THONG NHAT RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 437/CBTT-TRC

Ba Ria, August 4, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

To: - Ho Chi Minh Stock Exchange
- State Securities Commission

1. Name of the Organization: **THONG NHAT RUBBER JOINT STOCK COMPANY**

- Stock Code: **TNC**
- Address: No. 256, 27/4 Street, Ba Ria Ward, Ho Chi Minh City
- Telephone: 02543.823119 Fax: 02543.823120
- E-mail: thongnhat.trc@gmail.com

2. Disclosed Information:

Board of Directors' Resolution of the Meeting held on August 4, 2026

3. This information is disclosed on company's website on 04/08/2026 at the link http://trc.com.vn/quanhecodong.html

We hereby certify that the information disclosed above is true and take full responsibility before the law for the content of the disclosed information.

Attached file:
Resolution No. 08/2026/NQ-BOD dated August 4, 2026.

Representative of the organization
Authorized person for information disclosure

CÔNG TY CỔ PHẦN CAO SU THỐNG NHẤT
THÀNH PHỐ HỒ CHÍ MINH

Nguyễn Nhật Thành Lâm

THONG NHAT RUBBER JOINT STOCK COMPANY	SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No.: 08/2026/NQ-HĐQT	*Ba Ria, August 04, 2026.*

RESOLUTION
MEETING OF 04-08-2026
BOARD OF DIRECTORS OF THONG NHAT RUBBER JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature, on June 17, 2020;

- Pursuant to the Charter of Thong Nhat Rubber Joint Stock Company (8th amendment), approved by the Annual General Meeting of Shareholders on September 30, 2021;

- Pursuant to the Working Regulations of the Board of Directors issued under Decision No. 493/QĐ-HĐQT dated October 01, 2021 of the Board of Directors;

- Pursuant to the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders dated July 30, 2026;

- Pursuant to the minutes of the Board of Directors' meeting dated August 04, 2026,

RESOLVES:

Article 1. *To unanimously implement the Resolution of the 2026 Annual General Meeting of Shareholders as follows:*

1. The audited 2025 Financial Statements and the 2025 profit distribution plan; approval of the salary, bonus and welfare funds implemented for 2025, specifically:

1.1. Audited 2025 Financial Statements:

NO.	IDICATORS	UNIT	AMOUNT
A	**BALANCE SHEET**		
I	**Total assets:**	**VND**	**382,235,935,659**
	Of which:		
1	Current assets	VND	234,645,523,524
2	Non-current assets	VND	147,590,412,135
II	**Total capital:**	**VND**	**382,235,935,659**
	Of which:		
1	Liabilities	VND	33,056,483,403

2	Owners' equity	VND	349,179,452,256
B	**BUSINESS RESULTS**		
1	Total revenue and other income	VND	206,181,248,722
2	Total accounting profit before tax	VND	57,205,619,137
3	Profit after corporate income tax	VND	49,245,449,977

1.2. 2025 Profit Distribution Plan:

NO.	IDICATORS	UNIT	AMOUNT
1	Undistributed profit after tax	VND	50,846,794,966
a	*Undistributed profit for 2024*	*VND*	*1,601,344,989*
b	*Undistributed profit for 2025*	*VND*	*49,245,449,977*
2	Appropriation to the employee bonus and welfare fund for 2025 (03 months' average salary)	VND	10,388,089,200
3	Appropriation to the bonus fund for company managers for 2025 (2 months' average salary)	VND	339,840,000
4	Cash dividend payment of 20% of par value	VND	38,500,000,000
5	2025 profit carried forward to the following year	VND	1,618,865,766

→ **The General Director of the Company is assigned to distribute the 2025 fiscal year profit in accordance with the content of the 2026 Annual General Meeting of Shareholders' Resolution, and to carry out the procedures required under securities laws and other applicable regulations to pay dividends to shareholders in November 2026.**

1.3. Salary and bonus funds implemented for 2025:

+ Salary fund implemented for 2025 for employees:

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

In which, the realized salary fund for the Company's Board of Management is VND **1,434,801,219** (02 persons: General Director and Chief Accountant).

Of which, the salary fund implemented for the Company's Board of Management is VND 1,434,801,219 (02 persons: the General Director and the Chief Accountant).

+ Bonus and welfare fund for employees for 2025:

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

Appropriation to the employee bonus and welfare fund:

VND 41,552,356,800

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

12 months

+ Salary fund implemented for 2025 for the Chairman of the Board of Directors:

(VND 72,000,000/month + (VND 72,000,000/month x 20%)) x 12 months = **VND 1,036,800,000**

+ ***Remuneration fund implemented for 2025 for non-executive company managers:***

(VND 11,600,000/month + (VND 11,600,000/month x 20%)) x 72 months = **VND 1,002,240,000**

+ ***Bonus implemented for 2025 for the Chairman of the Board of Directors:***

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

+ ***Bonus implemented for 2025 for members of the Board of Directors:***

VND 1,002,240,000/72 months x 2 months x 06 persons = **VND 167,040,000**

+ **Bonus implemented for 2025 for the Board of Management:**

VND 1,434,801,219/24 months x 2 months x 02 persons = **VND 239,133,537**

⟶ **The General Director of the Company is assigned to finalize the settlement of the 2025 salary and bonus funds in strict compliance with applicable laws.**

2. To approve the 2026 business plan and profit distribution plan; the 2026 salary plan and capital construction investment plan, specifically:

2.1. 2026 Business Plan:

NO.	INDICATORS	UNIT	AMOUNT
1	Total revenue and other income	VND million	189,000
2	Total accounting profit before tax	VND million	46,000
3	Profit after corporate income tax	VND million	42,000
4	State budget contributions	VND million	30,000

This business plan is achievable only if the average selling prices of rubber latex and bananas meet the plan. In the event of changes in the average selling price or sales volume, the business plan targets will change accordingly. The Board of General Directors is assigned to make appropriate decisions based on actual market conditions and the selling prices of comparably sized enterprises.

2.2. 2026 Profit Distribution Plan:

NO.	IDICATORS	APPROPRIATION RATE
1	Cash dividend payment ratio	15% of charter capital
2	Appropriation to the bonus and welfare fund	Maximum of 03 months of implemented salary
3	Bonus for the Chairman and members of the Board of Directors	Not to exceed the number of months' salary of the Company appropriated to establish the bonus and welfare fund
4	Remuneration for non-executive Board members	Maximum of 20% of the average salary of full-time (executive) Board members

2.3. 2026 Salary Plan

+ ***Planned salary fund for employees:***

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

+ Planned salary fund for the Chairman of the Board of Directors:

No.	POSITION	Base Salary (VND/month)	Salary Fund (VND/year)
1	Chairman of the BOD	74,000,000	888,000,000
	Total:		**888,000,000**

- The 2026 implemented salary fund shall be determined based on the actual average number of employees and the average implemented salary level, in accordance with the Company's Regulations on Salary, Bonus and Remuneration.

⟶ The General Director is assigned to develop specific salary regulations and payment plans for each unit and department within the Company, based on the production plan and scale of operations, ensuring incentives for employees to excel in their duties.

2.4. 2026 Capital Construction Investment Plan:

Unit: VND

2026 capital construction investment plan with total investment capital of:	**30,443,000,000**
of which:	
+ Rubber replanting (102.56 ha)	*5,471,000,000*
+ Care of rubber plantations under basic construction (174.89 ha)	*2,800,000,000*
+ Care of durian plantations under basic construction (29.33 ha)	*2,998,000,000*
+ Investment in expanding 01 water reservoir, lining of TN2 reservoir	*300,000,000*
+ Investment in irrigation system for 40.63 ha of banana	*1,909,000,000*
+ Investment in irrigation system and new planting of 40.67 ha of coffee intercropped with 40.67 ha of durian (Plots 1, 2, 3, 4, 19)	*4,961,000,000*
+ New planting of 40.63 ha of banana	*3,425,000,000*
+ Intercropping of 40.67 ha of durian	*2,033,000,000*
+ Banana replanting of 16.57 ha (Plots 6B, 9EF, 5TN2)	*1,397,000,000*
+ New planting of coffee in plots (1, 2, 3, 4, 19)	*2,987,000,000*
+ Excavation of drainage canals for disease prevention (40.63 ha of newly planted banana, 6.06 ha of replanted banana and 40.67 ha of coffee)	*162,000,000*
+ Other investments (solar power investment, tractor, other repairs)	*1,500,000,000*
+ Repairs (Phong Phu Team Office, Hoa Binh 2 Rubber Nursery Office)	*500,000,000*

⟶ The General Director of the Company is assigned to organize and implement the 2026 business, investment and profit distribution plans as assigned by the 2026 Annual General Meeting of Shareholders, to ensure their successful completion.

3. To approve the payment of remuneration to non-executive members of the Board of Directors for 2025 and the 2026 remuneration payment plan for non-executive members of the Board of Directors.

3.1. Approval of the implemented remuneration fund for non-executive members of the Board of Directors for 2025:

The 2025 remuneration level approved by the 2026 Annual General Meeting of Shareholders is **VND 1,002,240,000.**

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

3.2. Proposed planned remuneration level for non-executive members of the Board of Directors for 2026:

- The planned average remuneration level is determined at 20% of the planned average salary of executive members of the Board of Directors:

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

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

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

4. Selection of the auditing firm for the 2026 Financial Statements:

BDO Audit Services Company Limited in Ho Chi Minh City is selected to perform the audit of the 2026 Financial Statements.

⟶ The General Director of the Company is assigned to sign the contract and implement it on the basis of ensuring transparency, accuracy, prudence, and the protection of the Company's lawful rights and interests.

This Resolution has been approved by 100% of the voting members of the Board of Directors present at the meeting.

Article 2. *Implementation provisions:* The members of the Board of Directors, the Audit Committee, and the General Director of the Company shall be responsible for implementing this Resolution and organizing its execution in accordance with their respective functions, in compliance with applicable laws and the Charter on the Organization and Operation of Thong Nhat Rubber Joint Stock Company.

This Resolution shall be sent to each member of the Board of Directors, the Audit Committee, and the General Director./.

Recipients:
- *As per Article 2;*
- *Ho Chi Minh Stock Exchange;*
- *SSC;*
- *Published on the Company's website;*
- *Archieved: Secretary.*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 350010...4 C.T.C.P. CÔNG TY CỔ PHẦN CAO SU THỐNG NHẤT THÀNH PHỐ HỒ CHÍ MINH

Nguyễn Hữu Mạnh Nhường