

DRAFT

**RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIETNAM RUBBER GROUP - JOINT STOCK COMPANY**

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

Pursuant to the Charter on Organization and Operation of Vietnam Rubber Group - Joint Stock Company;

Pursuant to the Meeting Minutes of the Annual General Meeting of Shareholders 2025 approved by the Meeting on 17 June 2025.

RESOLVES:

Article 1. To approve the Report on business performance in 2024 and business orientation and tasks for 2025 as presented in Report No. 1374/BC-CSVN dated 27 May 2025.

Article 2. To approve the Report on activities of the Board of Directors of Vietnam Rubber Group - Joint Stock Company as presented in Report No. 336/BC-HĐQTCSVN dated 27 May 2025.

Article 3. To approve the Report on activities of the Supervisory Board in 2024 and the plan for 2025 as presented in Report No. 1375/BC-CSVN dated 27 May 2025.

Article 4. To approve the Separate Financial Statements and Consolidated Financial Statements; and the 2024 Profit Distribution Plan as presented in Submission No. 337/TTr-HĐQTCSVN dated 27 May 2025, including:

No.	Item	Unit	Amount
1	Total revenue and income	VND billion	5,271.21
2	Profit after tax	VND billion	2,353.53
3	Profit distribution:		
	- Allocation to Development Investment Fund	VND billion	704.71
	- Allocation to Employee Reward and Welfare Fund	VND billion	47.21
	- Allocation to Management Bonus Fund	VND billion	1.61
	- Dividend distribution (4% of charter capital)	VND billion	1,600.00
4	Undistributed profit after tax	VND billion	0.00

In case competent authorities conduct inspections and identify any discrepancies in profit figures, the Board of Directors shall be responsible for handling such discrepancies in accordance with applicable regulations.

The Board of Directors is assigned to direct and implement the profit distribution and dividend payment to shareholders in accordance with applicable laws.

Article 5. To approve the 2025 Business Plan, Investment and Development Plan, and Profit Distribution Plan of the Group as presented in Submission No. 338/TTr-HĐQTCSVN dated 27 May 2025, including key indicators as follows:

- For the Parent Company's 2025 business plan:

+ Revenue and other income:	5,699 VND billion
+ Profit before tax:	2,455 VND billion
+ Profit after tax:	2,455 VND billion
+ Profit before tax / revenue and other income:	43.08%
+ Profit before tax / charter capital:	6.14%
+ Development investment:	1,048 VND billion
+ Dividend distribution (4% of charter capital):	1,600 VND billion
+ Statutory fund allocation:	855 billion

The 2025 profit distribution plan shall be submitted to the 2026 Annual General Meeting of Shareholders for approval after the 2025 audited financial statements become available.

- For the consolidated 2025 business plan of the Group:

+ Revenue and other income:	31,044 VND billion
+ Profit before tax:	5,840 VND billion
+ Profit after tax:	4,974 VND billion
+ Profit before tax / revenue and other income:	18.81%
+ Profit before tax / charter capital:	14.60%
+ Development investment:	6,884 VND billion

- The General Meeting of Shareholders authorizes the Board of Directors to direct and decide all matters arising during the implementation of the 2025 business and investment plan of the Group, as approved by the General Meeting of Shareholders, in accordance with applicable regulations.

- In the event of major and material impacts caused by unforeseen objective or force majeure reasons that were not anticipated during the preparation and submission of the plan, the General Meeting of Shareholders authorizes the Board of Directors to proactively revise and adjust the 2025 business and investment plan

to suit actual conditions and report such adjustments at the next General Meeting of Shareholders.

Article 6. To approve the Remuneration Report for 2024 and the 2025 Salary and Remuneration Plan for the Board of Directors and Supervisory Board as presented in Submission No. 339/TTr-HĐQTCSVN dated 27 May 2025, including:

- Total remuneration paid to non-executive members of the Board of Directors and Supervisory Board in 2024: VND 606.0 million;
- 2025 salary plan for executive members of the Board of Directors and Supervisory Board: VND 4,440.0 million;
- 2025 remuneration plan for non-executive members of the Board of Directors and Supervisory Board: VND 1,641.6 million.

Remuneration shall be decided and disbursed by the Board of Directors in accordance with applicable regulations.

Article 7. To approve the selection of the auditor for the 2025 financial statements:

To approve the list of 07 (seven) auditing firms eligible to audit the Parent Company's separate financial statements for 2025 and the Group's consolidated financial statements for 2025; authorize the Board of Directors to select one reputable and qualified auditing firm from the list of licenced audit firms to audit the Parent Company's separate financial statements for 2025 and the Group's consolidated financial statements for 2025 in accordance with Submission No. 1376/TTr-CSVN dated 27 May 2025; and authorize the Board of Directors to assign the General Director to sign the audit contract with the selected auditing firm.

Article 8. To approve the amendments and supplements to the Charter on Organization and Operation of Vietnam Rubber Group – Joint Stock Company as presented in Submission No. 340/TTr-HĐQTCSVN dated 27 May 2025

Article 9. To approve the adjustments and additions to the Group's business lines as presented in Submission No. 341/TTr- HĐQTCSVN dated 27 May 2025.

Article 10. To approve the amendments and supplements to the Internal Corporate Governance Regulations of Vietnam Rubber Group – Joint Stock Company as presented in Submission No. 342/TTr- HĐQTCSVN dated 27 May 2025.

Article 11. The General Meeting of Shareholders acknowledges the dismissal of a member of the Board of Directors of the Group for the 2021–2026 term pursuant to the resignation letter, as presented in Submission No. 343/TTr-HĐQTCSVN dated 27 May 2025, with details as follows:

No.	Full Name	Number of votes	Percentage (%)
1	Tran Ngoc Thuan

Article 12. The members of the Board of Directors, Supervisory Board, General Director, shareholders, and relevant organizations and individuals shall be responsible for implementing this Resolution.

This Resolution was duly passed by the 2025 Annual General Meeting of Shareholders of Vietnam Rubber Group - Joint Stock Company./.

Recipients:

- State Securities Commission of Vietnam (SSC);
- Ho Chi Minh City Stock Exchange (HOSE);
- Shareholders;
- Ministry of Finance;
- BOD, Supervisory Board, Executive Board;
- Administration and General Affairs Department;
- To be published on website;
- Archives: Office, Meeting Secretariat.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF
DIRECTORS**