1.4. Continue to resolve outstanding financial, land, and cooperation project issues.

### 2. Key plan targets:

Based on garden capacity and the orientation of the Vietnam Rubber Group, the Company's Board of Directors has developed the 2026 plan with the following key targets:

- Exploitation output:	3,400 tons;
- Total revenue:	VND 313,491 million;
- Profit before tax:	VND 62,654 million;
- Profit after tax:	VND 52,984 million.
<b>- Total investment capital demand:</b>	<b>VND 47,117 million</b>

*In which:*

<b>+ Capital construction investment:</b>	<b>VND 26,161 million.</b>
. Construction and installation:	VND 12,187 million;
. Equipment:	VND 8,705 million;
. Interest payment for capital construction:	VND 4,389 million;
. Other capital construction:	VND 880 million.

<b>+ Bank loan repayment:</b>	<b>VND 19,456 million.</b>
<b>+ Long-term financial investment:</b>	<b>VND 1,500 million.</b>
<b>- Capital sources:</b>	<b>VND 47,117 million.</b>

*In which:*

+ Depreciation capital:	VND 23,914 million.
+ Owner's equity:	VND 23,203 million.

### **3. Some key solutions:**

To implement the Company's 2026 production and business plan, the Board of Directors will issue Resolutions directing the Executive Board to focus on overcoming the shortcomings and limitations of previous years and propose measures suitable to the new situation, specifically as follows:

#### **3.1. Planning and business management**

- Focus all resources on implementing solutions to increase output, revenue, and business efficiency. Rationalize production organization and be decisive in production direction to ensure progress and improve product quality. Strengthen coordination with local authorities in security and order, and protection of rubber products.

- Manage product quality well, consolidate and build the Company's image and brand, and seek partners to expand product consumption markets in 2025 and the following years.

- Proactively and regularly pay attention to technical work, strengthen the application of new technology to meet the goal of increasing output and product quality.

- Develop plans for joint ventures and investment cooperation with partners to implement projects according to the Master Plan and land use plan through 2030, with a vision to 2050.

#### **3.2. Financial work**

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

- Actively coordinate work between departments in the Company to timely control production and business costs, especially in gathering production costs and calculating product costs, and analyze and eliminate factors causing cost increases to reduce product costs. Implement the thrift and anti-waste program more effectively to enhance the Company's competitiveness.

- Pay special attention to inventory management, continuously analyze and evaluate inventory quality, proactively advise on handling degraded goods due to long storage time, and timely recover capital to serve production and business.

- Proactively manage risks in financial work, gradually reduce bad debts and difficult-to-collect debts that cause capital stagnation.

- Prepare documents and procedures to sign advance payment – post-sale contracts to have cash flow for bank debt repayment, minimizing interest expenses.

### **3.3. Corporate governance**

- Continue to synchronously implement solutions to streamline labor, build a lean and effective organizational structure from advisory departments to production units. Continue to review and build labor quotas based on job positions, arranging labor reasonably in the direction of: reducing indirect labor, increasing labor productivity.

- Develop and implement training and human resource development plans for the Company in 2026 and subsequent years. Focus on recruitment, professional training, improving the qualifications and skills of employees, creating a good working environment, stabilizing employment, and increasing income for employees, creating policies to attract highly skilled direct labor to stay with the Company.

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

- Apply software well in the Company's management to ensure scientific, effective, and timely service for production and business.

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

- Actively contact local authorities and provincial departments to get approval for the adjustment of the land use plan through 2030, with a vision to 2050. On that basis, complete documents and procedures to implement projects.

- Continue to effectively implement the Company's restructuring project to enhance the Company's position in the industry.

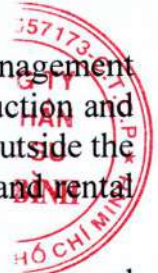
Above is the Report on the activities of the Board of Directors in 2025 and the orientation for the 2026 plan.

Respectfully submitted to the General Meeting of Shareholders./.

**Recipients:**

- As above
- BOD, BOS;
- Company shareholders;
- Archived: AD, BOD Secretariat.

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





VIETNAM RUBBER GROUP  
HOA BINH RUBBER JSC

SOCIALIST REPUBLIC OF VIETNAM  
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No. /BC-HĐQTCSHB

Ho Chi Minh City, ..... 2026

**DRAFT**

**REPORT**  
**INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS**  
**EVALUATION OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025**

To:

- The 2026 Annual General Meeting of Shareholders;
- The Board of Directors.

Regarding the evaluation of the Company's Board of Directors (BOD) activities in 2025, the independent member of the BOD provides the following general assessment:

- The Company's BOD has worked with a spirit of responsibility and transparency in governance, strictly complying with regulations applicable to public companies.

- Issues related to business strategy, cash flow, investment projects, and management regulations were regularly reviewed and evaluated by the BOD during periodic meetings.

- Decisions made by the BOD during meetings or via written consultations were approved by the majority principle. Meeting minutes or summaries of written opinion ballots were fully prepared and signed by the BOD members on the voting ballots and consultation forms.

**1. Organizational structure:**

The Board of Directors consists of 05 members for the 2022 - 2027 term, including 01 independent member. All BOD members fully participated in meetings according to the notices summoned by the Chairman of the Board of Directors and actively engaged in planning, compliance control, and strategic critique, ensuring high standards of corporate governance practices.

**2. Activities of the BOD:**

- In 2025, the BOD held 04 quarterly periodic meetings and conducted 43 written consultations with members. The BOD meetings were convened and



conducted according to a specific schedule with full documentation, in compliance with the Company's Charter and legal regulations. The content of the meetings was discussed, critiqued, and evaluated thoroughly and carefully by the BOD members. The content for consultation was fully conveyed, including the basis and attached documents, helping the BOD identify issues and reach a consensus on the matters consulted.

- Issues related to strategy, business plans, finance, and the development of management systems within the Company were discussed and strictly controlled between the BOD and the Board of Management (BOM).

- Changes in investment plans and new strategies were independently researched, scientifically grounded, and critiqued between the Board of Directors and the Board of Management.

### **3. Governance and supervision:**

- Overall, the BOD performed well in supervising the Board of Management, ensuring that the Company's operations were strictly controlled to stay on the strategic path and that decisions were adjusted in a timely manner.

- Decisions made by the Board of Management were analyzed, critiqued, and consulted by the BOD to ensure the Company's interests. Through this, the BOD remained well-informed of the Company's operational status and updated on practical requirements as quickly as possible.

- The BOD paid special attention to risk management solutions to support the Board of Management in identifying issues early and helping the Company maintain operational sustainability and stability, protecting the interests of investors.

- The BOD complied with corporate governance regulations, convening meetings or conducting periodic and extraordinary consultations to provide timely direction and issue decisions appropriate to the actual situation.

- The BOD 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 BOD, ensuring compliance with legal regulations while balancing the interests of the Company and its shareholders.

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

### **4. Results of supervision regarding financial statements, operational status, and financial position of the Company:**

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

- The selected auditing firm ensured reliability, integrity, compliance with audit deadlines, adherence to professional standards, and maintained independence and objectivity when providing audit opinions.

- Regarding the 2025 business results, net revenue reached VND 238.719 billion, and net profit after tax reached VND 35.130 billion. The Company exceeded its revenue and profit targets as planned; the BOD highly appreciates the efforts of the Board of Management and all employees of the Company.

### **5. Recommendations:**

- The BOD should continue to implement appropriate solutions in 2026 to generate cash flow for long-term bank debt repayment, thereby reducing interest expenses and contributing to increased profits for the Company.

- The Board of Management should have a plan to attract labor to exceed the assigned production output target in 2026. Strengthen the priority of fully resolving benefits and policies for employees in all job positions within the Company. Implement measures to protect and prevent the loss of latex collected by workers, as this is a solution to increase business efficiency.

- It is recommended that the Board of Management find appropriate and compliant solutions to convert the land use purpose of a portion of the area from agricultural production to the establishment of industrial clusters, renewable energy, high-tech applied agriculture, and large-scale agriculture to increase land use efficiency and business performance.

- The Board of Management should effectively implement the reorganization and streamlining of the indirect apparatus to increase labor productivity and reduce costs.

### **6. Conclusion:**

- The BOD fully performed its representative function for the owners in supervising the Company's operational activities, providing appropriate orientation, and giving timely direction to ensure the effective use of resources to achieve the targets assigned by the General Meeting of Shareholders, based on compliance with legal regulations and the Company's Charter.

- In addition to performing the management and supervision function of the Board of Management's operations, the Board of Directors worked closely with the Board of Management to find solutions to overcome difficulties in production and business in 2025.



- In general, although 2025 was affected by labor shortages, challenges due to production costs, rising input material prices, high interest expenses, and abnormal weather, with a high sense of responsibility, solidarity, and cooperation in performing tasks honestly and carefully, the Board of Directors implemented decisive solutions in supervising and directing the Board of Management to execute the Resolutions of the General Meeting of Shareholders and the BOD, thereby exceeding the business plan for the year and ensuring the interests of the Company and shareholders.

**Independent Member of the BOD**

***Recipients:***

- As above;
- BOM, BOS;
- Company shareholders;
- Archived: AD, BOD Secretariat.

**Bui Phuoc Tien**



VIETNAM RUBBER GROUP  
**HOA BINH RUBBER JSC**

No.: 17/BC-BKS

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

*Ho Chi Minh City, May 20, 2026*

**REPORT**  
**ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025**  
**SUBMITTED TO THE 2026 ANNUAL GENERAL MEETING**  
**OF SHAREHOLDERS**

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To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed at the 9th Session of the XIV National Assembly on June 17, 2020, effective from January 1, 2021;

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

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

The Board of Supervisors of Hoa Binh Rubber Joint Stock Company hereby reports on the results of its activities; the results of monitoring the Company's operational and financial situation; the results of monitoring the Board of Directors and the Board of Management; and an assessment of the coordination between the Board of Supervisors, the Board of Directors, the Board of Management, and shareholders in 2025 as follows:

**I. ACTIVITIES OF THE BOARD OF SUPERVISORS**

**1. Summary of Board of Supervisors meetings**

In 2025, the Board of Supervisors appointed members to attend Board of Directors meetings regarding the assessment of quarterly production and business operations; provided opinions and made recommendations to the Board of Directors and the Board of Management regarding issues related to the Company's operations during the year.

The Board of Supervisors held 09 periodic and extraordinary meetings/written consultations to implement its functions and duties as prescribed. The meetings/consultations were organized in accordance with the correct sequence and procedures; members attended fully and fulfilled their assigned responsibilities. The content of the meetings/consultations focused on key tasks such as:

- Developing and implementing the 2025 Monitoring Program for the Company's governance, management, and compliance work;
- Inspecting and monitoring the implementation of Resolutions of the General Meeting of Shareholders and Resolutions of the Board of Directors; monitoring the implementation of the Financial Management Regulations and the Company's internal management regulations;



- Conducting audits of the quarterly, 6-month, and 2025 annual Financial Statements to assess the honesty, reasonableness, and legality of financial figures and compliance with accounting regulations;

- Reviewing, unifying, and submitting to the 2025 Annual General Meeting of Shareholders for approval the 2024 Board of Supervisors Activity Report;

- Discussing, reviewing, and providing opinions on other matters falling under the functions, duties, and authority of the Board of Supervisors in accordance with the law, the Charter, and the Company's internal governance regulations.

## **2. Conclusions and recommendations of the Supervisory Board**

Through the inspection and monitoring of governance, management, financial, and production and business activities in 2025, the Board of Supervisors has issued conclusions and recommendations focusing on the following key areas:

- Continuing to review, amend, supplement, and perfect the internal management regulation system and management processes in accordance with legal regulations and modern corporate governance requirements for public joint stock companies with state-controlling capital.

- Promoting the implementation of the organizational restructuring scheme, streamlining indirect labor, and restructuring the operating model towards improving governance efficiency, reducing intermediate levels, linking responsibilities with work efficiency, and aligning with the 2-level management organization roadmap (Company – Production Team).

- Strengthening human resource management; implementing competency and performance evaluations (KPIs), standardizing job titles, and building a salary, bonus, and welfare policy system that is fair, transparent, and linked to labor productivity and task performance efficiency.

- Continuing to restructure production costs, control product costs, improve the efficiency of material, labor, and asset usage; practicing thrift and preventing waste linked to specific quantified targets for each field of operation.

- Enhancing openness and transparency in investment, procurement, repair, management, and use of assets; improving the efficiency of internal control, internal audit, and corporate risk management.

- Continuing to implement solutions for technological innovation, digital transformation, and the application of management software in production, labor, materials, assets, and cost control to improve management efficiency and labor productivity.

- Developing a product development plan towards increasing the proportion of deep processing and environmentally friendly products; strengthening the training of technical human resources for extraction and processing to meet sustainable development requirements.

- Directing the full implementation of internal audit recommendations and inspection and monitoring conclusions; promptly rectifying shortcomings and limitations already recommended by the Board of Supervisors and inspection and audit agencies.

- Focusing on implementing solutions to complete the production and business plan according to the Resolution of the General Meeting of Shareholders; improving extraction productivity, product quality, business efficiency, and the enterprise's profitability ratio.

The Board of Directors, the Board of Management, and affiliated units have paid attention to coordinating the implementation of the Board of Supervisors recommendations; many contents have been implemented step-by-step, contributing to improving corporate governance efficiency, controlling costs, and preserving and developing State capital at the Company.

## **II. REPORT ON MONITORING ACTIVITY RESULTS OF THE BOARD OF SUPERVISORS IN 2025**

### **1. Activities of the Company's Board of Directors**

- The Resolutions of the Board of Directors were issued in accordance with the sequence and procedures of the Law on Enterprises and the Company's Charter, and in line with the Company's development orientation. Board of Directors meetings were conducted in accordance with the correct sequence and procedures. Meetings to collect opinions from members of the Board of Directors were conducted in accordance with regulations and in line with the Company's Charter.

- The Board of Directors organized and maintained regular meetings in person, online, or via written consultation, mainly discussing the effective implementation of quarterly and annual production and business plan targets, the Company's development strategy, the implementation of Resolutions of the General Meeting of Shareholders, and reaching consensus to issue Resolutions and Decisions, and resolving issues within its authority on the basis of compliance with the law and the Company's Charter.

- The Board of Directors exercised its powers and duties with a high sense of responsibility, closely following objectives for the legitimate interests of the Company and shareholders. Guided by the Resolution of the 2025 Annual General Meeting of Shareholders, it directed the implementation of specific tasks, maintained high consensus among each member of the Board of Directors, and issued Resolutions and Decisions appropriate to the actual situation at each time, in compliance with current laws and the Company's Charter.

### **2. Activities of the Company's Board of Management**

- The Board of Management, based on the Resolutions and Decisions of the Board of Directors, implemented tasks in a timely manner, acted flexibly to achieve the best results, applied many positive measures, and regularly organized dialogues with employees, propagating and explaining the production and business situation under current difficult conditions so that employees could share the burden.

- The Board of Management maintained a regular monthly briefing schedule, with participants including the Board of Management, Heads and Deputy Heads of functional departments, the Manager of the Processing Plant, Captains of Production Teams, and representatives of the Trade Union and Youth Union; the Chairman of the Board of Directors and the Head of the Board of Supervisors were invited to attend. The meeting content focused on reporting implementation results and setting plans for the following month, resolving difficulties for each affiliated unit, and handling issues promptly by proposing solutions right during the meeting.

### **3. Financial statement audit**

- The accounting system, applied accounting policies, and the presentation of the Company's 2025 Financial Statements are in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations.

- The indicators on the Balance Sheet, Income Statement, and Cash Flow Statement were clearly explained with calculation bases and detailed figures fully provided in the Notes to the Financial Statements. Based on the inspection and cross-checking of figures in the detailed accounting books and the explanations in the Financial Statements, they were determined to be reasonable and truthfully reflect the Company's financial situation.

- Reviewing the recommendations of the independent auditor, along with the results of the audit inspection, the Board of Supervisor has not detected any material misstatements.

#### **4. Results of production and business activities in 2025**

- The report of the Board of Directors correctly reflected the implementation of the production, business, investment, and financial plan in 2025.

- Financial, profit, dividend, and cost indicators were presented clearly, with a basis, and were consistent with the financial statements.

- The report analyzed the causes of revenue and profit increases/decreases and provided forecasts and orientations for 2026.

*Some indicators summarizing the Company's financial status in 2025 (based on the audited 2025 Financial Statements)*

<b>Indicator</b>	<b>Unit</b>	<b>2025</b>	<b>2024</b>
<b>Asset structure</b>			
Current assets/Total assets	%	15,24	13,05%
Non-current assets/Total assets	%	84,76	86,95%
<b>Capital structure</b>			
Liabilities/Total capital	%	26,80	28,70%
Owner's equity/Total capital	%	73,20	71,30%
<b>Solvency</b>			
Current ratio	Times	0,74	0,63
Quick ratio	Times	0,37	0,47
<b>Profit margin on revenue</b>			
Pre-tax profit margin on net revenue	%	15,88	31,34%
Net profit margin on net revenue	%	14,39	28,66%
<b>Profit margin on total assets</b>			
Pre-tax profit margin on total assets	%	4,52	7,94%

Net profit margin on total assets	%	4,09	7,26%
<b>Net profit margin on owner's equity</b>	%	5,59	10,18%

#### **4. Results of coordination between the Supervisory Board, the Board of Directors, the Board of Management, and shareholders**

- Coordination between the Board of Directors, the Board of Management, and the Board of Supervisors was carried out effectively. During the performance of its duties, the Board of Supervisors was invited by the Chairman of the Board of Directors to attend all meetings of the Board of Directors; the Board of Management invited the Board of Supervisors to attend all monthly briefing meetings and directed functional departments to create favorable conditions for the Board of Supervisors to access records, serving inspection and monitoring work when requested by the Board of Supervisors.

- In 2025, the Board of Supervisors did not receive any requests from shareholders regarding the activities of the Board of Directors and the Board of Management.

#### **5. Remuneration, operating expenses, and other benefits of the Supervisory Board**

- In 2025, the remuneration for the Supervisory Board, consisting of 02 concurrent members, totaled 36,000,000 VND;

- Payment was made in accordance with the Resolution of the General Meeting of Shareholders.

#### **6. Self-assessment of the Board of Supervisors' performance**

- In 2025, the Board of Supervisors performed its functions, duties, and powers in accordance with the law, the Company's Charter, and the Board of Supervisors's Operating Regulations. Members of the Board of Supervisors upheld their sense of responsibility, proactively performed assigned tasks, and fully participated in meetings, inspection and monitoring activities, and matters within the Board of Supervisors's authority.

- The Board of Supervisors always maintained the principle of independent, objective, honest, and cautious operation in the process of performing its duties; ensuring that inspection and monitoring were carried out within the scope, functions, and powers prescribed by law and the Company's Charter.

- Through regular monitoring activities and planned inspections, the Board of Supervisors promptly grasped the Company's operational situation, assessed the compliance with resolutions of the General Meeting of Shareholders and the Board of Directors; monitored governance, management, financial management, and the use of the Company's capital and assets; and simultaneously recommended solutions to improve corporate governance efficiency, strengthen internal control, risk management, and practice thrift and prevent waste.

- Based on the year's performance, the Board of Supervisors self-assesses that it has well completed its assigned functions and duties; fully fulfilled its monitoring responsibilities as prescribed by law, contributing to ensuring that the Company's operations are conducted openly, transparently, in compliance with the law, and protecting the legitimate rights and interests of the Company, shareholders, and employees.

The above is the Report on the results of the Board of Supervisors's activities; the results of monitoring the Company's operational and financial situation; the results of monitoring the



Board of Directors and the Board of Management; and the results of the coordination between the Board of Supervisors, the Board of Directors, the Board of Management, and shareholders in 2025.

Respectfully submitted to the General Meeting of Shareholders./.

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

***Recipient:***

- As above;
- GVR of BOS;
- BOD;
- BOM;
- BOS;
- Archived: AD, BOS.



VIETNAM RUBBER GROUP  
HOA BINH RUBBER JSC

No. /TTr-HĐQTCSHB

**DRAFT**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

Ho Chi Minh City, date month year 2026

## **PROPOSAL**

### **Re: Profit distribution for 2025, Profit distribution plan for 2026**

To: The 2026 Annual General Meeting of Shareholders

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

*Pursuant to Circular No. 003/2025/TT-BNV dated April 28, 2025 of the Ministry of Home Affairs, providing guidelines on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises;*

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

*Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company;*

*Pursuant to document No. 370/HĐQTCSVN-TCKT dated date 04/6/2025 of the Board of Directors of Vietnam Rubber Group (the Group) regarding the agreement on certain contents for providing opinions and voting at the 2025 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company.*

The Company's Board of Directors hereby submits to the Annual General Meeting of Shareholders for approval the profit distribution for 2025 and the profit distribution plan for 2026 as follows:

#### **I. Profit distribution for 2025:**

- Profit before tax in 2025: VND 38,771 Million
- Profit after tax in 2025: VND 35,130 Million
- Cumulative undistributed profit after tax at the end of the period VND 69,650 Million

Proposed distribution as follows:

- + Provision for reward and welfare fund: VND 11.090 Million

In which: <i>Bonus Fund:</i>	VND 3,517 million
<i>Welfare Fund:</i>	VND 7,400 million
<i>Bonus Fund for the BOM, BOD, BOS:</i>	VND 173 million
+ Provision for development investment fund:	VND 17,565 Million
+ Stock dividend payment (13.5%/Charter Capital):	VND 40,779 Million
+ Remaining profit:	VND 216 Million

## **II. Profit Distribution Plan for 2026**

Based on the business performance in 2026, after the audited financial statements are available, the Board of Directors will submit the decision on the 2026 profit distribution to the 2027 Annual General Meeting of Shareholders.

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

### ***Recipients:***

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

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



VIETNAM RUBBER GROUP  
**HÒA BÌNH RUBBER JSC**

No. / TTr-HĐQTCSHB

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

Ho Chi Minh City ..... 2026

**DRAFT**

## **PROPOSAL**

**Re: Payment of salaries, remuneration for  
the Board of Directors – Board of Supervisors in 2025  
Payment plan for salaries, remuneration for  
the Board of Directors - Board of Supervisors in 2026**

To: The 2026 Annual General Meeting of Shareholders

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

*Pursuant to Circular No. 003/2025/TT-BNV dated April 28, 2025 of the Ministry of Home Affairs, providing guidelines on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises;*

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

*Pursuant to Document No. 370/HĐQTCSVN-TCKT dated June 4, 2025 of the Board of Directors of Vietnam Rubber Group (the Group) regarding the agreement on certain contents to participate in discussing and voting at the 2025 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company.*

*Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company;*

The Company's Board of Directors hereby submits to the Annual General Meeting of Shareholders for approval of the payment of salaries, remuneration for the Board of Directors - Board of Supervisors in 2025; and the payment plan for salaries, remuneration for the Board of Directors – Board of Supervisors in 2026 as follows:

**1. Salaries, remuneration for the Board of Directors – Board of Supervisors in 2025:**

a) Remuneration:



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

b) Salaries:

No.	Content	No. of people	Dedicated remuneration	Notes
I	Board of Directors	01	302,600,000	
II	Board of Supervisors	01	300,600,000	
	<b>Total</b>	<b>02</b>	<b>603,200,000</b>	

## **2. Payment plan for salaries, remuneration for the Board of Directors - Board of Supervisors in 2026:**

a) Remuneration:

"Remuneration payment plan for the Board of Directors, assistants, and the Board of Supervisors for 2026: VND 162,000,000 (in which: remuneration for the Board of Directors and the Board of Supervisors is VND 144,000,000). It is proposed that the Board of Directors be authorized to decide the specific remuneration amounts for individual members.

b) Salaries:

Payment plan for full-time members of the Board of Directors and the Board of Supervisors for 2026: The Chairman of the Board of Directors shall be authorized to prepare the payment plan in accordance with State guiding regulations and submit it to the 2027 Annual General Meeting of Shareholders for approval of the actual payment amount for 2026.

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

**Recipient:**

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

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





VIETNAM RUBBER GROUP  
HOA BINH RUBBER JSC

No: /TTr-HĐQTCSHB

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness

Ho Chi Minh city, June , 2026

## PROPOSAL

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

To: The 2026 Annual General Meeting of Shareholders

*Pursuant to the Law on Enterprises dated June 17, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025;*

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

*Pursuant to the Charter on Organization and Operation of Hoa Binh Rubber Joint Stock Company, established by the Annual General Meeting of Shareholders under the decision dated April 20, 2004, as amended and supplemented on June 24, 2021;*

*Pursuant to Decision No. 212/QĐ-HĐQTCSHB dated June 25, 2021 of the Board of Directors regarding the issuance of the Internal Regulations on Corporate Governance (the Regulations).*

Pursuant to the valid candidacy and nomination documents of shareholders.

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

### **I. Regarding the removal of members of the Board of Supervisors for the 2022 - 2027 term.**

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

1. Mr. Hoang Quoc Hung
2. Ms. Hoang Thi Ngoc Thu

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

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

1. Ms. Le Thi Thu Ha – Deputy Head of Agricultural Technical Department
2. Mr. Trinh Dinh Phi – Staff member of Legal and Security Department

Summary of Personal Profile: Attached to the Submission.

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

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

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

***Recipient :***

- General Meeting of Shareholders 2026;
- Archive: AD, HR & Admin.



VIETNAM RUBBER GROUP  
**HOA BINH RUBBER JSC**

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

No.: .../TTTr-BKS

Ho Chi Minh City, .....2026

**DRAFT**

## **PROPOSAL**

### **Regarding the selection of an audit firm for the 2026 Financial Statements**

To: The 2026 Annual General Meeting of Shareholders

*Pursuant to the Law on Enterprises 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025, and its guiding documents;*

*Pursuant to the Law on Independent Audit 2011, as amended and supplemented in accordance with Consolidated Text No. 17/VBHN-VPQH dated February 26, 2025 of the Office of the National Assembly;*

*Pursuant to the Charter on Organization and Operation of Hoa Binh Rubber Joint Stock Company, established by the Annual General Meeting of Shareholders under the decision dated April 20, 2004, as amended and supplemented on June 20, 2023.*

*Pursuant to Document No. 378/HĐQTCSVN-TCKT dated May 8, 2026 of the Board of Directors of Vietnam Rubber Group, regarding the agreement on certain contents to participate in discussing and voting at the 2026 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company.*

The Board of Supervisors respectfully submits to the General Meeting of Shareholders the matter of selecting an independent audit firm to review the Semi-annual Financial Statements and audit the Financial Statements for the fiscal year ending 2026, with the following specific contents:

**1. Proposed criteria for selecting an independent audit firm:**

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

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

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

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

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

- International Auditing and Valuation Co., Ltd.
- VACO Auditing Co., Ltd.
- UHY Auditing and Consulting Co., Ltd
- ANV Auditing Co., Ltd.

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

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

***Recipient(s):***

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

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



VIETNAM RUBBER GROUP  
**HÒA BÌNH RUBBER JSC**

No.: .../TTTr-HĐQTCSHB

SOCIALIST REPUBLIC OF VIETNAM  
**Independence – Freedom – Happiness**

Ho Chi Minh City, [Date] [Month], 2026

## PROPOSAL

### **Regarding the Approval of the Plan for Issuing Shares to Pay 2025 Dividends**

To: The 2026 Annual General Meeting of Shareholders

*Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and related documents;*

*Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and related documents;*

*Pursuant to the Law Amending and Supplementing a Number of Articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 dated November 29, 2024;*

*Pursuant to Decree No. 155/2020/NĐ-CP of the Government detailing the implementation of a number of articles of the Law on Securities, issued on December 31, 2020;*

*Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;*

*Pursuant to the Charter of Organization and Operation of Hoa Binh Rubber Joint Stock Company;*

*Pursuant to the provisions of current law.*

The Board of Directors of the Company hereby submits to the Annual General Meeting of Shareholders for approval the plan for issuing shares to pay 2025 dividends with the following details:

- 1. Name of shares:** Shares of Hoa Binh Rubber Joint Stock Company
- 2. Type of shares:** Common shares
- 3. Stock code:** HRC
- 4. Par value:** 10,000 VND/share
- 5. Current Charter Capital:** VND 302,066,220,000
- 6. Total number of issued shares:** 30,206,622 shares



**In which:**

- Number of outstanding shares : 30,206,622 shares
  - Number of treasury shares : 0 shares
7. **Number of shares expected to be issued:** 4,077,893 shares
  8. **Total issuance value at par value:** VND 40,778,930,000
  9. **Total number of shares expected after issuance:** 34,284,515 shares
  10. **Expected Charter Capital after issuance:** VND 342,845,150,000
  11. **Form of issuance:** Issuance of shares to pay 2025 dividends
  12. **Issuance subjects:** Existing shareholders named in the list as of the record date for the list of shareholders to exercise the right to receive shares. The GMS authorizes the BOD to decide the record date for the list of shareholders to exercise the right to receive shares.
  13. **Issuance ratio (number of shares expected to be issued/number of outstanding shares):** 13,5%
  14. **Right exercise ratio:** 200:27. Shareholders owning 1 share receive 1 right to receive additional shares. For every 200 rights to receive additional shares, shareholders will receive 27 new shares.
  15. **Plan for handling fractional shares:** The number of additional shares issued to each shareholder will be rounded down to the unit level; any fractional parts (if any) will be cancelled.  
  
*Example: Shareholder A owns 214 shares on the record date. With a right exercise ratio of 200:27, Shareholder A is entitled to receive  $(214/200)*27=28.89$  new shares. According to the above calculation principle, Shareholder A will receive 28 new shares. The fractional part of 0.89 shares will be cancelled.*
  16. **Source of issuance:** Undistributed profit after tax determined as of December 31, 2025, according to the audited 2025 Financial Statements of Hoa Binh Rubber Joint Stock Company.
  17. **Expected implementation time:** After the GMS approves and after the State Securities Commission (“SSC”) announces the receipt of the full issuance report documents, expected from the third quarter of 2026. The GMS authorizes the BOD to select the appropriate issuance time to ensure the interests of shareholders and in accordance with the provisions of law.
  18. **Additional securities registration and additional listing registration:** The GMS authorizes the BOD to decide and carry out procedures for additional securities registration at the Vietnam Securities Depository and Clearing Corporation (VSDC) and

additional listing registration at the Ho Chi Minh Stock Exchange (HOSE) after the completion of the issuance, in accordance with the provisions of law.

**19. Approval of the amendment to the Company Charter:** Approval of the amendment to the Company Charter (Charter Capital section) and adjustment of the Enterprise Registration Certificate in accordance with the provisions of law and the guidance of competent State agencies after the SSC announces the receipt of the issuance results report.

**20. Authorization of the Board of Directors:**

The GMS authorizes the BOD to perform tasks related to the issuance as follows:

- Proactively prepare and explain the securities issuance report dossier to be submitted to the SSC and other functional agencies. Simultaneously, proactively adjust the issuance plan and other related dossiers according to the actual situation of the Enterprise or the requirements of the SSC and other functional agencies;
- Select the record date for the list of shareholders to implement the above Issuance Plan;
- Proactively develop a plan to ensure the foreign ownership ratio is in accordance with the provisions of law.
- Carry out the amendment and supplementation of articles related to Charter Capital, shares, and stocks in the Charter of Organization and Operation of the Company after the SSC announces the receipt of the issuance results report;
- Carry out procedures to change the enterprise registration content of the Company related to the change in Charter Capital according to the actual results of the issuance with the competent state agency after the SSC announces in writing the receipt of the issuance results report;
- Carry out procedures for additional securities registration at the Vietnam Securities Depository and Clearing Corporation and additional listing registration at the Ho Chi Minh City Exchange for the number of additional shares issued according to the actual results of the issuance after the SSC announces in writing the receipt of the issuance results report;
- Depending on each specific case, the BOD may re-authorize the General Director to perform one or a number of specific tasks mentioned above;
- Decide on other arising issues related to the issuance of shares to pay dividends.

The BOD respectfully submits to the GMS for approval.

Sincerely!



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

**NGUYEN VAN QUANG**



VIETNAM RUBBER GROUP  
HOA BINH RUBBER JSC  
CAO SU  
HOA BINH  
No.: TTr-HĐQTCSHB

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ho Chi Minh City, June , 2026

DRAFT

## PROPOSAL

### Regarding the amendment and supplementation of the Company Charter

To: The 2026 Annual General Meeting of Shareholders.

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

*Pursuant to the Law on Enterprises dated June 17, 2020; as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025, and relevant guiding documents;*

*Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*

*Pursuant to Circular 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*

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

*Pursuant to Resolution No. 673/NQ-HĐQTCSHB, dated May 04, 2026, of the Board of Directors, regarding the approval of the amendment and supplementation of the Charter of Organization and Operation of Hoa Binh Rubber Joint Stock Company in 2026.*

The Board of Directors of Hoa Binh Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders the proposal to amend and supplement the Company's Charter of Organization and Operation as follows:

Content before amendment	Content after amendment
<b>Article 1. Interpretation of terms</b> c) The Law on Enterprises is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the	<b>Article 1. Interpretation of terms</b> c) "Law on Enterprises" is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, as



<p>Socialist Republic of Vietnam on June 17, 2020;</p>	<p><i>amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025, and relevant amendments, supplements, and guiding documents at each period.</i></p>															
<p><b>Article 2. Name, form, headquarters, branches, representative offices, business locations, and duration of operation of the Company</b></p> <p>1. Company name</p> <ul style="list-style-type: none"> <li>- Company name in Vietnamese: CÔNG TY CỔ PHẦN CAO SU HÒA BÌNH</li> <li>- Company name in English: HOA BINH RUBBER JOINT STOCK COMPANY</li> <li>- Abbreviated name: HORUCO</li> </ul> <p>2. The Company is a joint stock company with legal personality in accordance with the current laws of Vietnam.</p> <p>3. The Company's registered headquarters is:</p> <ul style="list-style-type: none"> <li>- Headquarters address: Hamlet 7, Hoa Binh Commune, Xuyen Moc District, Ba Ria - Vung Tau Province;</li> </ul>	<p><b>Article 2. Name, form, headquarters, branches, representative offices, business locations, and duration of operation of the Company.</b></p> <p>1. Company name</p> <ul style="list-style-type: none"> <li>- Company name in Vietnamese: CÔNG TY CỔ PHẦN CAO SU HÒA BÌNH</li> <li>- Company name in English: HOA BINH RUBBER JOINT STOCK COMPANY</li> <li>- Abbreviated name: HORUCO</li> <li>- <b>Logo, symbol:</b></li> </ul> <div style="text-align: center;"> </div> <p>2. The Company is a joint stock company with legal personality in accordance with the current laws of Vietnam.</p> <p>3. The Company's registered headquarters is:</p> <ul style="list-style-type: none"> <li>- <b>Headquarters address: Hamlet 7, Hoa Hoi Commune, Ho Chi Minh City.</b></li> </ul>															
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	Details: Rubber wood exploitation		2	<b>Wood exploitation</b> <b>Details: Rubber wood exploitation, plantation wood exploitation</b>	<b>02200</b>
			3	Water collection, treatment, and supply <b>Details: Water supply</b>	<b>36000</b>
			4	Drainage and sewage treatment <b>Details: Sewage treatment (not produced at headquarters)</b>	<b>3700</b>
			5	Electricity production <b>Details: Electricity industry: investment, exploitation, and operation of thermal power, hydropower, wind power, solar power, and other power plants; electricity business in accordance with the provisions of law</b>	<b>3512</b>
			6	Electricity transmission and distribution <b>Details: Electricity industry: investment, exploitation, and operation of thermal power, hydropower, wind power, and solar power plants; electricity business in accordance with the provisions of law</b>	<b>3513</b>
<b>Article 46. Profit distribution</b> 1. The plan for distributing annual dividends and net profit after tax shall be in the following order: 1.1 Payment of interest to joint venture capital contributors according to the signed Economic Council regulations (if any). 1.2 Offsetting losses from previous years that have exceeded the time limit for			<b>Article 46. Profit distribution</b> Article 46. Profit distribution 1. Dividends are the net profit paid for each share in cash or other assets. 2. Dividends paid for preferred shares shall be implemented according to the conditions applicable separately to each type of preferred share. 3. Dividends paid for common shares shall be		

<p>deduction from pre-tax profit as prescribed.</p> <p>1.3 Allocation of a maximum of 30% to the enterprise development investment fund.</p> <p>1.4 Allocation to the reward fund, welfare fund for employees in the enterprise, and reward fund for enterprise managers in accordance with the Government's regulations on labor, wages, remuneration, and bonuses for companies with state-controlled shares or capital contributions.</p> <p>1.5 The remaining profit shall be used to pay dividends and profits in cash to shareholders and capital contributors.</p> <p>2. Form of dividend payment to shareholders</p> <p>2.1 The General Meeting of Shareholders shall decide the annual dividend payment rate.</p> <p>2.2 Dividends shall be paid in accordance with Article 135 of the 2020 Law on Enterprises.</p> <p>3. Other matters related to profit distribution shall be implemented in accordance with the provisions of law.</p>	<p>determined based on the realized net profit and the dividend payment amount shall be deducted from the Company's retained earnings. The Company may only pay dividends for common shares when the following conditions are met:</p> <p>a) The Company has fulfilled its tax obligations and other financial obligations as prescribed by law;</p> <p>b) The Company has established the Company's funds and fully offset previous losses in accordance with the provisions of law and the Company's Charter;</p> <p>c) Immediately after paying all the determined dividends, the Company still ensures the payment of all due debts and other property obligations.</p> <p>4. Dividends may be paid in cash or in the Company's shares. If paid in cash, it must be done in Vietnamese Dong and may be paid by check, bank transfer, or postal money order to the shareholder's registered permanent address or contact address. 5. Dividends must be paid in full within 06 months from the date of the closing of the Annual General Meeting of Shareholders. The Board of Directors shall prepare a list of shareholders entitled to receive dividends, determine the dividend rate for each share, and the time and form of payment at least 30 days before each dividend payment. The notice of dividend payment shall be sent by registered mail to shareholders at the address registered in the share register at least 15 days before the dividend payment. The notice must contain the following contents:</p> <p>a) Company name and address of the Company's headquarters;</p> <p>b) Full name, contact address, nationality, and legal document number of the individual shareholder;</p> <p>c) Name, enterprise identification number or establishment decision number, and headquarters address of the institutional shareholder;</p> <p>d) Number of shares of each type held by the shareholder; dividend rate for each share and the total dividend amount that the shareholder is</p>
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entitled to receive;

e) Time and method of dividend payment;

f) Full name and signature of the Chairman of the Board of Directors and the Company's legal representative.

6. In case a shareholder transfers their shares during the period between the closing of the list of shareholders and the time of dividend payment, the transferor is the person who receives the dividend from the Company.

7. In case of dividend payment in shares, the Company is not required to carry out the procedures for offering shares as prescribed in Articles 123, 124, and 125 of the Law on Enterprises. The Company must register to increase its charter capital corresponding to the total par value of the shares used for dividend payment within 10 days from the date of completion of the dividend payment.

8. The General Meeting of Shareholders shall decide the annual dividend payment rate and form of payment from the Company's retained earnings.

9. The Company shall not pay interest on the dividend payment amount or any payment amount related to a type of share.

10. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of the dividends in shares, and the Board of Directors is the body responsible for executing this decision.

11. In case dividends or other amounts related to a type of share are paid in cash, the Company must pay in Vietnamese Dong. The payment may be made directly or through banks based on the bank account details provided by the shareholder. In case the Company has transferred the money according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be responsible for the amount the Company has transferred to this shareholder. The payment of dividends for shares listed/registered for trading on the Stock Exchange shall be conducted through a securities

	<p>company or the Vietnam Securities Depository.</p> <p>12. Based on the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution to determine a specific date to close the list of shareholders. Based on that date, those registered as shareholders or holders of other securities are entitled to receive dividends, receive shares, or receive notices or other documents.</p> <p>13. Other matters related to profit distribution shall be implemented in accordance with the provisions of law.</p>
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Respectfully submitted./.

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

***Recipient:***

- 2026 GSM;
- Company shareholders,
- Archived: AD, HR & Admin Department.



VIETNAM RUBBER GROUP  
**HOA BINH RUBBER JSC**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

*Ho Chi Minh City, June , 2026*

## **WORKING REGULATIONS OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

### **Article 1. General Provisions**

1. These working regulations apply to the organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the Meeting) of Hoa Binh Rubber Joint Stock Company.

2. These regulations specify the rights and obligations of the parties participating in the Meeting, as well as the conditions and procedures for conducting the Meeting.

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

### **Article 2. Legal Basis**

- Law on Enterprises 2020; as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents;

- Law on Securities 2019 and guiding documents;

- The Charter of Organization and Operation of Hoa Binh Rubber Joint Stock Company, established by the General Meeting of Shareholders pursuant to the decision dated April 20, 2004, and amended and supplemented on June 20, 2023.

### **Article 3. The Presidium**

1. The Presidium of the Meeting shall consist of a maximum of 03 members, chaired by the Chairman of the Board of Directors of the Company.

2. The Presidium shall operate on the principle of democratic centralism and majority decision-making. The Meeting shall be conducted in a valid and orderly manner, reflecting the wishes of most shareholders and shareholder representatives in attendance.

4. The Presidium has the right to postpone the General Meeting of Shareholders, even if enough attendees have registered as required, to another time or change the meeting venue in the following cases:

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



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

c) An attendee obstructs or disrupts the order, posing a risk that the meeting cannot be conducted in a fair and legal manner.

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

5. The Presidium has the following duties:

a) To conduct activities according to the agenda approved by the General Meeting of Shareholders.

b) To nominate the Secretariat and the Vote Counting Committee of the Meeting.

c) To guide shareholders and the Meeting in discussions.

d) To present drafts and conclude necessary matters for the Meeting to vote on.

e) To respond to issues raised by the Meeting.

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

#### **Article 4. Rights and Obligations of the Meeting Secretariat**

1. The Presidium shall introduce 01 to 02 members for the Secretariat. The Secretariat is responsible to the Chairperson and the Meeting for their duties.

2. Duties of the Secretariat:

a) To record the proceedings of the Meeting fully and accurately.

b) To assist the Chairperson in announcing draft documents, conclusions, and Resolutions of the Meeting, and to communicate notices from the Chairperson to shareholders upon request.

c) To receive registration forms for comments from shareholders.

#### **Article 5. Rights and Obligations of the Vote Counting Committee**

1. The Vote Counting Committee shall consist of a maximum of 05 members nominated by the Presidium and approved by the Meeting.

2. The Vote Counting Committee has the following duties:

a) To inspect and supervise the voting process of shareholders and shareholder representatives.

b) To organize the counting of votes.

c) To prepare the Vote Counting Minutes and announce them before the Meeting, including the Report on voting results for each item, and to notify the Chairperson and the Secretariat of the results.

d) To review and report to the Meeting on any complaints regarding the vote counting results.

e) To hand over the Minutes and all voting ballots to the Chairperson of the Meeting.

### **Article 6. Rights and Obligations of the Shareholder Registration Reception Department**

The Shareholder Registration Reception Department is appointed by the Organizing Committee of the Meeting, with a maximum of 03 members, to perform the following functions and duties:

- To verify the validity and legality of shareholders' Confirmation/Authorization letters.

- To report to the Meeting the data on the results of shareholder registration: number of attendees, number of shares owned/represented, and the percentage (%) compared to the total number of outstanding shares.

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

1. Conditions for attendance: Shareholders who are legal entities, individuals, or representatives of shareholders, or a group of shareholders owning voting shares of the Company as of the record date (the final registration date of March 31, 2026) are entitled to attend the Meeting.

#### **2. Rights and obligations of eligible shareholders attending the Meeting**

a) Each shareholder or shareholder representative must bring their identification documents (Citizen ID, passport, etc.) and the Meeting Invitation Notice to verify their eligibility and receive a voting card indicating the total number of shares equal to the number of voting shares owned by the shareholder (including the number of shares owned and/or the number of shares authorized).

b) During the Meeting, if a shareholder needs to leave the hall, they must notify the Organizing Committee.

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

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

e) Shareholders must maintain confidentiality, observe speaking discipline, properly use and preserve documents, and not copy or record them for outsiders without the permission of the Chairperson.

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

g) Shareholders arriving late have the right to register immediately and subsequently participate and vote at the Meeting, but the Chairperson is not responsible for pausing the Meeting to wait for these shareholders, and the validity of the voting rounds already conducted shall not be affected.

#### **Article 8. Conducting the Meeting**

The General Meeting of Shareholders shall be conducted when the number of shareholders attending represents at least **50%** of the total voting shares according to the list of shareholders as of the record date of March 31, 2026 (pursuant to Clause 1, Article 145 of the Law on Enterprises and Clause 1, Article 19 of the Company Charter).

#### **Article 9. Case of Unsuccessful Meeting**

In the event that the first meeting does not meet the conditions for conduct as stipulated in Article 8 of these Regulations, the second meeting must be convened within 30 days from the date the first meeting was expected to be held (pursuant to Clause 2, Article 145 of the Law on Enterprises and Clause 2, Article 19 of the Company Charter).

The second meeting shall be conducted when the number of shareholders and shareholder representatives attending represents at least **33%** of the total voting shares.

If the second meeting does not meet the conditions for conduct as stipulated in this Article, a third meeting shall be convened within 20 days from the date the second meeting was expected to be held. In this case, the Meeting shall be conducted regardless of the number of shareholders in attendance.

#### **Article 10. Expressing Opinions at the Meeting**

Shareholders shall register their speaking topics with the Chairperson. When speaking or debating, they must raise their hands and may only speak when approved by the Chairperson; the content of the speech should be concise and avoid repetition.

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

All proceedings of the Meeting must be recorded in the Minutes by the Secretariat. The Minutes and Resolutions of the Meeting must be read and approved before the closing of the Meeting.

#### **Article 12: Implementation Provisions**

The above are the Working Regulations of the 2026 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company. These Regulations consist of 12 articles and shall take effect immediately after being approved by the Meeting.

We respectfully submit this to the Meeting for consideration so that the General

Meeting of Shareholders may be organized successfully and in accordance with the provisions of the law and the Company's Charter./.

**ON BEHALF OF THE ORGANIZING COMMITTEE**





*Ho Chi Minh City, May....., 2026*

**VOTING REGULATIONS**  
**AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**OF HOA BINH RUBBER JOINT STOCK COMPANY**

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*Pursuant to the Law on Enterprises 2020; as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents;*

*Pursuant to the Law on Securities 2019 and guiding documents;*

*Pursuant to the Charter of Organization and Operation of Hoa Binh Rubber Joint Stock Company, established by the General Meeting of Shareholders per the decision dated April 20, 2004, as amended and supplemented on June 20, 2023.*

The Organizing Committee of the Meeting hereby issues the Voting Regulations for the 2026 Annual General Meeting of Shareholders as follows:

**1. Purpose and Scope of Application**

- Purpose: These regulations are established to specify the principles and methods of voting in accordance with the law, the Company Charter, and internal corporate governance regulations.

- Scope of application: These regulations apply to voting at the 2026 Annual General Meeting of Shareholders, with the record date for exercising rights being March 31, 2026.

**2. Definitions / Abbreviations**

- Voting: The act of a shareholder exercising their right to provide an opinion on specific matters or issues to determine whether such matters or issues meet the requirements for approval by the Meeting.

- Meeting: The 2026 Annual General Meeting of Shareholders.

- Company: Hoa Binh Rubber Joint Stock Company.

- GMS: General Meeting of Shareholders.

- Shareholder attending the Meeting: A person included in the list finalized on March 31, 2026, to exercise the right to attend the 2026 Annual General Meeting of Shareholders, either in person or by authorizing another person to attend on their behalf (with a valid power of attorney).

**3. Principles and Subjects of Voting**

a) Voting Principles:

- Ensure compliance with the provisions of the Law and the Company Charter.



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

- Ensure the concentration and organizational stability of the Meeting.

b) Subjects with voting rights:

- Shareholders owning voting common shares or authorized representatives attending the meeting with voting rights (according to the list of shareholders finalized to exercise the right to attend and vote at the 2026 Annual GMS provided by the Vietnam Securities Depository and Clearing Corporation, with the record date for exercising rights being March 31, 2026) who are present at the Meeting and have registered to attend the Meeting validly in accordance with the regulations announced by the Company.

- Yellow voting ballots are issued to shareholders at the registration desk.

#### **4. Voting Methods**

- Shareholders have the right to vote immediately after registration. In case a shareholder arrives late, the validity of matters already voted upon shall not be affected.

- Subjects with the right to vote are all shareholders (or their validly authorized representatives) of Hoa Binh Rubber Joint Stock Company.

- Shareholders may submit voting ballots directly to the Meeting Organizing Committee or send them via post, fax, or email to the Company before the end of the Meeting. Voting ballots can be downloaded from the Company's website.

#### **5. Voting Principles**

- Voting rights are exercised based on share capital. Shareholders vote according to the number of shares held and/or authorized.

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

- Voting ballots are issued by the Organizing Committee. The content of the ballot includes: matters to be voted on, the name of the shareholder or authorized representative, and the total number of voting shares. The ballot will include the items to be approved at the Meeting according to the approved agenda.

- Upon receiving the ballot, the shareholder/representative must check the information on the received ballot; if there are errors, they must notify the staff immediately at the time of receipt. A ballot is considered valid when it contains full and accurate information as required.

- When voting, the shareholder/representative has the right to decide "Approve," "Disapprove," or "Abstain" by marking (☒) or (☑) in the box corresponding to their choice for each matter to be voted on.

#### **6. Regulations on Voting Ballots**

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

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

- Voting on matters within the Meeting agenda that have been approved by the Meeting.

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

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

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

- Torn, crossed out, erased, altered, or containing additional content not part of the agenda approved by the GMS before voting.

- The ballot contains markings other than (☒) or (☑) in the voting boxes; contains additional information or symbols.

- The ballot does not have any box marked.

- The ballot has more than one box marked for a single voting matter.

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

- Invalid ballots will not be counted in the voting results of the Meeting.

## **7. Approval of Voting Matters**

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

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

a) Vote Counting Committee: Vote counting will be performed by the Vote Counting Committee. The Meeting Organizing Committee will prepare and propose a Vote Counting Committee to the GMS, which will be responsible for:

- Checking the registration results of shareholders attending the GMS.

- Introducing and distributing voting ballots, providing instructions, and answering questions during the voting process.

- Conducting the vote count.

- Announcing the voting results to the Meeting.

This Vote Counting Committee will be approved by the shareholders attending the Meeting via open voting.

b) Voting and Ballot Casting Methods:

When voting on matters requested by the Chairperson, shareholders hold up their shareholder card (pink - issued beforehand) for the Vote Counting Committee to perform its duties.

After the representative/shareholder marks their choice on the ballot, signs, and clearly writes their name on the yellow ballot, the Vote Counting Committee will collect the ballots from the attending shareholders. The Vote Counting Committee will verify that there is sufficient information (signature, full name) and the validity of the ballot, request the shareholder to correct it if necessary, and then collect it.

#### c) Regulations on Vote Counting:

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

- The Vote Counting Committee works in a separate room/area.
- The Vote Counting Committee may use electronic technical equipment and technical specialists to assist in the vote counting.
- Checking the validity of the voting ballots.
- Checking each ballot one by one and recording the counting results.
- Sealing all voting ballots and handing them over to the Chairperson.

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

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

The content of the Vote Counting Minutes must clearly state: Composition of the Vote Counting Committee; time and location of the vote count; total number of shareholders participating in the vote; total number of voting shares present at the Meeting; total number of ballots issued; total number of ballots collected; total number of invalid ballots; total number of valid ballots; total number of votes for, against, or abstentions and the corresponding voting percentage for each matter; and signatures of the members of the Vote Counting Committee.

The content of the Vote Counting Minutes must be announced to the Meeting. The Head or a representative of the Vote Counting Committee may announce the voting results on behalf of the Chairperson.

### **10. Complaints:**

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

### **11. Effectiveness:**

These voting regulations take effect immediately after being approved by the 2026 Annual General Meeting of Shareholders of the Company./.

**ON BEHALF OF THE ORGANIZING COMMITTEE**





### **III. Voting Method:**

- Ballots for Board of Supervisors members shall be distributed by the Organizing Committee to shareholders attending the Meeting.

- Shareholders shall not vote by crossing out names, but by clearly **writing the number** of their votes in the corresponding column on the ballot.

#### **- Valid ballots:**

+ Ballots issued by the Organizing Committee, containing the shareholder code and the number of shares owned (also indicating the total number of votes for candidates);

+ The total number of votes cast for preferred candidates must be equal to or less than the total number of votes the shareholder is entitled to cast.

#### **The following ballots shall be considered invalid:**

+ Ballots not following the pre-printed template issued by the Organizing Committee, or ballots that have been erased, altered, or contain additional content not permitted for the ballot;

+ The total number of votes cast for preferred candidates is greater than the total number of votes the shareholder is entitled to cast.

#### **- Vote counting:**

+ Conducted under the supervision of shareholder representatives (members of the Supervisory Board);

+ The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and working with the Meeting Chair to resolve any inquiries or complaints from shareholders (if any).

### **IV. Election Principles:**

The elected Board of Supervisors members shall be determined based on the number of votes, starting from the candidate with the highest number of votes until the required number is reached, provided that they receive more than 50% of the total votes cast in the election.

**V. Dossier for nomination and candidacy for Board of Supervisors members:  
The dossier for nomination and candidacy for Board of Supervisors members includes:**

- Application for Board of Supervisors candidacy;  
- Curriculum vitae certified by a competent authority;  
- Nomination letter (if a group of shareholders or an organization is nominating a candidate);

- Confirmation from a securities company stating that the shareholder/group of shareholders holds at least 5% of the Company's shares (if a group of shareholders or an organization is nominating a candidate).

- Certified copies of the following documents:

- + Citizen Identity Card (or passport for overseas Vietnamese or foreigners);
- + Diplomas and certificates of educational and professional qualifications.
- Please send the nomination and candidacy dossier to the following address:

**HOA BINH RUBBER JOINT STOCK COMPANY**

Hamlet 7, Hoa Hoi Commune, Ho Chi Minh City

Tel: (0254) 3872104 - Fax: (0254) 3873.495

E-mail: horuco@horuco.com.vn

Contact person: Ho Cong Dung (0979.393.817)

- Deadline for submitting nomination and candidacy dossiers: 03 (three) days before the Meeting.

Ho Chi Minh City, June ....2026

**ORGANIZING COMMITTEE**





VIETNAM RUBBER GROUP  
**HOA BINH RUBBER JSC**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

No.: /NQ-CSHB

Ho Chi Minh City, June , 2026

**RESOLUTION**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*Pursuant to the Law on Enterprises 2020; amendments and supplements to a number of articles of Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents;*

*Pursuant to the Law on Securities 2019 and guiding documents;*

*Pursuant to the Charter of Organization and Operation of Hoa Binh Rubber Joint Stock Company;*

Pursuant to Minutes No. ....../BB-CSHB dated June ....., 2026, regarding the 2026 Annual General Meeting of Shareholders of Hoa Binh Rubber Joint Stock Company.

**RESOLVED:**

1. To approve the 2025 business results and the 2026 business plan as per Report No. ....../BC-CSHB dated June ..., 2026, with the following key targets:

**1.1. 2025 Business results:**

- |                                      |                     |
|--------------------------------------|---------------------|
| a) Exploited rubber plantation area: | 3,162.87 ha         |
| b) Company's exploited output:       | 3,403.751 tons      |
| c) Total revenue:                    | VND 274.114 billion |
| d) Profit before tax:                | VND 38.771 billion  |
| e) Profit after tax:                 | VND 35.130 billion  |

**1.2. 2026 Business plan:**

- |                                      |                     |
|--------------------------------------|---------------------|
| a) Exploited rubber plantation area: | 4,138.05 ha         |
| b) Company's exploited output:       | 3,400 tons          |
| c) Total revenue:                    | VND 313.491 billion |
| d) Profit before tax:                | VND 62.654 billion  |
| e) Profit after tax:                 | VND 52.984 billion  |

2. To approve the 2025 audited financial statements of Hoa Binh Rubber Joint Stock Company as per Report No.: ....../BC-CSHB dated June ....., 2026.



3. To approve the 2025 Report on the activities of the Board of Directors and the 2025 Activity Plan as per Report No.: ...../BC-HĐQTCSHB dated June ....., 2026.

4. To approve the Report of the Independent Member of the Board of Directors evaluating the activities of the Board of Directors in 2025.

5. To approve the 2025 Report on the activities of the Board of Supervisors as per Report No.: ...../BC-BKSCSHB dated June ....., 2026.

6. To approve the 2025 profit distribution and the 2026 profit distribution plan as per Proposal No.: ...../TTr-HĐQTCSHB dated June ....., 2026, as follows:

**6.1. 2025 Profit distribution:**

- 2025 Profit before tax: VND 38,771 million  
 - 2025 Profit after tax: VND 35,130 million  
 - Accumulated undistributed profit after tax at the end of the period: VND 69,650 million

Proposed distribution as follows:

+ Appropriation for reward and welfare funds: VND 11,090 million  
 In which: Reward fund: VND 3,517 million  
*Welfare fund: VND 7,400 million*  
*Reward and welfare fund for the Executive Board, BOD, and Supervisory Board: 173 million VND*

+ Appropriation for development investment fund: VND 17,565 million  
 + Dividend payment in shares (13.5%/Charter Capital): VND 40,779 million  
 + Remaining undistributed profit: VND 216 million

**6.2. 2026 Profit distribution plan:**

Based on the 2026 business situation, after the audited financial statements are available, the Board of Directors will submit to the 2027 Annual General Meeting of Shareholders to decide on the 2026 profit distribution.

7. To approve the payment of salaries and remuneration for the BOD and Board of Supervisors in 2025, and the plan for payment of remuneration for the BOD and Board of Supervisors in 2026 as per Proposal No.: ...../TTr-HĐQTCSHB, dated June ....., 2026, as follows:

**7.1. Salaries and remuneration for the BOD and Board of Supervisors in 2025:**

a) Remuneration:

No.	Content	Number of people	Remuneration		Ratio %
			Plan	Actual	
<b>I</b>	<b>Board of Directors</b>				
	Concurrent	04	108,000,000	108,000,000	100

No.	Content	Number of people	Remuneration		Ratio %
			Plan	Actual	
	Assistant	02	18,000,000	18,000,000	100
<b>II</b>	<b>Board of Supervisors</b>				
	Concurrent	02	36,000,000	36,000,000	100
	<b>Total</b>	<b>06</b>	<b>162,000,000</b>	<b>162,000,000</b>	<b>100</b>

## b) Salaries:

No.	Content	Number of people	Full-time salary	Note
I	Board of Directors	01	302,600,000	
II	Board of Supervisors	01	300,600,000	
	<b>Total</b>	<b>02</b>	<b>603,200,000</b>	

**7.2. Plan for payment of salaries and remuneration for the BOD and Board of Supervisors in 2026:**

## a) Remuneration:

Plan for payment of remuneration for the Board of Directors, assistants, and the Board of Supervisors in 2026: 162,000,000 VND (in which: remuneration for the BOD and Board of Supervisors is 144,000,000 VND). The specific remuneration amount for members is delegated to the Board of Directors for decision.

## b) Salaries:

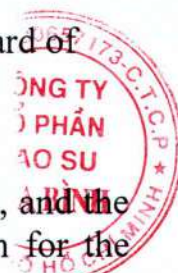
Plan for payment of salaries for the full-time Board of Directors and Board of Supervisors in 2026: delegated to the Chairman of the Board of Directors to prepare a payment plan in accordance with State regulations and submit it to the 2027 Annual General Meeting of Shareholders for approval of the actual payment amount for 2026.

**8. Approve the plan for share issuance for 2025 dividend payment**

**9. The General Meeting approves the dismissal and nomination for the additional election of members to the Company's Supervisory Board for the 2022-2027 term as follows:**

**9.1 Dismissal of the position of member of the Company's Supervisory Board for: Mr. Hoang Quoc Hung and Ms. Huynh Thi Ngoc Thu.**

**9.2 Approval of the nomination for additional election to the Company's Board of Supervisors for: Mr. Trinh Dinh Phi and Ms. Le Thi Thu Ha.**



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

- Mr. Trinh Dinh Phi (..... Shares/16,869,926 Shares, ratio: 100%);
- Ms. Le Thi Thu Ha (..... Shares/16,869,926 Shares, ratio: 100%).

**11.** To authorize the Company's BOD to select one of the following four auditing firms to review the semi-annual financial statements and audit the Company's 2026 financial statements as per Proposal No. 16/TTr-BKSCSHB dated May 20, 2026.

- International Auditing and Valuation Company Ltd. (IAV);
- VACO Auditing and Valuation Company Ltd.;
- UHY Auditing and Consulting Company Ltd.;
- ANV Auditing Company Ltd.

**12.** The Company's Board of Directors and General Director are responsible for effectively implementing the contents of this Resolution, disclosing information in accordance with the law, and notifying shareholders of this General Meeting Resolution./.

**ON BEHALF OF THE MEETING CHAIR  
CHAIRMAN OF THE BOD**

***Recipients:***

- As per item 10;
- SSC;
- HSX;
- VSDC;
- Department of Planning and Investment of BRVT province;
- VRG;
- BOD - BOS
- Affiliated units;
- Company's website;
- Company's shareholders (received via Company's website);
- Archived: AD, BOD Secretariat.