VIETNAM RUBBER GROUP
- JOINT STOCK COMPANY
DONG PHU RUBBER
JOINT STOCK COMPANY

No.131/NQ-DHDCDCSDP

THE SOCIALIST REPULIC OF VIETNAM
Independence – Freedom – Happiness

Binh Phuoc, June 26 ,2025

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	77,008

	period	
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
	- Self-exploited area	*Ha*	*6.089.51*
	- Area under exploitation rights transfer	*Ha*	*180,92*
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
	- Output from self-exploitation	*tons*	*11.338*
	- Output under exploitation rights transfer	*tons*	*362*
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
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 Mr. Pham Phi Dieu from the position of 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

M.S.D.N:3800100376-C.T.C.P ★ CÔNG TY CỔ PHẦN CAO SU ĐỒNG PHÚ ★ H.ĐỒNG PHÚ-T.BÌNH PHƯỚC

Mai Huỳnh Nhật

VIETNAM RUBBER GROUP
DONG PHU RUBBER JOINT STOCK COMPANY

No: 171/BB-ĐHĐCĐCSĐP

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Binh Phuoc, June 26, 2025

MINUTES

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 DONG PHU RUBBER JOINT STOCK COMPANY (DPR)

I. TIME, VENUE, AND ATTENDEES

1. Time: 08:10 AM on June 26, 2025

2. Venue: Auditorium of Dong Phu Rubber Joint Stock Company, Thuan Phu Commune, Dong Phu District, Binh Phuoc Province.

- Meeting format: Online

Attendees:

Board of Directors, including:

1. Mr. Mai Huynh Nhat - Chairman of the Board of Directors

2. Mr. Ho Cuong – Member of the Board of Directors, General Director

3. Mr. Huynh Trong Thuy – Member of the Board of Directors, Deputy General Director

4. Mr. Pham Phi Dieu – Non-Executive Member of the Board of Directors

5. Ms. Nguyen Ngoc Thanh – Independent Member of the Board of Directors

Board of Supervisors, including:

1. Ms. Nguyen Quoc Vinh – Head of the Board

2. Ms. Nguyen Minh Trang – member

3. Mr. Nguyen Thanh Huy - member

II. MEETING PROCEDURES

1. Introduction of the Shareholder Eligibility Verification Committee attending the Meeting, including:

1. Mr. Nguyen Quoc Vinh - Member of the Board of Supervisors, Head of Committee

2. Ms. Nguyen Thi Hai Yen - Staff of Planning Department, Member

3. Mr. Pham Nguyen Tuan - Staff of Business Department, Member

Mr. Nguyen Quoc Vinh, in his position as Head of the Delegate Eligibility Verification Committee, reported on the results of the shareholder qualification verification for the 2025 Annual General Meeting of Shareholders at the time of reporting (08:10 AM).

The total number of shareholders on the list recorded on May 29, 2025, for organizing the 2025 Annual General Meeting of Shareholders was 3,914 shareholders, representing 86,885,932 voting shares.

The total number of shareholders and authorized representatives attending the Meeting was 23 shareholders, representing 53,045,381 voting shares, accounting for 61.05% of the total voting shares. Thus, the 2025 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company was valid and qualified to proceed in accordance with the provisions of the Enterprise Law and the Company's Charter.

2. Introduction and approval of the Presiding Board, Meeting Secretariat, and Vote Counting Board, including:

2.1 Presiding Board:

Mr. Mai Huynh Nhat	Chairperson.
Mr. Ho Cuong	Member
Mr. Huynh Trong Thuy	Member
Mr. Pham Phi Dieu	Member
Ms. Nguyen Ngoc Thanh	Member

2.2 Meeting Secretariat

Mr. Phan Van Ha	Head of Committee
Ms. Nguyen Thi Hai Yen	Member

2.3 Vote Counting Board

Mr. Pham Van Hoa	Head of Administration Department - Head of Committee
Ms. Nguyen Thi Hai Yen	Member
Mr. Pham Nguyen Tuan	Member
Mr. Pham Van Dong	Member
Ms. Mai Le Hoang Cam	Member

The Presiding Board, Meeting Secretariat, and Vote Counting Board were approved by the General Meeting of Shareholders at the Meeting with a voting rate of 93.31% based on the total number of voting shares participating in the Meeting.

III. CONTENT OF THE GENERAL MEETING

1. Annual General Meeting of Shareholders 2025 Agenda and Working Regulations. Mr. Huynh Trong Thuy approved the Working Regulations and Mr. Pham Phi Dieu approved the Meeting Agenda, which were voted and approved by the General Meeting as follows:

The Meeting Working Regulations were unanimously approved by the General Meeting, with a percentage of 93.31% of the voting shares attending the meeting.

The Content of the Meeting Agenda was unanimously approved by the General Meeting, with a percentage of 93.31% of the voting shares attending the meeting.

2. The General Meeting approved the following contents:

Content 1: Mr. Mai Huynh Nhat – Chairman of the Board of Directors, approved the Board of Directors' Operating Report for 2024 and operational directions for 2025;

Content 2: Mr. Nguyen Quoc Vinh – Head of the Board of Supervisors, approved the Board of Supervisors' Operating Report for 2024 and operational directions for 2025;

Content 3: Mr. Nguyen Huu Viet – Head of the Company's Accounting and Finance Department, approved the Proposal for the Company's Audited Financial Statements for 2024 (Proposal No. 1);

Content 4: Mr. Ho Cuong – Member of the Board of Directors, General Director, approved the Proposal for business performance results and profit distribution for 2024 (Proposal No. 2);

Content 5: Mr. Pham Phi Dieu – Member of the Board of Directors, approved the Proposal for the business production plan and profit distribution for 2025 (Proposal No. 3);

Content 6: Ms. Nguyen Ngoc Thanh – Member of the Board of Directors, approved the Proposal for the Remuneration Report of the Board of Directors and Board of Supervisors for 2024 and the plan for 2025 (Proposal No. 4);

Content 7: Mr. Nguyen Quoc Vinh – Head of the Board of Supervisors, approved the Proposal for selecting an auditing firm for the 2025 Financial Statements (Proposal No. 5);

Content 8: Mr. Huynh Trong Thuy - Member of the Board of Directors, approved the Proposal for Amending and Supplementing the Company's Charter (Proposal No. 6);

Content 9: Ms. Nguyen Ngoc Thanh - Member of the Board of Directors, approved the Proposal for dismissing a Member of the Board of Directors for the 2022–2027 Term (Proposal No. 7);

3. Discussion at the General Meeting: The Chairperson invited shareholders to provide comments on the Reports and Proposals presented at the General Meeting.

Questions:

1. When will the expanded Bac Dong Phu Industrial Park commence construction?
2. How much of DPR's rubber land will the project utilize?
3. Did DPR receive compensation money?
4. Has the project paid land rent to the State yet?
5. If not yet paid, what is the estimated land rent payable to the State?
6. What is the total compensation and site clearance cost for the project?
7. When will the enterprise recognize this compensation and site clearance amount in its business results?
8. What is the estimated rental price for this industrial park?

9. Could the Board of Management share the current implementation status of the expanded Bac Dong Phu Industrial Park?
10. Could the Board of Management provide preliminary information on the rubber sales volume and average rubber price for the first 6 months of the year?
11. What are the enterprise's estimated revenue and profit for the first 6 months of the year?
12. I asked 4 questions, but the Board of Management only answered 1 question regarding the Bac Dong Phu Industrial Park. I also noticed that the online General Meeting of Shareholders was interrupted for 15 minutes, and I'm unsure if it was due to a technical error or if it was concealed. I kindly request DPR to provide a response.
13. While organizing the General Meeting of Shareholders in an online format is convenient, it reduces the interaction between shareholders and the Board of Management. I propose that the Company should combine in-person and online meetings for future General Meetings. Additionally, I hope the Company organizes site visits to industrial park projects and rubber plantations for shareholders and investors to better understand the enterprise's production activities and development strategy.

Shareholders were provided with information and listened to the Presiding Board's answers to all questions and opinions submitted by shareholders to the Meeting.

4. The General Meeting of Shareholders voted to approve the Reports and Proposal.

As of 10:28 AM, the number of shareholders and authorized representatives attending the Meeting was 34 shareholders, representing 53,945,489 shares, achieving 62.09% of the total number of voting shares.

After reviewing the Proposal, Reports, and discussing related issues, the Meeting proceeded to vote on the contents of the agenda.

The vote counting results were announced at the Meeting by Mr. Pham Van Hoa – Head of the Vote Counting Board, as follows:

Total shares participating in voting: 53,936,988 shares, representing 99.98% of the shares participating in the meeting's vote.

Total shares not participating in voting: 8,501 shares, representing 0.02% of the shares participating in the meeting's vote.

Content 1: Approval of the Report of the Board of Directors on 2024 operational results and 2025 operational direction.

Voting results:

Valid shares: 53,936,988 shares, representing 99.98% of the shares participating in the meeting's vote.

Invalid shares: 0 shares, representing 0.00% of the shares participating in the meeting's vote.

Shares in favor: 50,379,580 shares, representing 93.39% of the shares participating in the meeting's vote.

Shares against: 3,536,300 shares, representing 6.56% of the shares participating in the meeting's vote.

Shares abstaining: 21,108 shares, representing 0.04% of the shares participating in the meeting's vote.

Thus, Content 1 was approved with a percentage of 93.39%.

Content 2: Approval of the Report of the Board of Supervisors on 2024 operational results and 2025 operational direction.

Voting results:
Valid shares: 53,936,988 shares, representing 99.98% of the shares participating in the meeting's vote.
Invalid shares: 0 shares, representing 0.00% of the shares participating in the meeting's vote.
Shares in favor: 50,002,280 shares, representing 92.69% of the shares participating in the meeting's vote.
Shares against: 3,913,600 shares, representing 7.25% of the shares participating in the meeting's vote.
Shares abstaining: 21,108 shares, representing 0.04% of the shares participating in the meeting's vote.

Thus, Content 2 was approved with a percentage of 92.69%.

Content 3: Approval of the Proposal on the Audited Financial Report 2024 (Submission No. 1).

Voting results:
Valid shares: 53,936,988 shares, representing 99.98% of the shares participating in the meeting's vote.
Invalid shares: 0 shares, representing 0.00% of the shares participating in the meeting's vote.
Shares in favor: 50,379,580 shares, representing 93.39% of the shares participating in the meeting's vote.
Shares against: 3,536,300 shares, representing 6.56% of the shares participating in the meeting's vote.
Shares abstaining: 21,108 shares, representing 0.04% of the shares participating in the meeting's vote.

Thus, Content 3 was approved with a percentage of 93.39%.

Content 4: Approval of the Proposal on 2024 business performance results and profit distribution (Submission No. 2).

Voting Results:
Valid shares: 53,936,988 shares, representing a percentage of 99.98% of the shares attending and voting.
Invalid shares: 0 shares, representing a percentage of 0.00% of the shares attending and voting.
Shares in favor: 50,002,280 shares, representing a percentage of 92.69% of the shares attending and voting.

Shares against: 3,913,600 shares, representing a percentage of 7.25% of the shares attending and voting.
Shares abstaining: 21,108 shares, representing a percentage of 0.04% of the shares attending and voting.

Thus, Content 4 was approved with a percentage of 92.69%.

Content 5: Approval of the Proposal on the Business Production and Profit Distribution Plan for 2025 (Proposal No. 3)

Voting Results:
Valid shares: 53,936,988 shares, representing a percentage of 99.98% of the shares attending and voting.
Invalid shares: 0 shares, representing a percentage of 0.00% of the shares attending and voting.
Shares in favor: 50,257,380 shares, representing a percentage of 93.16% of the shares attending and voting.
Shares against: 3,577,200 shares, representing a percentage of 6.63% of the shares attending and voting.
Shares abstaining: 102,408 shares, representing a percentage of 0.19% of the shares attending and voting.

Thus, Content 5 was approved with a percentage of 93.16%.

Content 6: Approval of the proposal on remuneration for the Board of Directors and the Board of Supervisors for 2024 and the plan for 2025 (Proposal No. 4)

Voting Results:
Valid shares: 53,936,988 shares, representing a percentage of 99.98% of the shares attending and voting.
Invalid shares: 0 shares, representing a percentage of 0.00% of the shares attending and voting.
Shares in favor: 50,298,280 shares, representing a percentage of 93.24% of the shares attending and voting.
Shares against: 3,536,300 shares, representing a percentage of 6.56% of the shares attending and voting.
Shares abstaining: 102,408 shares, representing a percentage of 0.19% of the shares attending and voting.

Thus, Content 6 was approved with a percentage of 93.24%.

Content 7: Approval of the Proposal on the selection of the auditing firm for the 2025 financial statements (Proposal No. 5)
Voting Results:
Valid shares: 53,936,988 shares, representing a percentage of 99.98% of the shares attending and voting.

Invalid shares: 0 shares, representing a percentage of 0.00% of the shares attending and voting.
Shares in favor: 50,338,680 shares, representing a percentage of 93.31% of the shares attending and voting.
Shares against: 3,577,200 shares, representing a percentage of 6.63% of the shares attending and voting.
Shares abstaining: 21,108 shares, representing a percentage of 0.04% of the shares attending and voting.

Thus, Content 7 was approved with a percentage of 93.31%.

Content 8: Approval of the Proposal on amendment and supplementation of the Company Charter (Proposal No. 6)

Voting Results:

Valid shares: 53,936,988 shares, representing a percentage of 99.98% of the shares attending and voting.
Invalid shares: 0 shares, representing a percentage of 0.00% of the shares attending and voting.
Number of shares in favor: 50,379,580 shares, percentage 93.39% of the voting shares present at the meeting.
Number of shares against: 3,536,300 shares, percentage 6.56% of the voting shares present at the meeting.
Number of shares abstaining: 21,108 shares, percentage 0.04% of the voting shares present at the meeting.

Thus, Content 8 has been approved with a percentage of 93.39%.

Content 9: Approval of the Proposal for Dismissal of the Company's Board of Directors' members for the 2022-2027 term (Proposal No. 7)

Total number of shares participating in voting: 53,895,988 shares, percentage 99.91% of the voting shares present at the meeting

Total number of shares not participating in voting: 49,501 shares, percentage 0.09% of the voting shares present at the meeting

Voting results:

Number of valid shares: 53,895,988 shares, percentage 99.91% of the voting shares present at the meeting.
Number of invalid shares: 0 shares, percentage 0.00% of the voting shares present at the meeting.
Number of shares in favor: 49,238,580 shares, percentage 91.27% of the voting shares present at the meeting.
Number of shares against: 4,636,300 shares, percentage 8.59% of the voting shares present at the meeting.
Number of shares abstaining: 21,108 shares, percentage 0.04% of the voting shares present at the meeting.

Thus, the Proposal for Dismissal of Mr. Pham Phi Dieu from the Company's Board of Directors' members for the 2022-2027 term (Proposal No. 7) has been approved with a percentage of 91.27%.

5. Reading and voting on the approval of the Draft Minutes and the General Meeting Resolution.

As of 11:08 AM, 34 shareholders and authorized representatives attended the General Meeting, representing 55,945,489 shares, reaching 62,09% of the total number of voting shares.

Total number of shares participating in voting: 53,814,788 shares, percentage 99.76% of the voting shares present at the meeting

Total number of shares not participating in voting: 130.701 shares, percentage 0.24% of the voting shares present at the meeting

The General Meeting voted to approve the full text of the Resolution of the Meeting with the following result:

Number of valid shares: 53,814,788 shares, percentage 99,76% of the voting shares present at the meeting.

Number of invalid shares: 0 shares, percentage 0,00% of the voting shares present at the meeting.

Number of shares in favor: 50,257,380 shares, percentage 93,16% of the voting shares present at the meeting.

Number of shares against: 3,536,300 shares, percentage 6,56% of the voting shares present at the meeting.

Number of shares abstaining: 21,108 shares, percentage 0,04% of the voting shares present at the meeting.

13. The Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company in 2025 concluded at 11:45 AM on the same day.

The minutes consist of 07 pages, prepared in 06 copies, kept in the 2024 Annual General Meeting of Shareholders document file at Dong Phu Rubber Joint Stock Company, and kept by the Company's administration and the Secretariat.

ON BEHALF OF THE SECRETARIAT	**ON BEHALF OF THE PRESIDIUM**
SECRETARY	**CHAIRPERSON**
Phan Văn Hà	**Mai Huỳnh Nhật**

M.S.D.N: 3800100376-C.T.C.P. CÔNG TY CỔ PHẦN CAO SU ĐỒNG PHÚ H.ĐỒNG PHÚ-T.BÌNH PHƯỚC

&VIETNAM RUBBER GROUP - JOINT STOCK COMPANY
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:** doruco.com.vn

DOCUMENT

2025 ANNUAL MEETING OF SHAREHOLDERS

June, 2025

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

VIETNAM RUBBER GROUP
- JOINT STOCK COMPANY
DONG PHU RUBBER JOINT STOCK COMPANY

THE SOCIALIST REPULIC OF VIETNAM
Independence – Freedom – Happiness

Binh Phuoc, June ,2025

REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024 AND OPERATIONAL DIRECTION FOR 2025

I. REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Information on the members of the Board of Directors

No.	Member of the Board of Directors	Position	Date of commencement/cessation as Member of the Board of Directors/Independent Board Member	
			Appointment Date	Dismissal Date
1	Mr. Mai Huynh Nhat	Chairman of the Board of Directors	25/04/2017	
2	Mr. Ho Cuong	Member of the Board of Directors	27/04/2012	
3	Mr. Pham Phi Dieu	Member of the Board of Directors	29/06/2021	
4	Mr. Huynh Trong Thuy	Member of the Board of Directors	18/06/2020	
5	Ms. Nguyen Ngoc Thanh	Independent Member of the Board of Directors	27/06/2022	

2. Summary of Board of Directors' meetings and decisions:

In 2024, the Company's Board of Directors fully and strictly performed its functions and duties assigned in accordance with current laws and the Company Charter. The members of the Board of Directors performed their duties and powers with integrity, complying with the provisions of the Law on Enterprises, the Law on Securities, internal regulations on corporate governance, the operational regulations of the Board of Directors, and the assignment by the Chairman of the Board of Directors; while strictly adhering to professional ethical standards, always prioritizing the interests of the Company and its shareholders.

During the year, the Board of Directors held all scheduled meetings and conducted written consultations in accordance with the provisions of the Company Charter and the Law on Enterprises. The meetings were held with the full participation of the members of the Board of Directors and the Board of Supervisors, aiming to summarize and evaluate the business production situation, discuss and vote on important policies and directions for the Board of Management to organize and implement.

All contents considered and decided at the Board of Directors' meetings closely followed the policies and directions approved by the General Meeting of Shareholders in 2024.

Discussions at the meetings were conducted openly and democratically, ensuring transparency and accountability. The resolutions of the Board of Directors were issued promptly, serving as a basis for the Board of Management to effectively implement the assigned tasks.

Decisions of the Board of Directors

The detailed contents of the Board of Directors' decisions have been publicly disclosed as stipulated in the Company's Corporate Governance Report and Annual Report 2024 according to the periodic reporting regime, specifically as follows:

- Approving the appointment, dismissal, transfer, and personnel arrangement for management positions within the authority at affiliated units and subsidiaries;

- Approving the policy to liquidate the rubber plantation to hand over land to Binh Phuoc province for local socio-economic development projects, and simultaneously liquidate rubber trees to serve the Company's plantation replanting plan according to the schedule;

- Inspecting and reviewing the progress of investment project implementation, promptly adjusting and supplementing capital plans for basic construction investment and financial investment to suit practical needs;

- Approving the Company's Financial Statements for 2024;

- Discussing, agreeing, and approving proposals and specialized reports to be submitted to the 2025 Annual General Meeting of Shareholders for consideration and decision within its authority.

3. Business results of the Company in 2024.

No.	Indicators	Unit	Plan	Actual	Note
1	Area of self-exploited rubber plantation	Ha	5,881.34	5,881.34	100.0%
2	Area of Basic Construction Plantation	Ha	2,533.19	2,533.19	100.0%
3	Area of replanted plantation	Ha	444.13	400.7	90.22%
4	Output of self-exploited rubber	tons	10,955	11,179	102.05
5	Purchased output	tons	3,000	748.34	24.94%
6	Processed output	tons	14,955	12,608.31	84.31%
7	Sales Volume	tons	14,000	11,929.53	85.21%
8	Average Yield	tons/ha	1.86	1.9	102.15%
9	Average Selling Price	mil. VND/ton	36.54	48.02	131.42%
10	Total Revenue	mil. VND	842,711	946,218	112.28%
11	Profit Before Tax	mil. VND	277,317	263,527	94.93%
12	Profit After Tax	mil. VND	221,853	223,964	100.95%
13	Capital Investment in Construction & Financial Investment	mil. VND	215,583	69,103	32.05%

4. Oversight activities regarding the General Director and management personnel:

In accordance with the provisions of the Company's organizational and operational Charter, the Board of Directors has fully performed its oversight function over the Board of General Directors and the management team throughout the entire process of the Company's daily operations.

The coordinated relationship between the Board of Directors and the Board of Management was implemented synchronously, strictly complying with the provisions in the Company Charter and Internal Governance Regulations. The supervision and coordination among the three key management levels, including the Board of Directors, the Board of Management, and the Board of Supervisors, were maintained closely, regularly, and effectively, contributing to ensuring the timely and synchronized implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors.

Members of the Board of Directors, the Board of Management, and the Board of Supervisors always adhere to modern corporate governance standards, upholding a spirit of responsibility, professional ethics, and committing to acting consistently for the highest interests of the Company and shareholders. Supervision was organized methodically, comprehensively, and systematically, helping to enhance the effectiveness of the Company's operations and business efficiency.

In 2024, the Board of Management strictly and fully performed its responsibilities in reporting, explaining, and disclosing information in accordance with the law, the Company Charter, and internal governance regulations. All matters submitted to the Board of Directors were thoroughly prepared, fully complying with the procedures, processes, and authority, ensuring transparency, clarity, and a practical basis.

The Company's daily business operations and professional management activities were implemented in accordance with the issued internal processes, while ensuring full compliance with current legal regulations. The Board of Management and the management team demonstrated a proactive, highly responsible, flexible, and creative spirit in organizing the execution of tasks; timely providing appropriate operational solutions, adapting to market fluctuations and industry trends.

The effective coordination among management levels, along with decisive and close guidance from the Board of Management, helped the Company operate stably and maintain business efficiency amidst many difficulties. The business operation results achieved in 2024 are clear evidence of these efforts, contributing to ensuring harmonious interests among the Company, shareholders, employees, and related parties.

5. Income of the Board of Directors.

Unit: VND 1,000

No.	Full Name	Title	Total Salary & Remuneration Income
1	Mr. Mai Huynh Nhat	Chairman of the Board of Directors	767,330

2	Mr. Ho Cuong	Member of the Board of Directors & General Director	758,329
3	Mr. Huynh Trong Thuy	Member of the Board of Directors - Deputy General Director	664,566
4	Mr. Pham Phi Dieu	Member of the Board of Directors	66,960
5	Ms. Nguyen Ngoc Thanh	Member of the Board of Directors	66,960
	TOTAL:		**2,324,145**

6. Transactions with related parties:

No.	Related Parties	Transaction Value (VND)
	Rubber Latex Purchase and Sale Transactions	
1	Rubber Trading and Tourism Services Joint Stock Company	1,075,800,000
2	Dong Phu Technical Rubber Joint Stock Company	775,000,000
3	Vietnam Rubber Group - Joint Stock Company	35,890,944,000
	Financial Transactions (Receiving, Paying Dividends)	
1	Bac Dong Phu Corporation Industrial Park	31,110,000,000
2	BOT Road DT 741 Business Joint Stock Company	1,567,500,000
3	Sa Thay Rubber Joint Stock Company	4,264,075,248
4	Phu Thinh Investment Construction Rubber Join Stock Company	6,867,000
5	Dong Phu - Kratie Joint Stock Company	10,500,000,000
6	Vietnam Rubber Group - Joint Stock Company - Dividends Payable	72,000,000,000
	Other Transactions	
1	VRG Dongwha MDF Joint Stock Company - Revenue from selling wood by-products + Revenue from selling goods	28,406,309,115
2	Dong Nai Rubber Wood Processing Joint Stock Company - Revenue from rubber wood billets, roots	129,908,700
3	Dau Tieng - Kratie Rubber Joint Stock Company - Rubber latex processing services + Sale of scrap, pallets	140,793,000
4	Dau Tieng – Campuchia Rubber Joint Stock Company - Rubber latex processing services + Sale of scrap, pallets	5,569,084,400
5	Sa Thay Rubber Joint Stock Company - Other Revenue	155,720,000
6	Phuoc Hoa Rubber Joint Stock Company - Other Revenue	20,130,000
7	Tan Bien Rubber Joint Stock Company - Other Revenue	40,720,000

8	Dong Phu Technical Rubber Joint Stock Company - Income from selling electricity, domestic water	57,756,000
9	Bac Dong Phu Corporation Industrial Park - Income from selling electricity, domestic water	2,392,937,836
10	Vietnam Rubber Group Joint Stock Company - Sale of scrap, pallets	89,760,000

Manager compensation and transactions with related parties have been fully presented in the notes to the audited 2024 Financial Statements.

7. Independent Board of Directors member's evaluation report:

Based on the actual activities of the Board of Directors in 2024, the independent member of the Board of Directors provides the following evaluation:

7.1. Regarding the organization of Board of Directors meetings:

The Board of Directors held all regular meetings in strict compliance with the Law on Enterprises, the Company Charter, and Internal Governance Regulations. The content of the meetings always closely followed the key issues according to the Resolutions of the General Meeting of Shareholders. Discussions at the meetings were conducted openly, carefully, democratically, and effectively, helping to make optimal and timely decisions.

7.2. Regarding the supervision of the Board of Management:

The Board of Directors effectively performed its supervision function over the Board of Management. The Company's business operations were implemented according to the direction and plan. The resolutions of the Board of Directors were always issued timely, serving as a basis for the Board of Management to effectively implement tasks. Board members holding executive positions fully attended meetings and actively contributed professional proposals to improve the quality of the Board of Directors' decisions.

7.3. Regarding the sense of responsibility and professionalism of the Board of Directors:

The members of the Board of Directors always demonstrate a high sense of responsibility, working professionally, objectively, and cautiously in the decision-making process. The Board of Directors as a whole consistently maintains the strategic direction and correctly implements the contents approved by the General Meeting of Shareholders, contributing to ensuring the harmonious interests of the Company and its shareholders.

II. DIRECTION OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025 AND BUSINESS PLAN FOR 2025

1. Direction of the Board of Directors' activities in 2025:

The Board of Directors strictly performs the Company's governance work in accordance with the provisions of the Law and the Charter, the Company's Corporate Governance Regulations, the Board of Directors' operating regulations at the Company, and the assignment

of the Chairman of the Board of Directors. The members of the Board of Directors honestly perform their duties and powers; comply with the standards of conduct and professional ethics of a member of the Board of Directors; always act for the benefit of the Company and the Company's shareholders.

The Board of Directors leads and supervises all activities of the General Director based on creating the best possible conditions regarding mechanisms, policies, human resources, and facilities to help the General Director complete assigned tasks. The Board of Directors cooperates closely with the Board of Supervisors, ensuring the provision of necessary documents and information to the Board of Supervisors, respecting the objectivity and independence of the Board of Supervisors. The Board of Directors creates the best conditions for the Board of Supervisors in performing its functions and duties; directs and supervises the correction and handling of violations according to the Board of Supervisors's proposals.

The Board of Directors, Board of Supervisors, and General Director closely coordinate in their working relationship according to the following principles:

- Always for the benefit of the Company and its shareholders;
- Strictly comply with regulations related to the Law, the Charter, the Company's Corporate Governance Regulations, and the Board of Directors' operating regulations at the Company;
- Implement the principles of centralization, democracy, openness, and transparency;
- Coordinate work with the highest sense of responsibility, honesty, cooperation, and regularly and proactively coordinate to resolve difficulties and obstacles.

2. Business Plan for 2025:

2025 is forecasted to continue to be a year full of volatility, with unpredictable developments in the global security and economic situation, along with many unstable factors in the domestic rubber market. The prices of supplies, input materials, and logistics costs tend to increase, negatively impacting the business production efficiency of the enterprise.

In that context, Dong Phu Rubber Joint Stock Company clearly identifies the difficulties and challenges it faces, while also viewing this as an opportunity to strengthen internal capabilities, enhance operational capacity, restructure the system, thereby affirming the Company's position and brand in the market.

With a clear strategic vision, proactive response, and high determination from the entire system, the Company is confident it will overcome difficulties and seize development opportunities in the coming period. Building upon the results achieved in 2024, the Company will continue to focus on stabilizing production, maintaining the progress of investment projects, ensuring jobs and income for employees, and aiming to complete key objectives in 2025, specifically as follows:

- Organize the care and exploitation of producing plantations with a total area of 6,089.51 ha, striving to achieve an output of 11,338 tons of rubber latex, ensuring a yield of 1.86 tons/ha.

- Implement the purchase of 2,000 tons of smallholder rubber latex in the area, gradually building and strengthening the Company's brand reputation within the smallholder rubber farming community.

- Care for 2,433.76 ha of Immature rubber plantation according to technical procedures, ensuring the maintenance of a reasonable density, uniform growth, and bringing them into exploitation on schedule as planned.

- Implement replanting of 457.03 ha of plantations, ensuring a survival rate of 100%, of which 100% of trees meet the development criteria of 04 or more leaf whorls at the time of acceptance.

- Strive to increase the average income of employees to 10 million VND/person/month or more, ensuring their livelihood and encouraging long-term commitment to the Company.

- The Company will focus on reviewing the organizational model, evaluating management effectiveness, gradually adjusting towards a lean and rational structure, and simultaneously restructuring the indirect labor force to improve operational efficiency and increase labor productivity.

- Continue to maximize resources to support subsidiaries in successfully completing their 2025 production and business plans, while effectively utilizing the internal resources of the entire system to expand the scale of operations, develop sustainably, and align with the orientation for building the Vietnam Rubber Group in the new period.

Key Plan Targets for 2025:

Production and Business Plan and Dividend Distribution for 2025

No.	Indicator	Unit	2025 Plan
1	Area of Self-Tapped Rubber Plantation	Ha	6,270.43
	- Self-Tapped Area	*Ha*	*6,089,51*
	- Outsourced Tapping Area	*Ha*	*180.92*
2	Area of Immature rubber plantation	Ha	2,433.76
3	Area of Replanted Plantation	Ha	457.03
4	Self-Tapped Rubber Output	tons	11,700
	- Self-Tapped Output	*tons*	*11,338*
	- Outsourced Tapping Output	*tons*	*362*
5	Purchased Output	tons	2,000
6	Processed Output	tons	13,500
7	Sales Volume	tons	13,500
8	Average Yield	tons/ha	1,86
9	Average Selling Price	mil. VND/ton	45
10	Total revenue	mil. VND	795,915
11	Profit before corporate income tax	mil. VND	262,493
12	Profit after corporate income tax	mil. VND	215,950

13	Capital investment in basic construction and financial investment	mil. VND	200,950
14	Minimum/advance dividend payment (13.33%/Charter Capital)	mil. VND	115,812

Respectfully submitted!

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
Signed

Mai Huynh Nhat

VIETNAM RUBBER GROUP
- JOINT STOCK COMPANY
DONG PHU RUBBER JOINT STOCK COMPANY

THE SOCIALIST REPULIC OF VIETNAM
Independence – Freedom – Happiness

Binh Phuoc, June ,2025

REPORT OF THE BOARD OF SUPERVISORS
Submitted to the 2025 Annual General Meeting of Shareholders

Pursuant to Article 170 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to Article 37 of the Charter of Organization and Operation of Dong Phu Rubber Joint Stock Company;

Pursuant to the Operating Regulations of the Board of Supervisors approved by the 2021 Annual General Meeting of Shareholders;

The Board of Supervisors of Dong Phu Rubber Joint Stock Company, term 2022–2027, hereby reports to the 2025 Annual General Meeting of Shareholders on the results of performing its functions and duties assigned during the fiscal year ending December 31, 2024, as follows:

I. Summary of the Board of Supervisors's activities:

The Company's Board of Supervisors consists of 03 members. In 2024, there were some personnel changes as follows:

No.	Full Name	Year of Birth	Position	Notes
1	Mr. Nguyen Quoc Vinh	1969	Full-time Head of Board of Supervisors	Held the position of Head of Board of Supervisors from June 27, 2024
2	Ms. Nguyen Minh Trang	1981	- Head of the Board of Supervisors, concurrently serving - Member of the Board of Supervisors, concurrently serving	- Held the position of Head of Board of Supervisors from 21/02/2024-27/06/2024 - Held the position of Member of Board of Supervisors 27/06/2024
3	Mr. Nguyen Thanh Huy	1984	Concurrent Member of Board of Supervisors	Held the position of Member of Board of Supervisors from 27/06/2024
4	Mr. Huynh Minh Tam	1963	Full-time Head of Board of Supervisors	Ceased holding the position of Head of Board of Supervisors from 21/02/2024
5	Ms. Tran Thi Thu Thuy	1967	Concurrent Member of Board of Supervisors	Ceased holding the position of Member of Board of Supervisors from 27/06/2024

In 2024, the Board of Supervisors performed its inspection and supervision duties in accordance with the provisions of the Company's Charter and the Board of Supervisors's

Operating Regulations. The focus of the work was as follows:

- Organized supervision, analysis, and evaluation of the Company's business and production performance;

- Supervised the governance work of the Board of Directors and the operation of the Board of Management;

- Supervised compliance with the law, the Company's Charter, internal regulations, and Group regulations;

- Supervised the implementation of contents according to the Resolution of the 2024 Annual General Meeting of Shareholders;

- Appraised reports: Business performance report, Semi-annual and annual financial statements, Reports of the Board of Directors and the General Director;

- Inspected and supervised financial management, investment, capital preservation, and development;

- Monitored the development and implementation of economic-technical norms, bidding, and auction activities.

The Board of Supervisors has:

- Fully attended the Board of Directors' meetings, briefing meetings, and quarterly and annual review meetings of the Company;

- Regularly exchanged information with the Board of Directors, the Board of Management, and specialized departments to grasp the actual operational situation;

- Proactively proposed opinions to prevent and mitigate risks in the Company's operations;

- Organized 06 internal meetings to agree on evaluation content and conclusions before submitting them to the Board of Directors and the Board of Management.

All documents, reports, and decisions of the Board of Directors and the Board of Management were sent to the Board of Supervisors fully and promptly. During the year, the Board of Supervisors did not receive any requests from shareholders.

II. Supervision of the implementation of the 2024 General Meeting of Shareholders' Resolution:

1. Business and production results:

The Board of Supervisors has appraised and agreed with the 2024 business and production results report, with some key indicators as follows:

No.	Performance Indicator	Unit	2024 Plan	2024 Actual	% Ratio vs. Plan
1	Rubber Indicators				
	Exploited area (Excluding franchised area)	*Ha*	*5,881.34*	*5,881.34*	*100.00*

	Exploitation yield	*Ton/ha*	*1.86*	*1.90*	*102.05*
	Exploitation output	*Ton*	*10,955.00*	*11,179.43*	*102.05*
	Purchased output	*"*	*3,000.00*	*748.34*	*24.94*
	Sales output (including purchased)	*"*	*14,000.00*	*11,929.53*	*85.21*
	Average selling price	*Million VND*	*36.460*	*48.020*	*131.71*
2	Rubber Wood Blocks Indicator				
	Production, Processing output	*m3*	*14,794.00*	*12,321.62*	*83.29*
	Sales output	*"*	*14,794.00*	*14,064.75*	*95.07*
3	Total Revenue	*Billion VND*	842.711	946.218	112.28
4	Profit before tax	"	277.317	263.527	95.03
5	Profit after tax	"	221.853	223.964	100.95

In 2024, the Company's business and production activities continued to face many difficulties due to the impact of global political conflicts and instability which showed no signs of cooling down. The increasing inflation risk negatively affected the general business environment, including the rubber sector.

- Total revenue achieved in 2024 reached VND 946.217 billion, equaling 112.28% of the plan, an increase of VND 198.813 billion (corresponding to 26.60%) compared to 2023.

- Profit before tax reached VND 263.527 billion, equaling 95.02% of the plan, an increase of VND 33.717 billion (corresponding to 14.67%) compared to 2023.

- Profit after tax reached VND 223.963 billion, equaling 100.95% of the plan, an increase of VND 27.406 billion (corresponding to 13.94%) compared to 2023.

- Consolidated profit before tax in 2024 reached VND 377.687 billion, an increase of 124.25% compared to the same period, corresponding to an increase of VND 73.723 billion.

2. Investment Activities

a. Capital Construction Investment

In 2024, the Company invested in items according to the plan. Specifically:

a.1. Agricultural Investment

- Replanting area: 400.07 ha (adjusted). The survival rate of trees reached 100%, the gardens grew well, with an average of 5 or more leaf layers. Implementation cost: VND 13.858 million.

- Area for caring for basic construction gardens: 2,533.19 ha; care, fertilization, and plant protection work were carried out according to technical procedures. The quality of the gardens is ensured, and the rubber trees are growing well.

a.2. Investment in Other Capital Construction Works

- The total value of completed capital construction investment during the year was VND 42.34 billion, focusing on architectural works (wood processing workshops, worker housing),

wood processing factory equipment, water supply systems, and procurement of agricultural equipment for production.

- Completed investment in immature rubber plantations transferred to productive plantations: VND 22.49 billion.

All capital construction investment works and fixed asset procurements fully complied with prescribed processes and procedures; they did not exceed the approved budget. Upon completion, all works were handed over for use, managed, classified, and depreciated as fixed assets according to regulations.

b. Long-term Financial Investment

The total value of the Company's financial investment as of December 31, 2024, was VND 929.279 billion. In 2024, the Company did not incur any new long-term financial investments.

Total financial profit from dividend income in 2024 reached VND 47.448 billion.

3. Regarding Company Restructuring

- Implemented the conversion of the accounting model of the Wood Processing Branch to be dependent on the Parent Company effective from January 1, 2024 (according to Decision No. 166/QD-HDQTCSDP dated December 21, 2023, and Decision No. 356/QD-CSDP dated December 26, 2023).

- Completed the dissolution of Dong Phu General Hospital (according to Decision No. 90/QD-HDQTCSDP dated June 24, 2024).

- Implemented the dissolution, arrangement, and merger of the Industry Department into the Planning Department (according to Decision No. 115/QD-HDQTCSDP and 116/QD-HDQTCSDP both dated July 30, 2024).

III. Appraisal of the Company's Financial Statements:

The 2024 financial statements of Dong Phu Rubber Joint Stock Company were prepared in strict accordance with legal regulations, in compliance with Vietnamese Accounting Standards and current regulations. The statements fairly and reasonably reflect the Company's financial situation; the results are consistent with the content audited by IAV International Auditing and Valuation Co., Ltd.

The recording, storage of documents, and preparation of accounting books and the Company's financial statements are carried out honestly, fully complying with legal regulations on finance and accounting, and well meeting management requirements.

The key indicators according to the Financial Statements as of December 31, 2024, are as follows:

No.	Performance Indicator	Unit	As of December 31, 2024	As of December 31, 2023	Increase/ Decrease +/- (%)
1	TOTAL ASSETS	*Billion VND*	2,395.546	2,318.690	3.31

	Current assets	"	827.829	761.571	*8.70*
	Non-current assets	"	1,567.717	1,557.118	*0.68*
2	TOTAL CAPITAL	*Billion VND*	2,395.546	2,318.690	3.31
	Liabilities	"	182.198	162.004	*12.46*
	Equity	"	2,213.348	2,156.685	*2.63*
3	BASIC EARNINGS PER SHARE	*VND/Share*	2,577.68	2,072.12	24.40

The performance evaluation ratios are as follows:

No.	Performance Evaluation Ratios	Unit	Ratio	Notes
1	Current ratio	*Times*	5.170	
2	Profit after tax/ Total revenue	*%*	23.669	
3	Profit after tax / Average equity (ROE)	*%*	10.250	
4	Profit after tax / Average total assets (ROA)	*%*	9.502	
5	Capital preservation ratio	*Times*	1.026	

The Board of Supervisors assessed the Company's financial situation in 2024 as stable. The basic indicators regarding profitability ratios, liquidity, efficiency of asset and equity utilization all met the standards; the Company preserved and developed its equity.

In 2024, the Company proceeded to appropriate funds according to the Annual General Meeting of Shareholders Resolution No. 92/NQ-DHDCD-CSDP dated June 27, 2024, including:

- Development Investment Fund, Bonus and Welfare Fund, Management Bonus Fund: total 90.671 billion VND;

- Science and Technology Development Fund: 22.090 billion VND;

- 2024 Dividend payment (15% of charter capital): 130.328 billion VND.

IV. BUSINESS PERFORMANCE AND FINANCIAL SITUATION OF SUBSIDIARIES IN 2024

1. Bac Dong Phu Corporation Industrial Park

Charter capital: 200 billion VND; Parent Company's ownership percentage: 51% (Data source from audited financial statements for 2024).

No.	Performance Indicator	Unit	2024 Plan	2024 Actual	% vs. Plan
1	Total revenue	*Billion VND*	110.121	116.011	105.35
2	Profit before tax	*Billion VND*	61.385	61.916	100.86
3	Profit after tax	*Billion VND*	49.050	49.337	100.58
4	Profit before tax / Revenue	*%*	55.74	55.74	95.74
5	Profit before tax / Charter capital	*%*	30.69	30.96	100.86

In 2024, Bac Dong Phu Corporation Industrial Park continued to maintain stable and effective business operations. Total revenue reached 116.011 billion VND, exceeding the plan by 5.35%. Profit before tax reached 61.916 billion VND, equal to 100.86% of the plan; profit after tax reached 49.337 billion VND, equivalent to 100.58% of the set plan.

2. Dong Phu Technical Rubber Joint Stock Company

Charter capital: 180 billion VND; Parent Company's ownership percentage: 76.83% (Data source from audited financial statements for 2024).

No.	Performance Indicator	Unit	2024 Plan	Actual 2024	% of Plan
1	Mattress, Pillow Production Volume	*Units*	52.186	55.380	106,12
2	Mattress, Pillow Sales Volume	*Units*	56.401	56.161	99,57
3	Total Revenue	*Billion VND*	46,223	32,099	69,44
4	Profit Before Tax	*Billion VND*	0,056	(6,290)	
5	Profit After Tax	*Billion VND*	0,045	(6,290)	

In 2024, Dong Phu Technical Rubber Joint Stock Company faced many difficulties in its business operations. The consumer market for products such as mattresses and pillows developed slowly, purchasing power was weak, and sales revenue did not meet expectations. These factors directly affected business efficiency, causing the Company to incur losses in the 2024 financial year.

3. Dong Phu – Kratie Rubber Joint Stock Company

Charter capital: 899.4406 billion VND; Parent Company's ownership percentage: 58.36% (Data source from audited financial statements for 2024).

No.	Performance Indicators	Unit	Plan 2024	Actual 2024	% of Plan
1	Exploited Area	*Ha*	5,132.15	5,132.15	100.00
2	Production Volume	*Tonnes*	7,900.00	7,979.86	101.01
3	Purchased Volume	"	65.00	104.20	160.31
4	Sales Volume (Including purchased)	"	8,120.00	7,705.32	94.89
5	Total Revenue	*Billion VND*	290.243	355.862	122.61
6	Profit Before Tax	"	36.930	95.312	258.09
7	Profit After Tax	"	29.544	94.988	321.51
9	Profit Before Tax/Revenue Ratio	%	12.72	26.78	210.50
8	Profit Before Tax/Charter Capital Ratio	%	4.11	10.60	258.09

In 2024, Dong Phu – Kratie Rubber Joint Stock Company achieved positive business results, completing and exceeding many important targets. Total revenue reached 355.862

billion VND, exceeding the plan by 22.61%. Profit before tax reached 95.312 billion VND, equal to 258.09% of the plan; profit after tax reached 94.988 billion VND, equivalent to 321.51% of the plan.

V. Oversight results regarding the Board of Directors, Board of Management, and management personnel;

In 2024, the Board of Directors, Board of Management, and the Company's management personnel properly performed their assigned functions and duties according to the provisions of the Law on Enterprises, the Company Charter, and the Resolutions of the General Meeting of Shareholders.

The Board of Directors held 05 meetings, with full attendance of all members. The meeting contents were thoroughly prepared, discussed in a spirit of democracy and responsibility, ensuring transparency and high consensus in approving resolutions.

During the year, the Company did not have any sales transactions, service provision, or other transactions with management and executive members; there were no conflicts of interest with related persons.

The Company fully complies with legal regulations on accounting, tax, environmental protection, and social insurance; strictly fulfills obligations to the state budget, ensuring timeliness and compliance with regulations.

1. Summary of Board of Supervisors Meetings

In 2024, the Board of Supervisors held 06 regular meetings to carry out the tasks and duties assigned in accordance with legal regulations, the Company's Charter, and the Operating Regulations of the Board of Supervisors. The meetings were fully conducted, in the correct order, ensuring effectiveness in supervising and inspecting the Company's operations.

The reports and recommendations of the Board of Supervisors were prepared and fully sent to the Board of Directors and the Board of Management to support the executive work and improve the Company's governance.

Details of the meetings are as follows:

Meeting Date	Content	Number of Members Attending
29/01/2024	Approve summary of Board of Supervisors's activities in 2023 and Board of Supervisors's activity plan for 2024	3/3
21/02/2024	Approve the results of re-electing the Head of the Company's Board of Supervisors for the 2022-2027 term	3/3
04/05/2024	Approve the draft content of the Board of Supervisors's activity report for 2023 to be submitted to the 2024 Annual General Meeting of Shareholders	3/3
27/06/2024	Assign duties to members of the Board of Supervisors for the 2022-2027 term	3/3

06/09/2024	Agree and approve the content of the audited financial statements for the first 6 months of 2024 of the Parent Company	3/3
18/10/2024	Agree and approve the content of the Board of Supervisors's activity report for the first 9 months of 2024	3/3

The Board of Supervisors agrees with the assessments of the Board of Directors and the Board of Management in the 2024 Management and Executive Report. The activities of the Board of Directors and the Board of Management all complied with legal regulations, the Company's Charter, and the Resolutions of the General Meeting of Shareholders.

2. Salaries, bonuses, remuneration, and benefits of the Board of Supervisors in 2024:

Unit: Million VND

No.	Full Name	Title	Salary & Bonus	Remuneration	Total
1	Nguyen Quoc Vinh	Head of Board of Supervisors	140.625	0.000	140.625
2	Nguyen Minh Trang	Member of Board of Supervisors	0.000	59.500	59.500
3	Nguyen Thanh Huy	Member of Board of Supervisors	0.000	24.000	24.000
4	Huynh Minh Tam	Member of Board of Supervisors	189.540	30.000	219.540
5	Tran Thi Thu Thuy	Member of Board of Supervisors	0.000	30.000	30.000
	Total:		**330.165**	**143.500**	**473.665**

VI. Board of Supervisors's Activity Plan for 2025:

In 2025, the Board of Supervisors will continue to perform its duty on behalf of the shareholders to regularly supervise all business production, governance, and executive activities of the Company. Quarterly, the Board of Supervisors will conduct inspections, analyses, and evaluations of the Company's activities through production indicators and financial reports; concurrently develop plans to inspect and supervise certain specific areas to gain a deeper understanding of the operational situation. Based on that, the Board of Supervisors will propose and recommend to the Board of Directors and the Board of Management to enhance the effectiveness of the Company's governance and executive work.

VII. Recommendations of the Board of Supervisors:

Based on the results of inspections and supervision in 2024, the Board of Supervisors recommends that the Board of Directors and the Board of Management of the Parent Company continue to conduct special supervision over the financial situation of Dong Phu Technical Rubber Joint Stock Company. This supervision is carried out according to Decision No. 118/QD-HDQTCSDP dated August 5, 2024, because this Company has accumulated losses for

over 3 consecutive years.

In addition, the Board of Supervisors proposes that the Company continue to implement the restructuring roadmap, including: rearranging, merging, or dissolving affiliated units to streamline the organizational structure, in line with the requirements of business production and management scale in the current period.

Above is the Report on the results of the Board of Supervisors's activities in 2024 and the direction and tasks for 2025. The Board of Supervisors respectfully submits this report for consideration by the 2025 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

Wishing Distinguished Delegates and Shareholders health, success, and happiness.

Sincerely./.

Recipient :
- General Meeting of Shareholders;
- Board of Directors, Board of Management;
- Archive: Secretariat, Board of Supervisors

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD
Signed

Nguyen Quoc Vinh

VIETNAM RUBBER GROUP
- JOINT STOCK COMPANY
DONG PHU RUBBER
JOINT STOCK COMPANY

THE SOCIALIST REPULIC OF VIETNAM
Independence – Freedom – Happiness

Binh Phuoc, June ,2025

PROPOSAL NO. 1
2024 FINANCIAL STATEMENTS
(Audited)
Submitted to the 2025 Annual General Meeting of Shareholders

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;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the audited 2024 Financial Statements as follows:

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.

Respectfully submitted./.

Recipients:
- GMS;
- BOD's members, BOM, BOS;
- Archive: Secretariat, Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Signed

Mai Huynh Nhat

VIETNAM RUBBER GROUP
- JOINT STOCK COMPANY
DONG PHU RUBBER
JOINT STOCK COMPANY

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Binh Phuoc, June ,2025

PROPOSAL NO. 2
Business Performance in 2024 and Profit Distribution Plan for 2024

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 audited 2024 separate Financial Statements;

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

Respectfully submitted./.

Recipients:
- GMS;
- BOD's members, BOM, BOS;
- Archive: Secretariat, Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Signed

Mai Huynh Nhat

VIETNAM RUBBER GROUP
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Binh Phuoc, June ,2025

PROPOSAL NO. 3
2025 BUSINESS PLAN AND 2025 DIVIDEND DISTRIBUTION PLAN

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;

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders **for approval** of the 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
	- Self-exploited area	*Ha*	*6.089.51*
	- Area under exploitation rights transfer	*Ha*	*180,92*
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
	- Output from self-exploitation	*tons*	*11.338*
	- Output under exploitation rights transfer	*tons*	*362*
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

Respectfully submitted./.

Recipients:
- GMS;
- BOD's members, BOM, BOS;
- Archive: Secretariat, Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Signed

Mai Huynh Nhat

VIETNAM RUBBER GROUP
- JOINT STOCK COMPANY
DONG PHU RUBBER
JOINT STOCK COMPANY

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Binh Phuoc, June ,2025

PROPOSAL NO. 4
REPORT ON REMUNERATION FOR THE BOD & BOS IN 2024 AND REMUNERATION PLAN FOR THE BOD & BOS IN 2025

Pursuant to the Charter on organization and operation of the Company;

Pursuant to the remuneration level for Members of the Board of Directors (BoD) and of the Board of Supervisors (BoS) in 2024 as approved by the 2024 Annual General Meeting of Shareholders;

The Board of Directors would like to report to the General Meeting of Shareholders as follows:

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.

Respectfully submitted./.

Recipients:
- GMS;
- BOD's members, BOM, BOS;
- Archive: Secretariat, Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Signed

Mai Huynh Nhat

VIETNAM RUBBER GROUP
- JOINT STOCK COMPANY
DONG PHU RUBBER
JOINT STOCK COMPANY

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Binh Phuoc, June ,2025

PROPOSAL NO. 5

Re: Selection of the Auditing Firm for the 2025 Financial Statements

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 list of auditing firms approved by the State Securities Commission to provide audit services for entities having public interest in the securities sector;

After considering the reputation, service quality, and pricing of the auditing firms, the Board of Supervisors proposes that the General Meeting of Shareholders 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.

Respectfully submitted!

Recipients:
- GMS;
- BOD
- BOM;
- Archive: Secretariat, BOS.

ON BEHALF OF THE BOARD OF SUPERVISORS
Head of the Board

Signed

Nguyen Quoc Vinh

VIETNAM RUBBER GROUP
- JOINT STOCK COMPANY
DONG PHU RUBBER
JOINT STOCK COMPANY

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Binh Phuoc, June ,2025

PROPOSAL NO. 6

Regarding Amendment and Supplementation of the Charter of Dong Phu Rubber Joint Stock Company

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 need to enhance executive effectiveness, ensure continuous and flexible operations, and align with the Company's practical business activities;

The Board of Directors of Dong Phu Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the amendment and supplementation of Article 3 of the Company's Charter as follows:

Article 3 (Prior to Amendment and upplementation):	***Article 3. Legal Representative of the Company*** The Company has 01 Legal Representative: the Chairman of the Board of Directors shall be the Legal Representative of the Company. The rights and obligations of the Legal Representative shall be in accordance with current legal regulations.
Article 3 (After Amendment and upplementation):	***Article 3. Legal Representative of the Company*** The Company has 02 Legal Representatives: the Chairman of the Board of Directors and the General Director of the Company. The rights and obligations of the Legal Representatives shall be in accordance with current legal regulations.

Respectfully submitted./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Signed

Mai Huynh Nhat

VIETNAM RUBBER GROUP
- JOINT STOCK COMPANY
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JOINT STOCK COMPANY

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Binh Phuoc, June 26 ,2025

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

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 livestream system : Video broadcasting system for the GMS meeting live on the 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.**

[1]Clause 1, Article 19 of the Company Charter

Article 6. Guests at the Meeting

- 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