

No.: 349/CBTT-TRC

Ba Ria, July 01, 2026.

Nguyễn Nhật Thành Lâm



CP CAO SU THỐNG NHẤT



**CÔNG TY CỔ PHẦN CAO SU THỐNG NHẤT
THONG NHAT RUBBER JOINT- STOCK COMPANY**

No. 256, 27/4 Street, Ba Ria Ward, Ho Chi Minh City

Tel: 0254 3823119

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ISO 9001:2015



TCVN 3769 : 2016



ISO14001:2015



VietGAP
TCVN 11682-1:2017

**DOCUMENTS
2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

July 2026



CP CAO SU THỐNG NHẤT

No: 343/CSTN

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Ba Ria, July 01, 2026.

NOTICE

Regarding the invitation to attend the 2026 Annual General Meeting of Shareholders

To: Shareholders of Thong Nhat Rubber Joint Stock Company

The Board of Directors of Thong Nhat Rubber Joint Stock Company respectfully announces and invites shareholders to attend the 2026 Annual General Meeting of Shareholders, specifically as follows:

- 1. Time of organization:** *Opening at 8:40 A.M., July 30, 2026 (Thursday).*
- 2. Venue:** Hall of Thong Nhat Rubber Joint Stock Company; No. 256, 27/4 Street, Ba Ria Ward, Ho Chi Minh City.
- 3. Agenda of the meeting:** The General Meeting of Shareholders will discuss and approve the following contents:
 - + Report of the Board of Directors on the situation and results of production and business activities in 2025 and the plan for production and business activities in 2026;
 - + Report on the activities of the Independent Member of the Board of Directors in the Audit Committee in 2025;
 - + Report on the activities of the Independent Member of the Board of Directors in 2025;
 - + 2025 Audited Financial Statements;
 - + Profit distribution plan and appropriation of funds for 2025
 - + Proposed profit distribution and appropriation of funds for 2026
 - + Approval of the remuneration fund, bonuses and compensation for the Board of Directors and Company managers for 2025 and proposal for 2026;
 - + Selection of an independent auditor for the financial year 2026;
 - + Other matters (if any).

The meeting documents are posted on the Company's website at the following link:

<http://trc.com.vn/quanhecodong.html>



We respectfully request shareholders to visit the Company's website to look up or download documents of the 2026 Annual General Meeting of Shareholders.

4. Participants and registration to attend the Meeting:

The participants include all shareholders owning shares of the Company (or authorized persons) according to the list of shareholders of the Company as of 15/05/2026 provided by Vietnam Securities Depository and Clearing Corporation.

To facilitate the organization and service of the Meeting, shareholders are requested to register to attend or authorize others to attend the meeting, and send the Confirmation of Attendance/Authorization to attend to the Company before **08:30 A.M. on 30/07/2026** to the address:

THONG NHAT RUBBER JOINT STOCK COMPANY

No. 256, 27/4 Street, Ba Ria Ward, Ho Chi Minh City.

Contact person: Tran Thi Xuan Trinh

Telephone: 0254.3823119 – Mobile: 0975 20 90 16

Fax: 0254.3823120

Or register to attend by Email to the address: tranthixuantrinh9016@gmail.com. Email content must have full information as in the Confirmation of Attendance of the GMS.

In case shareholders do not attend the meeting or do not authorize attendance, it is considered that shareholders agree with all issues approved by the Congress.

Note:

Shareholders attending the meeting, please bring: The original Citizen Identification Card/Passport to register to attend the meeting. Documents authorizing another person to attend the meeting include: Authorization letter to attend according to the form, a copy of the citizen identification card or passport of the shareholder and the citizen identification card (original) of the authorized person.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Recipients:

-As above;

-Archived: BOD, AD.



Nguyễn Hữu Mạnh Nhường



**CONFIRMATION OF
ATTENDANCE/ PROXY FOR ATTENDANCE**

To: Organizing Committee of the 2026 Annual General Meeting of Shareholders
Thong Nhat Rubber Joint Stock Company

1. Confirmation of attendance the meeting:

Shareholder name:
Permanent address/Head office:.....
Telephone:
ID Card/Passport/ERC No.:..... issued on .../.../..... at.....
Full name of the Legal Representative/Authorized Representative of the institutional shareholder:
.....
Number of shares owned: shares
(In words:)

2. Authorization to attend the General Meeting:

Mr./Ms.:
ID Card/Passport No.: issued on .../.../..... at.....
Address:
Telephone:
Number of authorized shares: shares
(In words:)

and/or

3. Agree to authorize one of the following members of the Board of Directors of the Company:

- | | | |
|--|-----------------|--------------|
| ☐ Mr. Nguyen Huu Manh Nhung | - Chairman | shares |
| ☐ Mr. Nguyen Nhat Thanh Lam | - Vice Chairman | shares |
| ☐ Mr. Do Khac Tung | - Member | shares |
| ☐ Mr. Nguyen Thanh Binh | - Member | shares |
| ☐ Mr. Phan Van Phu | - Member | shares |
| ☐ Mr. Pham Anh Son | - Member | shares |
| ☐ Mr. Le Trung Duc | - Member | shares |

4. Scope of authorization:

The Attorney-in-fact is authorized to represent the Principal in attending the 2026 Annual General Meeting of Shareholders of Thong Nhat Rubber Joint Stock Company and exercising all rights and obligations at the General Meeting relating to the authorized shares.

5. Responsibilities and term of authorization:

- I/We shall bear full responsibility for this authorization and undertake to strictly comply with the applicable laws and the Charter of Thong Nhat Rubber Joint Stock Company.
- The Attorney-in-fact shall not re-authorize any third party to perform the tasks specified in this Power of Attorney.
- This Power of Attorney shall take effect from the signing date until the conclusion of the 2026 Annual General Meeting of Shareholders of Thong Nhat Rubber Joint Stock Company./.

AUTHORIZED REPRESENTATIVE

(Sign and full name)

SHAREHOLDER

(Sign, full name and seal if organization)

Note: In case the Shareholder attends in person without granting authorization, only Section 1 shall be confirmed

AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

THONG NHAT RUBBER JOINT STOCK COMPANY

Time: 08:40 A.M., 30/07/2026 (Thursday)

Venue: Hall - Thong Nhat Rubber Joint Stock Company.

Timetable	Content
08:00 - 8:40	Welcome delegates, guests, and shareholders. Statistics of the number of shareholders attending the congress.
8:40 - 09:00	Announcing the reasons, Approving the agenda of the meeting; Introducing the Presidium, Secretary of the meeting, Shareholder Eligibility Verification Committee, and Vote Counting Committee; Reporting on the verification of shareholder eligibility.
9:00 – 9:20	Report of the Board of Directors in 2025 and orientation for activities in 2026;
9:20 - 9:30	Report of the Independent Member of the Board of Directors of the Audit Committee in 2025.
9:30- 9:40	Report of the Independent Member of the Board of Directors in 2025;
9:40- 10:10	The Board of Directors approves the submissions regarding: - Approving the Financial Statements and Profit Distribution Plan for 2025; Approving the Salary and Bonus Fund implemented in 2026; - Production and business plan and profit distribution in 2026; Salary plan and Investment in Capital Construction in 2026. - Approving the payment of remuneration to company managers in 2025 and proposing the remuneration level for 2026; - Selecting an independent audit firm for the financial year 2026; - Other contents (if any).
10:10-10:30	The Meeting discusses and votes on the contents of the Meeting;
10:30 - 10:50	Approval of the draft Minutes and draft Resolution of the General Meeting. Voting to approve the Resolution of the Meeting.
10: 50 -11:00	Announcing the closing of the meeting.

MEETING ORGANIZING COMMITTEE



Nguyễn Nhật Thành Lâm

**GENERAL MEETING OF
SHAREHOLDERS ANNUAL 2026**

**THONG NHAT RUBBER
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ba Ria, July 01, 2026.

WORKING REGULATIONS OF THE MEETING

1. The 2026 Annual General Meeting of Shareholders of Thong Nhat Rubber Joint Stock Company will be held **at 8:40 A.M., July 30, 2026 (Thursday)** at the Hall of Thong Nhat Rubber Joint Stock Company, No. 256, 27/4 Street, Ba Ria Ward, Ho Chi Minh City.
2. All shareholders or legitimate representatives of shareholders who have completed registration procedures with the Organizing Committee are entitled to attend and vote on issues discussed at the Meeting. The GMS shall be conducted when the number of shareholders attending the meeting represents over 50% of the total voting shares according to the Shareholder list finalized on 15/05/2026.
3. The Annual General Meeting of Shareholders shall be chaired by the Chairman of the Board of Directors. In the event that the Chairman of the Board of Directors is absent for legitimate reasons and authorizes another member of the Board of Directors, such authorized Board member shall act as the Chairperson of the General Meeting. The Secretary of the General Meeting shall be proposed by the Board of Directors and approved by the General Meeting of Shareholders.
4. Attending shareholders must comply with the direction of the Chairperson of the Meeting, creating favorable conditions for the Meeting to take place smoothly and successfully.
5. Shareholders and representatives of shareholders attending the Meeting commit to keeping confidential the internal affairs of the Company discussed at the Meeting.
6. The contents of the GMS meeting are fully recorded by the Secretary of the Meeting in the Minutes of the meeting. At the end of the meeting session: The Secretary of the Meeting must prepare a Resolution of the Meeting. The Minutes and Resolutions of the Meeting must be read and approved before the closing of the Meeting and kept at the Company.
7. Some mandatory regulations for the Meeting to take place smoothly and successfully:
 - Shareholders attending the Meeting must be present at least 15 minutes before working hours;



- Formal attire, all delegates must wear badges throughout the duration of the Meeting.
- Sit in the correct place specified by the Organizing Committee, when leaving the position, it is necessary to report the reason and must be permitted by the Organizing Committee.
- When a shareholder wants to speak, please raise your hand or register with the Secretariat so that the Chairperson of the Meeting can plan and invite you to speak.
- Use all the working time of the Meeting, do not work privately and do not affect others during the Meeting; Listen to and follow the program of the Meeting; respect the opinions of the Delegates; preserve and protect the documents of the Meeting.
- Do not bring weapons, flammable or explosive substances into the Hall and service areas during the Meeting. If a shareholder brings a phone, it must be set to vibrate mode and not be set to ring.

**ON BEHALF OF THE ORGANIZING
COMMITTEE OF THE MEETING
HEAD OF COMMITTEE**



Nguyễn Nhật Thành Lâm



Ba Ria, July 01, 2026

**WORKING REGULATIONS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
THONG NHAT RUBBER JOINT STOCK COMPANY**

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

The Organizing Committee of the 2026 Annual General Meeting of Shareholders of Thong Nhat Rubber Joint Stock Company promulgates the working regulations at the Meeting as follows:

CHAPTER I: GENERAL PROVISIONS

Article 1: These regulations apply to the 2026 Annual General Meeting of Shareholders of Thong Nhat Rubber Joint Stock Company (*referred to as the Company*).

Article 2: These regulations specifically stipulate the rights and obligations of Shareholders or persons legally authorized by Shareholders (*collectively referred to as Shareholders*) to attend the Meeting; conditions and procedures for conducting the Meeting.

**CHAPTER II: CONDITIONS FOR ATTENDING
THE GENERAL MEETING OF SHAREHOLDERS**

Article 3: All shareholders whose names are on the Company's shareholder list at the time of finalizing the shareholder list on 15/05/2026, have the right to attend the Company's 2026 Annual General Meeting of Shareholders and are checked and confirmed by the Shareholder Eligibility Verification Committee as eligible to attend the General Meeting of Shareholders.

Article 4: A shareholder being a legal entity attending the General Meeting of Shareholders must be the legal representative of that legal entity shareholder, or a person legally authorized in writing by that legal entity shareholder.

Article 5: Shareholders whose names are on the list as prescribed in Article 3 have the right to authorize others to attend the General Meeting of Shareholders.

**CHAPTER III. RIGHTS AND OBLIGATIONS OF SHAREHOLDERS
ATTENDING THE GENERAL MEETING OF SHAREHOLDERS**

Article 6: Rights of eligible shareholders when attending the Meeting.

1. To vote on all matters under the decision-making authority of the General Meeting of Shareholders in accordance with the Company's Charter.

To have the right to legally authorize another person in writing to attend and vote on their behalf at the General Meeting of Shareholders. However, to ensure the concentration of



votes, Shareholders are only allowed to authorize one person. The person authorized by the shareholder to attend the Meeting may not re-authorize another person.

3. To have the right to receive all information and documents regarding the contents of the General Meeting of Shareholders' agenda.

4. To discuss issues in the content of the Meeting, in case there is not enough time for discussion, shareholders have the right to contribute opinions in writing and send them to the Secretariat of the Meeting.

5. Shareholders who arrive at the Meeting later than the prescribed time have the right to register immediately at the Meeting and then have the right to participate in voting; but the Chairperson is not responsible for stopping the Meeting for them registering and the validity of the votes taken before that is not affected.

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

Article 7: Obligations of shareholders when attending the Meeting.

1. Present their citizen identification card or passport and complete the registration procedures to attend the Meeting with the Organizing Committee.

2. Strictly comply with the Working Regulations of the Meeting; the administration of the Chairperson and the Secretary of the Meeting; respect the working results at the Meeting.

3. Shareholders are responsible for attending the General Meeting of Shareholders from the opening of the Meeting until its closing. In the event that, for personal reasons, a shareholder must leave the meeting before the Meeting is adjourned, the shareholder is responsible for contacting the Organizing Committee to notify their opinion in writing on the issues to be voted on at the Meeting. In the event that a shareholder leaves the meeting before the Meeting is adjourned without notifying the Organizing Committee, that shareholder shall be deemed to agree with all issues approved by the Meeting.

CHAPTER IV: RIGHTS AND OBLIGATIONS OF THE PRESIDING BOARD

Article 8: The Presiding Board consists of 03 people; The Chairman of the Board of Directors is the Chairperson of the General Meeting of Shareholders.

Article 9: Duties of the Presiding Board.

1. Manage the activities of the Meeting according to the agenda approved by the Meeting;

2. Guide shareholders and the Meeting in discussions;

3. Answer questions from shareholders and the Meeting;

4. Present drafts and conclude necessary issues for the Meeting to vote on;

5. Exercise the rights stipulated in the Company's Charter to conduct the Meeting in a reasonable manner;

6. Have the right to request the implementation of measures to ensure order to conduct the Meeting;

7. Decide on issues regarding the order, procedures, or events arising outside the agenda of the General Meeting of Shareholders;
8. The Chairperson, on behalf of the General Meeting of Shareholders, signs the Minutes and Resolutions of the Meeting.

Article 10: The Presiding Board operates on the principle of democratic centralism, makes decisions by majority vote, conducts the General Meeting of Shareholders in a valid and orderly manner, and reflects the wishes of the majority of shareholders attending the Meeting.

CHAPTER V: RIGHTS AND OBLIGATIONS OF THE MEETING SECRETARY

Article 11: The Meeting Secretary consists of 01 person introduced by the Organizing Committee and approved by the Meeting through voting.

Article 12: The Meeting Secretary is responsible to the Presiding Board and the General Meeting of Shareholders for their duties, specifically.

1. Fully and truthfully record the entire content and proceedings of the Meeting;
2. The use of audio recording devices is permitted to accurately and fully complete the Minutes in accordance with the sequence and proceedings of the General Meeting of Shareholders;
3. Assist the Presiding Board in announcing draft documents, conclusions, Resolutions of the Meeting, and announcements from the Presiding Board to shareholders when requested;
4. Receive shareholders' registration forms to speak;
5. Receive congratulatory messages, letters, and documents related to the Meeting.

CHAPTER VI: RIGHTS AND OBLIGATIONS OF THE VOTE COUNTING COMMITTEE

Article 13: The vote counting committee consists of 01 Head and 02 members introduced by the Organizing Committee of the Meeting and approved by the Meeting through voting.

Article 14: The vote counting committee has the task of ballot counting to determine the voting results of shareholders on each issue passed at the Meeting, preparing ballot counting minutes and announcing the voting results before the Meeting. Guiding the election work, election ballot counting, preparing election ballot counting minutes and reporting the results before the Meeting.

Article 15: A General Meeting of Shareholders is conducted when the number of attending shareholders represents over 50% of the total number of voting shares according to the shareholder list established at the time of the shareholder list closing on May 15, 2026.

CHAPTER VII: EXPRESSING OPINIONS AT THE MEETING

Article 16: Shareholders register the content of their statements with the Chairperson through the Secretary of Meeting. When needing to speak or debate, raise your hand; only when agreed upon by the Chairperson may the shareholder speak. Each shareholder speaks for no more than 05 minutes, the content should be concise, focusing on the core of the agenda approved by the Meeting, avoiding duplication with previously expressed opinions. In case there is not enough time for shareholders to discuss or speak, shareholders contribute ideas in writing and send them to the Secretary of Meeting.

Article 17: When a shareholder speaks, the Chairperson has the right to remind the shareholder to focus on the core content to be spoken or to immediately stop the speech if the content of the speech is not in accordance with the Meeting's agenda in order to save time and ensure the quality of discussion.

CHAPTER VIII: VOTING TO APPROVE ISSUES AT THE MEETING

Article 18: All Resolutions and Decisions of the General Meeting of Shareholders such as: Approving the Chairperson, the Meeting Secretary, the vote counting committee; Approving reports, production and business plans, profit distribution plans, deciding on the level of dividend payments, remuneration for the Board of Directors and the Board of Supervisor, and the proposal of the Board of Directors within the Meeting's agenda must be voted on publicly and directly at the Meeting.

Article 19: Decisions of the General Meeting of Shareholders regarding the type of shares and the number of shares of each type authorized to be offered; amendments and supplements to the Company's Charter; mergers, reorganizations and dissolutions of the Company; transactions selling Company assets or purchase transactions carried out by the Company with a value of 35% or more of the total asset value of the Company calculated according to the most recently audited accounting books will only be approved when there are 65% or more of the total votes of the voting shareholders present directly or through authorized representatives present at the General Meeting of Shareholders.

Other issues are approved when there are over 50% of the total votes of the voting shareholders present directly or through authorized representatives present at the General Meeting of Shareholders.

Article 20: Each shareholder or shareholder representative attending the Meeting has the number of votes equal to the total number of shares that that person owns or represents ownership of.

Article 21: Voting Rules.

1. When registering for shareholders to attend the Meeting, the Company will issue each shareholder or authorized representative a voting card, which states the shareholder code, the

number of shares entitled to vote (owned) by that shareholder and has the company seal of Thong Nhat Rubber Joint Stock Company in the upper left corner.

2. Shareholders vote (approve, disapprove) on an issue by raising their voting card directly at the Meeting.

3. When voting to approve an issue that is raised, shareholders who agree to approve it raise their voting cards high; the Vote Counting Board will mark the shareholder code and the corresponding number of votes of each agreeing shareholder; similarly, according to the instructions of the Chairperson, shareholders who disagree or have other opinions will raise their voting cards in turn.

Article 22: In case of any disputes regarding the voting results, the Chairperson shall review and decide immediately at the Meeting.

CHAPTER IX: MINUTES OF THE SHAREHOLDERS' MEETING

Article 23: The contents of the General Meeting of Shareholders must be recorded in the minutes of the Meeting by the Meeting Secretary. The minutes of the General Meeting of Shareholders must be completed and approved before the closing of the Meeting. The Chairperson and the secretary of the Meeting shall be jointly responsible for the truthfulness and accuracy of the contents of the Minutes.

CHAPTER X: IMPLEMENTATION PROVISIONS

Article 24: This Regulation on working at the 2026 Annual General Meeting of Shareholders of Thong Nhat Rubber Joint Stock Company takes effect from the date of its promulgation by the Organizing Committee of the Meeting.

Article 25: Shareholders and attendees of the General Meeting of Shareholders are responsible for strictly implementing this Regulation./.

**ON BEHALF OF THE ORGANIZING COMMITTEE
HEAD OF COMMITTEE**



Nguyễn Nhật Thành Lâm

**2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS
THONG NHAT RUBBER JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ba Ria, July 01, 2026

**VOTING REGULATIONS
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

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

The organizing committee of the 2026 Annual General Meeting of Shareholders of Thong Nhat Rubber Joint Stock Company announces the following voting regulations for the meeting:

1. Definition of significance:

Voting to approval or disapproval on the reports presented at the meeting.

2. Voting rights:

2.1. Voting rights are exercised based on shareholder capital. Shareholders vote according to the number of shares they hold.

2.2. Those entitled to participate in voting are all shareholders (or their legally authorized representatives) of Thong Nhat Rubber Joint Stock Company.

3. Voting principles:

A shareholder is not allowed to vote more than once on the same matter that requires a vote.

4. Voting method:

When voting for approval, shareholders raise their voting cards (distributed in advance) for the Vote Counting Committee to carry out its duties.

**ON BEHALF OF THE ORGANIZING
COMMITTEE OF THE MEETING
HEAD OF THE COMMITTEE**



Nguyễn Nhật Thành Lâm



2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
THONG NHAT RUBBER JOINT STOCK COMPANY

VOTING BALLOT

Shareholder's full name:

+ Number of shares held by the individual/organization: Shares

+ Number of shares authorized: Shares

+ Total number of shares:

..... Shares

**REPORT ON THE BOARD OF DIRECTORS' ACTIVITIES FOR 2025
AND ORIENTATION FOR 2026 ACTIVITIES**

Based on the Charter on organization and operation of Thong Nhat Rubber Joint Stock Company and relevant legal regulations. The Board of Directors respectfully reports to the Annual General Meeting of Shareholders 2026 on the activities of the Board of Directors in 2025 and the orientation for 2026 activities as follows:

PART I:

REPORT ON THE BOARD OF DIRECTORS' ACTIVITIES FOR 2024

1. Regarding personnel:

In 2025, the Board of Directors of Thong Nhat Rubber Joint Stock Company (BOD) included 07 members as follows:

Mr.	Nguyen Huu Manh Nhuong	Chairman of the Board of Directors
Mr.	Nguyen Nhat Thanh Lam	Vice Chairman of the Board of Directors
Mr.	Le Trung Duc	Member of the Board of Directors
Mr.	Pham Anh Son	Member of the Board of Directors
Mr.	Do Khac Tung	Member of the Board of Directors
Mr.	Nguyen Thanh Binh	Independent Member of the Board of Directors
Mr.	Phan Van Phu	Independent Member of the Board of Directors.

2. Meetings:

In 2025, the Board of Directors held 07 sessions and issued 06 Resolutions, 07 decision to lead and manage the Company's production and business operations. During the meetings, the BOD members assessed the inspection and supervision of the General Director's production and business administration.

The Company's production and business situation in the past year faced many difficulties due to: due to the La Niña weather pattern, continuous nighttime rainfall, outbreaks of pests and diseases affecting banana crops, shortages of latex tapping labor, etc. However, the members of the Board of Directors remained proactive and committed, effectively fulfilling their roles and responsibilities in leading and managing the Company's operations. The Board formulated appropriate policies and decisions,

promptly adapted to changes in the operating environment, particularly the flexibility required to respond to the restructuring of the two-tier local government system, and oriented the Company's development in line with its strengths while identifying opportunities to adapt to socio-economic changes both domestically and internationally

The Board of Directors continued to lead the Company in expanding high-tech agricultural production. The Board consistently kept pace with market trends and reinforced market-oriented economic principles to ensure that the Company's production and business development remained on the right track and achieved sustainable growth. The Board also introduced various practical solutions and provided timely support to the General Director in managing the Company's operations and overcoming difficulties to achieve the established targets and objectives.

Members of the Board of Directors actively and regularly participated in meetings and contributed constructive opinions, enabling the Board to promptly issue resolutions of strategic significance and make key decisions supporting the General Director in the management and development of production and business activities.

The Chairman of the Board of Directors closely monitored the Company's operations and regularly attended briefing meetings convened by the General Director. At these meetings, the Chairman consistently listened, understood operational issues, and provided timely directions regarding the management of production and business activities, contributing to positive outcomes.

The Board of Directors supervised the General Director in ensuring compliance with the Company Charter and the prevailing regulations of the State.

3. Results of implementing the Resolution of the Annual General Meeting of Shareholders in 2025:

3.1. Summary report on production and business results in 2025.

Dear Shareholders!

In 2025, the world economy was subject to many fluctuations due to conflicts: Russia-Ukraine, Israel and the Hamas armed forces of Palestine, Israel and Iran, along with fluctuations in Syria. These conflicts not only caused losses in human lives and property but also created unpredictable fluctuations in the global economy and significantly affected the Company's production and business activities. In addition, the Company encountered several challenges such as abnormal weather conditions, prolonged rainfall during the latex harvesting season causing losses in latex output, outbreaks of pests and diseases affecting crops and increasing plant protection costs, and shortages of latex tapping labor. These factors significantly impacted the Company's performance in latex extraction, processing output, revenue and profit results.

- Regarding the implementation of the annual latex production plan: the Company achieved latex extraction output of **1,672 tons**, equivalent to 101% of the annual plan. Processed latex and finished rubber products reached **4,691.6 tons of SVR rubber**,

equivalent to 98.3% of the annual plan, including: 1,522.1 tons of the Company's finished rubber products and 3,169.5 tons of processed rubber.

- Cultivation, maintenance and harvesting of 175.14 hectares of banana plantations.
- Maintenance of 29.3 hectares of durian plantations.
- Banana harvest and sales volume reached 7,835.3 tons, achieving 106.6% of the annual plan (7,350 tons).
- Intercropping cooperation for cassava cultivation within immature rubber plantations covered 224.2 hectares, of which 85.13 hectares were harvested during the year.

- During the year, the Company sold 1,663.0 tons of SVR rubber, 102.6 tons of field latex, and 129.02 tons of scrap rubber. The average selling price of SVR rubber was VND 50.89 million/ton, an increase of VND 5.08 million/ton compared with the average selling price in 2024. The average selling price of field latex was VND 45.42 million/ton, while scrap rubber was sold at VND 22.24 million/ton. The average selling price of bananas was VND 8.18 million/ton, a decrease of VND 0.9 million/ton compared with the average selling price in 2024. Total revenue of the Company in 2025 reached VND 206,181 million, equivalent to 108.5% of the annual plan. Profit after tax amounted to VND 49,245 million, achieving 109.4% of the annual target. Average employee income reached VND 12.0 million/person/month, up 4.3% compared with 2024. The Company also contributed VND 19,404 million to the State budget, achieving 97% of the annual plan. The Board of Directors resolved to submit to the General Meeting of Shareholders the proposal for the payment of the 2025 dividend at the rate of 20% of par value.

-Results of implementing some basic targets in 2025 are as follows:

No.	Index	Unit	Actual in 2024	Plan for 2025	Actual in 2025	Percentage % compared to the plan	Percentage % 2025 compared to 2024
1	Exploited output	Tons	1,813.0	1,656.0	1,672.0	101%	92.2%
2	Processed and outsourced latex output	Tons	5,038.4	4,772.0	4,691.61	98.3%	93.1%
3	Consumed latex output	Tons	1,098.01	1,804.9	1,663.03	92.1%	151.5%
4	Output of harvested and consumed bananas in the year	Tons	7,435.4	7,350.0	7,835.3	106.6%	105.4%

5	Average latex selling price	Million VND/ton	45.81	44.0	50.9	115.7%	111.1%
6	Average banana selling price	Million VND/ton	9.08	8.0	8.2	102.5%	90.3%
7	Total revenue	Billion VND	172,693.3	190,000.0	206,181.0	108.5%	119.4%
8	Profit after tax	Billion VND	40,409.6	45,000.0	49,245.0	109.4%	121.9%
9	Budget payment	Billion VND	20,741.5	20,000.0	19,404.0	97.0%	93.6%
10	Dividend payout ratio	%	16	17	20	100%	106.3%

3.2. Assessment of the implementation of the Board of Directors' responsibilities in 2025:

The year 2025 was a particularly challenging year as banana prices in the market declined sharply in the first quarter and remained at low levels through the end of the third quarter of 2025, while abnormal weather conditions and shortages of latex tapping labor further affected operations. The Board of Directors recognized that the Company's production and business activities would face numerous difficulties and challenges. Therefore, the Board proactively and flexibly monitored global economic developments and market conditions in order to provide timely direction and guidance to the General Director in formulating solutions to overcome difficulties and implementing appropriate decisions to manage production and business operations effectively, resulting in positive outcomes. Key measures included: Revising the banana production strategy by shifting away from waiting for favorable market conditions and retaining trees for fruiting, to maintaining continuous year-round production in order to ensure a stable supply for consumption throughout the year; at the same time, fixing selling prices for approximately 50% of annual banana output to reduce market risks in periods of sharp price declines; Signing labor contracting agreements for latex tapping in plantations with labor shortages to minimize the situation of unattended rubber plantations; Cooperating in the intercropping of short-term crops in immature rubber plantations (years 1–3) to improve land-use efficiency; Promptly replanting disease-affected banana plantations with disease-resistant varieties to reduce epidemic risks; Maintaining controlled labor contracting for plantation maintenance to enhance workers' responsibility and productivity; Continuing the implementation of Good Agricultural Practices (VietGAP), maintaining planting area codes and packing facility codes; Ensuring the material and spiritual well-being of employees through the full implementation of welfare policies, thereby encouraging and motivating employees; Maintaining regular dialogue sessions with employees to promptly understand and address their concerns and aspirations when necessary; Launching labor emulation movements and providing timely recognition and rewards to employees, contributing to exceeding production targets; Promoting cost-

saving initiatives in production, establishing technical and economic norms, and increasing mechanization to reduce investment costs and production costs, improve competitiveness, and signing latex processing contracts to create additional employment opportunities, increase employee income, and enhance the Company's revenue and profitability.

Regarding legal compliance activities: the Board of Directors consistently places legal compliance as a top priority and ensures strict adherence to legal requirements in the Company's governance activities. Members of the Board of Directors have remained proactive and flexible in strategic planning to promptly adapt to changes in the market economy, while paying close attention to employee welfare and fostering a friendly, dynamic, innovative, and united working environment.

3.3. Activities of independent members of Board of Directors and evaluation results of independent members on the Board of Directors' activities in 2025:

3.3.1. Evaluation of the Company's activities by independent Board of Directors members.

- + Regarding production and business activities: The Company has successfully achieved the targets for rubber and banana output, revenue, profit, budget contribution, and the planned tasks set by the 2025 Annual General Meeting of Shareholders. However, processing activities decreased due to price fluctuations, as customers opted to sell raw materials directly instead of processing them.
- + Regarding care for employees' welfare: The average income of employees in 2025 increased by 4,3% compared to 2024.
- + Regarding fulfilling obligations to the State budget: The Company has correctly and fully accounted for all budget contributions and has made all required payments on time.
- + Regarding compliance with the law: Strictly adhering to the provisions of the law and the Charter for organization and operation of TRC in production and business administration.
- + Regarding risk management: The Company has developed a plan for inventory risk management. Controlling inventory risk has helped the Company use capital better and more effectively. Some other risks have been identified and preventive measures have been implemented. However, some risks such as natural disasters, abnormal weather, and crop epidemics are unavoidable.
- + Regarding social welfare: The Company has fully participated in social welfare activities, especially supporting local communities in caring for the poor; performing well in environmental protection; food safety and hygiene; and occupational safety.

3.3.2. Evaluation of the Company's Board of Management activities by independent Board of Directors members



- The Board of Management has effectively implemented the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors;
- Providing reports and disclosing information fully, accurately, and on time to management agencies, shareholders, and investors in accordance with the law;
- The Board of Management is always proactive and responsive in managing production and business, grasping market conditions, signing commercial contracts, especially in selling products well, setting stable long-term prices, limiting market risks, always closely monitoring the grassroots level, making sound and timely decisions, and managing the Company's production and business activities to achieve good results. During the year, the Board of Management made innovative decisions to adapt promptly to changes in weather, pests, diseases, and the market.

3.3.3. Activities of the Audit Committee and evaluation of the Audit Committee's activities by independent Board of Directors members.

a. Information about Audit Committee (AC) members:

No.	Audit Committee	Position	Start date as a member of the Audit Committee	Professional qualification
1	Nguyen Thanh Binh	Chairman of the Audit Committee	01/10/2021	Bachelor of Finance and Accounting
2	Pham Anh Son	Member of the Audit Committee	01/10/2021	Bachelor of Foreign Trade Economics

b. Meetings of the Audit Committee:

No.	Internal Audit Committee Member	Number of Audit Committee meetings attendance	Meeting attendance rate	Voting rate	Reason for not attending the meeting
1	Nguyen Thanh Binh	03/03	100%	100%	
2	Pham Anh Son	03/03	100%	100%	

c. Supervisory activities of the Audit Committee towards the Board of Directors, Board of Management, and shareholders:

- Supervisory implementation of resolutions from the General Shareholders Meeting and the Board of Directors by the Board of Management.
- Supervise the implementation of the 2025 production and business plan, thereby assisting the Board of Management in improving the efficiency of production and business operations.
- Conduct reviews of the internal management system to enhance the effectiveness of the company's management and operations.

- Manage the Company's risks to ensure that key risks are reasonably monitored and assessed.

d. Assessment by independent Board of Directors members regarding the activities of the Audit Committee.

In 2025, the Audit Committee was consistently proactive and active in developing the internal audit plan and organizing the implementation of audits according to the set plan. All members of the Audit Committee effectively promoted a sense of responsibility in performing the tasks of the Audit Committee. Besides the positive aspects, there are still some limitations such as: not going deeply into inspecting and supervising the Company's production and business activities to have more in-depth contributions in management and administration; Not fully performing the functions and tasks of the Audit Committee as stipulated in the Charter; Not spending time reviewing the Company's governance regulations and rules to make recommendations and proposals for amendments to comply with current legal regulations; Some contents in the audit plan have not been analyzed and evaluated in depth when implemented, leading to low implementation quality.

3.4. Transactions, remuneration, and benefits of the Board of Directors, Board of Management, and Internal Audit Committee:

a) Salaries, bonuses, remuneration, benefits: (Salaries, bonuses, remuneration, other benefits, and expenses for each member of the Board of Directors, member of the Audit Committee, and General Director of the Company.

Unit: VND

Full name	Position	Actual Salary	Actual Bonus	Actual Remuneration	Total
Board of Directors					
Nguyen Huu Manh Nhuong	Chairman	1,036,800,000		172,800,000	1,209,600,000
Nguyen Nhat Thanh Lam	Vice Chairman	1,056,983,000	238,120,851	39,686,809	1,334,790,660
Do Khac Tung	Non-Executive Member		131,499,574	21,916,596	153,416,170
Nguyen Thanh Binh	Independence Member – Chairman of the Audit Committee		238,120,851	39,686,809	277,807,660
Pham Anh Son	Non-Executive Member		131,499,574	21,916,596	153,416,170
Phan Van Phu	Independence Member		131,499,574	21,916,596	153,416,170
Le Trung Duc	Non-Executive Member		131,499,574	21,916,596	153,416,170

Full name	Position	Actual Salary	Actual Bonus	Actual Remuneration	Total
Audit Committee					
Nguyen Thanh Binh	Chairman of the Audit Committee				
Pham Anh Son	Member				
Board of Management					
Nguyen Nhat Thanh Lam	General Director	1,056,983,000		176,163,833	1,233,146,833
Chief Accountant					
Dinh Tan Thong Tin	Chief Accountant	377,818,219		62,969,703	440,787,922

Note:

- The total salary fund implemented in 2025 is VND 1,036,800,000; The company has disbursed a temporary advance in 2025 of VND 864,000,000; When the Resolution of the Annual General Meeting of Shareholders in 2026 approves the salary fund implemented in 2025, the remaining amount will be finalized.
- The remuneration implemented in 2025 is VND 1,002,240,000; The company has disbursed a temporary advance in 2025 of VND 564,000,000; When the Resolution of the Annual General Meeting of Shareholders in 2026 approves the remuneration fund implemented in 2025, the remaining amount will be finalized.
- The bonus fund implemented in 2025 is VND 339,840,000; The company has not made payment, and when the Resolution of the Annual General Meeting of Shareholders in 2026 is approved, payment will be made.

3.5. Transactions between the company, subsidiaries, companies where the public company holds controlling rights of 50% or more of the charter capital with members of the Board of Directors and related parties of those members; transactions between the company and companies in which members of the Board of Directors are founding members or business managers in the 03 years prior to the transaction: None.

PART II:

OPERATIONAL ORIENTATION FOR 2026

The outlook for the global and domestic economies in 2026 is expected to continue facing significant challenges as wars and conflicts escalate further, particularly in the Middle East. The confrontation between Iran and the United States, together with intensifying wars and conflicts, may lead to energy crises. The U.S.–China trade tensions continue to intensify, while U.S. import tariff policies imposed on various countries have negatively affected the global economy. In addition, climate change and crop diseases continue to pose substantial risks and uncertainties.

- The Company's production and business activities in 2026 are forecast to face greater difficulties. Prices of fuel, materials, fertilizers and chemicals are increasing simultaneously, leading to higher production costs. Meanwhile, banana prices remain exposed to instability risks due to supply chain disruptions and rising maritime trade costs. Weather conditions are becoming increasingly unpredictable, while natural disasters (storms, droughts, etc.) and disease outbreaks may increase risks such as crop damage and production losses.

Despite these challenges, there are still favorable factors for the Company's business activities. The rubber and banana markets continue to show positive prospects. Rubber prices are expected to reach new highs due to ongoing supply shortages, while rising oil prices are considered a positive factor supporting further increases in rubber prices. Banana prices in early 2026 also showed encouraging signs. If banana prices continue to remain at the level recorded in the first quarter of 2026, it will create favorable conditions for the Company.

Based on the production and business results of 2025 and the forecast for business operations in 2026, the Board of Directors has assigned the 2026 business plan to the Board of Management with the following key targets:

No.	Indicator	Unit	Plan 2026
1	Exploited latex output	Tons	1,718
2	Processed and outsourced SVR rubber output	Tons	3,200
3	Rubber output consumed during the year	Tons	1,862
4	Cavendish banana output harvested and consumed	Tons	5,250
5	Average selling price of finished rubber products	Million VND/ton	52,5
6	Average banana selling price	Million VND/ton	10,5
7	Total revenue	Million VND	189,000
8	Profit before tax	Million VND	46,000
9	Profit after tax	Million VND	42,000
10	Budget payment	Million VND	30,000
11	Expected minimum dividend payout ratio	%	15

- Regarding development orientation: In order to achieve the core values of the enterprise ***"Innovation – Reputation – Quality – Efficiency"***, the Company's Board of Directors sets out the following development orientations:

- + Focus on implementing various solutions to address the shortage of latex tapping labor, ensuring the objective of avoiding unattended plantations and maximizing latex yield recovery.

- + Plan and develop a young successor workforce to fully meet operational requirements in line with the new development phase, including scientific and technological advancement, digital transformation and green transformation.

- + Continue applying scientific and technological advances in production to improve productivity, output and product quality, while preventing pests and diseases and minimizing risks, including the use of selected disease-resistant varieties for replanted banana areas combined with conventional varieties for newly planted areas, drone spraying applications, intensive cultivation investments to improve productivity, and strengthening latex tapping techniques to preserve rubber plantations, especially immature plantations.

- + Continue implementing Phase 2 of the National Digital Transformation Plan in management and administration activities (Phase 1 being planning activities), including: building shared big data storage systems with access authorization for the Company's Management to share information with departments, affiliated units and relevant individuals when necessary; applying optimized management software and upgrading information technology systems to support production management, in response to the National Digital Transformation Program approved under Decision No. 749/QĐ-TTg dated June 3, 2020 of the Prime Minister on the "National Digital Transformation Program to 2025, with orientation toward 2030".

- + Strengthen product protection activities, improve management of harvesting techniques, and accurately assess plantation capacity and labor productivity.

- + Continue applying intercropping models in immature rubber plantations to improve short-term income generation, reduce investment costs and enhance land-use efficiency.

- + Select rubber varieties with the advantages of "larger trees and higher latex yield" as recommended by the Vietnam Rubber Group, suitable to the soil and climate conditions of Hoa Binh 2 Farm, for replanting purposes to improve latex output and increase timber yield at the end of the production cycle, thereby enhancing the efficiency of rubber cultivation.

- + Continue converting the entire rubber plantation area of Phong Phu Rubber Team into high-tech agricultural production, diversifying crops suitable to natural conditions and local planning, with high economic value and market demand, in order to improve land-use efficiency and increase revenue and profit.

+ Invest in cable support systems to prevent banana plants from toppling and review and replace deteriorated cables to mitigate risks caused by strong winds.

+ Continue mechanization in production activities to improve labor productivity and reduce labor shortages.

+ Strengthen technical management and plant protection measures to ensure banana plantations achieve productivity and quality standards meeting export requirements.

+ Apply product-based labor contracting mechanisms in agricultural production to enhance employee responsibility for product quality, reduce production costs, improve competitiveness and increase economic efficiency.

+ Closely monitor annual market developments and weather conditions to determine appropriate planting schedules, crop retention and fruiting periods so that harvests are concentrated during periods of market shortages and higher prices. Simultaneously, actively explore and penetrate new markets and strengthen trade connections to expand consumption markets for high-tech agricultural products, while increasing long-term contracts to stabilize output markets.

+ Focus on research and application of technical solutions in banana production processes to achieve the objectives of *productivity, quality, efficiency, cost savings and environmental sustainability*.

+ Promote the application of information technology in production and business management activities.

+ Continue developing the Company's risk management system and strengthening market analysis and customer care functions.

+ Focus on human resource development and building a young workforce with competence, vision and dedication as successors.

+ Maintain effective implementation of Good Agricultural Practices (VietGAP) in banana production. Ensure food safety and hygiene and maintain effective management and use of planting area codes and packing facility codes issued by the Plant Protection Department and the General Administration of Customs of China.

+ Ensure stable employment, improve income, stabilize employees' living conditions and continue implementing welfare policies for employees.

+ Ensure occupational safety and hygiene, fire and explosion prevention, labor safety and environmental protection.

+ Maintain a friendly, dynamic and united working environment.

With the solidarity and strong determination of all employees and workers, Thong Nhat Rubber Joint Stock Company is confident in successfully achieving the 2026 targets approved by the General Meeting of Shareholders, contributing to the Company's

sustainable development and further enhancing its reputation, brand and image in the market.

**ON BEHALF OF
THE BOARD OF DIRECTORS**

Recipients:

- Shareholders;
- Ho Chi Minh Stock Exchange;
- Members of the BOD, AC;
- Archived: AD, Company Secretary.



CHAIRMAN

Nguyễn Hữu Mạnh Nhường

BOARD OF DIRECTORS
AUDIT COMMITTEE

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 04/BC-UBKT

Ba Ria, May , 2026

**REPORT
OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
IN THE AUDIT COMMITTEE**

To: - The 2026 Annual General Meeting of Shareholders
- Board of Directors

Pursuant to the provisions of Article 284, Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government, the Independent Member of the Board of Directors in the Audit Committee hereby reports to the 2026 Annual General Meeting of Shareholders on the activities in 2025 as follows:

I. ACTIVITIES OF THE AUDIT COMMITTEE

1. Regarding organizational structure:

The Audit Committee was established in September 2021 in accordance with the Resolution of the Annual General Meeting of Shareholders dated September 30, 2021. The personnel of the Audit Committee includes:

- + Mr. Nguyen Thanh Binh – Independent Member of the BOD – Chairman of the AC
- + Mr. Pham Anh Son – Independent Member of the BOD – Member of the AC

Remuneration, operating expenses, and other benefits for members of the Audit Committee in 2025: In accordance with the allowances for members of the Board of Directors.

b/ Operating expenses: None

c/ Other benefits: None

2. Summary of Audit Committee meetings:

In 2025, the Audit Committee held 03 periodic meetings with the participation of 100% of the Audit Committee members, specifically:

- Meeting on April 28, 2025: Evaluation of 2024 performance and development of the 2025 plan.

- Meeting on September 19, 2025: Data collection, analysis, and review of the report for the first 6 months of 2025.
- Meeting on November 18, 2025: Review of the remaining tasks for 2025 and the 2025 financial statements.

3. Activities of the Audit Committee

- Participation in BOD meetings
- Inspection of compliance with legal regulations and the Company's Charter, and the implementation status of GMS Resolutions and BOD Resolutions.
- Evaluation of the implementation status of the business plan, regulations, and policies of the Company.
- Inspection and evaluation of compliance with procedures, regulations, policies, and accounting standards.
- Review of accounting books and the 2025 financial statements.

II. RESULTS OF INSPECTION, SUPERVISION, AND EVALUATION OF KEY ACTIVITIES

1. The results of the detailed inspection of compliance with legal regulations and the Company's Charter are as follows:

- Business approval decisions were approved in accordance with the authority hierarchy and the Company's Charter.
- Meetings were organized in accordance with the prescribed procedures and timelines.
- In contract transactions, the Company did not exceed the limits set by regulations and the Charter.

2. Results of the inspection of tax, financial, labor, salary, and insurance obligations are as follows:

- The Company declares and settles taxes in accordance with the prescribed timelines (corporate income tax, personal income tax, VAT, etc.) and accounting regimes.
- The Company declares and signs labor contracts and contributes to social insurance in accordance with state regulations and the Company's internal policies.
- Regarding salary payments for departments: In 2025, the salary fund was established according to Decree 44/2025/ND-CP dated February 28, 2025. For the office block, payments are made based on task-based salary, while production workers are paid based on specific individual output.

- Regarding machinery and equipment maintenance: The Company performs maintenance and repairs based on the document issued on August 24, 2018.

3. Results of supervision regarding the financial statements, operational status, and financial situation of the Company.

- In 2025, the AC organized reviews of quarterly, semi-annual, and annual financial statements and worked with the Board of Management on related issues.
- The recording and storage of vouchers, the accounting information system, and the preparation of accounting books were generally carried out in accordance with current regulations. Cost control and the protection of the Company's assets were well executed. The CEO and management personnel of Thong Nhat Rubber Joint Stock Company demonstrated high responsibility in management. The AC reviewed the quarterly, semi-annual, and annual financial statements for 2025 and agreed with the assessments of the independent auditor.
- The financial statements were prepared and presented fairly, in accordance with accounting standards and current regulations. In all material respects, the financial statements fairly and reasonably reflected the Company's financial position as of December 31, 2025. The Company's Finance and Accounting Department complied with the timely and complete provision of monthly, quarterly, and annual financial information to the Audit Committee.
- Regarding the supervision of independent audit services: The supervision results indicate that the proposed plan and the execution of the review and audit of the 2025 financial statements by the independent auditor are consistent with the Company's requirements regarding scope, subjects, methodology, and timeline, as well as requirements for quality assurance, independence, and the absence of conflicts of interest for the independent auditor.

The branch of BDO Auditing Company Ltd. in Ho Chi Minh City fulfilled its obligations under the signed audit contract, complied with the audit deadlines as prescribed, and cooperated in responding to and providing information as requested by the AC.

***The report presents some indicators as follows:**

Indicator	Unit	2024	2025	Implementation rate 2025/2024 (%)
Total	VND	172,693,300,000	206,181,248,722	19,39

revenue				
Total profit before tax	VND	46,320,633,820	57,205,619,137	23,69
Total net profit after corporate income tax	VND	40,409,556,264	49,245,449,977	21,87
Budget contribution	VND	20,741,500,000	19,404,000	
Dividend	%	15	20	

4. Results of supervision regarding the Board of Directors, CEO, and other executives of the enterprise

- **Supervision of the BOD:** In 2025, the BOD held 07 meetings, covering matters within the BOD's responsibilities and duties in directing, managing, and supervising the Company's activities.

The development strategy set by the BOD is consistent with the actual situation of the agricultural industry in general and the Company's situation in particular. The direction of business organization was carried out systematically.

- **Supervision of the Board of Management activities:** 2025 continued to face many difficulties and challenges, but the General Directors and the Board of Management proposed solutions to effectively perform the tasks assigned by the BOD: ensuring business efficiency, completing the management process system, and creating a foundation for development in the following years.
- The Board of Management and management levels provide support, coordinate, and supply information and documents as requested by the Audit Committee during the audit process to enable the Audit Committee to perform its functions, while also consulting with the Audit Committee.
- In 2025, the CEO fully fulfilled the responsibility of reporting, explaining, and disclosing information about production and business activities in a complete and transparent manner. The CEO complied with the requirements for seeking opinions on matters under the approval authority of the Board of Directors at Board meetings.
- The Audit Committee did not detect any unusual cases in the activities of the members of the Board of Directors, the CEO, and other management personnel of Thong Nhat Rubber Joint Stock Company.

5. Evaluation of transactions with related parties.

- Evaluating transactions with related parties under the Law on Enterprises, the Audit Committee believes that the Company's transactions with related persons under Article 167 of the Law on Enterprises have been carried out in accordance with the Company's Charter and the Company's Internal Governance Regulations.

5.1. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, insiders, or related persons of insiders: None.

5.2. Transactions between the Company's insiders, related persons of insiders, and subsidiaries or companies controlled by the Company: None.

5.3. Transactions between the Company and other entities:

a. Transactions between the Company and companies where members of the BOD, members of the Audit Committee, or the CEO have been or are founding members or members of the BOD, or CEO within the last three (03) years (calculated at the time of report preparation): None.

b. Transactions between the Company and companies where related persons of BOD members, AC members, or the CEO are BOD members: None.

5.4. Other transactions of the Company (if any) that may bring material or non-material benefits to members of the BOD, members of the Audit Committee, or the CEO: **None.**

6. Results of the evaluation of the coordination between the Audit Committee and the Board of Directors, the CEO, and shareholders.

The coordination between the Board of Directors and the Executive Board is very effective. The business management of the Executive Board is not hindered, and the supervision by the Board of Directors and the Audit Committee is maintained regularly and strictly, ensuring that the Company's activities are carried out in accordance with the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors. The members of the Board of Directors, the Executive Board, and the Audit Committee have managed the Company according to modern governance standards, upholding professional ethics and always acting in the interests of the Company's shareholders.

II. COMMENTS AND RECOMMENDATIONS

1. Comments:

In 2025, the actual global situation fluctuated unpredictably, but the BOD and the CEO acted quickly and flexibly to prepare for the direct and indirect impacts of the market in general and the Company's actual situation in particular, thus achieving certain accomplishments and completing the plan set by the General Meeting of Shareholders.

The members of the Audit Committee uphold a high sense of responsibility in performing their duties, ensuring honesty and objectivity in their work.

In addition, the AC still has some limitations that have not fully utilized its capacity during the working process, and it has not delved into the details of some contents in the proposed audit plan, such as internal regulations, compliance control, etc.

2. Recommendations of the Audit Committee:

- Focus on consolidating and developing the Company's core business segment, and improving the quality of services to be streamlined and effective;
- Have specific plans and implement them regularly so that employees can grasp documents related to their individual and unit responsibilities; have a sense of compliance and contribute opinions during the performance of tasks, contributing to improving operational efficiency;
- Continue to apply high technology in the agricultural industry to increase operational efficiency, development, and improvement;
- Research and seek new opportunities in foreign markets to supplement domestic business activities;
- Consolidate and improve the capacity of system governance, risk control, and the application of technology in management.

The above is the Activity Report of the Independent Member of the Board of Directors in the Audit Committee for 2025. Respectfully submitted to the General Meeting of Shareholders for consideration.

Recipients:

- *Company Shareholders;*
- *BOD, Board of Management;*
- *Archives: AD; BOD.*

**ON BEHALF OF THE AUDIT COMMITTEE
CHAIRMAN OF THE AUDIT COMMITTEE
INDEPENDENT MEMBER OF THE BOD**

(Signed)

Nguyen Thanh Binh

Ho Chi Minh City, March 30, 2026



REPORT
ON THE ACTIVITIES OF THE INDEPENDENT MEMBER OF
THE BOARD OF DIRECTORS AND THE EVALUATION RESULTS
OF THE INDEPENDENT MEMBER REGARDING
THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

The Independent Member of the Board of Directors respectfully reports to the General Meeting of Shareholders on the activities of the Independent Member of the Board of Directors (“BOD”) and the evaluation results of the activities of the Board of Directors of Thong Nhat Rubber Joint Stock Company in 2025 as follows:

1. Activities of the Independent Member of the BOD in 2025

In 2025, the Independent Member of the BOD attended all 07/07 BOD meetings, achieving a 100% attendance rate of the meetings held. At the meetings, the Independent Member of the BOD actively participated in discussions, reviewed, and voted on matters under the authority of the BOD with a 100% consensus rate on the contents passed.

The Independent Member of the BOD fully performed the supervisory role over the activities of the BOD and the General Director (“GD”) through attending meetings, exchanging information, monitoring the process of issuing resolutions, as well as the organization and implementation. Simultaneously, the Independent Member supervised the delegation of authority between the BOD and the GD to ensure transparency and efficiency in governance. Specific supervisory activities include:

- Supervising the performance of management and executive duties of the BOD and the GD;
- Inspecting the reasonableness, legality, honesty, and level of prudence in the management and execution of business activities; the systematic nature, consistency, and suitability of accounting, statistics, and financial statement preparation;
- Appraising the completeness, legality, and honesty of business performance reports, annual and quarterly financial statements, and reports evaluating the management work of the BOD;
- Reviewing and evaluating the effectiveness and efficiency of the company's internal control, risk management, and early warning systems through monitoring the amendment and completion of the Company's internal regulations and policies and the issuance of documents governing business activities;

During the performance of duties, the Independent Member of the BOD always maintained close coordination with other members of the BOD, the GD, and management levels within the Company. The Independent Member of the BOD acknowledges and highly

appreciates the spirit of solidarity, cooperation, and support from relevant departments and individuals throughout the working process, which created favorable conditions for the Independent Member of the BOD to perform their functions and duties well.

2. Evaluation of the activities of the BOD in 2025:

Based on monitoring and supervision, the Independent Member of the BOD provides the following evaluations:

- The members of the BOD attended the 2025 BOD meetings fully, achieving 100% of the meetings in accordance with the law as well as the Company's Charter;
- In 2025, the Board of Directors performed its duties prudently, organized implementation, and managed in compliance with the Company's Charter, the Company's Internal Governance Regulations, and legal provisions, bringing the highest efficiency and benefits to shareholders;
- The Board of Directors meetings were convened and conducted according to the prescribed sequence and procedures; meeting documents were prepared thoughtfully. The meeting content was discussed and evaluated carefully by the members of the Board of Directors to make the best decisions for the Company;
- All members of the Board of Directors possess a high sense of responsibility, are prudent in performing their roles with a spirit of accountability and transparency in governance, comply with regulations for listed companies, and resolutions were issued according to the proper authority and disclosed in accordance with regulations;
- The Board of Directors maintained regular and close exchanges and discussions with the Executive Board to promptly grasp the Company's operational situation, thereby supporting the Executive Board in the process of managing and organizing the implementation of production and business tasks. At the same time, the Board of Directors also performed its supervisory and control role over executive work well, ensuring that the Company's activities were implemented in the right direction, complied with regulations, and enhanced corporate governance efficiency;
- Other issues: in agreement with the contents presented and implemented by the BOD and the GD.

Respectfully submit to the General Meeting of Shareholders for approval of the report.

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**

(Signed)

Phan Van Phu

**THONG NHAT RUBBER
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 345/TTr-HĐQT

Ba Ria, July 01..., 2026

PROPOSAL

**Re: Approval of the Financial Statements and Profit Distribution Plan for 2025;
Approval of the Salary and Bonus Fund Implementation for 2025**

Dear Shareholders!

Pursuant to the Charter on organization and operation of Thong Nhat Rubber Joint Stock Company, which was amended for the 8th time and approved by the Annual General Meeting of Shareholders on 30/9/2021;

Pursuant to the 2025 Financial Statements audited by the Branch of BDO Audit Services Company Limited in Ho Chi Minh City;

The Board of Directors of Thong Nhat Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the following contents:

1. Audited Financial Statements for 2025:

No.	ITEMS	UNIT	AMOUNT
A	BALANCE SHEET		
I	Total assets:	VND	382,235,935,659
	<i>Of which:</i>		
1	Short-term assets	VND	234,645,523,524
2	Long-term assets	VND	147,590,412,135
II	Total resources:	VND	382,235,935,659
	<i>Including:</i>		
1	Liabilities	VND	33,056,483,403
2	Owner's equity	VND	349,179,452,256
B	INCOME STATEMENT		
1	Total revenue and other income	VND	206,181,248,722
2	Total accounting profit before tax	VND	57,205,619,137
3	Profit after corporate income tax	VND	49,245,449,977

2. Profit distribution plan for 2025:

No.	ITEMS	Unit	AMOUNT
1	Undistributed after-tax profit	VND	50,846,794,966

a	Undistributed profit in 2024	VND	1,601,344,989
b	Undistributed profit in 2025	VND	49,245,449,977
2	Appropriation for rewarding and welfare fund for employees in 2025 (03 months of average salary)	VND	10,388,089,200
3	Appropriation for rewarding fund for company managers in 2025 (1.5 months of average salary)	VND	339,840,000
4	Cash dividend payment of 15% of par value	VND	38,500,000,000
5	Profit in 2025 carried forward to the following year	VND	1,618,865,766

3. Salary and bonus fund implementation for 2025:

3.1. Salary fund implementation in 2025 for employees:

316 people x 10,957,900 VND/person/month x 12 = VND 41,552,356,800.

(In words: Forty-one billion, five hundred fifty-two million, three hundred fifty-six thousand, eight hundred dong).

3.2. Bonus and welfare fund for employees in 2025:

In 2025, the Company's actual profit exceeded the plan by 14.4%, based on point a - clause 1 - Article 27 - Circular No. 44/2025/NĐ-CP dated February 28, 2025, of the Government.

Total salary fund implementation in 2025 = VND.41,552,356,800

Appropriation for employee bonus and welfare fund:

VND 41,552,356,800

----- X 03 months = VND 10,388,089,200

12

(In words: Ten billion, three hundred eighty-eight million, eighty-nine thousand, two hundred dong)

3.3. Actual salary fund in 2025 for the Company's Chairman of the Board of Directors:

In 2025, the Company's actual profit exceeded the target by 14.4%. Accordingly, the actual salary fund for 2025 is calculated as follows:

VND 72,000,000/month x 120% x 12 months = VND 1,036,800,000

(In words: One billion, thirty-six million, eight hundred thousand Vietnamese Dong)

3.4. Actual remuneration fund in 2025 for non-executive corporate managers:

In 2025, the Company's actual profit exceeded the target by 14.4%. Accordingly, the actual remuneration fund for 2025 is calculated as follows:

VND 11,600,000/month x 120% x 72 man-months = VND 1,002,240,000

(In words: One billion, two million, two hundred and forty thousand Vietnamese Dong)

3.5. Actual bonus in 2025 for the Chairman of the Board of Directors:

The actual profit in 2025 was higher than the planned profit target for 2025. Accordingly, the actual bonus for the Company's Chairman of the Board of Directors is:

VND 1,036,800,000 / 12 months x 2 months x 1 person = VND 172,800,000

(In words: One hundred seventy-two million, eight hundred thousand Vietnamese Dong)

3.6. Actual bonus in 2025 for members of the Board of Directors:

The actual profit in 2025 was higher than the planned profit target for 2025. Accordingly, the actual bonus for members of the Company's Board of Directors is:

VND 1,002,240,000 / 72 man-months x 2 months x 6 people = VND 167,040,000

(In words: One hundred sixty-seven million, forty thousand Vietnamese Dong)

Respectfully submit to the 2026 Annual General Meeting of Shareholders for consideration and approval./.

Recipient:

- AGMS 2026;
- Board of Directors, Audit Committee;
- Archived: Admin, BOD secretary.

ON BEHALF OF
THE BOARD OF DIRECTOR
CHAIRMAN



Nguyễn Hữu Mạnh Nhường

PROPOSAL

**Re: The approval of the 2026 Business Production Plan and Profit Distribution;
2026 Salary Plan and Capital Construction Investment Plan**

Dear Shareholders!

Pursuant to the Charter on Organization and Operation of Thong Nhat Rubber Joint Stock Company, as amended and approved for the 8th time by the Annual General Meeting of Shareholders on September 30, 2021;

Based on the 2025 business production results and the forecast for 2026 business operations,

The Board of Directors of Thong Nhat Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration the 2026 Business Production Plan and Profit Distribution; the 2026 Salary Plan and Capital Construction Investment Plan with the following contents:

1. 2026 Business Production Plan:

No.	INDICATOR	Unit	AMOUNT
1	Total revenue and other income	Million VND	189,000
2	Total accounting profit before tax	Million VND	46,000
3	Profit after corporate income tax	Million VND	42,000
4	State budget contribution	Million VND	30,000

This business production plan is only achievable under the condition that the average selling price of rubber latex and banana products meets the plan. In case of changes in the average selling price and consumption volume, the business production plan targets will change. Assign the Company's Board of Management to make appropriate decisions based on market reality and selling prices at units of similar scale.

2. 2026 Profit Distribution Plan:

No.	INDICATOR	ALLOCATION RATE
1	Cash dividend payout ratio	15% of Charter Capital
2	Allocation to Bonus and Welfare Fund	Maximum 03 months of actual salary

No.	INDICATOR	ALLOCATION RATE
3	Allocation to Bonus Fund for Chairman and members of the Board of Directors	Not exceeding the maximum number of months of salary allowed for appropriation to the bonus and welfare fund.
4	Remuneration for part-time member of the Board of Directors	Maximum cap of 20% of the average salary of executive members of the Board of Directors.

3. 2026 Salary Plan:

3.1 Planned Salary Fund for Employees:

430 people x 9,747,840 VND/person/month x 12 months = VND 50,298,854,400

(In words: Fifty billion, two hundred ninety-eight million, eight hundred fifty-four thousand, four hundred dong).

3.2. Planned Salary Fund for Chairman of the Board of Directors:

No.	Position	Basic Salary (VND/month)	Salary Fund (VND/year)
1	Chairman of the Board of Directors	74,000,000	888,000,000
	Total:		888,000,000

(In words: Eight hundred eighty-four million dong)

3.3. Assign the Board of Directors to direct the General Director to develop specific salary regulations and payment methods for each unit and department within the company based on the production plan, operational scale, and ensuring incentives for employees to excellently complete their tasks.

3.4. The actual 2026 salary fund shall be determined based on the actual average headcount and the actual average salary in accordance with the Company's Regulations on Salary, Bonus, and Remuneration.

4. 2026 Investment Plan:

The investment plan for 2026 with a total investment capital of **VND 30,443,000,000**, including:

Unit: VND

2026 Investment Plan	30,443,000,000
Including:	
+ Rubber replanting (102.56 ha)	5,471,000,000
+ Maintenance of immature rubber plantations (174.89 ha)	2,800,000,000

+ Maintenance of immature durian plantations (29.33 ha)	2,998,000,000
+ Expansion investment for 01 water reservoir and lining of TN2 reservoir with geomembrane sheet	300,000,000
+ Investment in irrigation system for 40.63 ha of banana plantations	1,909,000,000
+ Investment in irrigation system and new planting of 40.67 ha of coffee intercropped with durian (Plots 1, 2, 3, 4 and 19)	4,961,000,000
+ New planting of 40.63 ha of bananas	3,425,000,000
+ Intercropping of 40.67 ha of durian	2,033,000,000
+ Banana replanting of 16.57 ha (Plots 6B, 9EF and 5TN2)	1,397,000,000
+ New coffee planting in Plots (1, 2, 3, 4 and 19)	2,987,000,000
+ Excavation of drainage canals for disease prevention (40.63 ha of newly planted bananas, 6.06 ha of replanted bananas and 40.67 ha of coffee plantations)	162,000,000
+ Other investments (solar energy investment and other repairs)	1,500,000,000
+ Repairs (Phong Phu Team Office and Hoa Binh 2 Rubber Farm Office).	500,000,000

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval./.

Recipients:

- AGMS 2026;
- Board of Directors, Audit committee;
- Archived: AD, BOD Secretary

ON BEHALF OF
THE BOARD OF DIRECTOR
CHAIRMAN



Nguyễn Hữu Mạnh Nhường

PROPOSAL

**Re: Approval of remuneration fund for implementation in 2025
and propose planned remuneration levels for fiscal year 2026**

Dear Shareholders!

Pursuant to the Charter on the Organization and Operation of Thong Nhat Rubber Joint Stock Company (the 8th amendment), as approved by the Annual General Meeting of Shareholders on September 30, 2021.

Pursuant to the production and business plan and requirements for management and supervision of the Company's production and business activities in fiscal year 2026;

The Board of Directors of Thong Nhat Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration the following contents:

I. Approval of the actual remuneration fund of the non-full-time Board of Directors for 2025:

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders, the Board of Directors respectfully requests the 2026 Annual General Meeting of Shareholders to approve the actual remuneration fund for non-executive members of the Board of Directors for the fiscal year 2025, with details as follows:

- Number of non-executive or concurrent members of the Board of Directors: 06 people
- Actual average salary if serving as an executive Board member in 2025: VND 69,600,000/month
- Actual remuneration for non-executive Board members in 2025: VND 69,600,000 x 20% = VND 13,920,000/person/month.
- Actual remuneration fund for 2025: VND 13,920,000/month x 72 man-months = VND 1,002,240,000

(In words: One billion, two million, two hundred and forty thousand Vietnamese Dong).

The Chairman of the Board of Directors is authorized to determine the specific payment amount for each member.

II. Proposal on the planned remuneration for non-executive members of the Board of Directors in 2026:

The Board of Directors respectfully requests the General Meeting of Shareholders to consider and approve the 2026 planned remuneration for non-executive members of the Board of Directors, with details as follows:

- Number of non-executive members of the Board of Directors: 06 people
- Planned average salary if serving as an executive Board member in 2026: VND 60,000,000/month
- Planned average remuneration, determined 20% of the planned average salary of executive Board members:
 $\text{VND } 60,000,000/\text{person/month} \times 20\% = \text{VND } 12,000,000/\text{person/month}$
- Planned remuneration fund for 2026: $\text{VND } 12,000,000/\text{person/month} \times 6 \text{ people} \times 12 \text{ months} = \text{VND } 864,000,000$

(In words: Eight hundred sixty-four million Vietnamese Dong).

The Chairman of the Board of Directors is authorized to decide the specific payout for each member.

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

Recipient:

- 2026 AGSM;
- Board of Directors, Audit Committee;
- Archived: AD, BOD Secretary.

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



Nguyễn Hữu Mạnh Nhường

**THONG NHAT RUBBER
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 348/TTr-HĐQT

Ba Ria, July 01, 2026

PROPOSAL

Re: Selecting an independent audit firm for the fiscal year 2026

Dear Shareholders,

Pursuant to Circular No. 96/2020/TT-BTC dated 16/11/2020 of the Ministry of Finance providing guidelines for information disclosure on the securities market;

The Board of Directors of Thong Nhat Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration the selection of an independent audit firm to conduct the audit of the 2026 Financial Statements, which is the Branch of BDO Audit Services Company Limited in Ho Chi Minh City.

This is an auditing unit with experience and understanding of the Company's operations, approved by the State Securities Commission to audit public companies and listed organizations in 2026;

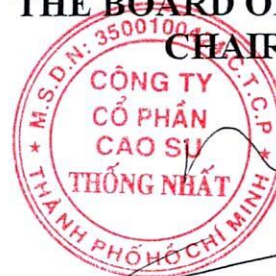
Reasonable audit costs, in accordance with the content, scope and audit schedule required by the Company.

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

Recipients:

- 2026 AGSM;
- BOD, AC;
- Archive: AD, BOD Secretary.

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



Nguyễn Hữu Mạnh Nhường

2026 ANNUAL GENERAL MEETING
OF SHAREHOLDERS
THONG NHAT RUBBER
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: /NQ-ĐHĐCĐTN

Ba Ria, ... 2026

DRAFT

RESOLUTION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
THONG NHAT RUBBER JOINT STOCK COMPANY**

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

Pursuant to the Charter of Organization and Operation of Thong Nhat Rubber Joint Stock Company approved by the Annual General Meeting of Shareholders on September 30, 2021;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. /BB-ĐHĐCĐTN dated ... /..... /2026 of Thong Nhat Rubber Joint Stock Company;

RESOLVED:

Article 1. Approval of the 2025 Report on the activities of the Board of Directors of Thong Nhat Rubber Joint Stock Company and the 2026 operational plan;

This resolution has been approved by% of the voting shares attending the Meeting.

Article 2. Approval of the 2025 Report of the Independent Member of the BOD in the Audit Committee and the 2025 Report of the Independent Member of the BOD.

This resolution has been approved by% of the voting shares attending the Meeting.

Article 3. Approval of the audited 2025 Financial Statements, the 2025 profit distribution plan; Approval of the 2025 salary, bonus, and welfare fund, specifically:

Audited 2025 Financial Statements:

No.	INDICATOR	Unit	AMOUNT
A	BALANCE SHEET		
I	Total assets:	VND	382,235,935,659
	<u>In which:</u>		
1	Short-term assets	VND	234,645,523,524

2	Long-term assets	VND	147,590,412,135
II	Total capital:	VND	382,235,935,659
	<i>In which:</i>		
1	Liabilities	VND	33,056,483,403
2	Owners' equity	VND	349,179,452,256
B	BUSINESS RESULTS		
1	Total revenue and other income	VND	206,181,248,722
2	Total accounting profit before tax	VND	57,205,619,137
3	Profit after corporate income tax	VND	49,245,449,977

- Actual Salary and Bonus Fund for 2025:

+ Actual salary fund for employees in 2025:

316 people x VND 10,957,900/person/month x 12 months = VND 41,552,356,800.

+ Bonus and welfare fund for employees in 2025:

Total actual salary fund for 2025 = VND 41,552,356,800.

Appropriation to the employees' bonus and welfare fund:

$$\frac{\text{VND } 41,552,356,800 \times 3 \text{ months}}{12 \text{ months}} = \text{VND } 10,388,089,200$$

+ Actual salary fund in 2025 for the Company's Chairman of the Board of Directors:

In 2025, the Company's actual profit exceeded the target by 14.4%. Accordingly, the actual salary fund for 2025 is:

VND 72,000,000/month x 120% x 12 months = VND 1,036,800,000.

+ Actual remuneration fund in 2025 for non-executive corporate managers:

In 2025, the Company's actual profit exceeded the target by 14.4%. Accordingly, the actual remuneration fund for 2025 is:

VND 11,600,000/month x 120% x 72 man-months = VND 1,002,240,000.

+ Actual bonus in 2025 for the Chairman of the Board of Directors:

The actual profit in 2025 was higher than the planned profit target for 2025. Accordingly, the actual bonus for the Company's Chairman of the Board of Directors is:

VND 1,036,800,000 / 12 months x 02 months x 01 person = VND 172,800,000.

+ Actual bonus in 2025 for members of the Board of Directors:

The actual profit in 2025 was higher than the planned profit target for 2025. Accordingly, the actual bonus for members of the Company's Board of Directors is:

VND 1,002,240,000 / 72 man-months x 2 months x 06 people = VND 167,040,000.

This Resolution has been approved and passed by% of the total voting shares represented at the Meeting.

Article 4. Approval of the 2026 Business Production and Profit Distribution Plan; the 2026 Salary and Capital Construction Investment Plan, with details as follows:

- 2026 business production plan:

No.	INDICATOR	Unit	AMOUNT
1	Total revenue and other income	VND million	189,000
2	Total accounting profit before tax	VND million	46,000
3	Profit after corporate income tax	VND million	42,000
4	State budget contribution	VND million	30,000

This business production plan is only achievable provided that the average selling price of rubber latex and banana products meets the plan. In case of changes in the average selling price and sales volume, the business production plan targets will be adjusted. The Board of Management is authorized to decide accordingly based on market realities and selling prices at units of similar scale.

- 2026 profit distribution plan:

No.	INDICATOR	APPROPRIATION LEVEL
1	Cash dividend payout ratio	15%/Charter Capital
2	Appropriation to bonus and welfare fund	Maximum 03 months of actual salary
3	Appropriation to bonus fund for the Chairperson of the Company's BOD	Maximum cap not exceeding the designated number of months of salary approved for appropriation to the bonus and welfare fund.
4	Allowance for non-executive BOD members	Maximum 20% of the average salary of company managers

- 2026 salary plan

+ Planned salary fund for employees:

430 employees x 9,747,840 VND/person/month x 12 months = 50,298,854,400 VND.

+ Planned salary fund for the Chairman of the BOD:

No.	Title	Basic salary (VND/month)	Salary fund (VND/year)
1	Chairman of the Company's BOD	74,000,000	888,000,000
	Total:		888,000,000

- Authorize the BOD to direct the General Director to develop specific salary regulations and plans for each unit and department in the Company based on the production plan, scale of operations, and to ensure employees are encouraged to excel in their duties.

- The actual 2026 salary fund shall be determined based on the actual average headcount and the actual average salary in accordance with the Company's Regulations on Salary,

Bonus, and Remuneration.

- 2026 capital construction investment plan:

Unit: VND

2026 capital construction investment plan with a total investment capital of:	30,443,000,000
In which:	
+ Rubber replanting (102.56 ha)	5,471,000,000
+ Care for rubber trees in the basic construction phase (174.89 ha)	2,800,000,000
+ Care for durian trees in the basic construction phase (29.33 ha)	2,998,000,000
+ Investment in expanding 01 water reservoir, lining the TN2 reservoir with tarpaulin	300,000,000
+ Investment in irrigation system for 40.63 ha of banana trees	1,909,000,000
+ Investment in irrigation system and planting 40.67 ha of coffee and intercropping 40.67 ha of durian (Lots 1, 2, 3, 4, 19)	4,961,000,000
+ Planting 40.63 ha of new banana trees	3,425,000,000
+ Intercropping 40.67 ha of durian	2,033,000,000
+ Replanting 16.57 ha of banana trees (Lots 6B, 9EF, 5TN2)	1,397,000,000
+ Planting new coffee in lots (1, 2, 3, 4, 19)	2,987,000,000
+ Digging drainage ditches to prevent disease (40.63 ha of newly planted bananas, 6.06 ha of replanted bananas, and 40.67 ha of coffee)	162,000,000
+ Other investments (Solar power investment, other repairs)	1,500,000,000
+ Repairs (Phong Phu Team Office, Hoa Binh 2 Rubber Farm Office)	500,000,000

This resolution has been approved by% of the voting shares attending the Meeting.

Article 5. Approval of the 2025 remuneration payment for the non-executive BOD and the 2026 remuneration payment plan for the non-executive BOD.

- Approval of the 2025 actual remuneration fund for Company managers:

The GMS approves the 2025 remuneration level of 1,002,240,000 VND and authorizes the Chairperson of the BOD to decide the specific payment level for each member.

- Proposal for the 2026 planned remuneration level for the non-executive BOD:

- The planned average remuneration level is determined as 20% of the planned average

salary of the full-time members of the Board of Directors:

60,000,000 VND/person/month x 20% = 12,000,000 VND/person/month

- The 2026 planned remuneration fund is: 12,000,000 VND/person/month x 6 people x 12 months = 864,000,000 VND

Authorize the Chairperson of the BOD to decide the specific payment level for each member.

This resolution has been approved by% of the voting shares attending the Meeting.

Article 6. Approval of the selection of BDO Auditing Co., Ltd. - Ho Chi Minh City Branch to audit the 2026 Financial Statements for the Company and authorize the BOD to implement.

This resolution has been approved by% of the voting shares attending the Meeting.

Article 7. This resolution takes effect from the date of signing. Shareholders, members of the Board of Directors, the Audit Committee, and the General Director of Thong Nhat Rubber Joint Stock Company are responsible for organizing and implementing this resolution according to their functions, in accordance with the provisions of the law and the current Company Charter./.

Recipient:

- HOSE, VSDC;
- Ho Chi Minh City People's Committee (Report);
- Members mentioned in Article 7;
- Archived: AD, Company Secretary.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**

