

TẬP ĐOÀN CÔNG NGHIỆP CAO SU VN
CÔNG TY CP CAO SU TÂY NINH
VIETNAM RUBBER GROUP
TAYNINH RUBBER JOINT STOCK COMPANY

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

Số: 1195/CSTN-TCKT
No: 1195/CSTN-TCKT

Tây Ninh, ngày 01 tháng 7 năm 2026
Tay Ninh, July 01, 2026

CÔNG BỐ THÔNG TIN ĐỊNH KỲ PERIODIC INFORMATION DISCLOSURE

Kính gửi: Sở Giao dịch Chứng khoán TP.HCM.
To: Ho Chi Minh City Stock Exchange.

1. **Tên tổ chức/Name of organization:** Công ty Cổ phần Cao su Tây Ninh/ Tay Ninh Rubber Joint Stock Company.

- Mã chứng khoán/Stock code: TRC

- Địa chỉ trụ sở chính/Address: Quốc lộ 22B, ấp Đá Hàng, xã Phước Thạnh, tỉnh Tây Ninh./National highway No. 22B, Da Hang Hamlet, Phuoc Thanh Commune, Tay Ninh Province.

- Điện thoại/Tel: (0276) 385 3606 – 385 3232

Fax: (0276) 385 3608

- Email: taniruco@gmail.com

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

- Biên bản họp Đại hội đồng cổ đông thường niên năm 2026./Meeting Minutes Annual General Meeting of Shareholders 2026.

- Nghị Quyết Đại hội đồng cổ đông thường niên năm 2026./Resolution Annual General Meeting of Shareholders 2026.

- Tài liệu sau cuộc họp Đại hội đồng cổ đông thường niên năm 2026./Documents following of the Annual General Meeting of Shareholders 2026.

3. Thông tin này được công bố trên trang điện tử của Công ty vào ngày 01/7/2026 tại địa chỉ: <http://www.taniruco.com> , mục CÔNG BỐ THÔNG TIN./This information was published on the company's website on July 01, 2026 , as in the link: <http://www.taniruco.com> , information disclosure section.

Chúng tôi 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:

- Biên bản số: 1280/BB-ĐHĐCĐCSTN ngày 30/6/2026./Meeting minutes No. 1280/BB-ĐHĐCĐCSTN on June 30, 2026.

- Nghị quyết số:1282/NQ-ĐHĐCĐCSTN ngày 30/6/2026./Resolution No. 1282/NQ-ĐHĐCĐCSTN on June 30, 2026.

- Tài liệu sau cuộc họp ĐHĐCĐ thường niên năm 2026./Documents following of the Annual General Meeting of Shareholders 2026.

Nơi nhận/Recipients:

- Như trên/As above;
- Lưu: P.TCKT;
Save at the F&A Department;
- Lưu: VT.
Save at the Document
Control Department;

Handwritten signature

ĐẠI DIỆN TỔ CHỨC
Organization representative

TỔNG GIÁM ĐỐC
GENERAL DIRECTOR



Nguyễn Hồng Thái
Nguyen Hong Thai

**TAY NINH RUBBER JOINT
STOCK COMPANY (TRC)**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Tay Ninh, June 30, 2026

ANNUAL GENERAL MEETING OF SHAREHOLDERS PROGRAM 2026
TAY NINH RUBBER JOINT STOCK COMPANY

Format: In-person meeting

Venue: Tay Ninh Rubber Joint Stock Company Office, National Highway 22B,
Da Hang Hamlet, Phuoc Thanh Commune, Tay Ninh Province

Time: 08:00 AM, Tuesday, June 30, 2026

No.	CONTENT
1	Opening remarks, introduction of delegates Introduction of the Secretariat and the Shareholder Qualification Committee Introduction and approval of the Vote Counting Committee and the Election Committee
2	Approval of the Meeting Agenda
3	Report of the Board of Directors
4	Report of the Independent Member of the Board of Directors
5	Report of the Supervisory Board
6	Report of the Executive Board
7	Financial Statements
8	Approval of the Meeting's Proposals
9	Time Break
10	Discussion / Q&A Session
11	Remarks by Major Shareholder – Vietnam Rubber Group - JSC
12	Voting on the contents of the Meeting
13	Supplementary Election of a Member of the Supervisory Board
14	Announcement of voting and election results
15	Announcement of the Minutes and Approval of the Meeting Resolution
16	Closing of the Meeting



Tay Ninh, June 30, 2026

**REGULATION ON NOMINATION, SELF-NOMINATION, AND
ELECTION FOR THE SUPPLEMENTARY ELECTION OF A
MEMBER OF THE BOARD OF SUPERVISORS FOR THE TERM
2022–2027 OF TAY NINH RUBBER JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its guiding regulations;
- Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- The amended and supplemented Charter of Tay Ninh Rubber Joint Stock Company;
- Decision No. 740/QĐ-CSTN dated July 7, 2021 promulgating the Internal Corporate Governance Regulations and the Operating Regulations of the Board of Supervisors, as approved by the 2021 Annual General Meeting of Shareholders.

Tay Ninh Rubber Joint Stock Company hereby announces the Regulation on Nomination, Self-Nomination, and Election for the Supplementary Election of a Member of the Board of Supervisors for the 2022–2027 term at the 2026 Annual General Meeting of Shareholders as follows:

I. DEFINITIONS AND ABBREVIATIONS

- Company: Tay Ninh Rubber Joint Stock Company
- BOD: Board of Directors
- BOS: Board of Supervisors
- OC: Organizing Committee
- GMS: General Meeting of Shareholders
- Delegate: Shareholder or authorized representative
- Supervisor: Member of the Board of Supervisors

II. CHAIRPERSON OF THE MEETING

The Chairperson of the Meeting shall preside over the election process and be responsible for:

- Presenting the list of nominees and self-nominated candidates for the supplementary election to the Board of Supervisors for the 2022–2027 term;
- Supervising the voting and vote-counting process;

- Resolving election-related complaints, if any.

III. NUMBER OF VACANCIES AND TERM OF OFFICE

1. Number of additional members to be elected to the Board of Supervisors: One (01) member.
2. Term of office: 2022–2027.
3. Candidate eligibility requirements: In accordance with Article 169 of the Law on Enterprises No. 59/2020/QH14 and Article 38 of the Company's Charter.

IV. ELECTION PRINCIPLES

- The election shall be conducted in compliance with applicable laws, the Company's Charter, and the Corporate Governance Regulations of Tay Ninh Rubber Joint Stock Company.
- Voting rights shall be determined based on the number of shares owned or represented. Election results shall be calculated based on voting shares represented at the Meeting.
- For each election, a shareholder delegate may use only one ballot corresponding to the number of shares owned or represented.
- The Vote Counting Committee shall be nominated by the Chairperson and approved by the GMS. Members of the Vote Counting Committee must not be candidates in the election.

V. RIGHTS AND APPLICATION DOSSIER FOR NOMINATION AND SELF-NOMINATION

1. Rights to Nominate and Self-Nominate Candidates for the Board of Supervisors

Shareholders holding voting shares may aggregate their voting rights to nominate candidates to the Board of Supervisors.

A shareholder or group of shareholders holding:

- From 10% to less than 30% of total voting shares may nominate one (01) candidate;
- From 30% to less than 40% may nominate up to two (02) candidates;
- From 40% to less than 50% may nominate up to three (03) candidates;
- From 50% to less than 60% may nominate up to four (04) candidates;
- From 60% or more may nominate up to five (05) candidates.

2. Application Dossier for Nomination or Self-Nomination

The application dossier shall include:

- Nomination/Self-Nomination Form and Candidate Curriculum Vitae (CV), available at: <https://taniruco.com>;
- Certified copies of identification documents, academic certificates, and professional qualifications declared in the CV;
- A written commitment confirming the truthfulness and accuracy of the personal

information provided and undertaking to perform duties honestly and prudently in the best interests of the Company if elected as a member of the Board of Supervisors;

- The nominating shareholder shall bear legal responsibility and accountability to the General Meeting of Shareholders for the accuracy and truthfulness of the submitted dossier.

Application dossiers must be submitted to Tay Ninh Rubber Joint Stock Company no later than 4:30 PM on June 18, 2026 at:

• TAY NINH RUBBER JOINT STOCK COMPANY

• Address: National Highway 22B, Da Hang Hamlet, Phuoc Thanh Commune, Tay Ninh Province, Vietnam

• Tel: (+84) 276 3853 606 – 3853 232 Fax: (+84) 276 3853 608

• Contact Person: Mr. Truong Ngoc Nhat Si - Secretary to the Board of Directors

• Mobile: 0918 399 289 Email: sitnn.trc@gmail.com

VI. ELECTION METHOD

- The list of candidates for the Board of Supervisors shall be arranged alphabetically by given name and fully stated on the ballot.

- The election of members of the Board of Supervisors shall be conducted by secret ballot using the cumulative voting method in accordance with Clause 3, Article 148 of the Law on Enterprises. Accordingly, each shareholder shall have a total number of votes equal to the number of shares owned multiplied by the number of members to be elected. Delegates may allocate all or part of their votes to one or more candidates.

1. Ballot:

Ballot Information:

- The ballot shall contain the delegate code, number of shares owned and/or represented, and the Company's official stamp.

- Upon receipt of the ballot, delegates must verify the information stated thereon and immediately notify the Vote Counting Committee of any discrepancies.

Instructions for Completing the Ballot:

- Each delegate shall receive one (01) ballot.

- Delegates shall indicate the number of votes allocated to each selected candidate in the corresponding box on the ballot.

2. Validity and Invalidity of Ballots:

A valid ballot must:

- Be issued by the Organizing Committee in the prescribed form;

- Contain no erasures, alterations, or unauthorized additions;

- Be signed and clearly state the delegate's full name.

The following ballots shall be deemed invalid:

- Ballots containing additional information not prescribed;
- Ballots completed in pencil;
- Ballots on which candidate names are crossed out;
- Ballots not issued by the Organizing Committee, lacking the Company's official stamp, or containing erasures, alterations, or unauthorized content;
- Ballots where the total votes allocated exceed the maximum voting rights of the shareholder or representative;
- Ballots submitted after the ballot box has been unsealed by the Vote Counting Committee;
- Ballots lacking the delegate's signature.

3. Voting and Vote Counting:

- In the event of an error, shareholders may request a replacement ballot from the Vote Counting Committee and must return the original ballot before casting their vote.
- Delegates shall cast their ballots into the sealed ballot box under the supervision of the Vote Counting Committee.
- Upon completion of voting, vote counting shall be conducted under the supervision of the Presiding Committee or shareholder representatives.
- The Vote Counting Committee shall prepare the vote-counting minutes, announce the election results, and coordinate with the Presiding Committee to address shareholder inquiries and complaints, if any.
- Ballots shall be retained in accordance with applicable regulations after completion of the vote-counting process.

4. Principles for Determining Elected Candidates:

- Candidates shall be ranked in descending order based on the number of valid votes received. Election shall commence with the candidate receiving the highest number of votes until the required number of positions is filled.
- In the event that two (02) or more candidates receive the same number of votes for the final available position, a re-election shall be conducted among those tied candidates.
- If the first election does not result in the election of the required number of members, subsequent rounds of voting shall be conducted until all positions are filled.

VII. EFFECTIVENESS

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

This Regulation shall remain effective until the conclusion of the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

The foregoing constitutes the full Regulation on Nomination, Self-Nomination, and Election for the Supplementary Election of a Member of the Board of Supervisors for the 2022–2027 term at the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company and is respectfully submitted to the General

Meeting of Shareholders for consideration and approval.

This regulation takes effect immediately after being approved by the Company's General Meeting of Shareholders.

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.

ON BEHALF OF THE BOARD OF DIRECTORS



Võ Trần Minh Đăng
Chairman of the Board of Directors

Tay Ninh, June 08, 2026

WORKING REGULATIONS
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
TAY NINH RUBBER JOINT STOCK COMPANY

I. PARTICIPATION IN THE GENERAL MEETING:

1. All shareholders listed as of the record date (June 01, 2026) are entitled to attend the General Meeting, either in person or via authorized representative. In cases where multiple authorized representatives are designated in accordance with the law, the number of shares represented by each must be clearly stated.
2. All attending shareholders must dress appropriately and present their invitation letter and relevant identification documents for delegate verification at the registration desk.
3. Shareholders must sit in the designated areas as arranged by the Organizing Committee.
4. Attendees are expected to be quiet and proper conduct throughout the meeting. Smoking and loud conversations are not permitted. Mobile phone usage should be minimized within the meeting hall.

II. VOTING ON MATTERS AT THE GENERAL MEETING:

1. Principles:

All matters on the agenda must be discussed and voted on publicly by the General Meeting.

Delegates shall register their attendance at the meeting venue specified in the Meeting Invitation sent to all shareholders listed in the shareholder register as of June 1, 2026. After completing the attendance registration with the General Meeting organizing committee, delegates will be issued a Voting Ballot printed by the Company, bearing its seal, and delivered directly to them. Each delegate will receive a Voting Ballot clearly stating the delegate code, full name, number of shares owned, and the number of shares for which voting rights have been authorized to that delegate.

2. Voting procedure:

Voting by raising Voting Cards: This method is used to approve matters such as the Vote Counting Committee, the General Meeting Agenda, the Working Regulations, the Election Regulations at the General Meeting, the Minutes of the General Meeting, the Resolution of the General Meeting, and other matters at the General Meeting (if any).

Voting by completing Voting Ballots: This method is used to approve matters such as the Board of Directors' Report; the Supervisory Board's Report; the Report on Business and Production Performance; the Audited Financial Statements; and proposals submitted to the General Meeting.

3. Voting method:

Shareholders vote (Approve, Disapprove, No Opinion) on a matter by submitting Voting Ballots in accordance with the instructions of the Chairperson of the General Meeting.

When voting by raising the Voting Card, the front side of the Card must be clearly raised toward the Presidium. If a participant does not raise the Voting Card during all three voting rounds ("Approve," "Disapprove," or "No Opinion") for a matter, it shall be deemed that the participant approves that matter. If a participant raises the Voting Card more than one (01) time during the voting rounds ("Approve," "Disapprove," or "No Opinion") for a matter, the vote shall be considered invalid. Under the Voting Card method, members of the Delegate Eligibility Verification Committee/Vote Counting Committee shall mark the delegate code and the corresponding number of votes for each shareholder voting Approve, Disapprove, No Opinion, or Invalid.

When voting by completing a Voting Ballot, for each item, shareholders shall select one of the three options, "Approve," "Disapprove," or "No Opinion," pre-printed on the Voting Ballot by marking an "X" or "✓" in the box of their choice. After completing all matters requiring voting at the General Meeting, participants shall submit the Voting Ballot to the Organizing Committee in accordance with the instructions of the Vote Counting Committee. The Voting Ballot must be signed and clearly state the participant's full name.

4. Voting regulations:

Each common share is equivalent to one voting right. Each delegate represents one or more voting rights.

- On the record date for shareholders (June 1, 2026), the total number of voting shares of the Company is 30,000,000 shares, equivalent to 30,000,000 voting rights.

- Issues that need to be voted on at the General Meeting can only be approved if more than 50% of the total voting shares of all attending shareholders are in favor. Except for the cases specified in Clauses 1, 3, 4, and 6 of Article 148 of the Enterprise Law No. 59/2020 and Clauses 1, 3, and 4 of Article 21 of the Company's Charter.

5. Recording the voting/election results:

Record the voting/election results: - At the General Meeting, the General Assembly of Shareholders will approve the Ballot Counting Committee.

- The ballot counting committee is responsible for compiling the votes of the attending delegates.

- The Ballot Counting Committee will check the number of votes in favor, against, and abstentions for each item and is responsible for recording, tallying, and reporting the voting results at the Congress.

III. SPEECH AT THE CONFERENCE:

1. Method of Speaking:

Delegates attending the Congress must obtain the consent of the Congress Chairperson before expressing their opinions. Delegates should speak briefly and focus on the key issues that need to be discussed, in accordance with the agenda

approved by the Congress, or submit written comments to the Congress Secretary for the Chairperson's report.

Shareholders wishing to speak during the meeting must register their speaking request and receive approval from the Chairperson.

3. Responding to questions:

Based on the submitted question forms from the delegates, the Presidium or a member appointed by the Presidium shall respond to the questions raised by the delegates.

In cases where time constraints do not allow for direct responses during the Annual General Meeting of Shareholders, the Company shall provide written responses after the meeting.

IV. RESPONSIBILITIES OF THE PRESIDIUM

1. The Presidium consists of the Chairperson and the Members.

- The Chairperson has the authority to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and in a way that reflects the wishes of the majority of attendees.

- The Chairperson has the authority to postpone a General Meeting of Shareholders that has met the required quorum of registered attendees for a maximum of 03 working days from the originally scheduled opening date, and may only postpone the meeting or change the meeting venue in accordance with Clause 8, Article 146 of the Law on Enterprises.

2. The duties of the Presidium:

- Conduct the activities of the Company's General Shareholders' Meeting according to the program approved by the General Shareholders' Meeting;

- Guide the delegates and the General Assembly in discussing the contents of the agenda;

- Present the draft, conclude on the necessary issues for the Congress to vote on;

- Answer the issues requested by the Congress;

- Resolve issues arising throughout the Congress.

- The working principle of the Presidium: The Presidium works on the principle of collective, democratic centralism, and decisions are made by majority vote.

V. RESPONSIBILITIES OF THE SECRETARIAT

- Conduct the activities of the Company's General Shareholders' Meeting according to the program approved by the General Shareholders' Meeting;

- Guide the delegates and the General Assembly in discussing the contents of the agenda;

- Present the draft, conclude on the necessary issues for the Congress to vote on;

- Answer the issues requested by the Congress;

- Resolve issues arising throughout the Congress.

- The working principle of the Presidium: The Presidium works on the principle of collective, democratic centralism, and decisions are made by majority vote.

VI. DUTIES OF THE BALLOT COMMITTEE:

1. The General Meeting of Shareholders elects one or more members to the Ballot Counting Committee upon the recommendation of the Chairperson of the meeting. The general meeting of shareholders elects one or more people to the Ballot Counting Committee upon the recommendation of the meeting chairperson. Candidates participating in the nomination and election process are not allowed to be part of the Ballot Counting Committee.

2. The duties of the Ballot Counting Committee:

- Disseminate principles, regulations, and guidelines on how to vote and elect.
- Review and report to the Congress any violations of voting and election regulations or complaints regarding the voting and election results;
- Check and record the ballots, prepare the vote counting minutes, announce the results; hand the minutes to the Chairperson.

VII. COMMITTEE FOR THE VERIFICATION OF DEPUTY STATUS:

1. The Delegate Eligibility Verification Committee of the Congress consists of 03 members, including 01 Head of the Committee and other members, introduced to the Congress by the Chairperson.

2. The duties of the Delegate Eligibility Inspection Committee:

- Check the status and situation of shareholders and their representatives attending the meeting.
- The Head of the Delegate Eligibility Verification Committee reports to the General Meeting of Shareholders on the attendance of shareholders at the meeting. If the meeting has a sufficient number of shareholders and authorized representatives with the right to attend, representing more than 50% of the total voting shares, then the Company's General Meeting of Shareholders will be held.

VIII. MINUTES OF THE SHAREHOLDERS' MEETING:

All contents of the shareholders' meeting must be recorded by the Secretary of the General Meeting in the minutes of the shareholders' meeting. The minutes of the shareholders' meeting must be read and approved before the meeting is adjourned.

VII. IMPLEMENT:

- All delegates, representatives, and guests attending the General Meeting are responsible for fully complying with the provisions outlined in this Regulation, the current regulations, internal rules, and management regulations of the Company, as well as the relevant legal provisions.

- The convener of the General Meeting of Shareholders has the right:
- Require all attendees to undergo security checks or other security measures;
- Request the competent authority to maintain order during the meeting; expel those who do not comply with the Chairperson's authority, intentionally disrupt the order, obstruct the normal progress of the meeting, or do not comply with security

inspection requirements from the General Meeting of Shareholders.

- Contents not specifically regulated in this regulation shall be uniformly applied according to the provisions of the Company Charter, the 2020 Enterprise Law, and current legal documents.

This regulation takes effect immediately after being approved by the Company's General Meeting of Shareholders. ✓

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.

**ON BEHALF OF THE BOARD OF
DIRECTORS**



**Võ Trần Minh Dang
Chairman of the Board of Directors**

REPORT
On the Performance of the Board of Directors in 2025
and Operational Orientations for 2026

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

Pursuant to the functions and duties of the Board of Directors (BOD) stipulated in the Charter (amended and supplemented) of Tay Ninh Rubber Joint Stock Company, the BOD hereby reports on its 2025 performance and 2026 operational orientations as follows:

I. Report on the Performance of the Board of Directors in 2025:

1. Meetings of the Board of Directors in 2025:

No.	Member	Number of Meetings Attended	Proportion	Reasons for not attending
1	Mr. Vo Tran Minh Dang	33/33	100%	None
2	Mr. Nguyen Hong Thai	33/33	100%	None
3	Mr. Nguyen Thai Binh	33/33	100%	None
4	Mr. Phan Quoc Khai	33/33	100%	None

During these sessions, the BOD promptly issued resolutions and decisions to flexibly direct business and production operations, closely aligning with the targets assigned by the Group and the General Meeting of Shareholders (GMS). BOD members consistently adhered to ethical standards, acting in the best interest of the Company and its shareholders.

2. Activities of the Independent Board Member:

The independent BOD member fully attended 100% of the meetings and was comprehensively provided with updates on the company's financial and business performance. Working closely with the Supervisory Board, the independent member maintained operational safety and ensured that all corporate activities strictly complied with the law and the Corporate Charter.

3. Supervision of the Board of Management:

The BOD maintained close oversight of the Board of Management (BOM) in directing daily operations. The BOM excellently accomplished its duties, fully complying with reporting, explanation, and transparent information disclosure obligations. Business activities, digital transformation, and organizational streamlining (from a 3-tier to a 2-tier model) were executed in accordance with BOD resolutions,

resulting in high management efficiency. The BOM periodically organized monthly and quarterly briefing meetings to evaluate the implementation of business and production activities. Daily business and professional operations strictly adhered to operational and management rules, with all business and production activities ensuring compliance with current legal regulations.

4. Evaluation of 2025 Business, Production, and Financial Performance:

The year 2025 unfolded against a backdrop of mixed opportunities and challenges, particularly weather fluctuations, logistics costs, and labor pressures. With solidarity and efforts from the entire staff, combined with the decisive leadership of the Board of Directors and the Board of Management, the Company successfully completed its assigned tasks.

No.	Assessment Indicators	Unit	Plan Year 2025	Implement Year 2025	Ratio (%)
1	Production output	Tons	8,886.00	9,052.27	101.87
2	Plantation yield	Tons/ha	1.97	2.00	101.52
3	Sales volume	Tons	10,450.00	8,958.34	85.73
4	Total revenue	Million VND	562,635.55	611,829.49	108.74
5	Profit before tax	Million VND	197,072.00	228,762.56	116.08
6	Profit after tax	Million VND	177,686.00	208,898.23	117.57

Regarding production scale: The parent company's self-harvested production reached 9,052.27 tons (exceeding the plan by 1.87%), maintaining a high average yield of 2.00 tons/ha. Notably, the subsidiary Tay Ninh Siem Reap (TNSR) in Cambodia achieved a harvest output of 9,828.27 tons (reaching 109% of the plan).

Regarding consolidated revenue and profit: Total consolidated revenue reached VND 927.518 billion, up 16.10% compared to 2024. Consolidated profit before tax reached VND 270.136 billion. Consolidated profit after tax reached VND 250.577 billion, representing a 13.24% increase year-on-year. Net profit after tax of the parent company alone reached VND 208.898 billion.

5. Selection of the Audit Firm:

The Company issued Decision No. 1433/QD-HDQTCSTN dated July 15, 2025, approving the service provider for the semi-annual financial statements review and the 2025 financial statements audit as: AASC Auditing Firm Company Limited.

6. Remuneration and Salaries of the Board of Directors:

Detailed information on the salaries and remuneration of the Board of Directors will be presented in the Proposal on Remuneration and Salaries of the Board of Directors and the Board of Management submitted to the 2026 General Meeting of Shareholders.

7. Report on Transactions with the Subsidiary and Management-Linked Companies:

Report on transactions between the Company and its subsidiary (Tay Ninh Siem Reap Rubber Development Company) and with companies where BOD members hold management positions: Detailed information regarding these transactions has been

disclosed under Report No. 167/BC-CSTN dated January 29, 2026, on Corporate Governance in 2025; and published on the Company's website in accordance with information disclosure regulations for public companies. These primarily consist of transactions involving the purchase and sale of rubber latex, fuel sales, dividend receipts, and the sale/liquidation of fallen rubber trees.

II. Operational Orientations of the Board of Directors for 2026:

1. The Board of Directors of Tay Ninh Rubber Joint Stock Company respectfully submits the 2026 business and production plan with the following key targets:

- Total revenue and other income: Minimum of VND 1,013,851 million
- Corporate Income Tax (CIT) profit after tax: Minimum of VND 491,268 million
- Return on Equity (ROE): Minimum of 24.42%
- Development investment and bank debt repayment: Maximum of VND 309,631 million.
- Dividend payout amount: Minimum of VND 210,984 million

The Board of Directors respectfully requests the General Meeting of Shareholders to authorize the BOD to adjust the 2026 Business, Production, and Development Investment Plan (when necessary) in line with actual conditions, ensuring maximum efficiency for the Company and its shareholders. Profit distribution will be officially executed upon the availability of the audited 2026 financial statements and as resolved by the 2027 Annual General Meeting of Shareholders in accordance with regulations.

2. To achieve these goals, the BOD focuses on the following primary orientations:

- Implement synchronous, innovative, and effective solutions to strive for the best completion of the 2026 business, production, and development investment targets approved by the 2026 Annual General Meeting of Shareholders.

- Organize business and production activities, and execute economic contracts for the purchase and sale of goods, products, and services in strict compliance with legal regulations to protect the Company's interests.

- Strictly adhere to legal and regulatory provisions in procurement activities to guarantee business continuity and maintain regular enterprise operations, ensuring rigorousness, openness, transparency, economic efficiency, and compliance. In cases where procurement for business operations and regular maintenance involves the signing and execution of economic contracts that cause damage to the enterprise, the legal representative signing the contract and the advisory bodies shall be held accountable under the laws on the management and use of state capital, relevant legislation, and internal regulations.

- Enhance and clearly define the responsibilities of Capital Representatives, Heads, and the Management Board at the Company, as well as the Company's Capital Representatives at joint ventures, affiliates; and invested enterprises of Tay Ninh Rubber Joint Stock Company when performing assigned tasks, ensuring the fulfillment and exceeding of planned targets, and the efficient management and utilization of capital effectively and in compliance with State regulations.

- Strengthen responsibility and improve the validity and efficiency of bidding

activities within investment and procurement operations at the unit, ensuring rigorously, openness, transparency, economic efficiency, and regulatory compliance.

- Intensify inspection and supervision regarding progress and quality throughout the investment execution process. Strictly manage and control investment costs, schedules, and quality during execution to ensure that projects are put into operation on time, maximizing investment efficiency. Organize the final settlement of investment capital for construction items and project completions within the approved total investment budget and within the prescribed deadlines.

- Enhance the management and utilization of houses and land allocated by the State in accordance with legal regulations; organize reviews and implement solutions to enhance land/house utilization efficiency and prevent waste.

- Urgently review and supplement the zoning for industrial parks/clusters, high-tech agricultural projects, and renewable energy projects planned on rubber land under the unit's management in accordance with the law. Focus on implementing procedures for investment policy approval concurrently with investor approval for industrial parks/clusters zoned on rubber land managed by the unit according to legal regulations. Effectively implement high-tech agricultural projects, ensuring legal procedures and investment cost management in line with regulations.

- Complete the establishment of a product traceability system that complies with the European Union Deforestation Regulation (EUDR) following the EU roadmap, enhancing brand and economic value for the products.

- Continue to strengthen guidance, supervision, and support for the subsidiary - Tay Ninh Siem Reap Rubber Development Company, ensuring increasingly efficient operations that meet and exceed the business and production targets aligned with the Vietnam Rubber Group for 2026.

- Capitalizing on the achievements of 2025 and leveraging the fine traditional values of the Vietnam rubber industry and Tay Ninh Rubber Joint Stock Company, the Board of Directors and the Management Board will continue to overcome difficulties, unite, innovate, and strive to achieve the highest performance against the 2026 targets and duties.

The above is the report on the 2025 performance and 2026 operational orientations of the Board of Directors of Tay Ninh Rubber Joint Stock Company.

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.

ON BEHALF OF THE BOARD OF DIRECTORS



Võ Trần Minh Dang
Chairman of the Board of Directors

REPORT

On the Activities of the Supervisory Board in 2025 and the Operational Plan for 2026

To: The General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

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

Pursuant to the amended and supplemented Charter of Tay Ninh Rubber Joint Stock Company;

Pursuant to the Charter of the Supervisory Board of Tay Ninh Rubber Joint Stock Company.

The Supervisory Board hereby reports to the General Meeting of Shareholders on the Company's 2025 results and 2026 work plan as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD

1. Personnel and Meetings of the Supervisory Board: The Supervisory Board for the 2022–2027 term consists of 3 members:

- Ms. Dang Thi Bong – Chief Supervisor
- Mr. Do Phu Hong Quan – Member
- Ms. Khuc Thi My Trinh – Member

The Supervisory Board members properly performed their assigned duties and complied with the Company Charter and the Supervisory Board Charter. In 2025, the Supervisory Board held 05 meetings, with 100% attendance by all members.

On 12/3/2026, the Company received the resignation letter of Mr. Do Phu Hong Quan, a Supervisory Board member. This matter was disclosed in accordance with applicable regulations.

2. Self-Assessment of Activities in 2025:

In implementation of the inspection and supervision plan approved at the 2025 Annual General Meeting of Shareholders, the Supervisory Board carried out regular monitoring and inspection activities focusing on the following areas:

- Monitoring compliance with State laws, the Company Charter, and the Company's internal regulations;
- Monitoring the implementation of resolutions adopted by the 2025 Annual General Meeting of Shareholders;

- Monitoring the direction and operation of the Board of Directors and the performance of the Board of Management;
- Reviewing the appropriateness of decisions made by the Board of Directors and the Board of Management in management and administration;
- Monitoring the implementation of the 2025 business plan and basic construction investment plan;
- Reviewing the 2025 financial statements and assessing the legality, reasonableness, and accuracy of accounting records and financial statement presentation;
- Monitoring related-party transactions and information disclosure in accordance with securities law.

To improve the effectiveness of inspection and supervision, responsibilities were allocated to each member by area as follows:

• **Ms. Dang Thi Bong – Chairperson of the Supervisory Board:**

Prepared quarterly and annual inspection and supervision plans; developed work plans and coordinated task assignments; supervised production and business activities, rubber processing, and rubber sales and purchases; supervised compliance with State regulations on tendering and routine procurement; supervised replanting, care, and disease control in immature rubber plantations; supervised tapping, care, and disease control in mature plantations. She was generally responsible for all inspection and supervision activities of the Supervisory Board.

• **Mr. Do Phu Hong Quan – Supervisory Board Member:**

Supervised profit distribution, allocation to funds, and the Company's capital utilization, preservation, and development; supervised compliance with State regulations on basic construction investment management; supervised capital contribution projects in subsidiaries, associates, and other long-term financial investments; and coordinated with other Supervisory Board members in periodic and ad hoc inspections as assigned.

• **Ms. Khuc Thi My Trinh – Supervisory Board Member:**

Supervised occupational safety, labor protection, and the Company's implementation of labor law; supervised the establishment and implementation of salary scales and payroll tables, labor and wage planning, and salary and bonus payments for management personnel and employees in accordance with State regulations; supervised employee welfare, insurance, and social security policies; and coordinated with other Supervisory Board members in periodic and ad hoc inspections as assigned.

Overall assessment: The members of the Supervisory Board consistently maintained mutual respect and effective coordination. In performing their duties, they remained independent, objective, and honest, acting in the interests of the Company and its shareholders. The Supervisory Board members fulfilled their assigned duties effectively.

3. Remuneration and Expenses:

In 2025, the Company paid VND 1,022 million in salaries and remuneration to the Supervisory Board, as detailed below:

No.	Name	Position	Salary/Remuneration (VND million)
1	Ms. Dang Thi Bong	Chief Supervisor	950.4
2	Mr. Do Phu Hong Quan	Member	36.0
3	Ms. Khuc Thi My Trinh	Member	36.0
Total			1,022.4

The Company fully paid salaries/remuneration to all Supervisory Board members. These amounts are separately disclosed in the 2025 financial statements in accordance with applicable regulations.

4. Coordination between the Supervisory Board, the Board of Directors, the Board of Management, and other managers:

The Supervisory Board fully attended meetings of the Board of Directors and the Company's monthly and weekly review meetings to stay informed of business operations. It also contributed opinions and made recommendations to the Board of Directors and the Board of Management within its scope of authority and responsibility.

The Supervisory Board maintained a strong working relationship with the Board of Directors and the Board of Management in implementing assigned tasks. The Board of Directors and the Board of Management duly considered and absorbed the Supervisory Board's comments and recommendations in order to achieve the highest effectiveness in governance and administration.

During the performance of its duties, the Supervisory Board received close attention and favorable conditions from the Board of Directors, the Board of Management, and the functional departments and affiliated units, enabling it to complete its functions and responsibilities.

II. RESULTS OF INSPECTION AND SUPERVISION IN 2025

1. Supervision of the Board of Directors:

The Board of Directors consisted of four members:

- Mr. Vo Tran Minh Dang – Acting Chairperson of the Board of Directors
- Mr. Nguyen Hong Thai – Member
- Mr. Nguyen Thai Binh – Member
- Mr. Phan Quoc Khai – Independent Member

Under the Company Charter, the Board of Directors should consist of five members. Accordingly, one Board seat remained vacant.

The Board of Directors proactively followed the objectives and orientations set out in the 2025 Annual General Meeting of Shareholders' Resolution and the Company's actual circumstances in order to provide timely direction and meet operational requirements effectively.

The Board of Directors maintained regular meetings in accordance with regulations. During meetings, all members attended fully and worked with a strong sense of responsibility to issue timely resolutions and decisions to guide the Company's business operations.

In 2025, the Board of Directors issued 33 resolutions and decisions within its authority. These resolutions and decisions were issued in accordance with the Board's functions and powers, and their contents were aligned with the policies and agreements of the Vietnam Rubber Industry Group.

On 15/5/2025, the Board of Directors approved and issued key decisions to implement the transformation of the Company's operating model from three levels (Company – Plantation/Factory – Production Team) to two levels (Company – Production Team, Processing Plant), and to review and reduce the proportion of indirect labor. This helped reduce intermediary administrative procedures, align with new development trends, and deliver positive results in the Company's business operations.

The Board of Directors successfully convened and organized the 2025 Annual General Meeting of Shareholders on 27/6/2025.

The Board of Directors complied with the resolutions of the General Meeting of Shareholders, the Charter, the Company regulations, and applicable laws; it properly exercised its powers and functions and consistently protected the interests of the Company and its shareholders.

2. Supervision of the Board of Management:

- Mr. Nguyen Hong Thai – General Director
- Mr. Phan Xuan Huong – Deputy General Director (effective from 01/5/2025)
- Mr. Ho Trung Nghia – Deputy General Director, concurrently General Director of Tay Ninh Siem Reap Rubber Development Company

The Board of Management effectively implemented the resolutions and decisions of the Board of Directors.

It managed business operations flexibly in line with the Company's actual conditions, regularly held scheduled and ad hoc review meetings to assess implementation results, and promptly issued directions and solutions to achieve high operational efficiency. Digitalization was continuously applied in plantation management, helping improve labor productivity and management effectiveness.

3. Supervision of business plan implementation:

Although the rubber selling price remained relatively stable in 2025, the Company still faced multiple challenges, including climate change, drought, and irregular rainfall affecting tapping output; rising input material costs; and intense competition for labor from nearby industrial parks. Nevertheless, the Board of Management responded flexibly, introduced many practical solutions, and, together with the determination and efforts of all employees, enabled the Company to successfully complete its assigned tasks. Production, revenue, and profit targets all exceeded the planned levels.

- Self-produced output: 9,052 tons / 8,886 tons, equal to 101.8% of plan.
- Sales volume (harvested rubber): 8,814 tons / 9,450 tons, equal to 93.3% of plan.
- Total revenue: VND 611.83 billion / VND 562.64 billion, equal to 108.7% of plan.
- Total profit before tax: VND 228.76 billion / VND 197.07 billion, equal to 116.1% of plan.
- Total profit after tax: VND 208.90 billion / VND 177.69 billion, equal to 117.6% of plan.
- Expected dividend ratio (%/par value): 30% / 29%, equal to 103% of plan.

(Note: Figures are based on the audited separate financial statements for 2025.)

4. Review of the 2025 financial statements:

According to the Independent Audit Reports No. 200326.003/BCTC.HCM and No. 200326.004/BCTC.HCM dated 20/3/2026 issued by AASC Auditing Firm Co., Ltd., the 2025 separate and consolidated financial statements of Tay Ninh Rubber Joint Stock Company fairly and appropriately present, in all material respects, the Company's financial position as of 31 December 2025, as well as its business performance and cash flows for the year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese accounting regime, and relevant legal regulations governing the preparation and presentation of financial statements.

Based on the review results of the 2025 financial statements, the Supervisory Board concurred with the audit opinions of AASC Auditing Firm Co., Ltd.

Key audited indicators from the 2025 separate financial statements:

- Total assets: VND 1,970,794,922,248
- Current assets: VND 478,189,747,017
- Non-current assets: VND 1,492,605,175,231
- Total capital: VND 1,970,794,922,248
- Liabilities: VND 149,476,716,954
- Equity: VND 1,821,318,205,294
- Capital preservation ratio in 2025: 1.02 ($H > 1$). Accordingly, the Company preserved shareholders' capital.
- Return on equity (ROE): 13.3%
- Return on assets (ROA): 10.6%
- Current ratio: 4.08 times. The Company had no overdue liabilities.

Cash flow position in 2025:

- Net cash flow from operating activities: VND 105.38 billion
- Net cash flow from investing activities: VND 35.94 billion
- Net cash flow from financing activities: VND -10.39 billion

- Net cash flow in 2025: VND 130.93 billion
- Cash and cash equivalents at 01/01/2025: VND 182.62 billion
- Effect of exchange rate changes: VND 0.0 billion
- Cash and cash equivalents at 31/12/2025: VND 313.55 billion

Key audited indicators from the 2025 consolidated financial statements:

- Total assets: VND 2,401,917,063,259
- Current assets: VND 684,370,056,045
- Non-current assets: VND 1,717,547,007,214
- Total capital: VND 2,401,917,063,259
- Liabilities: VND 277,986,154,454
- Equity: VND 2,123,930,908,805
- Consolidated revenue: VND 927,518,304,284
- Profit/loss from joint ventures and associates: VND 1,525,061,320
- Consolidated profit before tax: VND 270,135,818,054
- Consolidated profit after tax: VND 250,576,501,599

Cash flow position in 2025:

- Net cash flow from operating activities: VND 205.07 billion
- Net cash flow from investing activities: VND -19.39 billion
- Net cash flow from financing activities: VND -57.22 billion
- Net cash flow in 2025: VND 128.46 billion
- Cash and cash equivalents at 01/01/2025: VND 260.10 billion
- Effect of exchange rate changes: VND 14.73 billion
- Cash and cash equivalents at 31/12/2025: VND 403.29 billion

5. Supervision of investment activities:

Total investment in 2025 amounted to VND 36.51 billion out of a planned VND 304.22 billion, equal to 12.0% of plan, including:

- Agricultural construction works: VND 14.47 billion
- Investment in machinery and equipment: VND 5.96 billion
- Other basic construction items: VND 16.08 billion

The Company carried out care activities for immature rubber plantations according to agricultural estimates and ensured investment levels did not exceed the approved norms. Each month, the Company conducted acceptance and assessment of the plantation care progress at each team to ensure that the immature plantations were properly cared for and developed well.

In 2025, the Company did not make additional capital contributions to any long-term investment projects. As of 31/12/2025, the Company was investing in six projects

with a total amount of VND 1,134 billion.

The Company followed the proper sequence and procedures for capital investment. All projects were agreed by the Vietnam Rubber Industry Group and were approved by resolutions of the Company's Board of Directors. The Company also properly appointed capital representatives.

Dividend recognition in 2025 was as follows:

- Tay Ninh Siem Reap Rubber Development Company: Profit for 2024 remitted to the Company amounted to VND 54.16 billion.
- Vietnam Laos Rubber Joint Stock Company: The 2024 dividend distribution rate was 10.62% of charter capital, equivalent to VND 8.23 billion in dividends received by the Company. The full amount was received.
- Vietnam Rubber Urban and Industrial Zone Development Joint Stock Company: The 2024 dividend distribution rate was 35% of charter capital, equivalent to VND 6.18 billion in dividends received by the Company. The full amount was received.

Tay Ninh Siem Reap Rubber Development Project

Approved total investment capital for the project was VND 1,360.69 billion, equivalent to USD 64.79 million, of which the parent company's equity contribution was VND 952.48 billion, accounting for 70% of total investment, and loan capital was VND 408.2 billion, accounting for 30% of total investment.

Project funding structure as of 31/12/2025:

No.	Funding source	Unit	Per Investment Certificate	Implemented to 31/12/2025	%
1	Equity contribution by the parent company	USD	45,356,000.00	44,792,300.00	98.8
2	Loan capital	USD	19,438,000.00	11,815,000.00	60.8
	Total	USD	64,794,000.00	56,607,300.00	87.4

With respect to the SHB Phnom Penh loan: the project's total loan balance was USD 11,815,000. In 2025, Tay Ninh Siem Reap Rubber Development Company fully repaid the outstanding loan balance.

Business performance:

Indicator	Unit	Actual 2024	2025 Plan	2025 Actual	% vs. Plan	% vs. LY
Immature rubber area	Ha	898.39	-	-	-	-
Exploitable rubber area	Ha	5,512.12	6,410.51	6,410.51	100%	116%
Harvested output	Tons	8,268.680	9,050.00	9,828.268	109%	119%
Sales volume	Tons	7,123.721	9,050.00	8,132.069	90%	114%
Total revenue	VND million	305,311.49	364,235.00	369,849.22	102%	121%
Including:						
Revenue from harvested	VND	305,003.78	363,810.00	367,159.35	101%	120%

Indicator	Unit	Actual 2024	2025 Plan	2025 Actual	% vs. Plan	% vs. LY
rubber	million					
Financial income	VND million	307.71	425.00	2,663.50	627%	866%
Other income	VND million			26.38		
Profit before tax	VND million	86,992.35	53,941.00	95,533.66	177%	110%
Profit after tax	VND million	86,990.76	53,941.00	95,533.66	177%	110%
Full cost	VND million	28.99	34.57	33.48	97%	115%
Average labor	Persons	862	1,490	912	61%	106%
Average income	VND million/person/month	10.14	7.28	8.93	123%	88%
Payable to the Cambodian State Budget	VND million	7,545.18	6,295.81	13,259.61	211%	176%

In 2025, Tay Ninh Siem Reap Rubber Development Company successfully fulfilled its assigned business tasks. Output, revenue, and profit all exceeded the planned targets.

6. Supervision of labor and wages:

The Company implemented salary payments, employee benefits, and labor policies in strict compliance with the Labor Code, the Charter, and the Company's wage regulations. Salaries were paid in cash once per month, from the 5th to the 10th of each month. Starting in 2026, the Company has paid wages to employees via bank transfer.

The total actual wage fund in 2025 was VND 184.748 billion, equal to 115.3% of the planned wage fund. The Company paid wages from January 2025 to December 2025 totaling VND 160.722 billion. The wage reserve carried forward to 2026 was VND 24.026 billion.

The Company properly signed labor contracts in accordance with the Labor Code and fully participated in social insurance, health insurance, and unemployment insurance. It also properly implemented employee welfare policies such as hazardous condition allowances, shift meals, travel allowances, holiday bonuses, and personal protective equipment procurement, thereby ensuring a safe working environment and good occupational health and safety practices.

7. Compliance with obligations to the State Budget:

In 2025, the Company fully met its obligations to the State Budget. The total amount payable to the State Budget was VND 60.57 billion. The Company declared and paid all taxes in full and on time in accordance with regulations.

- The Company received a 30% reduction in 2024 land rent, with a total reduction of VND 9.1 billion under Decision No. 597/QĐ-CCTKV.XVI-TNI dated 16/5/2025. The Company recorded the reduction for mature plantation land, factories, offices, etc. as other income, and recorded the reduction in land rent expense for immature and replanting plantation areas as a reduction of investment project costs, in accordance with the 2025 financial reporting guidance issued by the Group in Official Letter No. 3441/CSVN-TCKT dated 26/12/2025.

- The Company received a 30% reduction in 2025 land rent, with a total reduction of VND 10.5 billion under Decision No. 2110/QĐ-TNI dated 07/11/2025. The Company recognized the reduction in 2025 expenses in accordance with regulations.

8. Supervision of related-party transactions and information disclosure:

On 16/01/2025, the Company's Board of Directors issued Resolution No. 77/NQ-HDQTCSTN authorizing the General Director to organize the performance of contracts and transactions with related parties as required by law in 2025.

Related-party transactions were fully disclosed in the financial statements and the corporate governance report in accordance with regulations.

Internal transactions with Group member units in 2025 were as follows:

No.	Company	Relationship	Type of transaction
1	Vietnam Rubber Industry Group	Parent company	Sale of rubber latex Sale of fuel (gasoline, diesel)
2	Rubber Trading, Services and Tourism JSC	Company in which Tay Ninh Rubber JSC holds an equity stake – a member unit of Vietnam Rubber Industry Group	Sale of fuel (gasoline, diesel)
3	Nghe An Rubber Investment and Development JSC	Member unit of Vietnam Rubber Industry Group	Rubber processing
4	Rubber Research Institute	Member unit of Vietnam Rubber Industry Group	Purchase of plantation supplies: adhesive, Hexin, LSMC...
5	Vietnam Rubber Printing Co., Ltd.	Member unit of Vietnam Rubber Industry Group	Purchase of labels
6	Ben Thanh Rubber JSC	Member unit of Vietnam Rubber Industry Group	Purchase of tire casings/inner tubes
7	Eastern College Co., Ltd.	Member unit of Vietnam Rubber Industry Group	Training services

The Company carried out information disclosure in full compliance with Circular No. 96/2020/TT-BTC on disclosure in the securities market and the Company's information disclosure regulations.

III. COMMENTS AND RECOMMENDATIONS

In 2025, the Company faced numerous difficulties and challenges, such as adverse weather conditions affecting rubber latex tapping, rising input material costs, and a shortage of tapping labor. However, rubber selling prices remained relatively high and stable throughout the year.

The Company's management demonstrated flexible leadership and effectively leveraged the role of the Trade Union and Youth Union in supporting and mobilizing employees to work together to overcome difficulties and accomplish assigned tasks. The Company properly implemented employee benefits and policies, fully complied with tax obligations to the State, and maintained a 2025 dividend payout ratio higher than planned (actual dividend ratio: 30% of par value).

To build on the achievements in 2025 and achieve the 2026 targets, the Supervisory Board makes the following recommendations:

- The Company should continue to maintain effective governance and administration, and promptly complete the Board of Directors' personnel structure to further strengthen governance performance.
- The Company should continue reviewing and streamlining its organizational structure and reducing the proportion of indirect labor in line with Group-wide policies; it should further leverage the two-level operating model to improve labor productivity, business efficiency, and the Company's stable and sustainable development.
- The role and responsibilities of the Company's capital representatives in subsidiaries, joint ventures, and associates should be continuously strengthened in accordance with the Company's internal regulations.
- The Company should continue reviewing, revising, and supplementing its internal governance regulations to ensure consistency with Group requirements and current legal provisions.
- The Company should closely follow the 2026 business targets approved by the General Meeting of Shareholders, continuously review and strictly control cost items, and regularly monitor and forecast market conditions in order to implement flexible solutions regarding sales, inventory, and selling prices, thereby securing profit and cash flow for business operations.

IV. OPERATION PLAN IN 2026

1. Inspect and supervise compliance with legal regulations, the Company Charter, and the implementation of resolutions adopted by the 2026 Annual General Meeting of Shareholders.
2. Inspect and supervise the issuance and implementation of resolutions and decisions of the Company's Board of Directors.
3. Inspect and supervise the implementation of the 2026 business plan and basic construction investment plan.
4. Review the semi-annual financial statements and the 2026 annual financial statements.

5. Supervise and review contract signing and transactions with related parties; monitor information disclosure activities in the securities market in accordance with legal requirements.

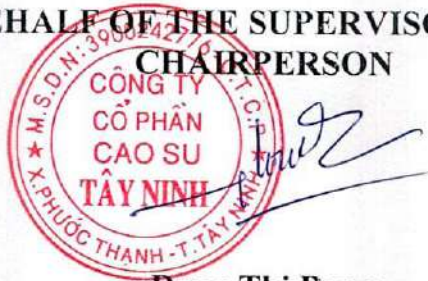
6. Supervise other matters within its functions and duties as necessary.

The above is the 2025 performance report and the 2026 work plan of the Supervisory Board of Tay Ninh Rubber Joint Stock Company, submitted to the 2026 Annual General Meeting of Shareholders for approval.

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.

**ON BEHALF OF THE SUPERVISORY BOARD
CHAIRPERSON**



Dang Thi Bong

REPORT

Regarding the situation of production and business activities in 2025 and production and business plan in 2026

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

I. SITUATION CHARACTERISTICS:

Advantages:

- The Company has consistently received support and guidance from the leadership of the Group, the departments of Vietnam Rubber Group, the local authorities at all levels, and the solidarity of the entire workforce in striving to fulfill common tasks.

- World rubber prices in 2025 remained at a relatively good and stable level, ensuring that the Company's business performance met and exceeded the assigned plan.

- Disease prevention and control work on the rubber plantations received close and thorough direction; the disease-control process has been increasingly improved, and the plantations were regularly inspected and monitored, helping to detect diseases early and handle them at the right time, thereby ensuring stable plantation growth and maintaining product yield and quality.

- The commercial plantations implemented early tapping-bark planning, with materials provided fully and in a timely manner and complete fertilization, contributing to high-efficiency harvesting.

- The streamlining of the management structure from three levels to two levels shortened intermediary stages and reduced overlaps in management. As a result, management efficiency improved, labor productivity increased, production discipline was strengthened, and resources were used more effectively, enabling the Company to achieve its assigned targets.

Challenges:

The Company's production and business activities continued to face numerous adverse factors across several areas, specifically:

- Prolonged geopolitical conflicts in some strategic regions and inflation, although easing, remaining at a high level, increased production and logistics costs worldwide. Consequently, the prices of many raw materials, fuels, and production fertilizers tended to rise, placing significant pressure on the Company's business efficiency.

- Domestic weather patterns were highly erratic, with severe heat waves lasting throughout the dry season and abundant rainfall, including out-of-season rain during

the rainy season. In particular, in 2025, the continuous occurrence of storms and floods (more than 10 storms) directly affected plantation growth, reduced the number of effective tapping days, and adversely impacted labor productivity and the progress of production targets.

- The Company's rubber land has undergone multiple replanting cycles, leading to soil exhaustion, nutrient deficiency, and declining fertility. Plantation quality has continued to deteriorate, resulting in lower and lower plantation productivity.

- Labor competition between nearby industrial zones and the Company has become increasingly intense. Due to the physically demanding nature of the work and income that has not kept pace with the local market level, labor turnover and shortages occurred at certain times in Group 3 plantations, affecting the Company's production plan implementation.

In 2025, amid intertwined difficulties and challenges, the Company's Board of Directors and Executive Board were proactive and decisive in leadership and management; they flexibly implemented practical solutions, optimized resources, controlled costs, and maintained production pace. Building on the rubber sector's long-standing tradition of solidarity, diligence, and resilience, the Company's management and workforce joined hands and turned difficulties into motivation, striving to fulfill at the highest possible level the 2025 targets assigned by the Group.

Alongside production and business tasks, the Company has always placed employees at the center. The Trade Union and mass organizations have effectively served as a bridge, accompanying the workforce, promptly encouraging and safeguarding employee rights, thereby strengthening consensus, reinforcing trust and internal strength, helping the Company gradually overcome difficulties, maintain stability, and move toward sustainable development.

II. PRODUCTION AND BUSINESS RESULTS IN 2025:

1. Production Activities:

1.1. Plantation area: (Unit: ha)

Area/Unit	Thanh Duc	Hiep Thanh	Binh Linh	Cau Khoi	Cau Sat	Ben Cui	Ben Lay	Total
A - Rubber area	1.701,6	519,1	831,8	973,2	835,1	1.292,6	937,6	7.091,1
I - Replanting	15,6	0,0	0,0	142,2	0,0	49,1	0,0	206,9
II - Off-season liquidation	0,0	0,0	0,0	111,1	0,0	29,4	43,4	183,9
III - Immature plantations	1.190,7	125,0	113,3	0,0	97,6	309,5	45,8	1.881,9
IV - Commercial plantations	495,3	394,1	718,5	719,9	737,5	904,7	848,4	4.818,4
* Self-operated tapping	495,3	279,9	718,5	598,0	737,5	844,3	848,4	4.521,8

Area/Unit	Thanh Duc	Hiep Thanh	Binh Linh	Cau Khoi	Cau Sat	Ben Cui	Ben Lay	Total
* Concession tapping	0,0	114,3	0,0	122,0	0,0	60,4	0,0	296,6
B - Non-tapping area	0,0	14,1	0,0	0,0	0,0	0,0	0,0	14,1
TOTAL (A+B)	1.701,6	533,2	831,8	973,2	835,1	1.292,6	937,6	7.105,2

1.2. Commercial plantations:

- In 2025, the Company carried out white mildew disease prevention spraying combined with foliar fertilizer application during the leaf-shedding season to maintain a healthy, stable leaf canopy and implemented the 2025 tapping schedule planning, thereby securing optimal output from the very start of the 2025 tapping season.

- Single inorganic fertilizer applications were carried out, with the dosage reaching 90% of the 2020 Technical Process norm, applied once at the beginning of the rainy season when the soil had sufficient moisture.

- From the beginning of the 2025 tapping season, the Company identified production targets as a top priority. Local management levels proactively communicated and encouraged employees to register for supplementary tapping to minimize latex losses caused by rainstorms and floods. In 2025, the Company recorded a total of 91 tapping cuts per year per plot.

Production performance in 2025:

No.	Content	Plan (tons)	Actual (tons)	Completion rate (%)
1	Self-operated tapping	8.886	9.052,268	101,87
2	Concession tapping rights	514	236,155	45,94
	Total	9.400	9.288,423	98,81

The average productivity of self-operated plantations in 2025 reached 2,002 tons/ha. The Company's average productivity over the past 10 years is as follows:

Year	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Company	2,210	1,918	2,139	2,129	2,178	2,098	2,195	2,193	2,113	2,041	2,002

- The management of tapping technical procedures was maintained and implemented effectively. The skill level of latex-harvesting workers was assessed as fairly good to excellent for more than 98%.

1.3. Care of immature plantations:

Regular care and monitoring of disease conditions were carried out on 1,881.9 ha of immature rubber plantations. The year-end 2025 inspection and quality assessment of immature plantations showed that most plantations across the teams increased girth by 1 cm to 8.3 cm compared with the technical process standards.

1.4. 2025 replanting program:

- In 2025, the Company planned 391.20 ha of replanting, of which 206.87 ha were actually replanted. The remaining area, including 183.88 ha from rubber plantations liquidated through auction and not replanted in time for the 2025 schedule, was carried over to 2026, and 0.45 ha was reduced due to conversion into the road corridor area in accordance with regulations.

- The replanted plantations were well cared for, disease prevention and treatment were timely, and standards were met as required. The 2025 quality assessment of replanted plantations showed a survival rate of 99.8%, 91.2% of trees with four or more leaf layers, and an average of 4.8 leaf layers per tree.

1.5. Seed garden:

Area: 1.99 ha. The Company has been carrying out care, fertilization, removal of wild shoots, and timely disease prevention and treatment. To date, the plantation has reached 5-6 leaf layers, and timber for seed purposes is expected to be harvested in Q1/2026.

1.6. Fertilizer application:

In 2025, the Company purchased fertilizers and prepared application plans for each rubber plantation category. The fertilizer quantities used in 2025 were as follows:

No.	Fertilizer type	Replanting	Immature plantations	Commercial plantations	Total
1	NPK 16-16-8 fertilizer	0	53,933	0	55,933
2	NPK 16-8-16 fertilizer	0	0	5,797	5,797
3	Organic microbial fertilizer	244,345	0	27,397	271,742
4	Urea	11,887	90,402	404,547	506,836
5	Phosphate fertilizer	34,334	261,025	570,455	865,814
6	Potash fertilizer	4,383	33,963	308,229	346,575

Application methods: In 2025, the Company applied two fertilization methods, namely manual and mechanized application, as follows:

No.	Plantation category	Fertilized area (ha)	Manual (ha)	Mechanized (ha)
1	Replanting	206,87	206,87	-
2	Immature plantations	1.756,91	421,39	1.335,52
3	Commercial plantations	4.009,56	10,07	3.999,50
	Total	5.973,34	638,32	5.335,02

1.7. Disease prevention and control:

1.7.1. White mildew:

In 2025, preventive spraying against white mildew was carried out on commercial plantations over an area of 3,953.41 ha, accounting for approximately 82.05% of the Company's total commercial plantation area. The area not sprayed against white mildew is located within the planning area of Hiep Thanh Industrial Park.

Overall, 100% of the plantations treated for white mildew prevention and control achieved high effectiveness. To date, most plantations have dense, stable green foliage with high canopy coverage, and the treated plantations are relatively free of disease.

1.7.2. Pink disease:

Since July 2025, pink disease has appeared on plantations established in the 2017-2021 period. The Company conducted inventory, marking, and treatment spraying for pink disease across 1,727 ha.

1.7.3. Round leaf spot defoliation disease (RLSD):

In August 2025, symptoms of round leaf spot defoliation disease were detected on 414.5 ha of commercial rubber plantations and 289.5 ha of immature plantations, with disease severity ranging from very mild to moderate; a small area showed increasing severity. The Company carried out treatment spraying on 275 ha of plantations with moderate or higher severity.

1.7.4. Tapping panel strip disease:

The Company regularly inspected and applied preventive treatment against tapping panel strip disease on commercial rubber plantations at a dosage of 650 trees/kg. Preventive treatment was applied twice during periods of heavy rainfall.

1.8. Procurement - processing:

As of 31/12/2025, the total processed rubber output reached 9,907.537 tons, including 9,074.907 tons of harvested latex and 688.485 tons of toll-processed latex. Purchased latex amounted to 144.145 tons.

1.9. Quality management:

Quality management was implemented in a synchronized and tightly controlled manner across the entire production chain, ensuring that the whole processing process (from input materials to finished products) complied with technical standards, quality requirements, and traceability requirements.

Product quality trends were monitored regularly through quality control charts and process capability index (CPK), enabling timely detection of abnormalities and corrective and improvement actions. In 2025, product quality remained stable, and the proportion of finished products meeting VRG standards was high across most product categories.

Laboratory management was carried out in accordance with regulations, and factors affecting test results were strictly controlled in line with ISO/IEC 17025:2017 requirements, ensuring the reliability of test results.

Inspection and supervision of wastewater treatment system operation at the two factories were carried out regularly, ensuring that discharged wastewater complied with National Technical Regulation QCVN 01-MT:2015/BTNMT.

In addition, monitoring, inspection, and supervision of maintenance activities at the two factories were conducted regularly, ensuring that machinery and equipment used for production were maintained and serviced according to plan, on schedule, and in line with requirements.

2. Business performance results:

No.	Indicator	Unit	2025 plan	2025 actual	Rate (%)
1	Area - output				
	- Total area	Ha	7.091,53	6.907,20	97,40
	- Concession tapping area	Ha	296,61	182,33	61,47
	- Total harvested rubber area	Ha	4.521,81	4.521,81	100,00
	- Yield	Tons/Ha	1,97	2,00	101,52
	- Actual output	Tons	8.886,00	9.052,27	101,87
2	Rubber purchased during the period	Tons	1.000	144,145	14,41
3	Rubber processed	Tons	9.886,00	9.219,05	93,25
4	Sales		10.450,00	8.958,34	85,73
5	Total revenue	VND million	562.635,55	611.829,49	108,74
5.1	Production and business	VND million	461.419,00	481.135,24	104,27
5.2	Financial activities	VND million	63.658,01	78.808,72	123,80
5.3	Other activities	VND million	37.558,54	51.885,53	138,15
6	Total expenses	VND million	365.563,55	383.066,93	104,79
6.1	Production and business	VND million	362.100	382.616,89	105,50
6.2	Financial activities	VND million	-	(1.530,58)	-
6.3	Other activities	VND million	3.464	1.980,62	57,18
7	Profit before tax	VND million	197.072,00	228.762,56	116,08
8	Profit after tax	VND million	177.686,00	208.898,23	117,57
9	Total capital requirement	VND million	304.225,00	36.514,92	12,00

3. Labor, salary, income situation:

- Headcount at the beginning of the period: 1,306 employees
- Increase during the period: 400 employees
- Decrease during the period: 471 employees, including:
 - Retirements: 0
 - Resignations: 471 employees
- Headcount at the end of the period: 1,235 employees
- Average workforce during the year: 1,270 employees.

- The agreed total planned payroll for 2025 is VND 160,293,503,956, and the actual payroll for 2025 is VND 184,748,251,323 (including 2 months of planned salary added to the 2025 actual payroll, totaling VND 24,563,824,395).

- Average planned salary for 2025: VND 8,418,216/person/month. Average actual salary for 2025: VND 12,122,589/person/month, reaching 144.00% of the planned average salary.

- Average planned income for 2025: VND 9,776,793/person/month. Average actual income for 2025: VND 14,177,988/person/month, reaching 145.02% of the planned average income.

- In-kind compensation for hazardous conditions for workers in 2025: VND 7.076 million.

- Provision of personal protective equipment for employees: VND 1.346 million.

- Mid-shift meal expenses for Company employees in 2025: VND 9.427 million.

- Breakfast expenses in 2025: VND 3.193 million.

- Expenditures for fire prevention and fighting, occupational safety and hygiene, communication, occupational safety and health training, periodic health checks, etc. were fully and promptly implemented.

4. Financial work:

- Ensured the balance of funding and capital for timely support of production and business activities, investment, payment of salaries, bonuses, benefits and policies for employees, and state budget remittances.

- Ensured accounting and bookkeeping were performed in accordance with regulations.

5. Domestic and overseas investment:

5.1. Tay Ninh Siem Reap PTCS Company: Production and business results in 2025 at the Company are as follows:

No.	Indicator	Unit	2025 plan	2025 actual	Rate (%)
A	B	C	1	2	3
I	VOLUME INDICATORS				
1	Area				
	Total area	Ha	6.410,51	6.410,51	100%
	Immature rubber area	Ha			
	Harvesting rubber area	Ha	6.410,51	6.410,51	100%
2	Output	Tons	9.050,00	9.828,27	109%
	Harvested rubber	Tons	9.050,00	9.828,27	
	Purchased rubber	Tons			
	* Yield	Tons/ha	1,41	1,53	109%
2	Rubber processing	Tons	9.050,00	9.051,00	100%
3	Sales	Tons	9.050,00	8.132,07	90%
II	BUSINESS RESULTS				
1	Total revenue	VND	364.235,00	369.849,22	102%

No.	Indicator	Unit	2025 plan	2025 actual	Rate (%)
		million			
	Revenue from sales of goods and services		363.810,00	367.159,34	101%
	Average selling price	VND million/ton	40,20	45,15	112%
	Financial revenue	VND million	425,00	2.663,50	627%
	Other revenue	VND million	-	26,38	
2	Total expenses	VND million	310.294,00	274.315,56	88%
	Cost of harvested rubber latex	VND million	269.806,75	240.147,83	89%
	Financial expenses	VND million	4.698,64	456,38	10%
	Enterprise management expenses	VND million	24.562,17	26.959,13	110%
	Selling expenses	VND million	11.226,44	6.752,22	60%
	Other expenses	VND million	-	-	-
3	Profit before tax	VND million	53.941,00	95.533,66	177%
	Profit from harvested rubber	VND million	58.214,64	93.300,16	160%
	Profit from financial activities	VND million	(4.273,64)	2.207,12	252%
	Other profit	VND million	-	26,38	-
4	Profit after tax	VND million	53.941,00	95.533,66	178%
5	Total cost	VND million/ton	34,57	33,48	97%
6	Budget remitted	VND million	6.315,81	13.241,78	209%

5.2. Other capital contribution investment projects: (Unit: VND billion)

In 2025, the Company did not make additional capital contributions to investment projects. As of 31/12/2025, the Company had participated in capital contributions to 6 projects, with a total amount of VND 1.134,11 billion, as follows:

No.	Entity	Cumulative as of 31/12/2025
I	Investment in subsidiaries	968,84
1	Tay Ninh - Siem Reap PTCS Company	968,84

No.	Entity	Cumulative as of 31/12/2025
II	Investment in associates	24,50
1	Tay Ninh Wood Processing & Import-Export JSC	24,50
III	Other long-term investments	140,77
1	Dau Tieng - Lao Cai Rubber JSC	36,95
2	Rubber Trade, Services & Tourism JSC	8,66
3	Vietnam Rubber Urban Development & Industrial Park JSC	17,66
4	Viet - Lao Rubber JSC	77,50
	TOTAL	1.134,11

6. Organization of apparatus and personnel:

- The Company completed the appointment process for 4 persons; reappointed 1 person; and transferred/rotated 6 managers and employees.
- Training: In 2025, 36 training and professional development courses were organized, with 2,811 participants (135 female).
- Resignations in 2025: 183 employees. Among them, 62 departing employees received severance allowances totaling VND 4.81 billion.
- The Company implemented salary increases in a timely manner in accordance with regulations.

7. Emulation and commendation:

The Company awarded commendations to 230 groups and 3,373 individuals. Total commendation expenses in 2025 amounted to VND 18.74 billion. Of this, rewards for excellent and good students in the 2024-2025 school year covered 405 students, with an amount of VND 103 million.

8. Legal affairs, military affairs, inspection, and security:

- The Company regularly monitored, communicated, disseminated, and supervised compliance with the Company's charter, the Group's regulations, and applicable laws, especially compliance with legal requirements during the implementation of the Law on Enterprises.

- In coordination with local authorities, the Company organized communications on the Law on Drug Prevention and Control; the Law on Fire Prevention, Fire Fighting and Rescue; and the Road Traffic Safety Law, among others.

- In good coordination with local functional forces, the Company organized 75 patrol and guard sessions with 183 participant turns to maintain political security, order, and social safety before, during, and after public holidays and the Lunar New Year.

The Company detected 16 latex theft cases involving 20 suspects. Seized evidence included 256 kg of assorted latex and 14 motorbikes. The persons, evidence, and vehicles were transferred to local police for administrative penalties totaling VND 10 million. In addition, there were 4 motorbike theft cases involving tapping workers;

and 1 case in which a security guard was assaulted while on duty at the Ben Lay Team, which has been handed over to local police for investigation.

- The Company developed a registration plan with the Tay Ninh Provincial Police to implement the enterprise model meeting the standard of 'Safety in security and order' in 2025. Accordingly, it requested the Tay Ninh Provincial Police to continue recognizing the Company as meeting the 'Safety in security and order' standard.

- In coordination with the Fire Prevention, Fire Fighting and Rescue Police Department of the Tay Ninh Provincial Police, the Company organized 2 sessions with 125 participants and numerous vehicles participating in fire-fighting and rescue drills at the Company in 2025. The drills met the requirements set out in the plan and scenario.

9. Other activities:

During the year, the Company maintained and continuously improved its management systems, including ISO 9001:2015, ISO 14001:2015, ISO/IEC 17025:2017, Forest Management (FM), and Chain of Custody (CoC). Internal audits, process control, corrective actions, and preventive actions were implemented synchronously, thereby ensuring that the management systems operated in accordance with the requirements of the applicable standards, current laws, and the Company's internal regulations.

To proactively comply with the European Union Deforestation Regulation (EUDR), the Company developed and implemented raw-material traceability software from the plantations to the factories, linked with plantation information management in accordance with deforestation-free requirements, contributing to greater supply-chain transparency and strengthening the competitiveness of the Company's rubber products.

At the same time, the Company developed, issued, and applied an integrated set of management-system documents, ensuring consistency among ISO, FM, CoC standards and the Company's current regulations. This helped streamline processes, minimize overlap, improve management efficiency, and create consistency in implementation, thereby contributing to enhanced production and business efficiency and toward sustainable development goals.

III. OVERALL ASSESSMENT OF THE 2025 SITUATION:

Overall, 2025 was a year of many difficulties and challenges for the Company's production and business activities. Complex fluctuations in the global economic and political situation, adverse weather conditions, and a highly competitive labor market directly affected the Company's business performance as well as employee income.

In that context, with the close attention and guidance of the leadership of Vietnam Rubber Group, together with support from authorities and local governments at all levels, the Company remained proactive and flexible in management and administration, synchronously implemented many practical solutions, optimized resources, and promoted the application of scientific and technological advances in production and business, thereby contributing to improved operational efficiency.

By promoting the traditions of solidarity, responsibility, and resilience of the management and workforce, the Company endeavored to overcome limitations, gradually stabilize production, and strive to achieve the highest possible completion of

the assigned targets and tasks. At the same time, the Company consistently focused on improving living conditions, employment, and income for employees, creating consensus, trust, and engagement among the workforce, which serves as an important foundation for the Company's stability and sustainable development in the coming period.

IV. ORIENTATION, TASKS, AND SOLUTIONS FOR 2026:

1. Some targets of the 2026 plan of Tay Ninh Rubber Joint Stock Company:

INDICATOR	Unit	Plan 2026
I. VOLUME INDICATORS		
1 - Total rubber area		6.964,25
- Total harvested rubber area	ha	4.921,72
+ Self-operated harvesting area	ha	4.689,33
+ Contract tapping / concession area	ha	232,39
3 - Total harvested rubber output	tons	9.400,00
- Self-operated harvested output	tons	9.043,00
- Contracted / concession harvested output	tons	357,00
3 - Yield	tons/ha	1,93
4 - Processed output	tons	10.043
5 - Sold output	tons	10.043
II. PRODUCTION AND BUSINESS TARGETS		
1 - Total revenue (minimum)	VND million	1.013.851
2 - Profit before tax (minimum)	VND million	592.407
3 - Profit after tax (minimum)	VND million	491.268
4 - Dividends (minimum)	VND million	210.984
III. INVESTMENT TARGETS:		
1 - Total investment capital requirement (maximum)	VND million	309.631
2 - Capital sources:	VND million	309.631

❖ Some solutions to implement the production and business plan in 2026:

Entering 2026, the year is still forecast to be full of challenges and difficulties, especially given major changes in policies and laws following the merger of provinces and cities and the streamlining of the organizational apparatus from the central to local levels. Against that backdrop, Tay Ninh Rubber Joint Stock Company has identified its overall direction as stabilizing production, improving efficiency in harvesting, processing, and sales, pursuing sustainable development, and placing employees at the center, striving to achieve the best possible completion of the targets and tasks assigned by the Group. The following solutions should be prioritized:

- Proactively develop production operation scenarios that align with market, weather, and labor developments; operate flexibly and promptly address issues arising during production.

- Maximize the effectiveness of the streamlined two-tier organizational model; strengthen delegation and empowerment linked to accountability, especially the responsibility of the head of each unit.

- Intensify inspection and supervision to ensure strict compliance with technical procedures, labor discipline, and production discipline. Organize harvesting in a rational and scientific manner, ensuring tapping-bark planning, extending plantation lifespan, and stabilizing long-term productivity. Be proactive in care and disease prevention; promptly apply scientific and technical advances to production. Carry out fertilization according to technical norms; combine inorganic fertilizers, foliar fertilizers, biological measures, and appropriate technical solutions to restore plantation vigor and reduce exhaustion.

- Strengthen quality control over input materials and processing stages, and improve product quality to meet the requirements of high-standard markets.

- Improve factory operating efficiency; save materials and chemicals, reduce losses, and lower processing costs.

- Closely monitor market developments, flexibly manage sales activities, diversify customers, maintain traditional markets, gradually expand new markets, and improve the Company's economic efficiency and brand value.

- Implement strict management of investment and procurement activities; review and cut unnecessary expenses; and tightly control product cost.

- Maintain and improve the effectiveness of applying management systems, certifications, and standards such as EUDR, VFCS/PEFC, CoC, ISO, and Lean manufacturing. Link production and business activities with environmental protection, efficient use of land resources, and sustainable development.

- Proactively recruit, arrange, and deploy labor rationally, with particular attention to training and development. Prioritize training and using local labor resources.

- Gradually improve income and working conditions, and provide better care for employees' material and spiritual well-being in order to retain and stabilize the production workforce. Promote the role of the Trade Union and mass organizations in caring for and protecting employees' rights and interests, thereby fostering consensus and long-term engagement with the Company.

With a spirit of solidarity, initiative, creativity, and sustainable development, Tay Ninh Rubber Joint Stock Company is determined to overcome difficulties, capitalize on opportunities, and strive to achieve the highest completion of the 2026 targets and tasks, creating a solid foundation for stable development in the years ahead.

2. Some targets of the 2026 plan of Tay Ninh Siem Reap Company:

INDICATOR	Unit	Plan 2026
I. VOLUME INDICATORS		
1 - Rubber area	Ha	6.410,51
- Harvesting area:	ha	6.410,51
2 - Yield:	tons/ha	1,48
3 - Harvested output:	tons	9.500,00

INDICATOR	Unit	Plan 2026
4 - Processed output:	tons	9.500,00
5 - Sales output:	tons	8.550,00
II. PRODUCTION AND BUSINESS TARGETS		
1 - Revenue from sales of goods and services	VND million	390.735,00
2 - Cost of goods sold	VND million	250.204,72
3 - Accounting profit before tax	VND million	95.922,28
4 - Accounting profit after tax	VND million	82.478,28
III. INVESTMENT TARGETS:		
1 - Total investment capital requirement:	VND million	284.602,01
- Planned development investment	VND million	284.602,01
- Bank debt repayment	VND million	-
2 - Capital sources	VND million	284.602,01
- Depreciation of fixed assets	VND million	25.333,94
- Existing owner's equity	VND million	251.344,28
- Other capital	VND million	7.923,79

❖ **Some solutions to implement the 2025 plan of Tay Ninh Siem Reap Company:**

Management, care, and harvesting of rubber plantations: Efficiently manage 6,410.51 ha of commercial rubber; strengthen pest and disease control, fertilization, and weed management in accordance with technical procedures; improve harvesting quality and labor productivity; recruit and train workers to ensure production progress.

Labor and employee welfare: Fully implement regimes and policies for Vietnamese and Cambodian employees; ensure stable income and care for material and spiritual well-being; intensify training, improve professional qualifications, and apply information technology to meet digital transformation requirements.

Capital construction investment: Strictly manage construction investment plans in accordance with regulations; properly implement approval and contractor selection procedures; continue reviewing, repairing, and upgrading infrastructure serving production and business activities.

The report above is the operational situation of production and business in 2025 and the production and business plan for 2026 of the Executive Board of Tay Ninh Rubber Joint Stock Company.

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.



Nguyen Hong Thai

REPORT

On the Financial Status and Audit of the 2025 Financial Statements

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

Pursuant to the audited 2025 Consolidated Financial Statements and 2025 Separate Financial Statements of Tay Ninh Rubber Joint Stock Company.

The Board of Directors of Tay Ninh Rubber Joint Stock Company hereby presents to the General Meeting of Shareholders the key highlights from the Company's audited 2025 Financial Statements as follows:

I. Key Indicators in the Financial Statements for 2025:

(Unit: Million VND)

No.	Assessment Indicators	Separate financial statements	Consolidated financial statements
I	Balance sheet		
1	Total assets as of December 31, 2025	1,970,795	2,401,917
	Current assets	478,190	684,370
	Non-current assets	1,492,605	1,717,547
2	Total equity and liabilities as of December 31, 2025	1,970,795	2,401,917
	Liabilities	149,477	277,986
	Owner's equity	1,821,318	2,123,931
II	Income Statement		
1	Total revenue	611,829	927,518
	Revenue from sales of goods and rendering of services	476,636	843,795
	Financial income	78,808	27,312
	Other income	56,385	56,411
2	Total expenses	383,067	658,907
3	Share of profit/loss in joint ventures and associates	-	1,525
3	Total profit before tax	228,762	270,136
4	Corporate income tax	19,864	19,559
5	Profit after tax	208,898	250,577
6	Basic earnings per share (VND/share)	-	8,521
7	Total revenue	611,829	927,518

*** Charter capital and shares:**

- Charter capital of the Company: 300,000 million VND
- Number of outstanding shares: 30,000,000 shares
- Par value: 10,000 VND/share

*** Dividend payment:** In 2025, the Company completed the 2024 dividend payment (25% of par value) totaling 72.81 billion VND, in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

*** Financial situation:**

In 2025, the parent company's separate profit before tax reached 228.76 billion VND, achieving 116.08% of the target plan, while the consolidated profit before tax reached 270.13 billion VND:

No.	Assessment Indicators		Implementation 2024	Implementation 2025
1	Profitability			
	Profit before tax / Charter capital ratio	%	80.61	90.05
	Profit before tax / Average owner's equity ratio	%	15.76	17.20
	Profit before tax / Revenue ratio	%	30.27	29.12
2	Liquidity			
	Current Payout Ratio	Times	2.10	2.80
	Quick Payout Ratio	Times	1.77	2.21
3	Shares and Dividends			
	Earnings per share	VND	7,598	8,521
	Proposed dividend payout ratio on par value	%	25	30

II. Audit of the 2025 Consolidated Financial Statements:

The Company's 2025 Consolidated Financial Statements, prepared on March 20, 2026, comprise the Consolidated Balance Sheet as of December 31, 2025, the Consolidated Income Statement, the Consolidated Cash Flow Statement for the fiscal year then ended, and the Notes to the Consolidated Financial Statements.

The 2025 Consolidated Financial Statements have been audited in accordance with Audit Contract No. 150725.001/HĐTC.HCM dated July 15, 2025, entered into between the Ho Chi Minh City Branch of AASC Auditing Firm Company Limited and Tay Ninh Rubber Joint Stock Company.

Independent Auditors' Report No. 200325.004/BCTC.HCM dated March 20, 2026, signed by Auditor Le Truong Long, states the following verbatim:

"Auditor's opinion:

In our opinion, the Consolidated Financial Statements give a true and fair view, in all material respects, of the financial position of Tay Ninh Rubber Joint Stock Company as of December 31, 2025, and of its financial performance and its cash flows for the

fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and relevant statutory requirements regarding the preparation and presentation of consolidated financial statements."

The above is the report on the financial status and audit of the 2025 Consolidated Financial Statements presented by the Board of Directors of Tay Ninh Rubber Joint Stock Company.

Respectfully submitted! 

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.

ON BEHALF OF THE BOARD OF DIRECTORS



Võ Trần Minh Dạng
Chairman of the Board of Directors

PROPOSAL
Regarding the Approval of the 2025 Profit Distribution Plan

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

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

Pursuant to the Charter of Tay Ninh Rubber Joint Stock Company;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders dated June 27, 2025;

Pursuant to Resolution No.1106/NQ-HĐQT CSTN dated June 08, 2026 of the Board of Directors of Tay Ninh Rubber Joint Stock Company on reaching consensus on the contents to be submitted to the Company's 2026 Annual General Meeting of Shareholders.

The Board of Directors of Tay Ninh Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the 2025 Profit Distribution Plan as follows:

1. Profit distribution plan in 2025:

No.	INDICATOR	Amount (million VND)
1	Undistributed profit after tax (Separate Financial Statements)	221,891
1.1	Undistributed profit after tax carried forward from 2024	12,993
1.2	Profit after tax of 2025	208,898
2	Undistributed profit after tax (Consolidated Financial Statements)	325,269
2.1	Undistributed profit after tax carried forward from 2024	74,693
2.2	Profit after tax of 2025	250,576
3	2025 Profit distribution	220,927
3.1	Appropriation to funds in 2025	130,927
	- Appropriation to Investment and Development Fund	104,449
	- Appropriation to Bonus and Welfare Fund	26,478
3.2	2025 Dividend payment (30%/Par value)	90,000

2. Implementation Terms:

The Board of Directors is authorized to direct and implement the fund appropriation and dividend payment to shareholders in compliance with current regulations.

In the event that inspections by competent authorities result in any adjustments or discrepancies against the aforementioned figures, the Board of Directors shall be authorized to handle them in accordance with applicable regulations.

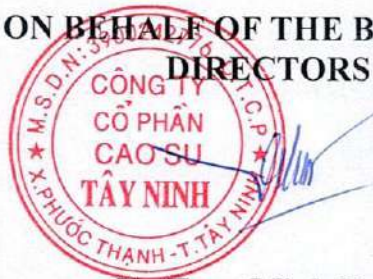
The Board of Directors respectfully submits the 2025 Profit Distribution Plan to the General Meeting of Shareholders for consideration and approval.

Respectfully./.

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.

ON BEHALF OF THE BOARD OF
DIRECTORS



Vo Tran Minh Dang
Chairman of the Board of Directors

PROPOSAL

Regarding the approval of the 2026 Business Production and Development Investment Plan, and the 2026 dividend payout ratio from undistributed post-tax profits

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

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

Pursuant to the Charter (amended and supplemented) of Tay Ninh Rubber Joint Stock Company;

Pursuant to Resolution No.1106/NQ-HĐQTCTSTN dated June 8, 2026 of the Board of Directors of Tay Ninh Rubber Joint Stock Company on the consensus of contents to be submitted to the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

The Board of Directors of Tay Ninh Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the Company's 2026 Business Production and Development Investment Plan, and the 2026 dividend payout ratio from undistributed post-tax profits as follows:

- Total revenue and other income: Minimum of VND 1,013,851 million
- Corporate income tax post-tax profit: Minimum of VND 491,268 million
- Return on Equity (ROE): Minimum of 24.42%
- Development investment and bank debt repayment: Maximum of VND 309,631 million
- Dividend payout amount: Minimum of VND 210,984 million

In the event of objective or force majeure circumstances that were unforeseen during the planning phase and have a significant, material impact on business operations, the Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to proactively formulate and adjust the 2026 business production and development investment plan, organize its implementation in accordance with practical conditions, and report back to the nearest General Meeting of Shareholders.

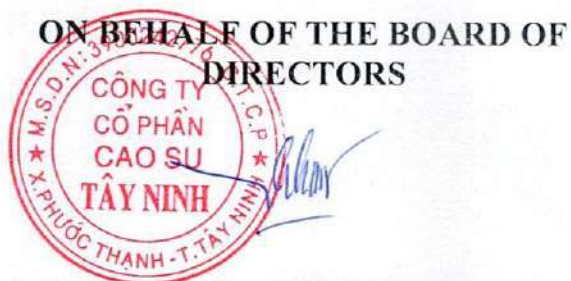
The official dividend payout ratio from the 2026 undistributed post-tax profits will be executed upon the availability of the audited 2026 financial statements and subject to the resolution of the 2027 Annual General Meeting of Shareholders in accordance with regulations.

The above is the submission regarding the 2026 business production and development investment plan, and the 2026 dividend payout ratio from undistributed post-tax profits of Tay Ninh Rubber Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully././

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.



Vo Tran Minh Dang
Chairman of the Board of Directors

PROPOSAL

**Regarding the Payment of Salaries and Remuneration for
Board of Directors, Supervisory Board, Executive Board**

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;

Pursuant to the Charter (amended and supplemented) of Tay Ninh Rubber Joint Stock Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders dated June 27, 2025;

Pursuant to the 2025 Audited Consolidated Financial Statements and Separate Financial Statements of Tay Ninh Rubber Joint Stock Company;

Pursuant to Resolution No.1106/NQ-HĐQT CSTN dated June 08, 2026 of the Board of Directors of Tay Ninh Rubber Joint Stock Company regarding the consensus on items to be submitted to the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

The Board of Directors of Tay Ninh Rubber Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders in 2026 the payment of salaries and remuneration of the Board of Directors, the Supervisory Board and the Executive Board as follows:

1. Salary and Remuneration of the Board of Directors, the Supervisory Board and the Executive Board in 2025:

Salary fund for full-time members of the Board of Directors (BOD) and the Supervisory Board (SB): 1,869,120,000 VND, whereof:

Full-time BOD Members: 918,720,000 VND; averaging 76,560,000 VND/month/person.

Head of the Supervisory Board: 950,400,000 VND; averaging 79,200,000 VND/month/person.

Remuneration fund for part-time members of the Board of Directors and the Supervisory Board: 216,000,000 VND. The average payout rates are specified as follows:

Part-time BOD Members: 4,000,000 VND/month/person.

Part-time SB Members: 3,000,000 VND/month/person.

Salary fund for the Management Board: 2,523,840,000 VND; averaging 78,870,000 VND/month/person.

2. Salary and remuneration plan of the Board of Directors, Supervisory Board, and Executive Board in 2026:

Salaries for the Board of Directors, the full-time Head of the Supervisory Board, and the Management Board shall be paid in accordance with the regulations of the Ministry of Labour, Invalids and Social Affairs (MOLISA) guiding labor, salaries, remuneration, and bonuses for joint-stock companies with controlling State capital; regulations of the Vietnam Rubber Industry Group, and the actual production and business performance of the Company.

Remuneration for part-time members of the Board of Directors and the Supervisory Board shall be calculated based on the scope of work and working hours; the maximum remuneration level shall not exceed 20% of the corresponding salary of full-time members of the Board of Directors and the Supervisory Board.

- Projected salary fund for full-time members of the Board of Directors and the Supervisory Board for the 2026 plan: 3,273,600,000 VND. Wherein:

+ Chairman of the BOD: 554,400,000 VND; averaging 92,400,000 VND/month/person.

+ BOD Members: 1,795,200,000 VND; averaging 74,800,000 VND/month/person.

+ Head of the Supervisory Board: 924,000,000 VND; averaging 77,000,000 VND/month/person.

- Projected remuneration rates for part-time members of the Board of Directors and the Supervisory Board in 2026:

Part-time BOD Members: 7,000,000 VND/month/person.

Part-time SB Members: 5,000,000 VND/month/person.

- Projected salary fund for the Management Board: 3,273,600,000 VND; averaging 77,942,857 VND/month/person

The aforementioned projected salary and remuneration funds are formulated based on the 2026 production and business plan. At the end of the year, the Company will finalize the 2026 salaries and remuneration for respective positions and titles based on actual business performance results, in full compliance with upper-level guidelines and any updated Government regulations regarding labor management, salaries, remuneration, and bonuses in enterprises (if any).

The Board of Directors respectfully submits to the General Meeting of Shareholders for review and approval of the 2025 remuneration payout and the 2026 salary and remuneration plan for the Board of Directors, the Supervisory Board, and the Management Board as presented above.

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.

ON BEHALF OF THE BOARD OF DIRECTORS



Võ Trần Minh Dang
Chairman of the Board of Directors

PROPOSAL

Regarding the selection of an auditor for financial statements in 2026

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;

Pursuant to the Charter (as amended and supplemented) of Tay Ninh Rubber Joint Stock Company;

Pursuant to Resolution No.1106/NQ-HĐQT CSTN dated June 08, 2026 of the Board of Directors of Tay Ninh Rubber Joint Stock Company regarding the consensus on items to be submitted to the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

The Supervisory Board of Tay Ninh Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders (AGM) for approval the shortlist of independent audit firms to conduct the semi-annual review and annual audit of the 2026 Financial Statements (including both separate and consolidated financial statements) for the Company, as follows:

1. AASC Auditing Firm Company Limited
2. Moore AISC Auditing and Informatics Services Company Limited
3. International Auditing and Valuation Company Limited (IAV)

The Supervisory Board respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to select one of the three aforementioned audit firms to perform the review of the semi-annual financial statements and the audit of the 2026 financial statements.

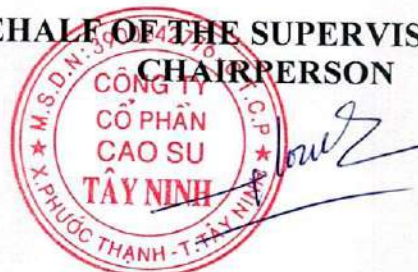
In the event that none of the three designated firms can undertake the assignment, the General Meeting of Shareholders shall authorize the Board of Directors and the Supervisory Board to jointly select another qualified independent audit firm to conduct the semi-annual review and annual audit for the fiscal year 2026 in compliance with applicable regulations.

The Supervisory Board respectfully submits this proposal to the General Meeting of Shareholders for consideration and approval.

To:

- General Meeting of Shareholders 2026;
- Filed: Supervisory Board, Archives.

**ON BEHALF OF THE SUPERVISORY BOARD
CHAIRPERSON**



Dang Thi Bong

PROPOSAL

Regarding the Registration, Removal, and Amendment of Business Lines of Tay Ninh Rubber Joint Stock Company in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister on the issuance of the Vietnamese Economic Sector System;

Pursuant to the Charter (amended and supplemented) of Tay Ninh Rubber Joint Stock Company;

Pursuant to Decision No. 1736/QĐ-TTg dated December 29, 2023 of the Prime Minister approving the Planning of Tay Ninh Province for the period 2021-2030, with a vision to 2050;

Pursuant to Resolution No. /NQ-HĐQT CSTN dated June 08, 2026 of the Board of Directors of Tay Ninh Rubber Joint Stock Company regarding the consensus on contents to be submitted to the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

With the strategic orientation of converting land-use purposes to align with local planning, optimizing land-use efficiency, and maximizing future profitability from land assets; while simultaneously removing and updating business lines in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister, the Board of Directors of Tay Ninh Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders the following detailed proposals for consideration and approval:

No.	Business Line	Industry Code
1	Electricity generation, transmission, and distribution Detailed: Solar power generation.	+ 3512: Electricity generation from renewable energy. Detailed: Solar power. + 3513: Electricity transmission and distribution.
2	Real estate activities with own or leased property	6810 + Detailed: Investment and trading in infrastructure of industrial parks, residential areas, and commercial areas (subject to

No.	Business Line	Industry Code
		provincial regulations); real estate trading.
3	Growing of pome fruits and stone fruits	+ 0121
4	Wholesale of other intermediate products Detailed: Chemical industry, fertilizers, and rubber.	+ 4679: Wholesale of other intermediate products not elsewhere classified. + Detailed: Wholesale of rubber.
5	Wholesale of solid, liquid, and gaseous fuels and related products Detailed: Trading in petrol, oil, lubricants, and grease.	+ 4671: Wholesale of solid, liquid, and gaseous fuels and related products. + Detailed: Wholesale of petroleum and related products.
6	Retail sale of medical and orthopaedic goods, cosmetic and toilet articles in specialized stores Detailed: Retail sale of medicines.	+ 4772: Retail sale of medical and orthopaedic goods, cosmetic and toilet articles. Detailed: Retail sale of pharmaceuticals and medical equipment.
7	Maintenance and repair of motor vehicles Detailed: Car wash services.	+ Note: REMOVE
8	Retail sale of other new goods in specialized stores Detailed: Souvenirs.	+ Note: REMOVE

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

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.

ON BEHALF OF THE BOARD OF DIRECTORS



Vo Tran Minh Dang
Chairman of the Board of Directors

PROPOSAL

**Regarding the Amendments to the Charter of
Tay Ninh Rubber Joint Stock Company**

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

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

Pursuant to the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15, effective from August 01, 2025;

Pursuant to Decree No. 366/2025/ND-CP dated December 31, 2025 of the Government on the management and investment of state capital in enterprises;

Pursuant to the current Charter (amended and supplemented) of Tay Ninh Rubber Joint Stock Company;

Pursuant to Official Letter No. 1336/CSVN-PCTT dated May 21, 2026 of Vietnam Rubber Group regarding the review and amendment of the Company's Charter in compliance with legal regulations;

Pursuant to Resolution No. /NQ-HĐQT CSTN dated June 08, 2026 of the Board of Directors of Tay Ninh Rubber Joint Stock Company on approving the contents to be submitted to the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments to the Company's Charter with the following details:

1. Legal Representative:

To ensure the continuity, efficiency, and stability of the Company's business administration and operations, the Board of Directors respectfully requests the General Meeting of Shareholders to approve the amendment to the Company's Charter, specifically: "The Company shall have 02 (two) Legal Representatives, including the Chairman of the Board of Directors and the General Director."

CURRENT CHARTER	PROPOSED AMENDMENTS (parts in italics)
II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATING TERM, AND LEGAL REPRESENTATIVE OF THE COMPANY	II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATING TERM, AND LEGAL REPRESENTATIVE OF THE COMPANY
Article 3. Legal Representative of the Company	Article 3. Legal Representative of the Company
The Company has one (01) Legal	<i>The Company has two (02) Legal</i>

CURRENT CHARTER	PROPOSED AMENDMENTS (parts in italics)
Representative, who is the General Director. The Legal Representative of the Company is the individual representing the Company to exercise rights and perform obligations arising from transactions, and representing the Company as the plaintiff, defendant, or person with related interests and obligations before Arbitration and Courts. The responsibilities of the Legal Representative shall comply with Article 13 of the Law on Enterprises and other rights and obligations under current legal regulations. The Legal Representative must reside in Vietnam and must provide a written authorization to another person to perform the rights and obligations of the Legal Representative when leaving Vietnam. Upon expiration of the authorization, if the Legal Representative has not returned to Vietnam and no other authorization is made, the authorized person shall continue to exercise the rights and obligations within the authorized scope until the Legal Representative returns to work or until the Board of Directors appoints a replacement. In case of absence from Vietnam for more than 30 days without authorizing another person, the Board of Directors shall appoint a replacement.	<i>Representatives, including the Chairman of the Board of Directors and the General Director of the Company.</i> <i>Rights and obligations of the Legal Representatives:</i> <i>Represent the Company to exercise rights and perform obligations arising from corporate transactions; represent the Company as the plaintiff, defendant, or person with related interests and obligations before Arbitration, Courts, and perform other rights and obligations in accordance with the law.</i> <i>Exercise delegated rights and obligations honestly, prudently, and to the best of their ability to ensure the legitimate interests of the Company.</i> <i>Maintain loyalty to the interests of the Company; refrain from using corporate information, technical know-how, and business opportunities, and avoid abusing their position or corporate assets for personal gain or to serve the interests of other organizations or individuals.</i> <i>Promptly, fully, and accurately notify the Board of Directors regarding enterprises in which they or their related persons hold ownership, controlling shares, or capital contributions in accordance with current statutory regulations.</i> <i>Bear personal liability for any damages caused to the Company resulting from breaches of the aforementioned responsibilities and obligations.</i> <i>Other rights and obligations as prescribed by current laws.</i>

2. Profit Distribution:

Pursuant to the new regulation in Clause 2, Article 25 of Law No. 68/2025/QH15, the remaining profit after tax shall be distributed according to the following principle: “Appropriate no more than 50% to the Investment and Development Fund for the purpose of investing in the expansion of production and business of the enterprise, and supplementing charter capital.”

Additionally, Point b2, Clause 3, Article 31 of Decree No. 366/2025/ND-CP dated December 31, 2025 of the Government stipulates that the specific annual appropriation rate for the Investment and Development Fund shall be determined based on the

enterprise's investment and development capital needs according to the approved annual business plan.

Therefore, the current provision in the Company's Charter specifying a maximum appropriation of 30% to the Investment and Development Fund is no longer compliant with the new legal regulations and needs to be amended to:

- Ensure consistency and compliance between the Company's Charter and current legal regulations;

- Provide a legal basis for the General Meeting of Shareholders to determine the appropriation rate for the Investment and Development Fund in accordance with investment demands and business production plans in each period;

- Meet corporate governance requirements and facilitate the implementation of the Company's investment and development plans in the upcoming phase.

The Board of Directors respectfully requests the General Meeting of Shareholders to approve the amendment to the Company's Charter as follows:

CURRENT CHARTER	PROPOSED AMENDMENTS (parts in italics)
"Article 47: Profit Distribution... 6. Fund Appropriation: 6.1. The Company appropriates funds in accordance with the law. Annually, the Company utilizes its profit after tax as follows: a. Appropriate to reward, welfare, and other funds as resolved by the General Meeting of Shareholders; <i>including a maximum appropriation of 30% into the corporate Investment and Development Fund.</i> ..."	"Article 47: Profit Distribution... 6. Fund Appropriation: 6.1. The Company appropriates funds in accordance with the law. Annually, the Company utilizes its profit after tax as follows: a. <i>Appropriate to reward, welfare, and other funds as resolved by the General Meeting of Shareholders.</i> ..."

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

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.

ON BEHALF OF THE BOARD OF
DIRECTORS



Võ Trần Minh Đăng
Chairman of the Board of Directors

PROPOSAL

Regarding Dismissal and supplementary election of members of the Supervisory Board of Tay Ninh Rubber Joint Stock Company for the 2022-2027 term

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter (amended and supplemented) of Tay Ninh Rubber Joint Stock Company;

Pursuant to the Resignation Letter from the position of member of the Supervisory Board submitted by Mr. Do Phu Hong Quan dated March 12, 2026;

Pursuant to Official Letter No. 116/HĐQTCSVN-TCCB dated February 26, 2026, from Vietnam Rubber Group regarding the agreement on introducing candidates for the Supervisory Board and nominating part-time Supervisors at Tay Ninh Rubber Joint Stock Company;

Pursuant to Resolution No.1106/NQ-HĐQT CSTN dated June 08, 2026, of the Board of Directors of Tay Ninh Rubber Joint Stock Company on approving the proposals to be submitted to the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

The Board of Directors of Tay Ninh Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the following contents:

1. Dismissal of Member of the Supervisory Board:

Dismissal of Mr. Do Phu Hong Quan from the position of Member of the Supervisory Board of Tay Ninh Rubber Joint Stock Company for the 2022-2027 term (in accordance with his Resignation Letter).

2. Supplementary election of Member of the Supervisory Board for the 2022-2027 term:

- Based on the requirement to restructure the personnel of the Supervisory Board following the aforementioned dismissal, the Board of Directors respectfully submits to the General Meeting of Shareholders to consider and elect 01 (one) supplementary Member of the Supervisory Board for the remainder of the 2022-2027 term.

- The criteria and conditions for candidates running for the Supervisory Board shall comply with Article 169 of the Law on Enterprises No. 59/2020/QH14 and Article 38 of the Company's Charter.

- Nominee proposed by the Board of Directors of Tay Ninh Rubber Joint Stock Company:

- + Full name: Ms. TRUONG NU MANH TRINH
- + Date of birth: June 16, 1986
- + Citizen ID Card No.: 072186001524
- + Date of issue: February 26, 2026
- + Place of issue: Ministry of Public Security
- + Registered address: Ben Dinh Hamlet, Thanh Duc Commune, Tay Ninh Province.

Ms. Truong Nu Manh Trinh is nominated for supplementary election as a Member of the Supervisory Board for the 2022-2027 term at the 2026 Annual General Meeting of Shareholders.

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

To:

- The 2026 Annual General Meeting of Shareholders (AGM);
- Filed: Archives.

ON BEHALF OF THE BOARD OF DIRECTORS



Vo Tran Minh Dang
Chairman of the Board of Directors

**RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS TAY NINH RUBBER JOINT STOCK COMPANY**

**THE GENERAL MEETING OF SHAREHOLDERS OF
TAY NINH RUBBER JOINT STOCK COMPANY**

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

*Pursuant to the Charter (amended and supplemented) of Tay Ninh Rubber Joint
Stock Company;*

*Pursuant to the Meeting Minutes of the 2026 Annual General Meeting of
Shareholders of Tay Ninh Rubber Joint Stock Company dated June 30, 2026.*

RESOLVED:

Article 1. To adopt the following reports:

1. Report of the Board of Directors on the operations of the Board of Directors in 2025 and operational orientations for 2026 according to Report No. 1116/BC-HĐQTCSTN dated June 09, 2026.

2. Report of the Independent Members of the Board of Directors according to Report No. 1117/BC-HĐQTCSTN dated June 09, 2026.

3. Report of the Supervisory Board on the operations of the Supervisory Board in 2025 and operational orientations for 2026 according to Report No. 1118/BC-BKSCSTN dated June 09, 2026.

4. Report of the Management Board on the business and production performance in 2025 and the business and production plan for 2026 according to Report No. 1119/BC-BĐHCSTN dated June 09, 2026.

5. Report on the financial status and the audit of the 2025 financial statements according to Report No. 1120/BC-ĐHĐCĐCSTN dated June 09, 2026.

Article 2. To approve the 2025 Profit Distribution Plan.

1. 2025 Profit Distribution Plan:

No.	Indicator	Amount (VND million)
1	Undistributed profit after tax (Separate Financial Statements)	221,891
1.1	Undistributed profit after tax from 2024	12,993

No.	Indicator	Amount (VND million)
1.2	Profit after tax for 2025	208,898
2	Undistributed profit after tax (Consolidated Financial Statements)	325,269
2.1	Undistributed profit after tax from 2024	74,693
2.2	Profit after tax for 2025	250,576
3	Profit distribution for 2025	220,927
3.1	Appropriation to funds in 2025	130,927
	- Appropriation to the Investment and Development Fund	104,449
	- Appropriation to the Reward and Welfare Fund	26,478
3.2	Dividend payment for 2025 (30%/Par value)	90,000

2. Authorization for Execution:

The General Meeting of Shareholders authorizes the Board of Directors to direct and implement the fund appropriation and dividend payment to shareholders in accordance with current regulations.

In case inspections by competent authorities result in discrepancies against the figures above, the Board of Directors shall be authorized to handle them in compliance with regulations.

Article 3. To approve the Company's business, development investment, and dividend payout plan from undistributed profit after tax for 2026.

- Total revenue and other income: Minimum of VND 1,013,851 million
- Profit after corporate income tax (CIT): Minimum of VND 491,268 million
- Return on Equity (ROE): Minimum of 24.42%
- Development investment and bank debt repayment: Maximum of VND 309,631 million
- Dividend payout value: Minimum of VND 210,984 million.

In case objective, force majeure circumstances occur that were unforeseen during the planning phase and have a major, material impact on business operations, the General Meeting of Shareholders hereby authorizes the Board of Directors to proactively formulate and adjust the 2026 business performance and development investment plan, organize its implementation matching actual conditions, and report back to the nearest General Meeting of Shareholders.

The dividend payout rate from the 2026 undistributed profit after tax will be officially executed upon the availability of the audited 2026 financial statements and as resolved by the 2027 Annual General Meeting of Shareholders in accordance with regulations.

Article 4. To approve the payment of salaries and remuneration for the Board of Directors, the Supervisory Board, and the Management Board as follows:

finalize the actual salary and remuneration settlement for 2026 based on performance outcomes, strictly adhering to superior guidelines and any updated Government regulations regarding labor and compensation management.

Article 5. To approve the selection of the independent audit firm for the 2026 financial statements (Separate and Consolidated Financial Statements):

The General Meeting of Shareholders authorizes the Board of Directors to select one of the following three audit firms to perform the review of the semi-annual financial statements and the audit of the 2026 financial statements:

1. AASC Auditing Firm Company Limited
2. Moore AISC Auditing and Informatics Services Company Limited
3. International Auditing and Valuation Company Limited (IAV)

In case the three above-mentioned firms do not participate, the General Meeting of Shareholders authorizes the Board of Directors and the Supervisory Board to select an alternative qualified independent auditing firm to perform the semi-annual financial statement review and the 2026 financial statement audit in accordance with regulations.

Article 6. To approve the amendments to the Charter of Tay Ninh Rubber Joint Stock Company:

1. Legal Representative:

The General Meeting of Shareholders approves the amendment to the Company's Charter, specifically: "The Company has 02 (two) Legal Representatives, including the Chairman of the Board of Directors and the General Director of the Company."

CURRENT CHARTER	PROPOSED AMENDMENTS (parts in italics)
II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATING TERM, AND LEGAL REPRESENTATIVE OF THE COMPANY	II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATING TERM, AND LEGAL REPRESENTATIVE OF THE COMPANY
Article 3. Legal Representative of the Company The Company has one (01) Legal Representative, who is the General Director. The Legal Representative of the Company is the individual representing the Company to exercise rights and perform obligations arising from transactions, and representing the Company as the plaintiff, defendant, or person with related interests and obligations before Arbitration and Courts. The responsibilities of the Legal Representative shall comply with Article 13 of the Law on Enterprises and other rights	Article 3. Legal Representative of the Company <i>The Company has two (02) Legal Representatives, including the Chairman of the Board of Directors and the General Director of the Company.</i> <i>Rights and obligations of the Legal Representatives:</i> <i>Represent the Company to exercise rights and perform obligations arising from corporate transactions; represent the Company as the plaintiff, defendant, or person with related interests and obligations before Arbitration, Courts, and perform</i>

CURRENT CHARTER	PROPOSED AMENDMENTS (parts in italics)
and obligations under current legal regulations. The Legal Representative must reside in Vietnam and must provide a written authorization to another person to perform the rights and obligations of the Legal Representative when leaving Vietnam. Upon expiration of the authorization, if the Legal Representative has not returned to Vietnam and no other authorization is made, the authorized person shall continue to exercise the rights and obligations within the authorized scope until the Legal Representative returns to work or until the Board of Directors appoints a replacement. In case of absence from Vietnam for more than 30 days without authorizing another person, the Board of Directors shall appoint a replacement.	<i>other rights and obligations in accordance with the law.</i> <i>Exercise delegated rights and obligations honestly, prudently, and to the best of their ability to ensure the legitimate interests of the Company.</i> <i>Maintain loyalty to the interests of the Company; refrain from using corporate information, technical know-how, and business opportunities, and avoid abusing their position or corporate assets for personal gain or to serve the interests of other organizations or individuals.</i> <i>Promptly, fully, and accurately notify the Board of Directors regarding enterprises in which they or their related persons hold ownership, controlling shares, or capital contributions in accordance with current statutory regulations.</i> <i>Bear personal liability for any damages caused to the Company resulting from breaches of the aforementioned responsibilities and obligations.</i> <i>Other rights and obligations as prescribed by current laws.</i>

2. Regarding Profit Distribution:

The General Meeting of Shareholders approves the amendment to the Company's Charter, specifically:

CURRENT CHARTER	PROPOSED AMENDMENTS (parts in italics)
"Article 47: Profit Distribution... 6. Fund Appropriation: 6.1. The Company appropriates funds in accordance with the law. Annually, the Company utilizes its profit after tax as follows: a. Appropriate to reward, welfare, and other funds as resolved by the General Meeting of Shareholders; <i>including a maximum appropriation of 30% into the corporate Investment and Development Fund.</i> ..."	"Article 47: Profit Distribution... 6. Fund Appropriation: 6.1. The Company appropriates funds in accordance with the law. Annually, the Company utilizes its profit after tax as follows: a. <i>Appropriate to reward, welfare, and other funds as resolved by the General Meeting of Shareholders.</i> ..."

Article 7. To approve the registration, removal, and update of business lines of Tay Ninh Rubber Joint Stock Company in accordance with Decision No. 36/2025/QĐ-

TTg dated September 29, 2025 of the Prime Minister, specifically as follows:

No.	Business Line	Industry Code
1	Electricity generation, transmission, and distribution Detailed: Solar power generation.	+ 3512: Electricity generation from renewable energy. Detailed: Solar power. + 3513: Electricity transmission and distribution.
2	Real estate activities with own or leased property	6810 + Detailed: Investment and trading in infrastructure of industrial parks, residential areas, and commercial areas (subject to provincial regulations); real estate trading.
3	Growing of pome fruits and stone fruits	+ 0121
4	Wholesale of other intermediate products Detailed: Chemical industry, fertilizers, and rubber.	+ 4679: Wholesale of other intermediate products not elsewhere classified. + Detailed: Wholesale of rubber.
5	Wholesale of solid, liquid, and gaseous fuels and related products Detailed: Trading in petrol, oil, lubricants, and grease.	+ 4671: Wholesale of solid, liquid, and gaseous fuels and related products. + Detailed: Wholesale of petroleum and related products.
6	Retail sale of medical and orthopaedic goods, cosmetic and toilet articles in specialized stores Detailed: Retail sale of medicines.	+ 4772: Retail sale of medical and orthopaedic goods, cosmetic and toilet articles. Detailed: Retail sale of pharmaceuticals and medical equipment.
7	Maintenance and repair of motor vehicles Detailed: Car wash services.	+ Note: REMOVED
8	Retail sale of other new goods in specialized stores Detailed: Souvenirs.	+ Note: REMOVED

Article 8. To approve the dismissal and additional election of members of the Supervisory Board of Tay Ninh Rubber Joint Stock Company for the 2022-2027 term:

- To dismiss Mr. Do Phu Hong Quan from the position of Member of the Supervisory Board of Tay Ninh Rubber Joint Stock Company for the 2022-2027 term (per his Resignation Letter).

- To additionally elect 01 (one) Member of the Supervisory Board for the 2022-2027 term.

Article 9. Additional election results for the Supervisory Board member for the

2022-2027 term: The General Meeting voted to elect Ms. Trương Nữ Mạnh Trinh, who received the highest number of votes: 21,021,345 votes, accounting for 100%.

Article 10. To approve the plan to issue shares to increase share capital from the owners' equity of Tay Ninh Rubber Joint Stock Company in accordance with Proposal No. 1279/TTr-ĐHĐCĐCSTN dated June 30, 2026, with the main contents as follows:

- **Share name:** Shares of Tay Ninh Rubber Joint Stock Company
- **Share type:** Common shares
- **Ticker symbol:** TRC
- **Par value:** VND 10,000/share
- **Current charter capital:** VND 300,000,000,000
- **Total number of issued shares:** 30,000,000 shares

In which:

- + Total number of outstanding shares: 30,000,000 shares
 - + Total number of treasury shares: 0 shares
 - **Expected number of shares to be issued:** 90,000,000 shares
 - **Expected total issuance value at par value:** VND 900,000,000,000
 - **Expected charter capital after issuance:** VND 1,200,000,000,000 (Equivalent to 120,000,000 shares).
 - **Purpose of issuance:** To issue shares to increase share capital from the owner's equity.
 - **Issuance ratio** (*Expected number of shares to be issued / Number of outstanding shares*): 300%
 - **Exercise ratio:** 1:3 (Shareholders holding 01 share on the record date for the exercise of rights will receive 1 right to receive additional shares. For every 1 right to receive additional shares, they will receive 03 new shares).
 - **Funding source:** Appropriated from the Development Investment Fund based on data from the audited separate Financial Statements for the year 2025.
 - **Target of issuance:** Existing shareholders named in the list of shareholders on the final registration date (record date) to close the list of shareholders for exercising the rights to receive shares. The timing to close the list of shareholders shall be authorized to the Board of Directors by the General Meeting of Shareholders to decide.
 - **Method of issuance:** Shares issued to existing shareholders will be distributed under the method of rights exercise.
 - **Plan for handling fractional shares:** As the issuance ratio is an integer (1:3), no fractional shares will arise from this issuance.
- Example:* Shareholder A owns 199 shares on the record date. With the exercise ratio of 1:3, Shareholder A will receive $(199 \times 3/1) = 597$ new shares (no fractional shares will arise).
- **Expected timing of issuance:** After the General Meeting of Shareholders votes to approve and after the State Securities Commission announces the receipt of full

reporting documents for the issuance, expected to be implemented from the third quarter of 2026. The General Meeting of Shareholders authorizes the Board of Directors to choose an appropriate timing of issuance to ensure the rights of shareholders and comply with legal regulations.

- **Additional securities registration and additional listing registration:** After completing the issuance, the General Meeting of Shareholders approves and authorizes the Board of Directors to 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 Stock Exchange.

- **Approval of amendments to the Charter Capital:** Approve the amendment to the Charter Capital item in the Company's Charter and the adjustment of the Enterprise Registration Certificate with the competent state authority after the State Securities Commission issues a written notice on the receipt of the report on issuance results.

- **Authorization to the Board of Directors:** The General Meeting of Shareholders authorizes the Board of Directors of the Company to execute relevant tasks regarding the issuance, specifically as follows:

- + Formulate, amend, supplement, and finalize the details of the aforementioned share issuance plan and adjust the issuance plan as well as other relevant dossiers based on the actual situation of the Company or upon requests of the State Securities Commission and other competent authorities, or for the purpose of compliance with relevant legal regulations (if any);

- + Choose the record date to close the list of shareholders to implement the aforementioned issuance plan;

- + Amend and supplement relevant terms in the Company's Charter to record the newly increased charter capital after the State Securities Commission issues a written notice on the receipt of the report on issuance results;

- + 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 Stock Exchange for the number of additionally issued shares based on the actual results of the issuance after the State Securities Commission issues a written notice on the receipt of the report on issuance results;

- + Carry out procedures to amend the enterprise registration contents of the Company related to the change in charter capital based on the actual results of the issuance with the competent state authority after the State Securities Commission issues a written notice on the receipt of the report on issuance results;

- + Depending on each specific case, the Board of Directors is entitled to sub-authorize the General Director to execute one or several specific tasks stated above;

- + Decide on other arising matters related to the share issuance to increase share capital from the owner's equity.

Article 11. Members of the Board of Directors, the Supervisory Board, the General Director, shareholders, and related organizations and individuals are responsible for the execution of this Resolution.

This Resolution was read aloud and adopted by vote at the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company./.

Recipient:

- SSC;
- HoSE;
- Shareholders;
- GVR;
- Board of Directors, Supervisory Board;
- Board of Directors;
- Information Discloser;
- Website;
- Storage location: Company records office.

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



Vo Tran Minh Dang

C. P. ★ H. N. I.

MEETING MINUTES
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
TAY NINH RUBBER JOINT STOCK COMPANY

I. BUSINESS INFORMATION:

- Company Name: Tay Ninh Rubber Joint Stock Company
- Stock code: TRC
- Head office address: National Highway 22B, Da Hang Hamlet, Phuoc Thanh Commune, Tay Ninh Province, Vietnam.
- Tax code: 3900242776
- Charter capital: 300,000,000,000 VND (Three hundred billion VND).

II. TIME, VENUE AND PARTICIPANTS:

- Time: Opening at 08:30 a.m., Tuesday, June 30, 2026.
- Location: Small Hall of Tay Ninh Rubber Joint Stock Company, National Highway 22B, Da Hang Hamlet, Phuoc Thanh Commune, Tay Ninh Province, Vietnam.
- Participants: Shareholders/Authorized representatives of Tay Ninh Rubber Joint Stock Company, Members of the Board of Directors (BOD), the Supervisory Board, the Board of Management, and executive management of functional departments and subordinate units of Tay Ninh Rubber Joint Stock Company.

III. CONTENT:

Part 1. Opening Remarks, Introduction of Delegates and the Presidium, and Approval of the Shareholder Eligibility Verification Report:

1. Opening Remarks, Introduction of Delegates and the Presidium:

- a. Opening Remarks and Introduction of Delegates
- b. Introduction of the Presidium:
 - Mr. Vo Tran Minh Dang – Person in Charge of the BOD
 - Mr. Nguyen Hong Thai – General Director of the Company
 - Mr. Nguyen Thai Binh – Member of the Board of Directors

2. Introduction of the Secretariat and the Shareholder Eligibility Verification Committee:

a. Secretariat:

- + Mr: Truong Ngoc Nhat Si - Secretary of the Board of Directors- Head of



the Board of Directors

+ Mr. Ngo Long Phi - Deputy Director of the Department of Financial Services-Member

b. Shareholder Qualification Inspection Board:

+ Mr. Truong Ngoc Nhat Si - Secretary of the Board of Directors - Head of the Board of Directors

+ Mr. Ngo Long Phi – Deputy Head of the Finance and Accounting Department – Member

+ Ms. Thach Thi Sam Bat Mias – Specialist of the Personnel, Administration, Labour, and Wages Department – Member

c. The Ballot Counting Committee consists of the following members:

+ Ms: Tran Thi To Anh - Chief Accountant - Head of Department

+ Ms: Khuc Thi My Trinh - Vice Chairman of the Trade Union - Member

+ Mr. Truong Ngoc Nhat Si - Secretary of the Board of Directors – Member

+ Mr. Ngo Long Phi – Deputy Head of the Finance and Accounting Department – Member

The composition of the Ballot Counting Committee was approved by the Annual General Meeting of Shareholders at the Meeting with a voting rate of 100% based on the total number of voting shares attending the Meeting.

3. Approval of the Shareholder Eligibility Verification Report:

a. The total number of shareholders according to the list closed on June 01, 2026, for organizing the 2026 Annual General Meeting of Shareholders is 2,039 shareholders, representing 30,000,000 voting shares.

b. By 08:05 AM, the total number of attending shareholders was 26 shareholders, representing 20,329,445 shares, accounting for 67.76% of the Company's total voting shares.

c. Therefore, the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company is valid and fully qualified to proceed in accordance with current corporate law and the Charter (amended and supplemented) of the Company

Part 2. Supplementing the Submission regarding the plan to issue shares to increase share capital from the owner's equity of Tay Ninh Rubber Joint Stock Company:

Mr. Nguyen Thai Binh – Member of the Presidium requested the Meeting to vote on approving the supplement of the Submission regarding the plan to issue shares to increase share capital from the owner's equity of Tay Ninh Rubber Joint Stock Company into the agenda of the 2026 Annual General Meeting of Shareholders. The result was approved with a rate of 100% of the voting shares attending the Meeting.

Part 3. Approval of the Agenda and Working Regulations of the Meeting:

The Presidium requested the Meeting to vote on approving the Meeting Agenda and the Working Regulations of the 2026 Annual General Meeting of Shareholders.

The result was approved with a rate of 100% of the voting shares attending the Meeting

Part 4. The Meeting approved the following Reports:

1. Mr. Vo Tran Minh Dang – Person in Charge of the BOD presented Report No. 1116/BC-HĐQTCSTN dated June 09, 2026 of the Board of Directors on operations in 2025 and operational orientations for 2026.

2. Mr. Phan Quoc Khai – Independent BOD Member presented Report No. 1117/BC-TVHDQTĐL dated June 09, 2026 on the operations of the Independent Member of the Board of Directors in 2025.

3. Ms. Dang Thi Bong – Head of the Supervisory Board presented Report No. 1118/BC-BKSCSTN dated June 09, 2026 of the Supervisory Board on operations in 2025 and the operational plan for 2026.

4. Mr. Nguyen Hong Thai – General Director presented Report No. 1119/BC-BĐHCSTN dated June 09, 2026 of the Board of Management on the business and production performance in 2025 and the business and production plan for 2026.

5. Mr. Nguyen Thai Binh – BOD Member presented Report No. 1120/BC-DHĐCĐCSTN dated June 09, 2026 on the financial status and the audit of the financial statements for the year 2025. Part 4. The Congress approved the Proposals:

Part 5. The Meeting approved the following Submissions:

Mr. Vo Tran Minh Dang – Person in Charge of the BOD presented the following proposals:

+ Proposal No.1121/TTr-DHĐCĐCSTN dated June 09, 2026 regarding the 2025 Profit Distribution Plan.

+ Proposal No.1122/TTr-DHĐCĐCSTN dated June 09, 2026 regarding the business, production performance, and development investment plan for 2026, and the dividend payout rate from undistributed post-tax profit of 2026.

+ Proposal No.1123/TTr-DHĐCĐCSTN dated June 09, 2026 regarding the payment of salaries and remuneration for the Board of Directors, the Supervisory Board, and the Board of Management.

+ Proposal No.1124/TTr-BKSCSTN dated June 09, 2026 regarding the selection of the audit firm for the 2026 financial statements.

+ Proposal No.1125/TTr-DHĐCĐCSTN dated June 09, 2026 regarding the amendments to the Charter of Tay Ninh Rubber Joint Stock Company.

Mr. Nguyen Thai Binh – BOD Member presented the following proposals:

+ Proposal No.1126/TTr-DHĐCĐCSTN dated June 09, 2026 regarding the registration, removal, and update of the business lines of Tay Ninh Rubber Joint Stock Company in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister.

+ Proposal No.1127/TTr-DHĐCĐCSTN dated June 09, 2026 regarding the dismissal and additional election of members of the Supervisory Board of Tay Ninh Rubber Joint Stock Company for the 2022–2027 term.

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+ Proposal No.1279/TTr-DHDCDCSTN dated June 30, 2026 regarding the plan to issue shares to increase share capital from the owner's equity of Tay Ninh Rubber Joint Stock Company.

Part 6. Discussion at the Meeting:

The Presidium invited Shareholders to contribute opinions regarding the Reports and Submissions presented at the Meeting.

The Meeting received questions from 04 shareholders. The Presidium provided centralized answers focusing on the core issues related to: (1) The operational status of Tay Ninh Siem Reap - PTCS Company regarding the border conflict between Thailand and Cambodia at the end of 2025; (2) The development strategy of the Company in the coming period; (3) Fluctuations in cost prices and business production costs in 2025; (4) The implementation of investment in construction, industrial park infrastructure business, and high-tech agricultural cultivation of fruit trees; (5) The progress of the Hiep Thanh Industrial Park project.

The shareholders were fully provided with information and listened to the Presidium's complete responses to all questions and opinions submitted to the Meeting. The shareholders raised no further comments.

Part 7. The General Meeting of Shareholders voted to approve the Reports and Submissions:

By 10:50 AM, the total number of shareholders and authorized representatives attending the Meeting was 32 shareholders, representing 21,021,345 shares, reaching 70.07% of the total voting shares.

After reviewing the Submissions and Reports and discussing related matters, the Company's 2026 Annual General Meeting of Shareholders proceeded to vote on the items in the agenda.

The results of the vote counting were announced at the Meeting by Ms. Tran Thi To Anh – Head of the Ballot Counting Committee as follows:

Total number of voting shares attending the Meeting at the time of voting: 21,021,345 shares

Voting Results:

No.	Voting content	Approve		Disapproval		No Comments	
		Amount	%	Amount	%	Amount	%
1	Approval of the reports of the Board of Directors, Independent BOD Member, Supervisory Board, Board of Management, Report on the financial status, and the audit of the financial statements.	21,021,345	100	0	0	0	0
2	Approval of the 2025 Profit Distribution Plan.	21,021,345	100	0	0	0	0
3	Approval of the Business, production performance, and development investment plan, and the dividend payout rate from undistributed post-tax profit of 2026.	21,021,345	100	0	0	0	0

No.	Voting content	Approve		Disapproval		No Comments	
		Amount	%	Amount	%	Amount	%
4	Approval of the payment of salaries and remuneration for the Board of Directors, the Supervisory Board, and the Board of Management.	21,021,345	100	0	0	0	0
5	Approval of the selection of the audit firm for the 2026 financial statements.	21,021,345	100	0	0	0	0
6	Approval of the amendments to the Company's Charter.	21,021,345	100	0	0	0	0
7	Approval of the registration, removal, and update of the Company's business lines in accordance with Decision No. 36/2025/QĐ-TTg.	21,021,345	100	0	0	0	0
8	Approval of the dismissal and additional election of Members of the Supervisory Board.	21,021,345	100	0	0	0	0
9	Approval of the plan to issue shares to increase share capital from the owner's equity of Tay Ninh Rubber Joint Stock Company.	21,021,345	100	0	0	0	0

Part 8. Additional Election of Members of the Supervisory Board:

Ms. Tran Thi To Anh – Head of the Election Committee summarized the election regulations and presented the list of candidates for the position of Member of the Supervisory Board.

The Annual General Meeting of Shareholders approved the list of candidates at the Meeting with a voting rate of 100% based on the total number of voting shares attending the Meeting.

At 11:10 AM, shareholders attending the Meeting: 32 shareholders and authorized representatives, owning and representing 21,021,345 voting shares, accounting for 70.07% of the Company's total voting shares.

- Total number of shares participating in the election at the Meeting: 21,021,345 shares.
- Total number of votes cast: 21,021,345 votes.
- Vote counting results: Ms. Truong Nu Manh Trinh received 21,021,345 votes, reaching a rate of 100%.

Therefore, Ms. Truong Nu Manh Trinh was elected as a Member of the Supervisory Board of Tay Ninh Rubber Joint Stock Company for the 2022–2027 term with the highest number of votes: 21,021,345 votes, reaching a rate of 100%.

Part 9. Announcement of the Draft Minutes, Draft Resolution, and Voting to Pass the Meeting Minutes and Resolution:

- Mr. Truong Ngoc Nhat Si – Secretary of the Meeting presented the Draft Minutes and Draft Resolution of the 2026 Annual General Meeting of Shareholders.

– The Presidium requested the Meeting to vote on approving the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders. The result was approved with an approval rate of 100%.

The 2026 Annual General Meeting of Shareholders concluded at 11:30 AM on the same day.

MEETING SECRETARY

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



Truong Ngoc Nhat Si



Vo Tran Minh Dang

**RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS TAY NINH RUBBER JOINT STOCK COMPANY**

**THE GENERAL MEETING OF SHAREHOLDERS OF
TAY NINH RUBBER JOINT STOCK COMPANY**

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter (amended and supplemented) of Tay Ninh Rubber Joint Stock Company;

Pursuant to the Meeting Minutes of the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company dated June 30, 2026.

RESOLVED:

Article 1. To adopt the following reports:

1. Report of the Board of Directors on the operations of the Board of Directors in 2025 and operational orientations for 2026 according to Report No. 1116/BC-HĐQTCSTN dated June 09, 2026.

2. Report of the Independent Members of the Board of Directors according to Report No. 1117/BC-HĐQTCSTN dated June 09, 2026.

3. Report of the Supervisory Board on the operations of the Supervisory Board in 2025 and operational orientations for 2026 according to Report No. 1118/BC-BKSCSTN dated June 09, 2026.

4. Report of the Management Board on the business and production performance in 2025 and the business and production plan for 2026 according to Report No. 1119/BC-BĐHCSTN dated June 09, 2026.

5. Report on the financial status and the audit of the 2025 financial statements according to Report No. 1120/BC-ĐHĐCĐCSTN dated June 09, 2026.

Article 2. To approve the 2025 Profit Distribution Plan.

1. 2025 Profit Distribution Plan:

No.	Indicator	Amount (VND million)
1	Undistributed profit after tax (Separate Financial Statements)	221,891
1.1	Undistributed profit after tax from 2024	12,993

No.	Indicator	Amount (VND million)
1.2	Profit after tax for 2025	208,898
2	Undistributed profit after tax (Consolidated Financial Statements)	325,269
2.1	Undistributed profit after tax from 2024	74,693
2.2	Profit after tax for 2025	250,576
3	Profit distribution for 2025	220,927
3.1	Appropriation to funds in 2025	130,927
	- Appropriation to the Investment and Development Fund	104,449
	- Appropriation to the Reward and Welfare Fund	26,478
3.2	Dividend payment for 2025 (30%/Par value)	90,000

2. Authorization for Execution:

The General Meeting of Shareholders authorizes the Board of Directors to direct and implement the fund appropriation and dividend payment to shareholders in accordance with current regulations.

In case inspections by competent authorities result in discrepancies against the figures above, the Board of Directors shall be authorized to handle them in compliance with regulations.

Article 3. To approve the Company's business, development investment, and dividend payout plan from undistributed profit after tax for 2026.

- Total revenue and other income: Minimum of VND 1,013,851 million
- Profit after corporate income tax (CIT): Minimum of VND 491,268 million
- Return on Equity (ROE): Minimum of 24.42%
- Development investment and bank debt repayment: Maximum of VND 309,631 million
- Dividend payout value: Minimum of VND 210,984 million.

In case objective, force majeure circumstances occur that were unforeseen during the planning phase and have a major, material impact on business operations, the General Meeting of Shareholders hereby authorizes the Board of Directors to proactively formulate and adjust the 2026 business performance and development investment plan, organize its implementation matching actual conditions, and report back to the nearest General Meeting of Shareholders.

The dividend payout rate from the 2026 undistributed profit after tax will be officially executed upon the availability of the audited 2026 financial statements and as resolved by the 2027 Annual General Meeting of Shareholders in accordance with regulations.

Article 4. To approve the payment of salaries and remuneration for the Board of Directors, the Supervisory Board, and the Management Board as follows:

finalize the actual salary and remuneration settlement for 2026 based on performance outcomes, strictly adhering to superior guidelines and any updated Government regulations regarding labor and compensation management.

Article 5. To approve the selection of the independent audit firm for the 2026 financial statements (Separate and Consolidated Financial Statements):

The General Meeting of Shareholders authorizes the Board of Directors to select one of the following three audit firms to perform the review of the semi-annual financial statements and the audit of the 2026 financial statements:

1. AASC Auditing Firm Company Limited
2. Moore AISC Auditing and Informatics Services Company Limited
3. International Auditing and Valuation Company Limited (IAV)

In case the three above-mentioned firms do not participate, the General Meeting of Shareholders authorizes the Board of Directors and the Supervisory Board to select an alternative qualified independent auditing firm to perform the semi-annual financial statement review and the 2026 financial statement audit in accordance with regulations.

Article 6. To approve the amendments to the Charter of Tay Ninh Rubber Joint Stock Company:

1. Legal Representative:

The General Meeting of Shareholders approves the amendment to the Company's Charter, specifically: "The Company has 02 (two) Legal Representatives, including the Chairman of the Board of Directors and the General Director of the Company."

CURRENT CHARTER	PROPOSED AMENDMENTS (parts in italics)
II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATING TERM, AND LEGAL REPRESENTATIVE OF THE COMPANY	II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATING TERM, AND LEGAL REPRESENTATIVE OF THE COMPANY
Article 3. Legal Representative of the Company The Company has one (01) Legal Representative, who is the General Director. The Legal Representative of the Company is the individual representing the Company to exercise rights and perform obligations arising from transactions, and representing the Company as the plaintiff, defendant, or person with related interests and obligations before Arbitration and Courts. The responsibilities of the Legal Representative shall comply with Article 13 of the Law on Enterprises and other rights	Article 3. Legal Representative of the Company <i>The Company has two (02) Legal Representatives, including the Chairman of the Board of Directors and the General Director of the Company.</i> <i>Rights and obligations of the Legal Representatives:</i> <i>Represent the Company to exercise rights and perform obligations arising from corporate transactions; represent the Company as the plaintiff, defendant, or person with related interests and obligations before Arbitration, Courts, and perform</i>

CURRENT CHARTER	PROPOSED AMENDMENTS (parts in italics)
and obligations under current legal regulations. The Legal Representative must reside in Vietnam and must provide a written authorization to another person to perform the rights and obligations of the Legal Representative when leaving Vietnam. Upon expiration of the authorization, if the Legal Representative has not returned to Vietnam and no other authorization is made, the authorized person shall continue to exercise the rights and obligations within the authorized scope until the Legal Representative returns to work or until the Board of Directors appoints a replacement. In case of absence from Vietnam for more than 30 days without authorizing another person, the Board of Directors shall appoint a replacement.	<i>other rights and obligations in accordance with the law.</i> <i>Exercise delegated rights and obligations honestly, prudently, and to the best of their ability to ensure the legitimate interests of the Company.</i> <i>Maintain loyalty to the interests of the Company; refrain from using corporate information, technical know-how, and business opportunities, and avoid abusing their position or corporate assets for personal gain or to serve the interests of other organizations or individuals.</i> <i>Promptly, fully, and accurately notify the Board of Directors regarding enterprises in which they or their related persons hold ownership, controlling shares, or capital contributions in accordance with current statutory regulations.</i> <i>Bear personal liability for any damages caused to the Company resulting from breaches of the aforementioned responsibilities and obligations.</i> <i>Other rights and obligations as prescribed by current laws.</i>

2. Regarding Profit Distribution:

The General Meeting of Shareholders approves the amendment to the Company's Charter, specifically:

CURRENT CHARTER	PROPOSED AMENDMENTS (parts in italics)
"Article 47: Profit Distribution... 6. Fund Appropriation: 6.1. The Company appropriates funds in accordance with the law. Annually, the Company utilizes its profit after tax as follows: a. Appropriate to reward, welfare, and other funds as resolved by the General Meeting of Shareholders; <i>including a maximum appropriation of 30% into the corporate Investment and Development Fund.</i> ..."	"Article 47: Profit Distribution... 6. Fund Appropriation: 6.1. The Company appropriates funds in accordance with the law. Annually, the Company utilizes its profit after tax as follows: a. <i>Appropriate to reward, welfare, and other funds as resolved by the General Meeting of Shareholders.</i> ..."

Article 7. To approve the registration, removal, and update of business lines of Tay Ninh Rubber Joint Stock Company in accordance with Decision No. 36/2025/QĐ-

TTg dated September 29, 2025 of the Prime Minister, specifically as follows:

No.	Business Line	Industry Code
1	Electricity generation, transmission, and distribution Detailed: Solar power generation.	+ 3512: Electricity generation from renewable energy. Detailed: Solar power. + 3513: Electricity transmission and distribution.
2	Real estate activities with own or leased property	6810 + Detailed: Investment and trading in infrastructure of industrial parks, residential areas, and commercial areas (subject to provincial regulations); real estate trading.
3	Growing of pome fruits and stone fruits	+ 0121
4	Wholesale of other intermediate products Detailed: Chemical industry, fertilizers, and rubber.	+ 4679: Wholesale of other intermediate products not elsewhere classified. + Detailed: Wholesale of rubber.
5	Wholesale of solid, liquid, and gaseous fuels and related products Detailed: Trading in petrol, oil, lubricants, and grease.	+ 4671: Wholesale of solid, liquid, and gaseous fuels and related products. + Detailed: Wholesale of petroleum and related products.
6	Retail sale of medical and orthopaedic goods, cosmetic and toilet articles in specialized stores Detailed: Retail sale of medicines.	+ 4772: Retail sale of medical and orthopaedic goods, cosmetic and toilet articles. Detailed: Retail sale of pharmaceuticals and medical equipment.
7	Maintenance and repair of motor vehicles Detailed: Car wash services.	+ Note: REMOVED
8	Retail sale of other new goods in specialized stores Detailed: Souvenirs.	+ Note: REMOVED

Article 8. To approve the dismissal and additional election of members of the Supervisory Board of Tay Ninh Rubber Joint Stock Company for the 2022-2027 term:

- To dismiss Mr. Do Phu Hong Quan from the position of Member of the Supervisory Board of Tay Ninh Rubber Joint Stock Company for the 2022-2027 term (per his Resignation Letter).

- To additionally elect 01 (one) Member of the Supervisory Board for the 2022-2027 term.

Article 9. Additional election results for the Supervisory Board member for the

2022-2027 term: The General Meeting voted to elect Ms. Trương Nữ Mạnh Trinh, who received the highest number of votes: 21,021,345 votes, accounting for 100%.

Article 10. To approve the plan to issue shares to increase share capital from the owners' equity of Tay Ninh Rubber Joint Stock Company in accordance with Proposal No. 1279/TTr-ĐHĐCĐCSTN dated June 30, 2026, with the main contents as follows:

- **Share name:** Shares of Tay Ninh Rubber Joint Stock Company
- **Share type:** Common shares
- **Ticker symbol:** TRC
- **Par value:** VND 10,000/share
- **Current charter capital:** VND 300,000,000,000
- **Total number of issued shares:** 30,000,000 shares

In which:

- + Total number of outstanding shares: 30,000,000 shares
 - + Total number of treasury shares: 0 shares
 - **Expected number of shares to be issued:** 90,000,000 shares
 - **Expected total issuance value at par value:** VND 900,000,000,000
 - **Expected charter capital after issuance:** VND 1,200,000,000,000 (Equivalent to 120,000,000 shares).
 - **Purpose of issuance:** To issue shares to increase share capital from the owner's equity.
 - **Issuance ratio** (*Expected number of shares to be issued / Number of outstanding shares*): 300%
 - **Exercise ratio:** 1:3 (Shareholders holding 01 share on the record date for the exercise of rights will receive 1 right to receive additional shares. For every 1 right to receive additional shares, they will receive 03 new shares).
 - **Funding source:** Appropriated from the Development Investment Fund based on data from the audited separate Financial Statements for the year 2025.
 - **Target of issuance:** Existing shareholders named in the list of shareholders on the final registration date (record date) to close the list of shareholders for exercising the rights to receive shares. The timing to close the list of shareholders shall be authorized to the Board of Directors by the General Meeting of Shareholders to decide.
 - **Method of issuance:** Shares issued to existing shareholders will be distributed under the method of rights exercise.
 - **Plan for handling fractional shares:** As the issuance ratio is an integer (1:3), no fractional shares will arise from this issuance.
- Example:* Shareholder A owns 199 shares on the record date. With the exercise ratio of 1:3, Shareholder A will receive $(199 \times 3/1) = 597$ new shares (no fractional shares will arise).
- **Expected timing of issuance:** After the General Meeting of Shareholders votes to approve and after the State Securities Commission announces the receipt of full

reporting documents for the issuance, expected to be implemented from the third quarter of 2026. The General Meeting of Shareholders authorizes the Board of Directors to choose an appropriate timing of issuance to ensure the rights of shareholders and comply with legal regulations.

- **Additional securities registration and additional listing registration:** After completing the issuance, the General Meeting of Shareholders approves and authorizes the Board of Directors to 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 Stock Exchange.

- **Approval of amendments to the Charter Capital:** Approve the amendment to the Charter Capital item in the Company's Charter and the adjustment of the Enterprise Registration Certificate with the competent state authority after the State Securities Commission issues a written notice on the receipt of the report on issuance results.

- **Authorization to the Board of Directors:** The General Meeting of Shareholders authorizes the Board of Directors of the Company to execute relevant tasks regarding the issuance, specifically as follows:

- + Formulate, amend, supplement, and finalize the details of the aforementioned share issuance plan and adjust the issuance plan as well as other relevant dossiers based on the actual situation of the Company or upon requests of the State Securities Commission and other competent authorities, or for the purpose of compliance with relevant legal regulations (if any);

- + Choose the record date to close the list of shareholders to implement the aforementioned issuance plan;

- + Amend and supplement relevant terms in the Company's Charter to record the newly increased charter capital after the State Securities Commission issues a written notice on the receipt of the report on issuance results;

- + 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 Stock Exchange for the number of additionally issued shares based on the actual results of the issuance after the State Securities Commission issues a written notice on the receipt of the report on issuance results;

- + Carry out procedures to amend the enterprise registration contents of the Company related to the change in charter capital based on the actual results of the issuance with the competent state authority after the State Securities Commission issues a written notice on the receipt of the report on issuance results;

- + Depending on each specific case, the Board of Directors is entitled to sub-authorize the General Director to execute one or several specific tasks stated above;

- + Decide on other arising matters related to the share issuance to increase share capital from the owner's equity.

Article 11. Members of the Board of Directors, the Supervisory Board, the General Director, shareholders, and related organizations and individuals are responsible for the execution of this Resolution.

This Resolution was read aloud and adopted by vote at the 2026 Annual General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company./.

Recipient:

- SSC;
- HoSE;
- Shareholders;
- GVR;
- Board of Directors, Supervisory Board;
- Board of Directors;
- Information Discloser;
- Website;
- Storage location: Company records office.

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



Vo Tran Minh Dang

C. P. ★ H. N. I.