

AGENDA OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS DONG PHU RUBBER JOINT STOCK COMPANY

Time: 08:00 AM, June 26, 2025

Venue: Company Hall, Thuan Phu Commune, Dong Phu District, Binh Phuoc Province

I. OPENING SESSION

1. Statement of reasons, introduction of delegates
2. Approval of the Meeting Agenda
3. Approval of the Meeting Regulations
4. Introduction of the Presiding Committee, Secretary, and Shareholder Eligibility Verification Committee

II. REPORTS AND PROPOSALS TO BE SUBMITTED TO THE MEETING

1. Report of the Board of Directors on 2024 operations and 2025 directions
 2. Report of the Board of Supervisors for 2024 and 2025 directions
 3. Proposal No. 1: Audited Financial Statements for 2024
 4. Proposal No. 2: Business Performance and Profit Distribution for 2024
 5. Proposal No. 3: Business plan and dividend distribution for 2025
 6. Proposal No. 4: Remuneration for the Board of Directors and Board of Supervisors in 2024 and plan for 2025
 7. Proposal No. 5: Selection of the auditing firm for 2025
 8. Proposal No. 6: Amendment and supplementation of the Company Charter
 9. Proposal No. 7: Dismissal of a Member of the Board of Directors
- And other contents in service of the Meeting (Regulations, etc.)

III. DISCUSSION AND EXPLANATION

- Shareholders raise questions
- The Board of Directors, Board of Management, and Board of Supervisors respond and provide clarification

IV. REMARKS AND REPLY BY THE REPRESENTATIVE OF THE LEADERSHIP OF VIETNAM RUBBER GROUP - JOINT STOCK COMPANY

V. VOTING AND APPROVAL OF THE RESOLUTIONS OF THE MEETING

1. Voting on each item of the proposals
2. Approval of the draft Resolution and draft Minutes of the Meeting
3. Approval of the Resolution and Minutes of the 2025 Annual General Meeting of Shareholders

VI. CLOSING

1. Representative of the Board of Directors delivers the closing speech
2. Conclusion of the Meeting

PROPOSAL NO. 7

Dismissal of Member of the Board of Directors for the 2022–2027 Term

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/6/2020;

Pursuant to the Charter on organization and operation of Dong Phu Rubber Joint Stock Company;

Pursuant to the resignation request submitted by **Mr. Pham Phi Dieu** – Member of the Board of Directors for the 2022–2027 term – due to work-related reasons.

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

1. Dismissal: Mr. Pham Phi Dieu – Member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022–2027 term, shall be dismissed upon his personal request and due to work-related reasons

2. Effective date of dismissal: From the date this matter is approved by the 2025 Annual General Meeting of Shareholders.

Respectfully submitted.

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

Signed

Mai Huynh Nhat

No. /NQ-DHDCDCSDP

Binh Phuoc, ... June ,2025

DRAFT

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DONG PHU RUBBER JOINT STOCK COMPANY

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

Pursuant to the Charter on organization and operation of Dong Phu Rubber Joint Stock Company;

Pursuant to the Vote Counting Minutes of the 2025 Annual General Meeting of Shareholders;

RESOLVES

Article 1. To approve the Report of the Board of Directors on 2024 operations and 2025 operating directions.

Article 2. To approve the Report of the Board of Supervisors on the supervision results in 2024 and the 2025 plan.

Article 3. To approve the audited separate and consolidated Financial Statements for 2024 (Proposal No.1).

1. Approval of the audited 2024 separate Financial Statements (*audited by International Auditing and Valuation Co., Ltd., issued on March 17, 2025; “the audited separate Financial Statements are attached”*).

Key Indicators:

No.	Indicators	Value (VND)
I	Total assets as of 31/12/2024	2,395,545,942,779
1	Current assets	827,828,656,765
2	Long -term assets	1,567,717,286,014
II	Total liabilities and equity as of 31/12/2024	2,395,545,942,779
1	Liabilities	182,197,526,983
2	Owner’s equity	2,213,348,415,796
III	Business results in 2024	
1	Total revenue	946,217,530,195
1.1	Net revenue from sales of goods and provision of services	794,070,666,130
1.2	Financial income	70,947,511,063

1.3	Other income	81,199,353,002
2	Total expenses	682,690,359,639
3	Total accounting profit before tax	263,527,170,556
4	Corporate income tax	39,563,250,400
5	Profit after corporate income tax	223,963,920,156

2. Approval of the audited 2024 consolidated Financial Statements (*audited by International Auditing and Valuation Co., Ltd., issued on March 24, 2025; “the audited consolidated Financial Statements are attached”*).

Key Indicators:

No.	Indicators	Value (VND)
I	Total assets as of 31/12/2024	4,488,156,217,220
1	Current assets	2,200,223,977,759
2	Long -term assets	2,287,932,239,461
II	Total liabilities and equity as of 31/12/2024	4,488,156,217,220
1	Liabilities	1,253,181,048,318
2	Owner’s equity	3,234,975,168,902
III	Business results in 2024	
1	Total revenue	1,407,643,430,205
1.1	Net revenue from sales of goods and provision of services	1,224,455,210,843
1.2	Financial income	97,934,843,374
1.3	Other income	85,253,375,988
2	Total expenses	1,029,955,876,543
3	Total accounting profit before tax	377,687,553,662
4	Current corporate income tax	52,466,215,723
5	Deferred corporate income tax	966,618,898
6	Profit after corporate income tax	324,254,719,041

In case a competent State authority makes adjustments to any indicators related to the determination of business results and the 2024 Financial Statements, the Board of Directors shall be assigned to review and adjust the relevant indicators and reports accordingly, and simultaneously report to the nearest Annual General Meeting of Shareholders in compliance with legal regulations.

Article 4. To approve the 2024 Business performance and profit distribution plan (Proposal No.2).

Business performance and profit distribution plan for 2024 as follows:

Unit: million VND

No.	Indicators	Value
1	Undistributed profit accumulated until the end of the previous period	77,008

2	Undistributed profit for the current period	223,964
3	Undistributed profit after tax (1+2)	300,972
	Distribution:	
4	Development investment fund (30% of profit after tax)	67,189
5	Bonus and welfare fund	45,095
6	Management bonus fund	257
7	Dividend (20% of Charter capital)	173,772
8	Remaining profit	14,659

In case the competent authority conducts an inspection and identifies any discrepancies in the profit figures mentioned above, the Board of Directors shall be assigned to handle the matter in accordance with regulations, and to direct the appropriation of funds and dividend distribution to shareholders in compliance with the prevailing laws.

Article 5. To approve the 2025 business plan and dividend distribution plan (Proposal No.3).

2025 Business Plan and Dividend Distribution Plan, with the following key contents:

2025 Business plan and 2025 Dividend distribution plan

No.	Indicators	Unit	2025 Plan
1	Rubber plantation area under self-exploitation	Ha	6.270,43
	- <i>Self-exploited area</i>	<i>Ha</i>	<i>6.089.51</i>
	- <i>Area under exploitation rights transfer</i>	<i>Ha</i>	<i>180,92</i>
2	Immature rubber plantation area	Ha	2.433,76
3	Replanting rubber plantation area	Ha	457,03
4	Rubber output from self-exploitation	tons	11.700
	- <i>Output from self-exploitation</i>	<i>tons</i>	<i>11.338</i>
	- <i>Output under exploitation rights transfer</i>	<i>tons</i>	<i>362</i>
5	Purchased rubber output	tons	2.000
6	Processed output	tons	13.500
7	Consumed output	tons	13.500
8	Average yield	tons/ha	1.86
9	Average selling price	million VND /tons	45
10	Total revenue	million VND	795.915
11	Profit before corporate income tax	million VND	262.493
12	Profit after corporate income tax	million VND	215.950
13	Capital for construction and fixed investment	million VND	200.950
14	Minimum dividend distribution (13.33%)	million VND	115.812

Article 6. To approve the Report and remuneration payment plan of the Board of Directors and the Board of Supervisors for 2024 and the plan for 2025 (Proposal No.4).

1. The total remuneration and allowances paid to Members of the Board of Directors and of the Board of Supervisors in 2024 amounted to 325,420,000 VND.

Unit: VND

No.	Full Name	Position	Remuneration & Allowance	Notes
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1	Ho Cuong	BoD Member – General Director	24.000.000	
2	Huynh Trong Thuy	BoD Member – Deputy General Director	24.000.000	
3	Pham Phi Dieu	BoD Member	66.960.000	
4	Nguyen Ngoc Thanh	BoD Member	66.960.000	
5	Nguyen Minh Trang	BoS Member	59.500.000	
6	Huynh Minh Tam	BoS Member	30.000.000	Dismissed on 27/6/2024
7	Nguyen Thanh Huy	BoS Member	24.000.000	Appointed on 27/6/2024
8	Tran Thi Thu Thuy	BoS Member	30.000.000	Dismissed on 27/6/2024
	Total		325.420.000	

2. Remuneration and Allowance Payment Plan for the Board of Directors and the Board of Supervisors in 2025:

The 2025 remuneration plan for the BoD and the BoS shall not exceed the actual remuneration level implemented in 2024, specifically:

+ Member of the BoD: 6.200.000 VND/person/month

+ Part-time Member of the BoS: 5.000.000 VND/person/month

The payment of remuneration to part-time managers must ensure internal financial balance of the Company, and no remuneration shall be paid to full-time personnel.

Article 7. To authorize the Board of Directors to select the auditing firm for the 2025 Financial Statements (Proposal No.5).

Authorize the Board of Directors to select one of the following three auditing firms to audit the Company's 2025 Financial Statements:

+ IAV - International Auditing and Valuation Company Limited;

+ VACO Auditing Company Limited;

+ BDO Audit Services Company Limited;

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

Article 8. To approve the amendment and supplementation of the Company Charter at Article 3 – Legal Representative (Proposal No.6).

1. The total remuneration and allowances paid to Members of the Board of Directors and of the Board of Supervisors in 2024 amounted to 325,420,000 VND.

Unit: VND

No.	Full Name	Position	Remuneration & Allowance	Notes
1	Ho Cuong	BoD Member – General Director	24.000.000	
2	Huynh Trong Thuy	BoD Member – Deputy General Director	24.000.000	
3	Pham Phi Dieu	BoD Member	66.960.000	
4	Nguyen Ngoc Thanh	BoD Member	66.960.000	

5	Nguyen Minh Trang	BoS Member	59.500.000	
6	Huynh Minh Tam	BoS Member	30.000.000	Dismissed on 27/6/2024
7	Nguyen Thanh Huy	BoS Member	24.000.000	Appointed on 27/6/2024
8	Tran Thi Thu Thuy	BoS Member	30.000.000	Dismissed on 27/6/2024
	Total		325.420.000	

2. Remuneration and Allowance Payment Plan for the Board of Directors and the Board of Supervisors in 2025:

The 2025 remuneration plan for the BoD and the BoS shall not exceed the actual remuneration level implemented in 2024, specifically:

- + Member of the BoD: 6.200.000 VND/person/month
- + Part-time Member of the BoS: 5.000.000 VND/person/month

The payment of remuneration to part-time managers must ensure internal financial balance of the Company, and no remuneration shall be paid to full-time personnel.

Article 9. Approval of the Dismissal of a Member of the Board of Directors for the 2022–2027 Term.

Article 10. This Resolution shall take effect from the date of signing. The Board of Directors and the Board of Management shall be responsible for organizing the implementation of the contents of this Resolution.

Recipients:

- State Securities Commission;
- Ho Chi Minh City Stock Exchange;
- Company Shareholders.
- Board of Directors, Board of Supervisors;
- Company Website;
- Archive: Secretariat, Secretary.

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



DONG PHU RUBBER JOINT STOCK COMPANY

Address: Thuan Phu Commune, Dong Phu District, Binh Phuoc Province

Tel: (02713) 819 786 Fax: (02713) 819 620 Website: www.doruco.com.vn

WORKING REGULATION 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS DONG PHU RUBBER JOINT STOCK COMPANY

Basis:

- *Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;*
- *Law on Securities No. 54/2019/QH14 dated 26/11/2019 and accompanying sub-law documents;*
- *Decree 155/2020/ND-CP Detailing the implementation of a number of articles of the Law on Securities passed on 31/12/2020;*
- *Charter on Organization and Operation of Dong Phu Rubber Joint Stock Company.*
- *Internal Regulation on Corporate Governance of Dong Phu Rubber Joint Stock Company.*

To ensure the successful organization of the 2025 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company, the Board of Directors develops the working regulation, principles of conduct, and voting at the Meeting for the General Meeting of Shareholders to approve as follows:

Article 1. Purpose:

- To ensure that the procedures, principles of conduct, and voting at the Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company are carried out in accordance with regulations and are successful.
- The resolutions of the General Meeting of Shareholders shall reflect the unified will of the General Meeting of Shareholders, meet the aspirations and interests of shareholders, and comply with the law.

Article 2. Subject and Scope of Application:

- Subject of Application: All shareholders, representatives (authorized persons) of shareholders holding shares of Dong Phu Rubber Joint Stock Company, and guests attending the Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company must comply with the provisions of this Regulation, the Company's Charter, and current legal regulations.
- Scope of Application: This Regulation is used for organizing the 2025 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

Article 3. Explanation of Terms/Abbreviations

- The Company : Dong Phu Rubber Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegate : Shareholders, representatives (authorized persons)

- GMS meeting : Video broadcasting system for the GMS meeting live on the livestream system websites <https://ezgsm.fpts.com.vn> and www.youtube.com
- Meeting : General Meeting of Shareholders

Article 4. Conditions for Conducting the General Meeting of Shareholders

- The General Meeting of Shareholders shall be conducted when the number of attending delegates representing over 50% of the total voting shares is present.¹
- In case the first meeting does not meet the conditions for conducting as stipulated in Clause 1, Article 19 of the Company's Charter, the notice for the second meeting shall be sent within 30 days from the date scheduled for the first meeting. The second convened General Meeting of Shareholders shall be conducted when the number of attending shareholders representing 33% or more of the total voting shares is present.
- In case the second meeting does not meet the conditions for conducting as stipulated in Clause 2, Article 19 of the Company's Charter, the notice for the third meeting shall be sent within 20 days from the date scheduled for the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total voting shares of the attending shareholders.

Note: The proportion of shareholders attending the General Meeting of Shareholders online is determined when delegates have performed “Confirm online attendance at the General Meeting of Shareholders” on the electronic voting system as stipulated in Article 5 of this Regulation.

Article 5. Delegates Attending the 2025 Annual General Meeting of Shareholders

- All shareholders of the Company according to the list closed on 29/05/2025 have the right to attend the online General Meeting of Shareholders via the Electronic Voting System or authorize their representative to attend. In case more than one authorized representative is appointed to attend in accordance with legal regulations, the specific number of shares represented by each representative must be determined.
- When attending online, delegates should note:
 - **Technical requirements:** Shareholders need an electronic device connected to the internet (e.g., computer, tablet, mobile phone, or other internet-connected electronic device).
 - **How to participate:** Delegates access the link and log in using the provided information to attend the online General Meeting of Shareholders and cast electronic votes.
 - **Method for recording online General Meeting of Shareholders attendance:** Delegates are recorded as attending the online General Meeting of Shareholders by the electronic voting system when they access the system using the access information provided in the notice of meeting and have performed the action of “confirming online GMS attendance” on the electronic voting system.
 - **Attendance confirmation time: 10:00, June 24, 2025.**

Article 6. Guests at the Meeting

¹Clause 1, Article 19 of the Company Charter

- These are the Company's management titles, guests, and members of the Meeting Organizing Committee who are not Company shareholders but are invited to attend the Meeting.
- Guests do not participate in speaking at the Meeting (unless invited by the Meeting Chairperson, or having registered in advance with the Meeting Organizing Committee and approved by the Meeting Chairperson).

Article 7. Chairperson and Presiding Board

- The Presiding Board consists of 05 persons, including 01 Chairperson and 04 Members. The Chairman of the Board of Directors is the Head of the Board and the Chairperson of the General Meeting of Shareholders, or the Chairman of the Board of Directors authorizes another member of the Board of Directors to act as the Meeting Chairperson. Specifically as follows:

No.	Member's name	Position
1	Mr. Mai Huynh Nhat	Chairman of the Board of Directors
2	Mr. Ho Cuong	General Director_Member of the Board of Directors
3	Mr. Huynh Trong Thuy	Member of the Board of Directors
4	Mr. Pham Phi Dieu	Member of the Board of Directors
5	Ms. Nguyen Ngoc Thanh	Member of the Board of Directors

- If the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to act as the Chairperson of the meeting by majority rule. If a Chairperson cannot be elected, the Head of the Board of Supervisors shall preside over the election of the meeting Chairperson by the General Meeting of Shareholders from among the attendees, and the person with the highest number of votes shall act as the Chairperson of the meeting;
- In other cases, the person who signed the notice convening the General Meeting of Shareholders shall preside over the election of the meeting Chairperson by the General Meeting of Shareholders, and the person with the highest number of votes shall be appointed as the Chairperson of the meeting.
- The Chairperson has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda and reflecting the will of the majority of attendees.
- Duties of the Presiding Board
 - Conduct the Meeting strictly according to the agenda and the rules and regulations approved by the Meeting.
 - Assign and introduce representatives of the Company's Board of Directors and Board of Supervisors members to present reports at the Meeting;
 - Introduce the composition of the Vote Counting Committee for the Meeting to vote on;
 - Introduce the composition of the Presiding Board for the Meeting to vote on (if any);
 - Guide the Meeting in discussing, soliciting opinions, and voting on matters within the Meeting's agenda and related issues throughout the Meeting.

- Answer and record matters within the agenda approved by the Meeting;
- Resolve issues arising throughout the Meeting.
- Approve and issue the Meeting's documents, results, minutes, and resolutions after the Meeting concludes.
- The Chairperson works according to the principle of democratic centralism and decides by majority.

Article 8. Delegate Eligibility Verification Committee

- The Meeting's Delegate Eligibility Verification Committee consists of 03 persons, including 01 Head and 02 members, responsible to the Presiding Board and the General Meeting of Shareholders for its duties.

The Delegate Eligibility Verification Committee, introduced by the Chairperson, is specifically as follows:

No.	Member's name	Notes
1	Mr. Nguyen Quoc Vinh	Member of the Board of Supervisors - Head of the Board
2	Ms. Nguyen Thi Hai Yen	Member
3	Mr. Pham Nguyen Tuan	Member

- Duties:
- Receive shareholder documents (if any), verify and check the validity of shareholders attending online.
- Report to the General Meeting of Shareholders on the results of checking shareholder status before the General Meeting of Shareholders officially commences.
- Coordinate with the Vote Counting Board to guide, support, and supervise voting.

Article 9. Meeting Secretariat:

- The Meeting Secretariat consists of 02 persons appointed by the Chairperson, responsible before the Presidium and the General Meeting of Shareholders for their duties and under the direction of the Presidium. Specifically as follows:

No.	Member Name	Notes
1	Mr. Phan Van Ha	Secretary of the Board of Directors
2	Ms. Nguyen Thi Hai Yen	Planning Department Specialist

- Duties:
- Receive and review registration forms for shareholder opinions, and submit them to the Presidium for decision;
- Fully and truthfully record the minutes of the General Meeting of Shareholders, covering the entire proceedings of the Meeting and issues approved by shareholders or noted at the Meeting.
- Assist the Chairperson in announcing the draft Meeting Minutes and Resolutions on issues approved at the Meeting.

Article 10. Vote Counting Board

- The Vote Counting Board, introduced by the Chairperson, consists of 05 persons, including 01 Head and 04 members.
- The Vote Counting Board includes:

No.	Member Name	Notes
1	Mr. Pham Van Hoa	Head of Organization and Administration Department – Head of Committee
2	Ms. Nguyen Thi Hai Yen	Planning Department Specialist_Member
3	Mr. Pham Nguyen Tuan	Business Development Department Specialist_Member
4	Mr. Pham Van Dong	Specialist of Organization and Administration Department Member
5	Mrs. Mai Le Hoang Cam	Specialist of Organization and Administration Department_Member

- Duties:
 - The Vote Counting Board must prepare the Vote Counting Minutes and be responsible before the Presidium and the General Meeting of Shareholders when performing its duties.
 - Accurately determine the voting results for each issue submitted for voting at the Meeting.
 - Promptly announce the voting results to the secretary.
 - Review and report to the Meeting on cases violating voting rules or complaints regarding voting results.

Article 11. Discussion at the Meeting

1. Principles:

- Discussion shall only be conducted within the specified time and within the scope of issues presented in the agenda of the General Meeting of Shareholders;
- Only Delegates are allowed to participate in discussions;
- Delegates wishing to discuss shall register the discussion content according to the following prescribed forms:
 - Delegates can ask questions in the Discussion section on the online meeting interface at the link <http://ezgsm.fpts.com.vn>
 - The Secretariat will organize the Delegates' questions and forward them to the Chairperson.

2. Answering Delegates' opinions:

- Based on the Delegates' Question Forms, the Chairperson or a member designated by the Chairperson will answer the Delegates' opinions;
- In case of time constraints, questions that are not answered directly at the Meeting will be answered by the Company through other means.

Article 12. Voting at the Meeting

1. Principles:

- All issues on the agenda and content of the Meeting must be discussed and openly voted on by the General Meeting of Shareholders. Delegates can choose to vote by casting an electronic vote at the link: <http://ezgsm.fpts.com.vn>

2. Electronic voting:

- Voting method:
 - Shareholder Representatives shall select one of three voting options: “Approve”, “Disapprove”, or “Abstain” for each issue presented for voting at the Meeting, which has been set up in the electronic voting system.
 - Thereafter, Shareholder Representatives shall confirm their votes for the electronic voting system to record the results.
- Election method (specifically regulated in the election rules)
- Other regulations when conducting electronic voting:
 - In case Shareholder Representatives do not complete voting and elections for all items on the Meeting agenda, the items not yet voted on or elected shall be considered as if the Shareholder Representatives did not cast votes or participate in the election for those items.
 - In case issues arise outside the distributed meeting agenda, Shareholder Representatives may cast supplementary votes or participate in supplementary elections. If Shareholder Representatives do not vote or participate in the election for the arising issues, it shall be considered as if the Shareholder Representatives did not cast votes or participate in the election for those arising issues.
 - Shareholder Representatives may change their voting and election results (but cannot cancel the voting and election results); including supplementary voting and election results for issues arising outside the Meeting agenda. The online system shall only record the vote count based on the final voting and election results at the time the electronic voting ends for each counting round specified in the meeting's working rules.
- Electronic voting period

The electronic voting period is specifically regulated as follows:

- First round voting items (including the Meeting Agenda; Meeting Working Rules; Election Rules; approval of the Presiding Board and Vote Counting Committee personnel): Shareholder Representatives shall vote from 10:00 on 24/06/2025 until before the Organizing Committee announces the end of the voting period for the first round voting items.
- Second round voting items (including Reports and Submissions on matters within the authority of the General Meeting of Shareholders in the meeting agenda): Shareholder Representatives shall vote from 10:00 on 24/06/2025 until before the Organizing Committee announces the end of the voting period for the second round voting items.
- Third round voting items (Approval of the Proposal on the Dismissal of a Member of the Board of Directors): Shareholder Representatives shall vote from 06:00 on 26/06/2025 until before the Organizing Committee announces the end of the voting period for the third round voting items.

- Fourth round voting items (Approval of the Meeting Minutes and Resolution): Shareholder Representatives shall vote from 10:00 on 24/06/2025 until before the Organizing Committee announces the end of the voting period for the fourth round voting items.
 - Shareholder Representatives can access the electronic voting system and cast votes 24 hours a day, 07 days a week, except in cases of system maintenance or other reasons beyond the Company's control. After the voting period ends, the system will not record any further electronic voting results from Shareholder Representatives.
3. Voting rules:
- Each 01 (one) share is equivalent to one voting right. Each attending Shareholder Representative represents one or more voting rights.
 - As of the shareholder record date (May 29, 2025), the total number of shares with voting rights of the Company is: 86,885,932 shares, equivalent to 86,885,932 voting rights.
 - Issues requiring voting at the Meeting shall only be approved when assented to by shareholders holding over 50% of the total voting rights of all attending shareholders. Specifically, for certain voting issues regulated in Clause 1, Article 21 of the Company Charter, approval must be obtained from 65% or more of the total voting rights of all attending shareholders.
 - Note:
 - Shareholders/authorized representatives with related interests do not have the right to vote on contracts and transactions valued at 35% or more of the Company's total asset value recorded in the most recent financial statement; these contracts or transactions shall only be approved when shareholders/authorized representatives holding 65% or more of the remaining total voting shares approve (pursuant to Clause 4, Article 167, Law on Enterprises 2020).
 - Shareholders/authorized shareholder representatives holding 51% or more of the total voting shares or persons related to such shareholders do not have the right to vote on contracts and transactions valued at more than 10% (of the Company's total asset value recorded in the most recent financial statement) between the Company and such shareholders (pursuant to Point b, Clause 3 and Clause 4, Article 167 of the Law on Enterprises 2020).
4. Recording voting/election results
- The Vote Counting Committee shall check, summarize, and report the vote counting results for each issue to the Chairman according to the meeting agenda. The vote counting results shall be announced by the Chairman immediately before the meeting is adjourned.

Article 13. Minutes and Resolutions of the General Meeting of Shareholders

All contents at the General Meeting of Shareholders must be recorded by the Meeting Secretary in the Minutes of the General Meeting of Shareholders. The Minutes of the General Meeting of Shareholders must be read and approved before the General Meeting is adjourned.

Article 14. Implementation of the Regulation

This organizational regulation shall be publicly read before the 2025 Annual General Meeting of Shareholders and shall take effect immediately upon approval by the General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

Shareholders, authorized representatives, and guests who violate this Regulation shall, depending on the specific severity, be reviewed and handled by the Presidium in accordance with the Company Charter and the Law on Enterprises.

This Regulation shall take effect immediately after being approved by the Company's General Meeting of Shareholders.

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

Recipients:

- General Meeting of Shareholders;
- Members of the Board of Directors,
Board of Management, Board of
Supervisors;
- Archive: Secretariat, Secretary.

Mai Huynh Nhat