

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

Address: Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai City

Tel: 02713 819 786

Fax: 02713 819 620

Website: <https://www.doruco.com.vn/>

DOCUMENT

2026 ANNUAL MEETING OF SHAREHOLDERS



June, 2026

AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DONG PHU RUBBER JOINT STOCK COMPANY

Time: 08:30 a.m., June 29, 2026

Venue / Online meeting point: Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai City.

I. OPENING SESSION

1. Declaration of reasons and introduction of delegates.
2. Report on verification of shareholders' eligibility to attend the Meeting.
3. Approval of the Meeting Agenda.
4. Approval of the Meeting Organization Regulations.
5. Approval of the Election Regulations for the additional election of a Member of the Board of Directors for the 2022-2027 term.
6. Introduction of the Presidium, the Meeting Secretary and the Vote Counting Committee.

II. REPORTS AND PROPOSALS SUBMITTED TO THE MEETING

1. Report on the activities of the Board of Directors in 2025 and orientations for 2026.
2. Report on the activities of the Supervisory Board in 2025 and orientations for 2026.
3. Proposal No. 01: Approval of amendments and supplements to the Company Charter.
4. Proposal No. 02: Approval of the audited separate financial statements and consolidated financial statements for 2025.
5. Proposal No. 03: Approval of the 2025 business results and profit distribution plan.
6. Proposal No. 04: Approval of the 2026 comprehensive plan and 2026 profit distribution plan.
7. Proposal No. 05: Approval of remuneration of the Board of Directors and Supervisory Board in 2025 and the remuneration plan for the Board of Directors and Supervisory Board in 2026.
8. Proposal No. 06: Approval of the selection of the auditor for the 2026 financial statements.
9. Proposal No. 07: Approval of the dismissal and additional election of a Member of the Board of Directors of the Company for the 2022-2027 term.
10. Other matters falling within the authority of the General Meeting of Shareholders, if any.

III. ELECTION SESSION

1. Approval of the list of candidates for the additional election of a Member of the Board of Directors of the Company for the 2022-2027 term.
2. Guidance on election principles and procedures.

3. The Meeting conducts the additional election of a Member of the Board of Directors of the Company for the 2022-2027 term.

4. The Vote Counting Committee counts the votes and announces the election results.

IV. DISCUSSION AND EXPLANATION

1. Shareholders discuss and raise questions regarding the reports, proposals and matters submitted to the Meeting.

2. The Presidium, the Board of Directors, the Board of Management and the Supervisory Board respond to and explain shareholders' comments.

V. VOTING AND APPROVAL OF THE MEETING RESOLUTION

1. The Meeting votes to approve each report and proposal falling within its authority.

2. Approval of the results of the additional election of a Member of the Board of Directors of the Company for the 2022-2027 term.

3. Approval of the draft Resolution of the 2026 Annual General Meeting of Shareholders.

4. Approval of the draft Minutes of the 2026 Annual General Meeting of Shareholders.

VI. CLOSING SESSION

1. Representative of the Board of Directors delivers the closing remarks.

2. Conclusion of the Meeting.

DPR City, June 08, 2026

**REPORT
ON ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025
AND ORIENTATION FOR 2026**

**To: The 2026 Annual General Meeting of Shareholders
Dong Phu Rubber Joint Stock Company**

I. REPORT ON ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Information on members of the Board of Directors

In 2025, the Board of Directors of Dong Phu Rubber Joint Stock Company performed its functions and duties in accordance with the Law on Enterprises, the Law on Securities, the Company Charter, the Internal Regulation on Corporate Governance, and the Regulation on Operation of the Board of Directors.

Information on members of the Board of Directors in 2025 is as follows:

No.	Member of the BOD	Position	Date of becoming a BOD member	Date of ceasing to be a BOD member
1	Mr. Mai Huynh Nhat	Chairman of the BOD	25/04/2017	
2	Mr. Ho Cuong	Member of the BOD	27/04/2012	
3	Mr. Huynh Trong Thuy	Member of the BOD	18/06/2020	
4	Mr. Pham Phi Dieu	Member of the BOD	29/06/2021	26/06/2025
5	Ms. Nguyen Ngoc Thanh	Independent member of the BOD	27/06/2022	
6	Mr. Luu Minh Tuyen	Member of the BOD	30/12/2025	

2. Summary of the Board of Directors' activities in 2025

In 2025, the Board of Directors fully performed its functions and duties in accordance with the law, the Company Charter and internal regulations. The Board's activities were carried out on the principles of legal compliance, transparency and prudence, ensuring the lawful interests of the Company, shareholders, employees and relevant stakeholders.

The Board of Directors held periodic and extraordinary meetings and collected written opinions to review and decide on matters within its authority. The contents considered and decided were consistent with the Resolution of the 2025 Annual General Meeting of Shareholders, the Company's actual circumstances and governance requirements at each point in time.

In the course of its activities, the Board of Directors maintained regular coordination with the Board of Management, the Supervisory Board and functional units. Matters submitted to the Board of Directors were prepared in accordance with the required order and authority,

accompanied by relevant dossiers and documents, and were discussed and reviewed in a democratic, public and transparent manner. Resolutions and decisions of the Board of Directors were issued in a timely manner, providing a basis for the Board of Management to implement production and business, investment, financial management, human resource management, information disclosure and other tasks of the Company.

The key groups of matters reviewed and decided by the Board of Directors in 2025 included:

1. Implementation of the Resolution of the 2025 Annual General Meeting of Shareholders; review and approval of reports, proposals and resolutions within the authority of the Board of Directors and contents prepared for submission to the General Meeting of Shareholders.
2. Direction and supervision of the implementation of the 2025 production and business plan; monitoring of latex tapping, plantation care, replanting, procurement, processing and sale of rubber latex; control of production costs, cost of goods, product quality and operational efficiency of the Company.
3. Review and approval of the separate and consolidated financial statements for 2025; direction of audit work, information disclosure and reporting obligations of a listed public company in accordance with regulations.
4. Review of the profit distribution plan, dividend payment, appropriation to funds and other important financial matters according to authority and in compliance with the law and the Company Charter.
5. Review and decision on matters relating to capital construction investment, financial investment, procurement, bidding, asset management, capital management and work relating to subsidiaries, associates and investees of the Company.
6. Implementation of matters relating to organizational structure, management personnel, assignment of duties, consolidation of the operating model, improvement of internal governance efficiency and assurance of stability in management and operation.
7. Direction and supervision of information disclosure, corporate governance, shareholder relations, organization of the General Meeting of Shareholders, maintenance of governance records and fulfillment of the Company's obligations on the securities market.

3. Production and business results in 2025

In 2025, the global and domestic economic situation continued to experience many fluctuations; the rubber market was affected by supply and demand developments, selling prices, input costs, labor costs, logistics costs and increasingly strict requirements on traceability and sustainable development. In that context, the Board of Directors coordinated with the Board of Management in directing and managing the Company to maintain stable production and business operations, control costs, improve management efficiency and ensure the interests of shareholders and employees.

Based on the audited separate financial statements for 2025, the Company's production and business results in 2025 achieved the following key indicators:

Unit: VND

No.	Indicator	Actual 2025
1	Net revenue from sales of goods and rendering of services	785,094,447,783
2	Financial income	72,444,844,131
3	Other income	52,414,934,280
4	Total revenue and income	909,954,226,194
5	Cost of goods sold	461,452,374,310

6	Financial expenses	2,739,868,995
7	Selling expenses	5,329,919,197
8	General and administrative expenses	117,786,166,879
9	Other expenses	16,176,798,742
10	Total expenses	603,485,128,123
11	Gross profit from sales of goods and rendering of services	323,642,073,473
12	Net profit from operating activities	270,230,962,533
13	Other profit	36,238,135,538
14	Accounting profit before tax	306,469,098,071
15	Current corporate income tax expense	53,707,017,618
16	Profit after corporate income tax	252,762,080,453

Some key financial indicators according to the audited separate and consolidated financial statements for 2025 are as follows:Unit: VND

No.	Indicator	Separate financial statements	Consolidated financial statements
1	Total assets as at 31/12/2025	2,529,869,076,926	4,752,318,413,852
2	Liabilities as at 31/12/2025	277,946,558,611	1,376,980,370,386
3	Owners' equity as at 31/12/2025	2,251,922,518,315	3,375,338,043,466
4	Net revenue from sales of goods and rendering of services	785,094,447,783	1,188,005,116,810
5	Accounting profit before tax	306,469,098,071	425,127,270,985
6	Profit after corporate income tax	252,762,080,453	340,589,708,462
7	Profit after tax attributable to shareholders of the parent company	252,762,080,453	288,935,107,540

The above results show that the Company maintained operational efficiency in 2025. In particular, profit after tax in the separate financial statements reached VND 252,762,080,453, forming the basis for the Board of Directors to submit the profit distribution plan, appropriation to funds and dividend payment for 2025 to the General Meeting of Shareholders for consideration.

4. Supervision over the Board of Management and managerial personnel

In 2025, the Board of Directors fully performed its supervisory function over the Board of Management and managerial personnel of the Company in accordance with the Company Charter, the Internal Regulation on Corporate Governance and the Regulation on Operation of the Board of Directors.

Supervision focused on the implementation of resolutions of the General Meeting of Shareholders and resolutions and decisions of the Board of Directors; implementation of the production and business plan; management of revenue, expenses, profit, cash flow and receivables/payables; implementation of investment, procurement and bidding projects; management of land and assets; personnel organization, labor and wages; information disclosure; shareholder relations; and other corporate governance tasks.

The Board of Management maintained reporting, explanation and advisory regimes and submitted matters within the authority of the Board of Directors in accordance with regulations. Issues arising in management activities were reported by the Board of Management, submitted for opinions or submitted to the Board of Directors for timely

consideration and decision. Coordination among the Board of Directors, the Board of Management and the Supervisory Board was generally close, contributing to improved governance, management and internal control effectiveness.

The Board of Directors assessed that the Board of Management and managerial personnel made great efforts in managing production and business activities in 2025, proactively implemented solutions suitable to market fluctuations, ensured stable operations, maintained production and business efficiency, and fulfilled information disclosure and reporting obligations in accordance with regulations.

5. Income of the Board of Directors

Income of the Board of Directors is presented according to the notes to the audited separate financial statements for 2025. For members of the Board of Directors who concurrently hold executive positions, income is presented under the corresponding groups of positions in the notes to the financial statements.

Unit: VND

No.	Full name	Position	Income in 2025
1	Mr. Mai Huynh Nhat	Chairman of the Board of Directors	661,416,791
2	Mr. Pham Phi Dieu	Member of the Board of Directors	59,520,000
3	Ms. Nguyen Ngoc Thanh	Independent member of the Board of Directors	96,720,000
	Total		817,656,791

The total remuneration of the Board of Directors and the Supervisory Board paid in 2025 was VND 279,600,000. This content is submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval under a separate proposal on remuneration of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan for 2026.

6. Transactions with related parties

In 2025, transactions with related parties were conducted by the Company on the principles of openness, transparency, compliance with the law, the Company Charter, internal regulations and relevant approval authority. Transactions mainly related to rubber latex purchase and sale, processing, sale of scrap and pallets, provision of services, receipt of dividends, payment of dividends, financial transactions and transactions serving the Company's ordinary production and business activities.

Details of transactions with related parties were presented in the notes to the audited separate and consolidated financial statements for 2025. The Board of Directors assessed that such transactions were conducted based on actual needs, were consistent with production and business activities, ensured the interests of the Company and complied with regulations on corporate governance applicable to public companies.

7. Assessment report of the independent member of the Board of Directors

Based on the actual activities of the Board of Directors in 2025, the independent member of the Board of Directors provided the following assessment:

7.1. Organization of the Board of Directors' activities

The Board of Directors fully performed its functions and duties in accordance with the law, the Company Charter and internal regulations. Meetings, written opinion collection and

discussions and voting were organized in accordance with the required order and procedures, ensuring the principles of openness, transparency, democracy and accountability.

The agenda of Board meetings closely followed the Company's governance and management requirements, focusing on key issues such as production and business, finance, investment, personnel, information disclosure, organization of the General Meeting of Shareholders and handling of issues arising within its authority.

7.2. Supervision over the Board of Management

The Board of Directors effectively performed its role of supervising the Board of Management in organizing the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors. The Board of Management complied with reporting, advisory, explanatory and task implementation regimes; important matters were submitted to the Board of Directors for timely consideration and decision.

The Company's production and business activities in 2025 were maintained stably, important financial indicators achieved positive results, and management of costs, cost of goods, cash flow, receivables/payables and capital utilization efficiency was given due attention and control.

7.3. Responsibility and professionalism of the Board of Directors

Members of the Board of Directors showed a high sense of responsibility, prudence and objectivity in performing their duties; complied with the law, the Company Charter, internal regulations and standards of corporate governance applicable to public companies. The Board of Directors always placed the lawful interests of the Company, shareholders and employees at the center when considering and deciding on matters within its authority.

II. ORIENTATION OF THE BOARD OF DIRECTORS IN 2026 AND PRODUCTION AND BUSINESS PLAN FOR 2026

1. Orientation of the Board of Directors in 2026

In 2026, the Board of Directors will continue to perform its corporate governance function in accordance with the law, the Company Charter, the Internal Regulation on Corporate Governance, the Regulation on Operation of the Board of Directors and resolutions of the General Meeting of Shareholders.

The Board of Directors will focus on improving governance quality and strengthening supervision over the Board of Management, ensuring that the production and business plan, investment, finance, information disclosure and key tasks in 2026 are implemented in compliance with regulations, within authority, effectively and in line with the Company's actual circumstances.

The Board of Directors will continue to coordinate closely with the Supervisory Board, the Board of Management, departments, affiliated units, subsidiaries and associates to improve management efficiency, control risks, ensure transparency in governance, and preserve and develop the Company's capital and assets.

The key operating principles of the Board of Directors in 2026 include:

1. Full compliance with the law, the Company Charter, internal regulations and resolutions of the General Meeting of Shareholders;
2. Ensuring open, transparent, democratic, prudent and effective governance;
3. Strengthening supervision over the implementation of production and business plans, investment, finance, land management, capital management and information disclosure;

4. Improving the quality of coordination among the Board of Directors, the Supervisory Board and the Board of Management;
5. Proactively reviewing and completing the organizational model, governance mechanisms, internal regulations, digital transformation, sustainable development and risk management;
6. Ensuring harmonious interests among the Company, shareholders, employees, customers, partners and relevant stakeholders.

2. Production and business plan for 2026

In 2026, the Company develops its production and business plan on the basis of actual plantation conditions, processing capacity, rubber market situation, cost management requirements, development investment plan and sustainable development orientation of the Company.

Key plan targets for 2026 are as follows:

Unit: VND million, except for indicators with other units

No.	Indicator	Unit	2026 plan
1	Total revenue and other income	VND million	1,067,631
2	Profit before tax	VND million	472,643
3	Profit after corporate income tax	VND million	398,523
4	Return on equity after tax (ROE)	%	18.86
5	Total rubber area	Ha	9,080.82
6	Tappable rubber area	Ha	6,226.68
7	Immature rubber area	Ha	2,854.14
8	Replanting area	Ha	336.98
9	Rubber output	Tons	11,900
10	Rubber latex procurement output	Tons	2,000
11	Total processed output	Tons	13,900
12	Total sales output	Tons	14,000
13	Average yield	Tons/ha	1.91
14	Minimum labor productivity	Tons/person	4.19
15	Total cost per ton of rubber latex	VND million/ton	40.36
16	Total demand for development investment and debt repayment	VND million	242,102
	Of which:		
	- Capital construction investment	VND million	70,952
	- Long-term financial investment	VND million	171,150

Under the 2026 long-term financial investment plan, the Company expects to invest VND 142,800 million in Bac Dong Phu Industrial Park Joint Stock Company and VND 28,350 million in a high-tech agricultural project cooperation.

3. Key tasks and solutions for 2026 and development orientation in the coming period

3.1. Agriculture

The Company will focus on developing and implementing the 2026 production and business plan in line with the actual situation of each production team and each plantation, striving to complete and exceed the rubber latex output target approved by the General Meeting of Shareholders.

The Company will strengthen labor management, organize tapping in accordance with technical procedures, tapping regimes and timing; and avoid situations where plantations

eligible for tapping lack labor. At the same time, the Company will strictly control production costs, cost of products, materials, labor, fertilizers, plant protection products and management expenses.

Disease prevention and treatment, plant protection, tapping panel protection, raw material acceptance, DRC determination, output management and traceability must be implemented seriously, transparently and within the correct accounting period; latex losses must be prevented and production and business results must accurately reflect actual performance.

For replanting, the Company will implement the 2026 rubber replanting plan on schedule, in the right season and in accordance with technical procedures, ensuring proper land preparation, seedlings, materials, plot design, rows, holes, field roads and drainage ditches. Clone selection must be consistent with the approved clone structure, soil conditions and long-term yield orientation.

For plantation care, the Company will continue to improve the quality of care for immature and mature plantations; fertilization, weeding, disease prevention and treatment, canopy management, effective tree density and trunk girth growth will be carried out in accordance with technical procedures.

3.2. High-tech agriculture

The Company will study the development of high-tech agriculture on inefficient rubber land, replanting land, intercropping land, ancillary land or other suitable areas in order to improve land use efficiency and create additional income outside rubber.

In the immediate term, the Company will prioritize feasible pilot models such as nurseries, high-value crops, organic agriculture, circular agriculture, water-saving irrigation, digital plantation data management, pest and disease monitoring and product offtake linkages. Implementation must be consistent with planning, comply with the law, have clear economic efficiency and not affect existing rubber production activities.

3.3. Sustainable forest management certification, traceability and EUDR

The Company will continue to implement the roadmap for sustainable forest management, FSC/PEFC certification, traceability and compliance with the European Union Deforestation Regulation (EUDR), green growth and sustainable development.

The focus is to complete land dossiers, plot maps, growing area data, and procedures for tapping, transportation, warehousing, processing and product sale; promote the application of GIS, digital data and plantation management technology to improve transparency and meet the requirements of customers, export markets and sustainable development standards.

At the same time, the Company will implement solutions for energy saving, greenhouse gas emission reduction, efficient use of resources and research into possible participation in the carbon credit market when conditions are met.

3.4. Investment and business in industrial park and cluster infrastructure

The Company identifies the development of industrial park and industrial cluster infrastructure as one of the important orientations to effectively exploit land resources, enhance land use value and create new growth drivers in the coming period.

The Company will continue to review rubber land areas with favorable locations, appropriate planning, transport connectivity, technical infrastructure and the ability to attract investors for the purpose of studying the development of industrial parks and industrial clusters on converted rubber land. Implementation must comply with planning, law and authority, have clear financial efficiency and not adversely affect existing rubber production activities.

For Bac Dong Phu Industrial Park Joint Stock Company, the Company will continue to promote the effectiveness of its contributed capital, coordinate to improve the efficiency of infrastructure exploitation, attract secondary investors, increase occupancy rates and create stable income from industrial park operations.

The general orientation is to develop industrial parks and clusters under green and smart models with synchronous infrastructure, meeting environmental, ESG and sustainable development requirements, thereby contributing to income diversification and improving the efficiency of capital, assets and land resources of the Company.

3.5. Wood and rubber industrial products

The Company will continue to review and rearrange activities related to wood processing and rubber industrial products in a manner suitable to the actual situation, ensuring effective use of assets, premises, machinery, equipment and existing resources.

3.6. Clean energy and renewable energy

The Company will study the development of clean energy and renewable energy, focusing on rooftop solar power at processing enterprises, workshops and existing facilities to reduce electricity costs, serve production, reduce emissions and improve infrastructure utilization efficiency.

For areas with suitable conditions, the Company will continue to review land-use planning, power planning, connection capability, power purchase mechanisms and investment efficiency to study larger-scale renewable energy models, including power supply options for production, processing and future industrial park and cluster projects.

The implementation of renewable energy projects must comply with planning, law and authority, have clear economic efficiency, not affect existing rubber production activities, and be consistent with the Company's orientation toward green development, energy saving, emission reduction and sustainable development.

3.7. Governance, digital transformation and sustainable development

The Company will continue to promote digital transformation in governance, management, land and plantation management, production, finance, human resources, office administration and information disclosure in order to improve management efficiency, transparency and management capacity.

The Company will focus on digitizing plantation data, land data, tapping output, processing, sales, production costs and management reports; gradually update data in a timely and accurate manner to serve direction, inspection, supervision and management reporting.

At the same time, the Company will implement sustainable development activities under ESG orientation, associated with environmental management, social responsibility, occupational safety, governance transparency, efficient resource use, energy saving, emission reduction and meeting the requirements of the market, shareholders, investors and regulatory authorities.

3.8. Personnel, wages and organizational structure

The Company will continue to review and improve its salary scale, payroll, salary and bonus regulations to ensure compliance with the law and suitability to industry characteristics, job positions, productivity, quality and work efficiency.

The Company will carry out labor staffing, clearly define functions, duties and job positions of each department, enterprise and production team; arrange personnel in a streamlined and reasonable manner to improve governance efficiency and labor productivity.

At the same time, the Company will link wages and income with production and business results, task completion and performance of each unit and individual; ensure fairness and transparency, create motivation for employees, stabilize human resources and meet the Company's development requirements in the new period.

3.9. Management and use of capital in production and investment activities

The Company will continue to manage and use capital and assets in production, business and investment activities based on the principles of strictness, openness, transparency, thrift, efficiency, preservation and development of capital.

The Company will review the list of investment projects in 2026, prioritize capital allocation to urgent and effective projects that can create income and long-term growth drivers, and resolutely reduce, postpone or suspend investment items that are not truly necessary, have low efficiency or lack sufficient legal basis.

Contractor selection, project management, investment cost management, economic contracts and regular procurement must comply with the law, the Company Charter, internal regulations and delegated authority; ensure competition, transparency and efficiency, and prevent losses and waste.

The Company will strengthen inspection and supervision of progress, quality, costs and investment efficiency; carry out acceptance, payment and finalization in accordance with regulations and within the approved total investment. Heads of units, departments and individuals assigned tasks must be responsible for the effectiveness of advisory work, management and use of capital and assets within their scope of responsibility.

3.10. Financial supervision, performance evaluation and information disclosure

The Company will continue to fully implement financial supervision, performance evaluation and information disclosure reporting regimes in accordance with regulations; ensure that data is truthful, accurate and timely, and accurately reflects the financial situation, efficiency in the use of capital and assets, and production and business results of the Company.

The Company will strengthen inspection and supervision of the implementation of production and business plans, development investment, revenue, profit, expenses, receivables/payables, cash flow and capital utilization efficiency; promptly analyze and assess major fluctuations to adopt appropriate management solutions.

For investments, subsidiaries, associates and capital contributions of the Company in other enterprises, the Company will continue to monitor and evaluate efficiency, supervise financial status, operating results and the ability to preserve and develop capital, and promptly report arising issues to competent authorities.

The Company will strictly comply with information disclosure requirements applicable to listed public companies, ensuring completeness, timeliness, proper disclosure subjects and compliance with securities laws, the Company Charter, internal regulations and requirements of regulatory authorities.

3.11. Planning and management of land use

The Company will continue to coordinate closely with local authorities, state management agencies and relevant parties to review and update rubber land use planning for the 2021-2030 period, with a vision to 2050.

The Company will focus on reviewing land areas with advantages for the development of industrial parks, industrial clusters, renewable energy, high-tech agriculture and other suitable projects in order to propose updates and additions to planning, ensuring effective exploitation

of land resources, consistency with local development orientation and the Company's development orientation.

At the same time, the Company will strictly manage land status, legal dossiers, boundaries, landmarks and assets attached to land; fully perform the rights and obligations of land users as prescribed by law. Encroachment, disputes and improper land use will be resolutely handled; no new encroachment will be allowed on the land area managed and used by the Company.

Land management and use must be associated with the objectives of preserving assets, improving land use efficiency, serving existing rubber production and business activities and creating a foundation for the Company's new projects in the coming period.

III. CONCLUSION

In 2025, the Board of Directors of Dong Phu Rubber Joint Stock Company fully performed its functions and duties in accordance with the law, the Company Charter and resolutions of the General Meeting of Shareholders. Governance, supervision and direction were implemented in a timely, prudent and transparent manner, contributing to stable operations, positive production and business results, and protection of the lawful rights and interests of shareholders, employees and relevant stakeholders.

In 2026, the Board of Directors will continue to focus on improving corporate governance quality, closely supervising the implementation of production and business plans, investment, finance and key tasks; and orient the Company toward efficient, transparent and sustainable development, effectively exploiting the potential of land, capital, assets, human resources and new growth areas.

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

Recipients:

- General Meeting of Shareholders;
- Members of the BOD, Board of Management, Supervisory Board;
- Archive: Admin, Secretary.

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

signed

Mai Huynh Nhat

**VIETNAM RUBBER INDUSTRY GROUP
DONG PHU RUBBER JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

(Draft Report)

Dong Nai City, June ... , 2026

REPORT OF THE SUPERVISORY BOARD

Submitted to the 2026 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 on Organization and Operation of Dong Phu Rubber Joint Stock Company;

Pursuant to the Regulation on Operation of the Supervisory Board approved by the 2021 Annual General Meeting of Shareholders.

The Supervisory Board of Dong Phu Rubber Joint Stock Company, for the 2022-2027 term, reports to the 2026 Annual General Meeting of Shareholders on the performance of its assigned functions and duties during the fiscal year ended December 31, 2025 as follows:

I. SUMMARY OF ACTIVITIES OF THE SUPERVISORY BOARD

The Supervisory Board of the Company consists of 03 members as follows:

No.	Full name	Year of birth	Position	Notes
1	Mr. Nguyen Quoc Vinh	1969	Full-time Head of the Supervisory Board	Holding the position of Head of the Supervisory Board since June 27, 2024
2	Ms. Nguyen Minh Trang	1981	Concurrent Member of the Supervisory Board	Holding the position of Member of the Supervisory Board since June 27, 2024
3	Mr. Nguyen Thanh Huy	1984	Concurrent Member of the Supervisory Board	Holding the position of Member of the Supervisory Board since June 27, 2024

In 2025, the Supervisory Board performed its inspection and supervision duties in accordance with the Company's Charter and the Regulation on Operation of the Supervisory Board. The key focuses included:

- Organizing supervision, analysis and assessment of the Company's production and business performance;
- Supervising the governance activities of the Board of Directors and the management activities of the Board of Management;
- Supervising compliance with the law, the Company's Charter, internal regulations and regulations of the Group;
- Supervising the implementation of the contents under Resolution No. 131/NQ-DHDCDCDP dated June 26, 2025 of the 2025 Annual General Meeting of Shareholders;
- Appraising reports, including business performance reports, semi-annual and annual financial statements, and reports of the Board of Directors and the General Director;

- Inspecting and supervising financial management, investment, preservation and development of capital;
- Monitoring the development and implementation of economic and technical norms, bidding and auction activities;
- Fully attending meetings of the Board of Directors, periodic briefings and quarterly and annual business review meetings of the Company;
- Regularly exchanging information with the Board of Directors, the Board of Management and specialized departments to grasp actual operating conditions;
- Proactively giving opinions to prevent and mitigate risks in the Company's operations;
- Organizing 07 internal meetings to agree on assessment and conclusion contents before submitting them to the Board of Directors and the Board of Management.

Documents, reports and decisions of the Board of Directors and the Board of Management were fully and promptly provided to the Supervisory Board. During the year, the Supervisory Board did not receive any request from shareholders.

II. SUPERVISION OF THE IMPLEMENTATION OF THE 2025 GENERAL MEETING OF SHAREHOLDERS RESOLUTION

1. Business performance

a) Separate business performance of the Parent Company

The Supervisory Board appraised and agreed with the 2025 business performance report. Several key indicators were achieved as follows:

(Source: audited financial statements)

No.	Indicator	Unit	2025 Plan	2025 Actual	% vs. Plan
1	Rubber indicators				
	New planting/replanting area	ha	457.03	459.06	100.44
	Immature rubber area	ha	2,433.76	2,433.76	100.00
	Tapping area	ha	6,089.51	6,089.51	100.00
	Tapping productivity	tons/ha	1.87	2.12	113.84
	Output from tapping	tons	11,338.00	12,935.21	114.09
	Purchased latex output	tons	2,000.00	1,610.30	80.52
	Sales volume (including purchased latex)	tons	13,500.00	11,607.87	85.98
2	Average selling price	VND million/ton	45.00	50.69	112.66
3	Total revenue	VND million	795,915.00	909,954.23	114.33
4	Profit before tax	VND million	262,493.00	306,469.10	116.75
5	Profit after tax	VND million	215,950.00	252,762.08	117.05
6	ROE	%	15.30	11.32	74.00

In 2025, the Company's business operations still faced many difficulties due to ongoing global conflicts and political instability. Rising inflation risks negatively affected the general production and business environment, including the rubber sector. However, the Company effectively achieved its main production and business targets as follows:

- Total revenue from production and business activities reached VND 909,954.23 million, compared with the 2025 plan of VND 795,915 million, equivalent to 114.33% of the plan.

Compared with VND 946,217.53 million in 2024, it decreased by 3.83%, equivalent to a decrease of VND 36,263.30 million.

- Profit before tax reached VND 306,469.09 million, compared with the 2025 plan of VND 262,493 million, equivalent to 116.75% of the plan. Compared with VND 282,018.69 million in 2024, it increased by 8.67%, equivalent to an increase of VND 24,450.40 million.
- Profit after tax reached VND 252,762.08 million, compared with the 2025 plan of VND 215,950 million, equivalent to 117.05% of the plan. Compared with VND 238,767.97 million in 2024, it increased by 5.86%, equivalent to an increase of VND 13,994.10 million.

b) Consolidated business performance in 2025

- Net revenue from production and business activities reached VND 1,188,005.11 million, compared with VND 1,224,455.21 million in the same period of 2024, a decrease of 2.98%, equivalent to a decrease of VND 36,450.09 million.
- Total profit before tax reached VND 425,127.27 million, compared with VND 377,687.55 million in the same period of 2024, an increase of 12.56%, equivalent to an increase of VND 47,439.71 million.
- Total profit after tax reached VND 340,589.70 million, compared with VND 324,254.72 million in the same period of 2024, an increase of 5.04%, equivalent to an increase of VND 16,334.98 million.

2. Investment activities

a) Capital construction investment

In 2025, the Company invested in planned items and projects as follows:

(i) Agricultural investment

- New planting/replanting area: 459.06 ha. The survival rate reached 100%; the plantation grew well with an average leaf layer of 5 or more. Actual investment cost was VND 13,588.55 million.
- Immature rubber area under care: 2,433.76 ha. Care, fertilization and plant protection were carried out in compliance with technical procedures. Plantation quality was maintained and rubber trees grew well.

(ii) Other completed capital construction projects

- Total completed capital construction investment in 2025 was VND 47,961.85 million, of which completed investment in immature rubber plantations transferred to tapping plantations was VND 45,802.04 million (area: 500.13 ha), and investment in buildings, structures and management equipment for production was VND 2,159.80 million.

Construction investment projects and fixed asset purchases complied with all required procedures and did not exceed approved estimates. Upon completion, the projects were handed over for use, managed, classified and depreciated as fixed assets in accordance with regulations.

b) Long-term financial investments

The total value of the Company's long-term financial investments as of December 31, 2025 was VND 939,728.87 million. In 2025, the Company did not make any new long-term financial investment.

Financial income from dividends from long-term financial investments in 2025 was VND 38,880.68 million.

3. Restructuring and rearrangement of the Company's operations

- The Company implemented the transition to a new two-tier operating model from May 1, 2025. The current management structure includes 06 production teams: An Binh, Tan Lap, Tan Thanh, Thuan Phu, Tan Hung and Dak Nong; 01 latex processing plant; and 01 wood processing branch. From July 1, 2025, two units are located in areas under the new two-tier local administration model: An Binh Production Team in Phu Giao Commune, Ho Chi Minh City, and Dak Nong Production Team in Dak Wil Commune, Lam Dong Province.
- Due to unstable raw material supply, the Company continued to implement the plan to temporarily suspend production and dissolve the Wood Processing Branch of Dong Phu Rubber Joint Stock Company, according to: (i) Official Letter No. 825/HDQTCSVN-QLDTXD dated October 15, 2025 of Vietnam Rubber Industry Group approving the policy on dissolving the Wood Processing Branch and establishing a directly affiliated wood plant of Dong Phu Rubber Joint Stock Company; (ii) Resolution No. 188/NQ-HDQTCDP dated October 28, 2025 of Dong Phu Rubber Joint Stock Company on dissolution of the Wood Processing Branch of Dong Phu Rubber Joint Stock Company; and (iii) Notice No. 136696/25 dated December 30, 2025 on termination of operation of the branch/representative office/business location issued by the Business Registration Office under the Department of Finance of Dong Nai Province.

III. APPRAISAL OF THE COMPANY'S FINANCIAL STATEMENTS

The 2025 financial statements of Dong Phu Rubber Joint Stock Company were prepared in accordance with applicable laws, Vietnamese Accounting Standards and current regulations. The statements fairly and reasonably reflect the Company's financial position and the results are consistent with the audited contents by International Auditing and Valuation Company Limited (IAV) under Financial Statement Report No. 09071.1/2025/BCTC/IAV dated March 9, 2026.

The Company's recording, document retention, accounting books and financial statement preparation were carried out honestly and in full compliance with financial and accounting regulations, adequately meeting management requirements.

a) Key indicators according to the financial statements as of December 31, 2025

No.	Indicator	Unit	As of Dec. 31, 2025	As of Dec. 31, 2024	Increase/Decrease (%)
1	TOTAL ASSETS	VND million	2,529,869.08	2,395,545.94	5.61
	Current assets	VND million	978,814.40	827,828.66	18.24
	Non-current assets	VND million	1,551,054.68	1,567,717.29	-1.06
2	TOTAL CAPITAL	VND million	2,529,869.08	2,395,545.94	5.61
	Liabilities	VND million	277,946.56	182,197.53	52.55
	Owners' equity	VND million	2,251,922.52	2,213,348.42	1.74
3	BASIC EARNINGS PER SHARE	VND/share	2,909	2,578	12.86

b) Performance indicators

No.	Performance indicator	Unit	Value	Notes
1	Current ratio	times	5.19	

No.	Performance indicator	Unit	Value	Notes
2	Profit after tax / total revenue	%	27.78	
3	Profit after tax / average owners' equity (ROE)	%	11.32	
4	Profit after tax / average total assets (ROA)	%	10.26	
5	Capital preservation ratio	times	1.02	

The Supervisory Board assesses that the financial position of Dong Phu Rubber Joint Stock Company in 2025 was positive, capital was preserved, solvency was good and profitability improved compared with the previous year. The financial statements fairly and reasonably reflected the Company's financial position, were consistent with the auditor's opinion and contained no qualified opinion for the 2025 fiscal year.

c) Fund appropriation according to the 2025 Annual General Meeting of Shareholders Resolution

In 2025, the Company appropriated funds in accordance with Resolution No. 131/NQ-DHDCD-CDP dated June 26, 2025 of the 2025 Annual General Meeting of Shareholders as follows: Development Investment Fund (30% of profit after tax): VND 67,189.17 million; Bonus and Welfare Fund: VND 45,095 million; Management Bonus Fund: VND 257 million; Dividend payment (20% of charter capital): VND 173,771.86 million; remaining profit: VND 14,659.15 million.

IV. PERFORMANCE OF SUBSIDIARIES IN 2025 (SOURCE: AUDITED FINANCIAL STATEMENTS)

1. Bac Dong Phu Industrial Park Joint Stock Company

No.	Indicator	Unit	2025 Plan	2025 Actual	% vs. Plan
1	Total revenue	VND million	83,606	97,664	116.81
2	Profit before tax	VND million	44,480	50,308	113.10
3	Profit after tax	VND million	35,529	38,958	109.65
4	PBT / Revenue	%	53.20	51.51	96.82
5	PBT / Charter capital	%	22.24	25.15	113.10

In 2025, Bac Dong Phu Industrial Park Joint Stock Company continued to maintain stable, efficient and growing business operations, with key indicators meeting and exceeding the assigned plan.

2. Dong Phu Technical Rubber Joint Stock Company

No.	Indicator	Unit	2025 Plan	2025 Actual	% vs. Plan
1	Mattress and pillow production output	items	41,974	29,347	69.92
2	Mattress and pillow sales volume	items	48,931	37,614	76.87
3	Total revenue	VND million	34,937	35,187	100.72
4	Profit before tax	VND million	-4,504	-3,130	-
5	Profit after tax	VND million	-4,504	-3,130	-

In 2025, Dong Phu Technical Rubber Joint Stock Company faced many difficulties in its business operations. The consumer product market for mattresses and pillows was sluggish, purchasing power was weak, production was interrupted and sales revenue did not meet expectations. These factors directly affected business efficiency, and the company recorded a loss and accumulated losses in 2025.

3. Dong Phu Kratie Rubber Joint Stock Company

No.	Indicator	Unit	2025 Plan	2025 Actual	% vs. Plan
1	Tapping area	ha	5,147.29	5,147.29	100.00
2	Tapping output	tons	7,900.00	8,201.68	103.82
3	Sales volume (including purchased latex)	tons	8,080.00	7,190.40	88.99
4	Average selling price	VND million/ton	40.60	44.67	110.03
5	Total revenue	VND million	353,044	359,921	101.95
6	Profit before tax	VND million	60,571	99,008	163.46
7	Profit after tax	VND million	48,457	79,048	163.13
8	PBT / Revenue	%	17.16	27.51	160.34
9	PBT / Charter capital	%	6.73	11.01	163.46

In 2025, the Board of Management of Dong Phu Kratie Rubber Joint Stock Company effectively took advantage of stable latex selling prices and controlled costs well, thereby achieving positive business results and completing or exceeding many important assigned targets.

V. SUPERVISION RESULTS OVER THE BOARD OF DIRECTORS, THE BOARD OF MANAGEMENT AND PROFESSIONAL DEPARTMENTS

- The Board of Directors, the Board of Management and the Company's management officers performed their assigned functions and duties in accordance with the Law on Enterprises, the Company's Charter and resolutions of the General Meeting of Shareholders.
- The Board of Directors held 04 official meetings and several meetings by written ballots, with full attendance of members. Meeting contents were carefully prepared and discussed in a democratic, responsible manner, ensuring transparency and high consensus in passing resolutions.
- During the year, the Company did not conduct sales, service provision or other transactions with management and executive members; no conflicts of interest with related persons arose.
- The Company fully complied with accounting, tax, environmental protection and social insurance regulations; fulfilled its obligations to the state budget seriously, on time and in accordance with regulations.

1. Summary of meetings of the Supervisory Board

In 2025, the Supervisory Board held 07 periodic meetings to carry out its functions and duties in accordance with law, the Company's Charter and the Regulation on Operation of the Supervisory Board. The meetings were held fully and properly, ensuring effectiveness in supervising and inspecting the Company's operations.

Details are as follows:

Meeting date	Meeting contents	Number of attending members
Jan. 23, 2025	Agreed on and approved the contents of the report summarizing the Supervisory Board's activities in 2024 and the 2025 work plan	3/3
May 4, 2025	Agreed on and approved the appraisal of the audited 2024 financial statements of the Parent Company	3/3
May 7, 2025	Approved the summary of the Supervisory Board's activities in Q1 2025 and the work plan for Q2 2025	3/3
June 3, 2025	Approved the report summarizing the Supervisory Board's activities to be submitted to the 2025 Annual General Meeting of Shareholders	3/3
July 28, 2025	Approved the summary of the Supervisory Board's activities in Q2 2025 and the work plan for Q3 2025	3/3
Aug. 15, 2025	Agreed on and approved the appraisal of the reviewed financial statements for the first six months of 2025 of Dong Phu Rubber Joint Stock Company	3/3
Oct. 23, 2025	Agreed on and approved the report on the Supervisory Board's activities for the first nine months of 2025 and the work plan for Q4 2025	3/3

Reports and recommendations of the Supervisory Board were fully prepared and submitted to the Board of Directors and the Board of Management to support the Company's management and governance improvement.

The Supervisory Board agrees with the assessments of the Board of Directors and the Board of Management in the 2025 management and administration report. The activities of the Board of Directors and the Board of Management complied with the law, the Company's Charter and resolutions of the General Meeting of Shareholders.

2. Salary, bonus, remuneration and other benefits of the Supervisory Board in 2025

No.	Full name	Position	Unit	Salary/Bonus	Remuneration	Total
1	Nguyen Quoc Vinh	Head of Supervisory Board	VND million	398.89		398.89
2	Nguyen Minh Trang	Member of Supervisory Board	VND million		84.00	84.00
3	Nguyen Thanh Huy	Member of Supervisory Board	VND million		72.00	72.00
	Total			398.89	156.00	554.89

VI. 2026 ACTIVITY PLAN OF THE SUPERVISORY BOARD

- The Supervisory Board will continue to perform its duties on behalf of shareholders by regularly inspecting and supervising the implementation of the resolution of the 2026 Annual General Meeting of Shareholders and the Company's production, business, governance and management activities.
- On a quarterly basis, the Supervisory Board will inspect, analyze, assess and review production contracting and the Company's activities through production indicators and financial statements. It will also develop plans to inspect and supervise certain specific areas to better understand actual operations.

- On that basis, the Supervisory Board will propose recommendations to the Board of Directors and the Board of Management in order to improve governance and management efficiency.

VII. RECOMMENDATIONS OF THE SUPERVISORY BOARD

Based on the results of inspection and supervision of the Company's operations in 2025 and the 2026 business plan, the Supervisory Board makes the following recommendations:

- The Board of Management should continue to promote sales activities, purchase latex from smallholders, control production costs and administrative expenses, and closely manage cash flows and capital sources to improve the Company's business efficiency in 2026.
- The Company should continue to maintain and assess the efficiency of long-term financial investments to optimize profits and recover investment capital as soon as possible.
- The Company should continue to implement special supervision over the financial position of Dong Phu Technical Rubber Joint Stock Company in accordance with Decision No. 118/QĐ-HDQTCDP dated August 5, 2024, thereby carrying out plans to evaluate and restructure its business operations to improve efficiency and recover investment capital as soon as possible.

This is the Report on the activities of the Supervisory Board in 2025 and its orientations and duties for 2026. The Supervisory Board respectfully submits this report to the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company for consideration.

The Supervisory Board wishes all delegates and shareholders good health, happiness and success.

Respectfully submitted.

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Board of Management;
- Archives: Office, Supervisory Board.

**ON BEHALF OF THE SUPERVISORY
BOARD**

HEAD OF THE BOARD

Signed

Nguyen Quoc Vinh

Dong Nai City, June 08, 2026

PROPOSAL (No. 1)
Regarding the amendment and supplementation of the Company's Charter

To: The 2026 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 Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 dated June 14, 2025;

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

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

Pursuant to the Internal Regulations on Corporate Governance of Dong Phu Rubber Joint Stock Company;

Pursuant to Document No. 436/HDQTCSVN-TCKT dated May 25, 2026, of the Board of Directors of Vietnam Rubber Group - Joint Stock Company regarding the agreement on certain contents for consultation and voting at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company;

Pursuant to Document No. 1336/CSVN-PCTT dated May 21, 2026, of Vietnam Rubber Group - Joint Stock Company regarding the review and amendment of the Company's Charter in accordance with legal regulations.

The Board of Directors of Dong Phu Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the amendments and supplements to the Company's Charter, specifically as follows:

I. Supplementing the Company's business lines

To ensure the legal basis for the implementation of investment, production, and business activities in solar energy, in line with the Company's development orientation, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the supplementation of the Company's business lines as follows:

No .	Industry Code	Name of additional business line	Details
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1	3512	Electricity generation from renewable energy sources	Electricity generation from solar energy (excluding national power transmission and system dispatch; and the construction and operation of multipurpose hydropower plants and nuclear power plants of particularly significant socio-economic importance)
2	4321	Installation of electrical systems	Installation of electrical systems, including solar panels, inverters, and electrical connections for civil and industrial use

Upon approval by the General Meeting of Shareholders, the aforementioned business lines shall be updated and added to Article 4 of the Company's Charter and the business registration dossier in accordance with regulations.

II. Amending and supplementing Clause 6, Article 46 of the Company's Charter regarding profit distribution

Pursuant to the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15, Decree No. 366/2025/NĐ-CP, and Document No. 1336/CSVN-PCTT dated May 21, 2026, of Vietnam Rubber Group - Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the amendment of Clause 6, Article 46 of the Company's Charter regarding the appropriation for the Investment and Development Fund as follows:

Current content	Amended and supplemented content
6. Appropriate a maximum of 30% of net profit after tax to the Company's Investment and Development Fund; other matters related to profit distribution shall be implemented in accordance with the provisions of law.	6. The annual appropriation for the Investment and Development Fund shall be decided by the General Meeting of Shareholders based on the Company's investment and development capital requirements, long-term strategy, and annual investment plans approved by competent authorities; the appropriation ratio shall not exceed the maximum level prescribed by law. Other matters related to profit distribution shall be implemented in accordance with the provisions of law.

Other contents of the Company's Charter not amended or supplemented in this Proposal shall remain in full force and effect.

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

Recipients:

- GMS;
- Members of the BOD, BOM, BOS;
- Archive: Admin Dept, Secretary.

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

Dong Nai City, June 08, 2026

SUBMISSION (No. 2)

**Re: Approval of the Separate Financial Statements and Consolidated Financial
Statements for 2025 as audited**

To:

**Annual General Meeting of Shareholders 2026
Dong Phu Rubber Joint Stock Company**

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

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

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

Pursuant to the Internal Regulation on Corporate Governance of Dong Phu Rubber Joint Stock Company;

Pursuant to the 2025 Separate Financial Statements and the 2025 Consolidated Financial Statements of Dong Phu Rubber Joint Stock Company, which have been audited by International Auditing and Valuation Company Limited.

The Board of Directors of Dong Phu Rubber Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration and approval the Separate Financial Statements and Consolidated Financial Statements for 2025 as audited, with key indicators as follows:

I. Separate Financial Statements for 2025 as audited

Unit: VND

No.	Item	Figures as at December 31, 2025 or for 2025
1	Total assets	2,529,869,076,926
2	Current assets	978,814,397,126
3	Non-current assets	1,551,054,679,800
4	Liabilities	277,946,558,611
5	Owners' equity	2,251,922,518,315
6	Revenue from sales of goods and rendering of services	785,094,447,783
7	Net revenue from sales of goods and rendering of services	785,094,447,783
8	Gross profit from sales of goods and rendering of	323,642,073,473

	services	
9	Net profit from operating activities	270,230,962,533
10	Total accounting profit before tax	306,469,098,071
11	Profit after corporate income tax	252,762,080,453
12	Basic earnings per share	VND 2,909/share

II. Consolidated Financial Statements for 2025 as audited

Unit: VND

No.	Item	Figures as at December 31, 2025 or for 2025
1	Total assets	4,752,318,413,852
2	Current assets	2,540,602,037,710
3	Non-current assets	2,211,716,376,142
4	Liabilities	1,376,980,370,386
5	Owners' equity	3,375,338,043,466
6	Revenue from sales of goods and rendering of services	1,188,730,846,501
7	Net revenue from sales of goods and rendering of services	1,188,005,116,810
8	Gross profit from sales of goods and rendering of services	462,008,659,985
9	Net profit from operating activities	384,445,695,880
10	Total accounting profit before tax	425,127,270,985
11	Profit after corporate income tax	340,589,708,462
12	Basic earnings per share	VND 3,325/share

Respectfully submitted!

Recipients:

- As above;
- Board of Directors, Supervisory Board;
- Archives: Office, BOD.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**
signed
Mai Huynh Nhat

Dong Nai City, June 08, 2026

SUBMISSION (No. 3)

Re: Approval of the 2025 business results and profit distribution plan

To: 2026 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 Law on Securities No. 54/2019/QH14 dated November 26, 2019;

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

Pursuant to the separate financial statements for 2025 and the consolidated financial statements for 2025 of Dong Phu Rubber Joint Stock Company audited by International Auditing and Valuation Company Limited;

Pursuant to Document No. 436/HDQTCSVN-TCKT dated May 25, 2026 of the Board of Directors of Vietnam Rubber Group - Joint Stock Company on approval of certain contents for giving opinions and voting at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

The Board of Directors of Dong Phu Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the 2025 business results and profit distribution plan, specifically as follows:

I. 2025 business results

Based on the audited separate financial statements for 2025, the business results of Dong Phu Rubber Joint Stock Company in 2025 are summarized as follows:

Unit: VND

No.	Item	2025 actual
I	Total revenue and income	909,954,226,194
1	Net revenue from sales of goods and rendering of services	785,094,447,783
2	Financial income	72,444,844,131
3	Other income	52,414,934,280
II	Total expenses	603,485,128,123
1	Cost of goods sold	461,452,374,310
2	Financial expenses	2,739,868,995

No.	Item	2025 actual
3	Selling expenses	5,329,919,197
4	General and administrative expenses	117,786,166,879
5	Other expenses	16,176,798,742
III	Total profit	
1	Gross profit from sales of goods and rendering of services	323,642,073,473
2	Net profit from operating activities	270,230,962,533
3	Other profit	36,238,135,538
4	Accounting profit before tax	306,469,098,071
5	Current corporate income tax expense	53,707,017,618
6	Profit after corporate income tax	252,762,080,453

II. 2025 profit distribution plan

Unit: VND

No.	Content	Amount
1	Accumulated undistributed profit up to the end of the previous period	14,659,152,127
2	Profit generated in 2025	252,762,080,453
3	Total profit available for distribution	267,421,232,580
4	Appropriation to the Investment and Development Fund	101,246,000,000
5	Appropriation to the Bonus and Welfare Fund	44,535,000,000
5.1	Of which: Bonus and Welfare Fund for employees	44,229,000,000
5.2	Of which: Bonus and Welfare Fund for the Executive Board, members of the Board of Directors and Supervisors	306,000,000
6	Cash dividend payment at 14% of charter capital	121,640,000,000
7	Remaining profit after distribution	0

In case, after approval by the General Meeting of Shareholders, the competent authority conducts inspection or review and gives opinions resulting in changes to the profit distribution figures, the General Meeting of Shareholders authorizes the Board of Directors of the Company, based on the inspection or review results of the competent authority, applicable laws, the Company Charter and relevant internal regulations, to consider and adjust the appropriation of funds, dividend payment and handling of arising matters in accordance with current regulations.

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

Recipients:

- General Meeting of Shareholders;
- BOD, Board of Management, Supervisory Board;
- Archive: Administration, Secretary.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN
Signed

Mai Huynh Nhat

Dong Nai City, June 08, 2026

SUBMISSION (No. 4)

**Regarding approval of the 2026 overall plan
and the 2026 profit distribution plan**

To:

**The 2026 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 Law on Securities No. 54/2019/QH14 dated November 26, 2019;
Pursuant to the Charter on organization and operation of Dong Phu Rubber Joint Stock Company;
Pursuant to the Internal Regulations on Corporate Governance of Dong Phu Rubber Joint Stock Company;
Pursuant to the 2025 separate financial statements and the 2025 consolidated financial statements of Dong Phu Rubber Joint Stock Company audited by International Auditing and Valuation Company Limited;
Pursuant to Document No. 182/HDQTCSVN-QLDCTXD dated March 31, 2026 of the Board of Directors of Vietnam Rubber Group - Joint Stock Company on approval of the 2026 overall plan of Dong Phu Rubber Joint Stock Company;
Pursuant to Document No. 436/HDQTCSVN-TCKT dated May 25, 2026 of the Board of Directors of Vietnam Rubber Group - Joint Stock Company on agreement on certain contents for giving opinions and voting at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

The Board of Directors of Dong Phu Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the 2026 overall plan and the 2026 profit distribution plan, specifically as follows:

I. KEY PLANNED TARGETS FOR 2026

Unit: VND million, except for indicators with other units

No.	Indicator	Unit	2026 Plan
1	Total revenue and other income	VND million	1,067,631
2	Profit after corporate income tax	VND million	398,523
3	Return on equity after tax (ROE)	%	18.86
4	Development investment and bank debt repayment	VND million	242,102
5	Rubber output harvested	Tons	11,900
6	Total cost per ton of rubber latex	VND million/ton	40.36
7	Minimum labor productivity	Tons/person	4.19

II. 2026 PRODUCTION PLAN

No.	Indicator	Unit	2026 Plan
1	Total rubber area	Ha	9,080.82
2	Immature rubber area	Ha	2,854.14
2.1	Replanting area	Ha	336.98
2.2	Immature rubber area	Ha	2,517.16
3	Tappable rubber area	Ha	6,226.68
4	Total rubber output harvested	Tons	11,900
5	Self-harvested rubber output	Tons	11,900

6	Purchased rubber latex output	Tons	2,000
7	Total processed output	Tons	13,900
8	Total sales volume	Tons	14,000
9	Yield of self-harvested rubber area	Tons/ha	1.91

III. 2026 BUSINESS PLAN

Unit: VND million

No.	Indicator	2026 Plan
1	Revenue from sales of goods and rendering of services	734,575
2	Cost of goods sold	513,081
3	Gross profit from sales of goods and rendering of services	221,494
4	Financial income	112,042
5	Financial expenses	7,600
6	Selling expenses	8,272
7	General and administrative expenses	56,320
8	Net profit from business operations	261,344
9	Other income	221,014
10	Other expenses	9,715
11	Other profit	211,299
12	Accounting profit before tax	472,643
13	Current corporate income tax expense	74,120
14	Accounting profit after tax	398,523

IV. 2026 DEVELOPMENT INVESTMENT AND DEBT REPAYMENT PLAN

Unit: VND million

No.	Item	2026 Plan
1	Total development investment and debt repayment plan	242,102
2	Capital construction investment	70,952
3	Long-term financial investment	171,150
4	Bank debt repayment	0

V. 2026 PROFIT DISTRIBUTION PLAN

Unit: VND million

No.	Item	2026 Plan
1	Profit available for distribution	398,523
2	Appropriation to Development Investment Fund	69,227
3	Appropriation to the Management Reward Fund	240
4	Appropriation to Bonus and Welfare Fund	38,000
5	Dividends and profit payable to owners	291,056
6	Remaining profit carried forward to the following year	0

The official profit distribution for 2026 shall be implemented after the 2026 financial statements have been audited and submitted to the General Meeting of Shareholders for consideration and approval in accordance with regulations.

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

Recipients:

- GMS;
- Members of BOD, BOM, Supervisory Board;
- Archive: Admin., Secretary.

ON BEHALF OF THE BOARD OF

DIRECTORS

CHAIRMAN

signed

Mai Huynh Nhat

Dong Nai City, June 08, 2026

SUBMISSION (No. 5)

**Re: Approval of the 2025 remuneration for the Board of Directors and
Supervisory Board
and the 2026 remuneration plan for the Board of Directors and Supervisory
Board**

**To: The 2026 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 audited separate financial statements for 2025 and audited consolidated financial statements for 2025 of Dong Phu Rubber Joint Stock Company audited by International Auditing and Valuation Company Limited;

Pursuant to Document No. 436/HĐQTCSVN-TCKT dated May 25, 2026 of the Board of Directors of Vietnam Rubber Group - Joint Stock Company on agreement on a number of matters for commenting and voting at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

The Board of Directors of Dong Phu Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the 2025 remuneration for the Board of Directors and Supervisory Board and the 2026 remuneration plan for the Board of Directors and Supervisory Board, as follows:

I. Actual remuneration paid to the Board of Directors and Supervisory Board in 2025

The total remuneration paid to the Board of Directors and Supervisory Board in 2025 was VND 279,600,000.

Unit: VND

No.	Full name	Position	2025 remuneration	Notes
1	Ho Cuong	Member of the Board of Directors, General Director	24,000,000	

No.	Full name	Position	2025 remuneration	Notes
2	Huynh Trong Thuy	Member of the Board of Directors, Deputy General Director	24,000,000	
3	Pham Phi Dieu	Member of the Board of Directors	37,200,000	
4	Nguyen Ngoc Thanh	Member of the Board of Directors	74,400,000	
5	Nguyen Minh Trang	Member of the Supervisory Board	60,000,000	
6	Nguyen Thanh Huy	Member of the Supervisory Board	60,000,000	
	Total		279,600,000	

II. Remuneration plan for the Board of Directors and Supervisory Board in 2026

The 2026 remuneration plan for the Board of Directors and Supervisory Board shall not exceed the actual remuneration paid in 2025, specifically as follows:

Unit: VND/person/month

No.	Item	Planned remuneration in 2026
1	Member of the Board of Directors	6,200,000
2	Non-specialized member of the Supervisory Board	5,000,000

The payment of remuneration to members of the Board of Directors and non-specialized members of the Supervisory Board must ensure internal balance within the Company and shall not apply to persons working full-time who have received salaries for their full-time positions. The remuneration of members of the Board of Directors and non-specialized members of the Supervisory Board shall be determined at no more than 20% of the corresponding salary level of full-time members of the Board of Directors and full-time Supervisory Board members.

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

Recipients:
- General Meeting of Shareholders;

**ON BEHALF OF THE BOARD OF
DIRECTORS**

- Members of the BOD, Board of Management,
Supervisory Board;
- Archives: Administration, Secretary.

CHAIRMAN
signed
Mai Huynh Nhat

Dong Nai City, June 08, 2026

**SUBMISSION (No. 6)
On selecting the audit firm for the 2026 financial statements**

**To:
The 2026 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 Law on Securities No. 54/2019/QH14 dated November 26, 2019;
Pursuant to the Charter on organization and operation of Dong Phu Rubber Joint Stock Company;

Pursuant to the Internal Regulations on Corporate Governance of Dong Phu Rubber Joint Stock Company;

Pursuant to Document No. 436/HĐQTCSVN-TCKT dated May 25, 2026 of the Board of Directors of Vietnam Rubber Group - Joint Stock Company on agreement on certain contents for giving opinions and voting at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

The Board of Directors of Dong Phu Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the selection of the audit firm for the 2026 financial statements, specifically as follows:

I. List of audit firms

To approve the list of audit firms to conduct the review of the 2026 interim financial statements and the audit of the 2026 financial statements of the Company, including:

International Auditing and Valuation Company Limited;

BDO Auditing Company Limited;

UHY Auditing and Consulting Company Limited.

II. Contents submitted to the General Meeting of Shareholders for approval

1. To authorize the Board of Directors and the Supervisory Board of the Company to select one (01) of the three (03) audit firms mentioned above to conduct the review of the 2026 interim financial statements and the audit of the 2026 financial statements of the Company; and, at the same time, to request the audit firm to issue a Management Letter upon issuing the audit report on the annual financial statements.

2. In the event that the above audit firms do not participate, the Board of Directors and the Supervisory Board of the Company shall select another qualified independent audit firm in accordance with regulations to conduct the review of the 2026 interim financial statements and the audit of the 2026 financial statements of the Company.

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

Recipients:

- General Meeting of Shareholders;
- Members of the BOD, BOM, Supervisory Board;
- Archives: Office, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**
signed
Mai Huynh Nhat

Dong Nai City, June 08, 2026

SUBMISSION (No. 7)

Re: Dismissal and additional election of a member of the Board of Directors for the 2022-2027 term

To:

**2026 Annual General Meeting of Shareholders
Dong Phu Rubber Joint Stock Company**

Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019;
Pursuant to the Charter on organization and operation of Dong Phu Rubber Joint Stock Company;
Pursuant to the Internal Regulation on Corporate Governance of Dong Phu Rubber Joint Stock Company;
Pursuant to the resignation letter from Mr. Ho Cuong from the position of Member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022-2027 term.

The Board of Directors of Dong Phu Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the dismissal and additional election of a member of the Board of Directors for the 2022-2027 term, specifically as follows:

I. Dismissal of a member of the Board of Directors for the 2022-2027 term

Based on the resignation letter from Mr. Ho Cuong from the position of Member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022-2027 term, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the dismissal of Mr. Ho Cuong from the position of Member of the Board of Directors for the 2022-2027 term as follows:

No.	Full name	Position	Matter submitted to the General Meeting
1	Ho Cuong	Member of the Board of Directors for the 2022-2027 term	Approval of the dismissal from the position of Member of the Board of Directors for the 2022-2027 term in accordance with the resignation letter

\II. Nomination of candidate for election as member of the Board of Directors for the 2022-2027 term

In order to consolidate the composition of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022-2027 term, the Board of Directors nominates Mr. Nguyen Duc Hien as a candidate for election as a member of the Board of Directors for the 2022-2027 term, specifically as follows:

No.	Full name	Current position	Matter submitted to the General Meeting
1	Nguyen Duc Hien	General Director of Dong Phu Rubber Joint Stock Company	Nominated as a candidate for election as a Member of the Board of Directors for the 2022-2027 term

The term of office of the additionally elected member of the Board of Directors shall be the remaining term of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022-2027 term.

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

Recipients:

- General Meeting of Shareholders;
- Members of the BOD, Board of Management, Supervisory Board;
- Archived: Office, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN
signed
Mai Huynh Nhat**

Dong Nai City, June 29, 2026

No.: .../NQ-ĐHĐCĐCSDP

RESOLUTION
2026 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 Law on Securities No. 54/2019/QH14 dated November 26, 2019;

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

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company dated June 29, 2026;

Pursuant to the Minutes of Vote Counting and Election at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company dated June 29, 2026.

RESOLVES:

Article 1. The 2026 Annual General Meeting of Shareholders approves the Report on the activities of the Board of Directors in 2025 and the operational direction for 2026 of Dong Phu Rubber Joint Stock Company.

Article 2. The 2026 Annual General Meeting of Shareholders approves the Report on the activities of the Supervisory Board in 2025 and the operational direction for 2026 of Dong Phu Rubber Joint Stock Company.

Article 3. Approval of the amendment and supplementation of the Company's Charter.

The 2026 Annual General Meeting of Shareholders approves the amendment and supplementation of the Company Charter according to Proposal No. 01/TTr-HĐQTCSĐP, including the following main contents:

1. Supplementing business lines for solar power generation activities and installation of electrical systems serving solar power activities, specifically:

No.	Industry Code	Name of additional business line	Details
1	3512	Electricity generation from renewable energy sources	Electricity generation from solar energy (excluding national power transmission and system dispatch; and the construction and operation of multipurpose hydropower plants and nuclear power plants of particularly

No.	Industry Code	Name of additional business line	Details
			significant socio-economic importance)
2	4321	Installation of electrical systems	Installation of electrical systems, including solar panels, inverters, and electrical connections for civil and industrial use

2. Amending and supplementing Article 4 of the Company Charter to update the aforementioned additional business lines.

3. Amending Clause 6, Article 46 of the Company Charter regarding the appropriation of the Development Investment Fund as follows:

“6. The annual appropriation for the Investment and Development Fund shall be decided by the General Meeting of Shareholders based on the Company's investment and development capital requirements, long-term strategy, and annual investment plans approved by competent authorities; the appropriation ratio shall not exceed the maximum level prescribed by law. Other matters related to profit distribution shall be implemented in accordance with the provisions of law.”

4. Other contents of the Company Charter not amended or supplemented in this Resolution shall remain in full force and effect.

Article 4. Approval of the audited 2025 separate and consolidated financial statements.

The 2026 Annual General Meeting of Shareholders approves the 2025 separate financial statements and the 2025 consolidated financial statements of Dong Phu Rubber Joint Stock Company, which have been audited by International Auditing and Valuation Company Ltd. in accordance with Proposal No. 02/TTr-HĐQTCSĐP.

Some key indicators are as follows:

Unit: VND

No.	Indicator	Separate financial statements	Consolidated financial statements
1	Total assets as of December 31, 2025	2,529,869,076,926	4,752,318,413,852
2	Liabilities as of December 31, 2025	277,946,558,611	1,376,980,370,386
3	Owner's equity as of December 31, 2025	2,251,922,518,315	3,375,338,043,466
4	Net revenue from sales and service provision	785,094,447,783	1,188,005,116,810
5	Total accounting profit	306,469,098,071	425,127,270,985

No.	Indicator	Separate financial statements	Consolidated financial statements
	before tax		
6	Profit after corporate income tax	252,762,080,453	340,589,708,462
7	Profit after tax attributable to shareholders of the parent company	Not applicable	288,935,107,540

Article 5. Approval of the 2025 business results and profit distribution plan.

The 2026 Annual General Meeting of Shareholders approves the 2025 business results and profit distribution plan in accordance with Proposal No. 03/TTr-HĐQTCSDP, specifically as follows:

1. 2025 Business Results

Unit: VND

No.	Indicator	2025 Actual figures
1	Total revenue and income	909,954,226,194
2	Total expenses	603,485,128,123
3	Total accounting profit before tax	306,469,098,071
4	Current corporate income tax expense	53,707,017,618
5	Profit after corporate income tax	252,762,080,453

2. 2025 Profit Distribution Plan

Unit: VND

No.	Content	Amount
1	Retained earnings accumulated to the end of the previous period	14,659,152,127
2	Profit arising in 2025	252,762,080,453
3	Total distributable profit	267,421,232,580
4	Appropriation for Development Investment Fund	101,246,000,000
5	Appropriation for Reward and Welfare Fund	44,535,000,000
5.1	In which: Reward and welfare fund for employees	44,229,000,000
5.2	In which: Reward and welfare fund for the Executive Board, members of the Board of Directors, and members of the Board of	306,000,000

No.	Content	Amount
	Supervisors	
6	Cash dividend payment, rate of 14%/charter capital	121,640,000,000
7	Remaining profit after distribution	0

The 2025 dividend rate is 14% of the charter capital, corresponding to 1,400 VND received per share owned by shareholders.

In case, after approval by the General Meeting of Shareholders, competent authorities inspect, review, and provide opinions that change the distributed profit figures, the General Meeting of Shareholders authorizes the Board of Directors to base its actions on the inspection and review results of the competent authorities, legal regulations, the Company Charter, and relevant internal regulations to consider and adjust the appropriation of funds, dividend payments, and handle arising issues in accordance with current regulations.

Article 6. Approval of the 2026 consolidated plan and the 2026 profit distribution plan.

The 2026 Annual General Meeting of Shareholders approves the 2026 comprehensive plan and the 2026 profit distribution plan in accordance with Proposal No. 04/TTr-HDQTCSDP, specifically as follows:

1. Key 2026 plan indicators

Unit: VND million, except for indicators with other units

No.	Indicator	Unit	2026 Plan
1	Total revenue and other income	VND million	1,067,631
2	Profit after corporate income tax	VND million	398,523
3	Return on Equity (ROE)	%	18.86
4	Development investment and bank debt repayment	VND million	242,102
5	Harvested rubber output	Tons	11,900
6	Total cost/ton of rubber latex	VND million/ton	40.36
7	Minimum labor productivity	Tons/person	4.19

2. 2026 Production Plan

No.	Indicator	Unit	2026 Plan
1	Total rubber area	Ha	9,080.82
2	Area of immature rubber	Ha	2,854.14
2.1	Replanting area	Ha	336.98
2.2	Immature area	Ha	2,517.16

No.	Indicator	Unit	2026 Plan
3	Mature rubber area	Ha	6,226.68
4	Total rubber production	Tons	11,900
5	Self-harvested rubber production	Tons	11,900
6	Purchased rubber production	Tons	2,000
7	Total processed production	Tons	13,900
8	Total sales volume	Tons	14,000
9	Self-harvested plantation yield	Tons/ha	1.91

3. 2026 Business and Production Plan

Unit: VND million

No.	Indicator	2026 Plan
1	Revenue from sales and services	734,575
2	Cost of goods sold	513,081
3	Gross profit from sales and services	221,494
4	Financial income	112,042
5	Financial expenses	7,600
6	Selling expenses	8,272
7	General and administrative expenses	56,320
8	Operating profit	261,344
9	Other income	221,014
10	Other expenses	9,715
11	Other profit	211,299
12	Total accounting profit before tax	472,643
13	Current corporate income tax expense	74,120
14	Net accounting profit after tax	398,523

4. 2026 Development Investment and Debt Repayment Plan

Unit: VND million

No.	Content	2026 Plan
1	Total development investment and debt repayment plan	242,102
2	Capital construction investment	70,952
3	Long-term financial investment	171,150
4	Bank debt repayment	0

5. 2026 Profit Distribution Plan

Unit: VND million

No.	Content	2026 Plan
1	Profit to be distributed	398,523
2	Allocation to Development Investment Fund	69,227
3	Allocation to bonus fund for managers	240
4	Allocation to Bonus and Welfare Fund	38,000
5	Dividends, profit paid to owners	291,056
6	Remaining profit carried forward to next year	0

The official 2026 profit distribution will be implemented after the 2026 financial statements are audited and submitted to the General Meeting of Shareholders for consideration and approval in accordance with regulations.

Article 7. Approval of the 2025 remuneration for the Board of Directors and Board of Supervisors and the 2026 remuneration plan for the Board of Directors and Board of Supervisors.

The 2026 Annual General Meeting of Shareholders approves the 2025 remuneration for the Board of Directors and Board of Supervisors and the 2026 remuneration plan for the Board of Directors and Board of Supervisors in accordance with Proposal No. 05/TTr-HĐQTCSĐP, specifically as follows:

1. 2025 Remuneration Implementation Results for the Board of Directors and Board of Supervisors

The total remuneration for the Board of Directors and Board of Supervisors implemented in 2025 was 279,600,000 VND.

Unit: VND

No.	Full name	Title	2025 Remuneration
1	Ho Cuong	Member of BOD, General Director	24,000,000
2	Huynh Trong Thuy	Member of BOD, Deputy General Director	24,000,000
3	Pham Phi Dieu	Member of BOD	37,200,000
4	Nguyen Ngoc Thanh	Member of BOD	74,400,000
5	Nguyen Minh Trang	Member of BOS	60,000,000
6	Nguyen Thanh Huy	Member of BOS	60,000,000
	Total		279,600,000

2. 2026 Remuneration Plan for the Board of Directors and Board of Supervisors

The 2026 remuneration plan for the Board of Directors and Board of Supervisors shall not exceed the actual expenditure level in 2025, specifically:

Unit: VND/person/month

No.	Content	2026 Planned remuneration level
1	Member of the Board of Directors	6,200,000
2	Non-executive supervisor	5,000,000

The payment of remuneration to non-executive members of the Board of Directors and non-executive members of the Board of Supervisors must ensure the Company's internal balance and shall not apply to full-time personnel who have already received salaries according to their full-time positions. The remuneration for non-executive members of the Board of Directors and non-executive members of the Board of Supervisors shall be determined based on actual working time but shall not exceed 20% of the corresponding salary level of full-time members of the Board of Directors and full-time members of the Board of Supervisors and the unit's annual comprehensive plan agreement document.

Article 8. Approval of the selection of an auditing firm for the 2026 financial statements.

The 2026 Annual General Meeting of Shareholders approves the selection of an auditing firm for the 2026 financial statements in accordance with Proposal No. 06/TTr-HĐQTCSĐP, specifically:

1. Approval of the list of auditing firms to perform the review of the 2026 semi-annual financial statements and the audit of the 2026 financial statements of the Company, including:

- a) International Auditing And Valuation Company Limited;
- b) BDO Audit Services Company Limited;
- c) UHY Auditing And Consulting Company Limited.

2. Authorize the Board of Directors and the Board of Supervisors of the Company to select one of the three aforementioned auditing firms to perform the review of the 2026 semi-annual financial statements and the audit of the 2026 annual financial statements of the Company; at the same time, request the auditing firm to issue a Management Letter upon issuing the Audit Report on the annual financial statements.

3. In the event that the aforementioned auditing firms do not participate, the Board of Directors and the Board of Supervisors of the Company shall select another independent auditing firm that meets the prescribed requirements to perform the review of the 2026 semi-annual financial statements and the audit of the 2026 annual financial statements of the Company.

Article 9. Approval of the dismissal and additional election of members of the Board of Directors for the 2022-2027 term.

The 2026 Annual General Meeting of Shareholders approves the dismissal and additional election of members of the Board of Directors for the 2022-2027 term in accordance with Proposal No. 07/TTr-HDQTCSDP, specifically:

1. Approval of the dismissal of Mr. Ho Cuong from the position of member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022-2027 term according to his resignation letter.

2. Approval of the results of the additional election of Mr. Nguyen Duc Hien as a member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022-2027 term.

The term of the additionally elected member of the Board of Directors is the remaining time of the 2022-2027 term of the Board of Directors of Dong Phu Rubber Joint Stock Company.

Article 10. Organization of implementation.

This Resolution takes effect from the date it is approved by the 2026 Annual General Meeting of Shareholders.

The Board of Directors, the Board of Supervisors, the Board of Management of Dong Phu Rubber Joint Stock Company, and relevant organizations and individuals are responsible for organizing the implementation of this Resolution in accordance with the provisions of the law, the Company Charter, and the Company's internal regulations.

Recipient:

- State Securities Commission of Vietnam;
- Ho Chi Minh Stock Exchange;
- Company shareholders;
- BOD, BOS;
- BOM;
- Company website;
- Archive: Admin, Secretary.

**FOR AND ON BEHALF OF THE
ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2026
CHAIRPERSON OF THE MEETING**

Mai Huynh Nhat

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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BIOGRAPHICAL PROFILE

1/ Full name:	NGUYEN DUC HIEN
2/ Gender:	Male
3/ Date of birth:	July 29, 1978
4/ Place of birth:	Ho Chi Minh City
5/ Citizen ID number:	
6/ Nationality: Vietnam	
7/ Ethnicity: Kinh	
8/ Permanent address:	Ho Chi Minh City
9/ Company phone number:	
10/ Email address:	
11/ Professional qualifications:	Agricultural Engineer
12/ Work history: + February 2002 - May 2003: Agricultural Staff, Thanh An Rubber Farm - Dau Tieng Rubber Company + June 2003 - March 2006: Assistant for Material Planning, Thanh An Rubber Farm - Dau Tieng Rubber Company + April 2006 - October 2010: Deputy Director, Thanh An Rubber Farm - Dau Tieng Rubber One Member LLC + November 2010 - March 2011: General Director, Dau Tieng - Lao Cai Rubber JSC + April 2011 - February 2016: Secretary of the Party Cell - General Director, Dau Tieng - Lao Cai Rubber JSC + March 2016 - December 2016: Investment Planning Department, Dau Tieng Rubber One Member LLC + May 2017 - May 2019: Secretary of the Party Cell - Head of Agricultural Engineering Department, Dau Tieng Rubber One Member LLC + June 2019 - February 2021: Member of the Party Committee, Secretary of the Party Cell - Head of Engineering Department, Dau Tieng Rubber One Member LLC + March 2021 - June 2021: Member of the Party Committee, Secretary of the Party Cell, Deputy General Director, Dau Tieng Rubber One Member LLC + July 2021 - January 2022: Member of the Standing Party Committee, Deputy General Director, Dau Tieng Rubber One Member LLC + February 2022 - December 2022: Member of the Standing Party Committee, Member of the Board	

<i>of Members, Deputy General Director, Dau Tieng Rubber One Member LLC</i> + January 2023 - April 2023: <i>Deputy Secretary of the Party Committee, Member of the Board of Members, Deputy General Director, Dau Tieng Rubber One Member LLC</i> + April 2023 - September 2023: <i>Deputy Secretary of the Party Committee, Member of the Board of Members, Deputy General Director in charge of operations, Dau Tieng Rubber One Member LLC</i> + October 2023 - May 2026: <i>Deputy Secretary of the Party Committee, Member of the Board of Members, General Director, Dau Tieng Rubber One Member LLC.</i>	
13/ Current positions:	<i>Deputy Secretary of the Party Committee, Member of the Board of Members, General Director of the Company</i>
14/ Total shares held (as of .../.../...) ... shares, accounting for ... of charter capital, in which:	
+ Representing capital of (name of organization as State shareholder/strategic shareholder/other):	<i>... shares, accounting for ...% of charter capital</i>
+ Personally owned:	<i>... shares, accounting for ...% of charter capital</i>
15/ Holding commitments (if any)	
16/ Related persons holding shares of the company:	...
17/ Related interests with the Company:	
18/ Conflicting interests with the Company:	

I hereby certify that the above information is completely true and accurate; I shall be fully responsible before the law if any information is incorrect.

Dong Nai, June ..., 2026

Sign and write full name

(Signed)



DONG PHU RUBBER JOINT STOCK COMPANY

Address: Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai City

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

WORKING REGULATIONS 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS DONG PHU RUBBER JOINT STOCK COMPANY

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Law on Securities No. 54/2019/QH14 dated November 26, 2019 and accompanying sub-law documents;*
- *Decree 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities, passed on December 31, 2020;*
- *The Charter of Organization and Operation of Dong Phu Rubber Joint Stock Company.*
- *Internal Regulations on Corporate Governance of Dong Phu Rubber Joint Stock Company.*

To ensure the success of the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company, the Board of Directors has established these regulations, working principles, conduct, and voting procedures 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 conducted in accordance with regulations and are successful.
- The resolutions of the General Meeting of Shareholders represent the unified will of the General Meeting of Shareholders, meeting the aspirations and interests of shareholders and complying with the law.

Article 2. Subjects and Scope:

- Subjects of application: All shareholders, representatives (authorized persons) of shareholders currently 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 abide by and comply with the provisions of these Regulations, the Company Charter, and current legal regulations.
- Scope of application: These Regulations are used for organizing the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

Article 3. Explanation of terms/abbreviations

- The Company : Dong Phu Rubber Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders

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

Article 4. Conditions for conducting the General Meeting of Shareholders

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

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

Article 5. Delegates attending the 2026 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.

¹Clause 1, Article 19 of the Company Charter

- **Attendance confirmation time: 06:00 P.M., June 08, 2026.**

Article 6. Guests at the Meeting

- These are the Company's management titles, guests, and members of the Meeting Organizing Committee who are not shareholders of the Company but are invited to attend the Meeting.
- Guests shall not participate in discussions at the Meeting (unless invited by the Meeting Chair, or have registered in advance with the Meeting Organizing Committee and received the Chair's approval).

Article 7. Chair and Presidium

- The Presidium consists of 05 people, including 01 Chair and 04 Members. The Chairman of the Board of Directors is the Head of the Presidium and the Chair of the GMS, or the Chairman of the Board of Directors authorizes another member of the Board of Directors to act as the Chair of the Meeting. Specifically as follows:

No.	Member Name	Position
1	Mr. Mai Huynh Nhat	Chairman of the Board of Directors
2	Mr. Huynh Trong Thuy	Member of the BOD
3	Ms. Nguyen Ngoc Thanh	Member of the BOD

- In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the Chair of the meeting by majority rule. In case a Chair cannot be elected, the Head of the Board of Supervisors shall preside to allow the General Meeting of Shareholders to elect the Chair of the meeting from among those present, and the person with the highest number of votes shall act as the Chair of the meeting;
- In other cases, the person who signed the notice convening the General Meeting of Shareholders shall preside to allow the General Meeting of Shareholders to elect the Chair of the meeting, and the person with the highest number of votes shall be appointed as the Chair of the meeting.
- The Chair has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and to reflect the wishes of the majority of attendees.
- Duties of the Presidium
 - Conduct the Meeting in accordance with the agenda and the regulations approved by the Meeting.
 - Assign and introduce representatives of the BOD and the Company's Board of Supervisors to present reports at the Meeting;
 - Introduce the members of the Vote Counting Committee for the Meeting to vote on;
 - Introduce the members of the Presidium for the Meeting to vote on (if any);
 - Guide the Meeting in discussing and taking voting opinions on issues within the Meeting's agenda and related issues throughout the Meeting.
 - Respond to and record issues within the agenda that have been approved by the Meeting;
 - Resolve issues arising throughout the Meeting.

- Approve and issue documents, results, minutes, and resolutions of the Meeting after the Meeting concludes.
- The Chair works according to the principle of democratic centralism and decides by majority.

Article 8. Delegate Eligibility Verification Committee

- The Delegate Eligibility Verification Committee of the Meeting consists of 03 people, including 01 Head and 02 members, who are responsible to the Presidium and the GMS for their duties.

The Delegate Eligibility Verification Committee is introduced by the Chair as follows:

No.	Member Name	Note
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), and verify the validity of shareholders attending online.
 - Report to the GMS on the results of shareholder eligibility verification before the GMS officially begins.
 - Coordinate with the Vote Counting Committee to guide, support, and supervise voting.

Article 9. Meeting Secretariat:

- The Meeting Secretariat consists of 02 people appointed by the Chair, who are responsible to the Presidium and the GMS for their duties and operate under the direction of the Presidium. Specifically as follows:

No.	Member Name	Note
1	Mr. Nguyen Tien Dai	Secretary of the BOD
2	Ms. Nguyen Thi Hai Yen	Planning Department Specialist

- Duties:
 - Receive and review registration forms for shareholder comments and forward them to the Presidium for decision;
 - Record the minutes of the GMS fully and truthfully, covering all proceedings of the Meeting and issues approved by shareholders or noted at the Meeting.
 - Assist the Chair in announcing the draft Meeting Minutes and Resolutions on issues approved at the Meeting.

Article 10. Vote Counting Committee

- The Vote Counting Committee is introduced by the Chair and consists of 05 people, including 01 Head and 04 members.
- The Vote Counting Committee includes:

No.	Member Name	Note
1	Mr. Phan Van Ha	Head of Organization and Administration Department – Head of Committee
2	Mr. Pham Nguyen Tuan	Member
3	Mr. Hoang Thanh Tung	Member
4	Ms. Nguyen Ngoc Thuong	Member

- Duties:

- The Vote Counting Committee must prepare the Vote Counting Minutes and is responsible to the Presidium and the GMS when performing its duties.
- Accurately determine the voting results for each issue submitted for voting at the Meeting.
- Promptly notify the secretary of the voting results.
- Review and report to the Meeting on cases of violation of voting regulations or complaints regarding voting results.

Article 11. Discussion at the Meeting

1. Principles:

- Discussions shall only be conducted within the specified time and within the scope of issues presented in the GMS agenda;
- Only delegates may participate in discussions;
- Delegates with opinions register for discussion content in the prescribed form as follows:
 - Delegates may ask questions in the Discussion section in the online meeting interface at the link <http://ezgsm.fpts.com.vn>
 - The Secretariat will organize the delegates' questions and forward them to the Chair.

2. Responding to delegates' opinions:

- Based on the delegates' Question Forms, the Chair or a member designated by the Chair will respond to the delegates' opinions;
- In case of time constraints, questions not answered directly at the Meeting will be answered by the Company in other forms.

Article 12. Voting at the Meeting

1. Principles:

- All issues in the Meeting's agenda and content must be discussed and voted on publicly by the GMS. Delegates may choose to vote by electronic voting at the link: <http://ezgsm.fpts.com.vn>

2. Electronic voting:

- Voting method:
 - Delegates choose one of the three voting options "Approve", "Disapprove", or "No opinion" for each issue put to a vote at the Meeting, which has been set up on the electronic voting system.

- After that, the delegate proceeds to confirm the vote so that the electronic voting system records the result.
- Election voting method (specified in the election regulations)
- Some other regulations when performing electronic voting:
- In case a delegate does not complete the voting or election on all issues according to the Meeting agenda, the issues not voted on or elected are considered as the delegate not having cast a vote or election on those issues.
- In case issues arise outside the sent meeting agenda, delegates may vote or elect additionally. If a delegate does not vote or elect on the arising issues, it is considered that the delegate has not cast a vote or election on those arising issues.
- Delegates may change their voting or election results (but cannot cancel the voting or election results); this includes the results of voting or election on issues arising outside the Meeting agenda. The online system only records the vote count for the final voting or election result at the time the electronic voting period ends for each vote counting phase as specified in the meeting working regulations.
- Electronic voting time

The electronic voting time is specifically regulated as follows:

- Content of the 1st vote (including Meeting Agenda; Meeting Working Regulations; Election Regulations; approval of Presidium personnel, Vote Counting Committee) Delegates perform voting from 10:00 A.M. on June 26, 2026 until the Organizing Committee announces the end of the voting time for the 1st vote content.
- Content of the 2nd vote (including Reports and Proposals on issues under the authority of the GMS in the meeting agenda) Delegates perform voting from 10:00 A.M. on June 26, 2026 until the Organizing Committee announces the end of the voting time for the 2nd vote content.
- Election content: Delegates perform voting from 10:00 A.M. on June 26, 2026 until the Meeting approves the election contents.
- Content of the 3rd vote (Approval of Meeting Minutes and Resolutions): Delegates perform voting from 10:00 A.M. on June 26, 2026 until the Organizing Committee announces the end of the voting time for the 3rd vote content.
- Delegates can access the electronic voting system and vote 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control. After the voting time ends, the system will not record any further electronic votes from delegates.

3. Voting rules:

- Each 01 (one) share is equivalent to one voting right. Each attending delegate represents one or more voting rights.
- On the shareholder list closing date (May 29, 2026), the total number of voting shares of the Company is: 86,885,932 shares, equivalent to 86,885,932 voting rights.
- Issues requiring a vote at the Meeting are only approved when shareholders owning over 50% of the total voting shares of all attending shareholders agree. Specifically, for some cases of voting

issues prescribed in Clause 1, Article 21 of the Company Charter, the consent of 65% or more of the total voting shares of all attending shareholders is required.

- Note:
 - Shareholders/authorized representatives with related interests do not have the right to vote on contracts and transactions with a value of 35% or more of the total value of the Company's assets recorded in the most recent financial statements; these contracts or transactions are only approved when shareholders/authorized representatives owning 65% of the remaining total voting shares agree (according to Clause 4, Article 167, Law on Enterprises 2020).
 - Shareholders/authorized representatives of shareholders owning 51% or more of the total voting shares or related persons of such shareholders do not have the right to vote on contracts and transactions with a value greater than 10% (total value of the Company's assets recorded in the most recent financial statements) between the Company and such shareholders (according to Point b, Clause 3 and Clause 4, Article 167, Law on Enterprises 2020).
4. Recording voting/election results
- The Vote Counting Committee will check, summarize, and report to the Chair the voting results for each issue according to the meeting agenda. The voting results will be announced by the Chair immediately before the meeting closes.

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 Meeting closes.

Article 14. Implementation of Regulations

These organizational regulations are read publicly before the 2026 Annual General Meeting of Shareholders and take effect immediately upon being approved by the General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

Shareholders, authorized representatives, and guests who violate these Regulations will be considered by the Presidium depending on the specific severity, and handled in accordance with the Company Charter and the Law on Enterprises.

These Regulations take effect immediately after being approved by the Company's General Meeting of Shareholders.

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

Recipients:

- GMS;
- Members of the BOD, BOM, BOS;
- Archive: Admin, Secretary.

Mai Huynh Nhat



DONG PHU RUBBER JOINT STOCK COMPANY

Address: Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai City
Tel: (02713) 819 786 Fax: (02713) 819 620 Website: www.doruco.com.vn

REGULATION ON NOMINATION, SELF-NOMINATION AND ELECTION OF THE BOARD OF DIRECTORS FOR THE 2022 – 2027 TERM DONG PHU RUBBER JOINT STOCK COMPANY

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Law on Securities No. 54/2019/QH14 dated November 26, 2019, and accompanying sub-law documents;*
- *Decree 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities, passed on December 31, 2020;*
- *Pursuant to Decree 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;*
- *Charter of Organization and Operation of Dong Phu Rubber Joint Stock Company*
- *Internal Regulations on Corporate Governance of Dong Phu Rubber Joint Stock Company*

The Vote Counting Committee of the General Meeting announces the Regulations on nomination, candidacy, and election of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company as follows:

I. Explanation of terms/abbreviations:

- Company : Dong Phu Rubber Joint Stock Company
- BOD : Board of Directors.
- OC : Organizing Committee of the General Meeting.
- GMS : General Meeting of Shareholders.
- Delegate : Shareholder, representative (authorized person).

II. Chairperson of the General Meeting:

The Chairperson of the General Meeting is responsible for presiding over the election, specifically including:

- Introducing the list of nominees and candidates for the Board of Directors;
- Supervising the voting and vote counting;
- Resolving complaints regarding the election (if any)

III. Regulations on nomination and candidacy for the Board of Directors

- Number of Board members: 01 person

- Term: 2022 – 2027
- Maximum number of Board candidates: unlimited

1. Right to nominate and stand for election to the Board of Directors: *(pursuant to Article 25 of the Company Charter)*

Shareholders or groups of shareholders holding 10% or more of the total common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter.

Nominated candidates must meet all the standards set forth in Section 2 below.

In the event that the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to a mechanism specified by the Company in the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors.

2. Standards for candidates for the Board of Directors: *Candidates for the Board of Directors must meet all of the following standards and conditions (pursuant to Article 155 of the Law on Enterprises 59/2020/QH14, Decree 155/2020/ND-CP, and Decree 245/2025/ND-CP)*

- Possess full civil act capacity and are not among the subjects prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;
- Possess professional qualifications and experience in business administration or in the Company's business fields or industries, and are not necessarily shareholders of the Company;
- A member of the Company's Board of Directors may simultaneously serve as a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.

IV. Election principles:

- Comply strictly with the provisions of the law and the Company Charter.
- Voting rights are calculated based on the number of shares owned or represented. Election results are calculated based on the number of voting shares of the shareholders attending the meeting.
- In each election, a shareholder representative may only use one ballot corresponding to the number of shares owned or represented.
- The Vote Counting Committee is nominated by the Presidium and approved by the General Meeting. Members of the Vote Counting Committee must not be named in the list of nominees and candidates for the Board of Directors.

V. Election method:

- Conducted according to the Cumulative Voting Method *(pursuant to Clause 3, Article 148 of the 2020 Law on Enterprises)*
 - Conducted according to the cumulative voting method: whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of Board members to be elected.

- Attending delegates have the right to cast all their total votes for one or more candidates.
- Online attending delegates access the electronic voting system and proceed with their voting (note that delegates must cast their votes during the electronic voting period specified in the Working Regulations)
- In case of an erroneous selection: The attending delegate accesses the electronic voting system and re-executes their voting (note that delegates must cast their votes during the electronic voting period specified in the Working Regulations)

VI. Ballots

1. Content of the Ballot

- The ballot is an online ballot

In the event that a shareholder performs manual entry voting: An invalid ballot is one where the total number of votes cast for candidates exceeds the total number of votes permitted, as calculated at the time of vote counting.

VII. Election execution and result determination

1. Voting and Vote Counting

- How to fill out the Ballot:
 - ✓ Delegates vote for a number of candidates up to the number of members to be elected;
 - ✓ If casting all votes for one candidate or distributing all votes equally among candidates, the delegate checks the "**Distribute votes equally**" box for the corresponding candidates.
 - ✓ If casting an unequal number of votes for each candidate, the delegate clearly writes the number of votes in the "**Number of votes**" box for the corresponding candidates.

Note:

- In case of errors, shareholders may change their election results (but cannot cancel the election results); this includes the results of supplementary elections for issues arising outside the General Meeting agenda. The online system only records the vote count for the final election results at the time the electronic voting period for each vote counting phase, as stipulated in the General Meeting's working regulations, ends.
- After the voting ends, the system will automatically record the end of the vote counting.
- The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and, together with the Chairperson, resolving any shareholder questions or complaints (if any).
- For sensitive issues and if requested by shareholders, the Company must appoint an independent organization to collect and count the votes.

2. Principles for selecting elected candidates:

Regulation on Nomination, Self-Nomination and Election of the Board of Directors for the 2022 – 2027 Term

- Elected candidates are determined by the number of votes received, from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached.
- In the event that two (02) or more candidates receive the same number of votes for the final member position, a re-election will be held among the candidates with the same number of votes.
- If the first election result does not yield the required number of members, the election will continue until the required number of members is elected.

VIII. Dossier for nomination and candidacy for the Board of Directors:

The dossier for candidacy and nomination for the Board of Directors includes:

- Application for candidacy/nomination for the Board of Directors (according to the template).
- Curriculum Vitae (according to the template).
- Copies of the following documents: ID card/Citizen ID card/Passport.
- Certificates of educational and professional qualifications (if any).
- Certificate of ownership percentage of the shareholder/group of shareholders satisfying the nomination conditions as stipulated in the Company Charter.

Nominators for the Board of Directors and the Board of Supervisors must be responsible before the law and the General Meeting of Shareholders for the accuracy and honesty of the content in their dossiers.

Dossiers should be sent to Dong Phu Rubber Joint Stock Company before 10:00 A.M. on June 22, 2026

at the following address:

Office of Dong Phu Rubber Joint Stock Company

Address: Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai City

Phone: (02713) 819 786 Fax: (02713) 819 620

The above is the entire regulation on nomination and candidacy for the Board of Directors at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

These regulations take effect immediately after being approved by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- GMS;
- Members of the BOD, BOM;
- Archive: Admin, Secretary.

CHAIRPERSON

Mai Huynh Nhat

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

POWER OF ATTORNEY

(Regarding attendance at the 2026 Annual General Meeting of Shareholders)

1. AUTHORIZING PARTY:

Name of individual/organization:

ID Card/Citizen ID/Passport/Business Registration Certificate No.:

Date of issue: Place of issue:

Shareholder Code:

Address:

Phone:

Email:

Number of shares represented/owned:(In words:
.....shares)

2. AUTHORIZED PARTY:

Name of individual:

ID card/CCCD/Passport number:

Date of issue: Place of issue:

Address:

Phone:

Email ^(*) :

Number of shares authorized:(In words:
.....shares)

3. CONTENT OF AUTHORIZATION:

- The authorized party is authorized to represent the principal in attending the online general meeting and exercising all rights and obligations at the General Meeting of Shareholders corresponding to the number of shares being authorized.
- This Power of Attorney is valid only during the period of the general meeting of Dong Phu Rubber Joint Stock Company.
- We take full responsibility for this authorization and commit to strictly comply with the current regulations of the Law and the Charter of Dong Phu Rubber Joint Stock Company.

Date ... month year 2026

AUTHORIZED PARTY
(Signature, Full name, Seal)

AUTHORIZING PARTY
(Signature, Full name, Seal)

Note:

- This Power of Attorney is valid when submitted to the Organizing Committee before the official opening of the General Meeting.
- (*): Mandatory for the Attorney-in-Fact to provide in order to receive the Username and Password for online attendance.



NOMINATION FORM

MEMBER OF THE BOARD OF DIRECTORS FOR THE 2022 – 2027 TERM

(Applicable to shareholders)

To: Dong Phu Rubber Joint Stock Company

- Shareholder's full name:
- ID Card/Citizen ID/Passport/Business Registration No.:..... Date of issue:.....
Place of issue:.....
- Legal representative (if any):
- Number of shares owned:.....shares
- Corresponding total par value: (VND)

I hereby request Dong Phu Rubber Joint Stock Company to allow me to nominate:

1. Mr./Ms.:

ID Card/Citizen ID/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:

Educational background:.....Major:

Currently owning: (shares)

Corresponding total par value:..... (VND)

2. Mr./Ms.:

ID Card/Citizen ID/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:

Educational background:.....Major:

Currently owning: (shares)

Corresponding total par value:..... (VND)

3. Mr./Ms.:

ID Card/Citizen ID/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:

Educational background:.....Major:

Currently owning: (shares)

Corresponding total par value:..... (VND)

4. Mr./Ms.:

ID Card/Citizen ID/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:

Educational background:.....Major:

Currently owning: (shares)

Corresponding total par value:..... (VND)

5. Mr./Ms.:

ID Card/Citizen ID/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:

Educational background:.....Major:

Currently owning: (shares)

Corresponding total par value:..... (VND)

As a candidate for the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022 – 2027 term

Thank you very much!

Attached documents:

- Copy of ID Card/Citizen ID/Passport.
- Curriculum vitae of the candidate.
- Certificates of educational and professional qualifications (if any).

....., Month, Year 2026

Nominator

(Signature, seal, and full name)



DONG PHU RUBBER JOINT STOCK COMPANY

Address: Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai City
Tel: (02713) 819 786 Fax: (02713) 819 620 Website: www.doruco.com.vn

NOMINATION FORM

MEMBER OF THE BOARD OF DIRECTORS FOR THE 2022 – 2027 TERM

(Applicable to groups of shareholders)

To: Dong Phu Rubber Joint Stock Company

- Representative of the group of shareholders:
- ID Card/Citizen ID/Passport/Business Registration No.:.....Date of issue:.....
Place of issue: (attach list of the group of shareholders)
- Number of shares owned by the group of shareholders: shares
- Corresponding total par value: (VND)

We hereby request Dong Phu Rubber Joint Stock Company to allow us to nominate:

- 1. Mr./Ms.:**
ID Card/Citizen ID/Passport No.:..... Date of issue:.....
Place of issue:.....
Permanent address:
Educational background:.....Major:
Currently owning: (shares)
Corresponding total par value:..... (VND)
- 2. Mr./Ms.:**
ID Card/Citizen ID/Passport No.:..... Date of issue:.....
Place of issue:.....
Permanent address:
Educational background:.....Major:
Currently owning: (shares)
Corresponding total par value:..... (VND)
- 3. Mr./Ms.:**
ID Card/Citizen ID/Passport No.:..... Date of issue:.....
Place of issue:.....
Permanent address:
Educational background:.....Major:
Currently owning: (shares)
Corresponding total par value:..... (VND)

4. **Mr./Ms.:**
ID Card/Citizen ID/Passport No.:..... Date of issue:.....
Place of issue:.....
Permanent address:
Educational background:.....Major:
Currently owning: (shares)
Corresponding total par value:..... (VND)

5. **Mr./Ms.:**
ID Card/Citizen ID/Passport No.:..... Date of issue:.....
Place of issue:.....
Permanent address:
Educational background:.....Major:
Currently owning: (shares)
Corresponding total par value:..... (VND)

As a candidate for the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022 – 2027 term

Thank you very much!

Attached documents:

- Copy of ID Card/Citizen ID/Passport.
- Curriculum vitae of the candidate.
- Certificates of educational and professional qualifications (if any).

....., Month, Year 2026

Representative of the nominating
group of shareholders

(Signature, seal, and full name)

LIST OF THE GROUP OF SHAREHOLDERS
ATTACHED TO THE NOMINATION FORM OF THE GROUP OF
SHAREHOLDERS
(as per template)

No.	Full name	ID Card/Citizen ID/Passport/Business Registration	Permanent address	Number of shares owned	Shareholder's signature/signature, seal if an organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
.....					
.....					
Total					

GROUP MEETING MINUTES

NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS

DONG PHU RUBBER JOINT STOCK COMPANY, 2022 – 2027 TERM

- Pursuant to the Charter of Organization and Operation of Dong Phu Rubber Joint Stock Company.
- Pursuant to the Regulations on the nomination of members to the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022 – 2027 term.

Today, on/...../2026, at, we, the shareholders of Dong Phu Rubber Joint Stock Company, collectively holding ... shares (in words: shares), accounting for% of the Company's voting shares, are listed below:

No.	Shareholder Name	ID CARD/CITIZEN ID/PASSPORT/BUSINESS REGISTRATION	Address	Number of shares held	Shareholder signature/signature and stamp if an organization
1					
2					
3					
4					
5					
	Total				

We unanimously agree to appoint:

Mr./Ms.:

ID Card/Citizen ID/Passport No.:.....Date of issue:.....

Place of issue:.....

Permanent address:

To act as the group representative to carry out nomination procedures in accordance with the Regulations on participating in the nomination for the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022 – 2027 term.

And we unanimously agree to nominate the following candidates for the Board of Directors:

1. Mr./Ms.:

ID Card/Citizen ID/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:

Educational background:.....Major:

Currently holding: (shares)

Corresponding to a total par value of:..... (VND)

2. Mr./Ms.:

ID Card/Citizen ID/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:

Educational background:.....Major:

Currently holding: (shares)

Corresponding to a total par value of:..... (VND)

3. Mr./Ms.:

ID Card/Citizen ID/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:

Educational background:.....Major:

Currently holding: (shares)

Corresponding to a total par value of:..... (VND)

4. Mr./Ms.:

ID Card/Citizen ID/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:

Educational background:.....Major:

Currently holding: (shares)

Corresponding to a total par value of:..... (VND)

5. Mr./Ms.:

ID Card/Citizen ID/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:

Educational background:.....Major:

Currently holding: (shares)

Corresponding to a total par value of:..... (VND)

These minutes were prepared at o'clock, on /.../..... at

.....

....., Month, Year 2026

Nominated group representative

(Signature, stamp, and full name)



DONG PHU RUBBER JOINT STOCK COMPANY

Headquarters: Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai City
Tel: (02713) 819 786 Fax: (02713) 819 620 Website: www.doruco.com.vn

SELF-NOMINATION FORM

MEMBER OF THE BOARD OF DIRECTORS FOR THE 2022 – 2027 TERM

To: Dong Phu Rubber Joint Stock Company

- My name is:
- ID Card/Citizen ID/Passport No.:..... Date of issue:.....
Place of issue:.....
- Number of shares owned:..... shares
- Corresponding total par value: (VND)

I hereby request Dong Phu Rubber Joint Stock Company to allow me to self-nominate for the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022 – 2027 term.

If elected by the shareholders as a member of the Board of Directors, I commit to dedicating all my capabilities and enthusiasm to contribute to the development of Dong Phu Rubber Joint Stock Company.

Thank you very much!

Attached documents:

- Copy of ID Card/Citizen ID/Passport.
- Candidate's curriculum vitae.
- Certificates of academic and professional qualifications.

....., Month, 2026

Self-nominee

(Signature, stamp, and full name)

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

-----o0o-----

BIOGRAPHICAL PROFILE

1/ Full name:	
2/ Gender:	
3/ Date of birth:	
4/ Place of birth:	
5/ Citizen ID number:	
6/ Nationality: Vietnam	
7/ Ethnicity: Kinh	
8/ Permanent address:	
9/ Company phone number:	
10/ Email address:	
11/ Professional qualifications:	
12/ Work history: + ...	
13/ Current positions held:	
14/ Total number of shares held (as of .../.../...): ... shares, accounting for ... of the charter capital, in which:	
+ Representing the capital of (name of organization as State shareholder/strategic shareholder/other):	... shares, accounting for ...% of the charter capital
+ Personally owned:	... shares, accounting for ...% of the charter capital
15/ Holding commitments (if any)	
16/ Related persons holding shares of the company:	...
17/ Related interests with the Company:	
18/ Conflicting interests with the Company:	

I hereby certify that the above information is completely true and accurate, and I accept full legal responsibility if any of the information is incorrect.

Dong Nai, June ..., 2026

Signature and full name