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

No.: 88/NQ-ĐHĐCĐCSĐP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dong Nai City, June 29, 2026

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 Vote Counting Minutes for voting and election at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company dated June 29, 2026.

RESOLUTION

Article 1. To approve the Report on the activities of the Board of Directors in 2025 and the operational orientation for 2026 of Dong Phu Rubber Joint Stock Company dated June 8, 2026.

Article 2. To approve the Report on the activities of the Board of Supervisors in 2025 and the operational orientation for 2026 of Dong Phu Rubber Joint Stock Company dated June 8, 2026.

Article 3. To approve the amendment and supplementation of the Company Charter according to Proposal No. 01 of the Board of Directors dated June 8, 2026.

Article 4. To approve the audited Separate Financial Statements and Consolidated Financial Statements for 2025, with some key indicators 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

No.	Indicator	Separate Financial Statements	Consolidated Financial Statements
3	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 before tax	306,469,098,071	425,127,270,985
6	Net profit after corporate income tax	252,762,080,453	340,589,708,462
7	Net profit after tax attributable to shareholders of the Parent Company	Not applicable	288,935,107,540

Article 5. To approve the production and business results and the profit distribution plan for 2025 according to Proposal No. 03, specifically as follows:

1. Production and business results for 2025

Unit: VND

No.	Indicator	Actual figure for 2025
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	Net profit after corporate income tax	252,762,080,453

2. Profit distribution plan for 2025

Unit: VND

No.	Content	Amount
1	Retained earnings accumulated to the end of the previous period	14,659,152,127
2	Profit generated in 2025	252,762,080,453
3	Total distributable profit	267,421,232,580
4	Appropriation to Development Investment Fund	101,246,000,000
5	Appropriation to Bonus and Welfare Fund	44,535,000,000

No.	Content	Amount
5.1	In which: Bonus and welfare fund for employees	44,229,000,000
5.2	In which: Bonus and welfare fund for the Management Board, members of the Board of Directors, and Supervisors	306,000,000
6	Cash dividend payment, ratio of 14%/charter capital	121,640,000,000
7	Remaining profit after distribution	0

The dividend payout ratio for 2025 is 14% of the charter capital, meaning shareholders owning 01 share will receive 1,400 VND.

In the event that, after approval by the General Meeting of Shareholders, competent authorities inspect, review, and issue opinions that change the figures of distributable profit, 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 any arising matters in accordance with current regulations.

Article 6. To approve the 2026 consolidated plan and the 2026 profit distribution plan according to Proposal No. 04 dated June 8, 2026, of the Board of Directors.

Article 7. To approve the remuneration for the Board of Directors and the Board of Supervisors in 2025 and the remuneration plan for the Board of Directors and the Board of Supervisors in 2026 according to Proposal No. 05 dated June 8, 2026, specifically as follows:

1. Remuneration implementation results for the Board of Directors and the Board of Supervisors in 2025

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

2. Remuneration plan for the Board of Directors and the Board of Supervisors in 2026

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

Unit: VND/person/month

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

Article 8. To approve 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 according to Proposal No. 06/TTr-HĐQTCSĐP, specifically:

1. To approve the list of 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, including:

a) International Auditing & Valuation Company Ltd.;

b) BDO Auditing Company Ltd.;

c) UHY Auditing and Consulting Company Ltd.

2. To authorize the Board of Directors and the Board of Supervisors of the Company to select 01 out of the 03 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, to request the auditing firm to issue a Management Letter when issuing the annual Financial Statements audit report.

3. In case 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 requirements according to regulations 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. To approve the dismissal and additional election of a member of the Board of Directors for the 2022-2027 term.

The 2026 Annual General Meeting of Shareholders approves the dismissal and additional election of a member of the Board of Directors for the 2022-2027 term according to Proposal No. 07/TTr-HĐQTCSĐP, specifically:

1. To approve 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.

2. To approve 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.

Based on the vote counting results and the Election Regulations approved by the General Meeting, Mr. Nguyen Duc Hien is elected as a member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022-2027 term, effective from the date of approval by the General Meeting of Shareholders for the remainder of the 2022-2027 term.

Article 10. Implementation.

This resolution takes effect from the date of its approval 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 law, the Company Charter, and the Company's internal regulations.

Recipients:
- State Securities Commission;
- Ho Chi Minh Stock Exchange;
- Company shareholders;
- Board of Directors, Board of Supervisors;
- Board of Management;
- Company website;
- Archived: Admin Dept, Secretary.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
2026 ANNUAL
CHAIR OF THE MEETING

M.S.D.N:3800100376-C.T.C.P. CÔNG TY CỔ PHẦN CAO SU ĐỒNG PHÚ X.THUẬN LỢI-TP.ĐỒNG NAI

Mai Huynh Nhat

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

No.: 140/BB-ĐHĐCĐCSĐP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dong Nai City, June 29, 2026

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

I. BUSINESS INFORMATION

– Company name: Dong Phu Rubber Joint Stock Company;

– Stock symbol: DPR;

– Head office address: Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai City;

– Business Registration Certificate No.: 3800100376;

– Charter capital: 868,859,320,000 VND;

– Legal representative: Mr. Mai Huynh Nhat – Chairman of the Board of Directors and Mr. Nguyen Duc Hien – General Director of the Company.

II. TIME, VENUE, AND ATTENDEES

1. Time: Opened at 08:30 A.M., Monday, June 29, 2026.

2. Venue: Hall of Dong Phu Rubber Joint Stock Company and the online meeting, voting, and election system in accordance with the Meeting organization plan.

3. Attendees:

– Shareholders and authorized representatives of shareholders of Dong Phu Rubber Joint Stock Company;

– Representatives of Vietnam Rubber Group - JSC;

– Representatives of partner units, associates, and banks;

– Members of the Board of Directors, Board of Supervisors, and Board of General Directors of the Company;

– Leaders of professional departments, affiliated units, subsidiaries, and relevant individuals invited to attend the Meeting.

III. MEETING PROCEDURES

1. Report on the verification of shareholder status attending the Meeting

The Committee for verification of shareholder status attending the Meeting consists of:

1. Mr. Nguyen Quoc Vinh – Head of Committee;

2. Ms. Nguyen Thi Hai Yen – Member;

3. Mr. Pham Nguyen Tuan – Member.

Mr. Nguyen Quoc Vinh – Head of the Committee for verification of shareholder status reported the results of the verification of shareholders attending the Meeting at the time of opening.

The total number of shareholders according to the list closed on May 29, 2026, to organize the 2026 Annual General Meeting of Shareholders is 4,408 shareholders, representing 86,885,932 voting shares.

At the time of opening the Meeting, the total number of shareholders and authorized representatives attending the Meeting is 27 delegates, representing 50,041,286 voting shares, accounting for 57.59% of the Company's total voting shares.

Pursuant to the Law on Enterprises, the Company's Charter, and the Meeting Organization Regulations, the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company is eligible to proceed in accordance with regulations.

2. Introduction of the Presidium and Meeting Secretary.

The Meeting agreed on the composition of the Presidium, including:

1. Mr. Mai Huynh Nhat – Chairman of the Board of Directors, Meeting Chair;

2. Mr. Huynh Trong Thuy – Member of the Board of Directors;

3. Ms. Nguyen Ngoc Thanh – Member of the Board of Directors.

The Meeting Chair appointed the Meeting Secretary, including:

1. Mr. Nguyen Tien Dai – Head of Planning Department;

2. Ms. Nguyen Thi Hai Yen – Specialist of Planning Department.

IV. MEETING AGENDA

1. Approval of the Meeting Agenda, Meeting Organization Regulations, and Election Regulations

The Meeting heard Mr. Phan Van Ha, authorized by the Presidium, present a summary of:

1) Agenda of the 2026 Annual General Meeting of Shareholders;

2) Regulations on the organization of the 2026 Annual General Meeting of Shareholders;

3) Regulations on the election of additional members to the Board of Directors for the 2022-2027 term;

4) List of the Election and Vote Counting Committee.

4.1. Mr. Phan Van Ha – Deputy Head of Organization and Administration Department, Head of Committee;

4.2. Mr. Pham Nguyen Tuan – Member;

4.3. Mr. Hoang Thanh Tung – Member;

4.4. Ms. Nguyen Ngoc Thuong – Member.

5) After the presentation, the Meeting proceeded to vote and approve the above contents with the following results:

5.1) Approval of the Meeting Agenda

– Number of shares in favor: 52,240,780 shares, accounting for 96.91%;

– Number of shares against: 0 shares, accounting for 0%;

– Number of shares abstaining: 0 shares, accounting for 0%.

5.2) Approval of the Meeting Organization Regulations

– Number of shares in favor: 52,240,780 shares, accounting for 96.91%;

– Number of shares against: 0 shares, accounting for 0%;

– Number of shares abstaining: 0 shares, accounting for 0%.

5.3) Approval of the Regulations on the election of additional members to the Board of Directors for the 2022-2027 term

– Number of shares in favor: 52,240,780 shares, accounting for 96.91%;

– Number of shares against: 0 shares, accounting for 0%;

– Number of shares abstaining: 0 shares, accounting for 0%.

5.4) List of the Election and Vote Counting Committee.

– Number of shares in favor: 52,240,780 shares, accounting for 96.91%;

– Number of shares against: 0 shares, accounting for 0%;

– Number of shares abstaining: 0 shares, accounting for 0%.

2. The Meeting heard the presentation of reports and proposals

2.1. Report on the activities of the Board of Directors in 2025 and operational orientation for 2026

Mr. Huynh Trong Thuy – Member of the Board of Directors presented the Report on the activities of the Board of Directors in 2025 and operational orientation for 2026.

The Meeting heard and acknowledged the assessment of the Board of Directors' activities in 2025, the results of performing management, supervision, and direction tasks for production, business, investment, finance, human resources, and key orientations for 2026.

2.2. Report on the activities of the Board of Supervisors in 2025 and operational orientation for 2026

Mr. Nguyen Quoc Vinh – Head of the Board of Supervisors presented the Report on the activities of the Board of Supervisors in 2025 and operational orientation for 2026.

The Meeting heard and acknowledged the results of the Board of Supervisors inspection and supervision of management, administration, financial situation, financial statements, and compliance with the Company's Charter, resolutions of the General Meeting of Shareholders, and resolutions of the Board of Directors in 2025; at

the same time, acknowledged the operational orientation of the Board of Supervisors for 2026.

2.3. Proposal No. 01: Approval of amendments and supplements to the Company's Charter

Ms. Nguyen Ngoc Thanh – Member of the Board of Directors presented Proposal No. 01 regarding the amendment and supplementation of the Company's Charter.

The Meeting heard the content of the amendments and supplements to the Company's Charter according to the documents submitted to the Meeting, in order to ensure compliance with current legal regulations, requirements for public company governance, and the actual operational situation of the Company.

2.4. Proposal No. 02: Approval of the audited separate and consolidated financial statements for 2025

Mr. Nguyen Huu Viet – Person in charge of accounting presented Proposal No. 02 regarding the approval of the audited separate and consolidated financial statements for 2025.

2.5. Proposal No. 03: Approval of production and business results and the profit distribution plan for 2025

Ms. Nguyen Ngoc Thanh – Member of the Board of Directors presented Proposal No. 03 regarding production and business results and the profit distribution plan for 2025.

2.6. Proposal No. 04: Approval of the 2026 consolidated plan and the 2026 profit distribution plan

Ms. Nguyen Minh Trang – Member of the Board of Supervisors presented Proposal No. 04 regarding the 2026 consolidated plan and the 2026 profit distribution plan.

2.7. Proposal No. 05: Approval of remuneration for the Board of Directors and Board of Supervisors in 2025 and the remuneration plan for 2026

Ms. Nguyen Ngoc Thanh – Member of the Board of Directors presented Proposal No. 05 regarding remuneration for the Board of Directors and Board of Supervisors in 2025 and the remuneration plan for the Board of Directors and Board of Supervisors for 2026.

2.8. Proposal No. 06: Approval of the selection of an auditing firm for the 2026 financial statements

Mr. Nguyen Quoc Vinh – Head of the Board of Supervisors presented Proposal No. 06 regarding the selection of an auditing firm for the 2026 financial statements.

The Meeting heard the list of expected 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:

1. International Auditing and Valuation Company Limited;

2. BDO Auditing Company Limited;

3. UHY Auditing and Consulting Company Limited.

The Meeting considered authorizing the Board of Directors, based on the opinion of the Board of Supervisors, to select one of the above auditing firms or another independent auditing firm that meets the requirements according to regulations in case the above firms do not participate.

2.9. Proposal No. 07: Approval of the dismissal and additional election of members to the Board of Directors for the 2022-2027 term

Ms. Nguyen Minh Trang presented Proposal No. 07 regarding the dismissal and additional election of members to the Board of Directors for the 2022-2027 term.

The Meeting heard the content:

1. 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;

2. Additional election of 01 Member to the Board of Directors for the 2022-2027 term, Mr. Nguyen Duc Hien – General Director of the Company.

3. Additional election of a member to the Board of Directors for the 2022-2027 term

Mr. Phan Van Ha – Head of the Election and Vote Counting Committee presented the principles and regulations for the additional election of members to the Board of Directors for the 2022-2027 term.

The Meeting proceeded to elect 01 additional member to the Board of Directors for the 2022-2027 term using the cumulative voting method, in accordance with the Law on Enterprises, the Company's Charter, and the Election Regulations approved by the Meeting.

The list of candidates for the additional election of members to the Board of Directors for the 2022-2027 term includes: Mr. Nguyen Duc Hien – General Director of the Company.

The election results are as follows:

– Total number of votes of shareholders attending and having the right to vote: 54,368,004 votes;

– Number of valid votes: 50,837,207 votes;

– Number of invalid votes: 0 votes;

– Number of votes for candidate Nguyen Duc Hien: 50,837,207 votes, reaching 93.50% of the total valid votes.

Based on the vote counting results and the Election Regulations approved by the Meeting, Mr. Nguyen Duc Hien was elected as a Member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022-2027 term, effective from the date of approval by the General Meeting of Shareholders and for the remainder of the 2022-2027 term.

4. Discussion at the Meeting

The Meeting discussed the reports, proposals, election content, and issues under the authority of the General Meeting of Shareholders.

Shareholders expressed their opinions, focusing on the following groups of content:

- The Company's rubber selling price policy and the reasons why the average selling price has not yet timely reflected the upward trend of rubber prices in the world market.

- The plan for receiving compensation from the expanded Bac Dong Phu Industrial Park project, including the expected time for receiving compensation and the expected compensation unit price.

- The 2026 production cost plan, including the reasons for the cost increase and the structure of cost factors (labor costs, raw materials, and other costs).

- The progress of implementation and investment plan for the Company's solar power project.

- The policy on setting aside the Development Investment Fund for 2025, including the basis for determining the appropriation rate, consistency with the Company's Charter, the need for using the fund, and the impact on the profit distribution and dividend payment policy for shareholders.

The Presidium answered and explained the shareholders' opinions according to their authority. The shareholders attending the Meeting heard the Presidium's answers and explanations and had no further opinions.

5. The Meeting voted to approve the reports, proposals, and contents under its authority

At the time of voting, the total number of shareholders and authorized representatives attending the Meeting was 46 delegates, representing 54,980,404 voting shares, accounting for 63.2788% of the Company's total voting shares.

After considering the reports, proposals, and discussing related issues, the Meeting proceeded to vote to approve the contents on the agenda. The voting results were announced by the Election and Vote Counting Committee at the Meeting as follows:

6.1. Approval of the Report on the activities of the Board of Directors in 2025 and operational orientation for 2026

– Number of valid shares: 54,305,157 shares, accounting for 98.77%;

– Number of invalid shares: 0 shares, accounting for 0%;

– Number of shares in favor: 54,305,157 shares, accounting for 98.77%;

– Number of shares against: 0 shares, accounting for 0%;

– Number of shares abstaining: 0 shares, accounting for 0%;.

6.2. Approval of the Report on the activities of the Board of Supervisors in 2025 and operational orientation for 2026

– Number of valid shares: 54,305,157 shares, accounting for 98.77%;

– Number of invalid shares: 0 shares, accounting for 0%;

– Number of shares in favor: 54,305,157 shares, accounting for 98.77%;

– Number of shares against: 0 shares, accounting for 0%;

– Number of shares abstaining: 0 shares, accounting for 0%;

6.3. Approval of Proposal No. 01 regarding the amendment and supplementation of the Company's Charter

– Number of valid shares: 54,305,157 shares, accounting for 98.77%;

– Number of invalid shares: 0 shares, accounting for 0%;

– Number of shares in favor: 53,176,657 shares, accounting for 96.71%;

– Number of shares against: 1,128,500 shares, accounting for 2.05%;

– Number of shares abstaining: 0 shares, accounting for 0%;.

6.4. Approval of Proposal No. 02 regarding the audited separate and consolidated financial statements for 2025

– Number of valid shares: 54,305,157 shares, accounting for 98.77%;

– Number of invalid shares: 0 shares, accounting for 0%;

– Number of shares in favor: 54,305,157 shares, accounting for 98.77%;

– Number of shares against: 0 shares, accounting for 0%;

– Number of shares abstaining: 0 shares, accounting for 0%.

6.5. Approval of Proposal No. 03 regarding production and business results and the profit distribution plan for 2025

– Number of valid shares: 54,305,157 shares, accounting for 98.77%;

– Number of invalid shares: 0 shares, accounting for 0%;

– Number of shares in favor: 54,163,557 shares, accounting for 98.51%;

– Number of shares against: 141,600 shares, accounting for 0.25%;

– Number of shares abstaining: 0 shares, accounting for 0%.

6.6. Approval of Proposal No. 04 regarding the 2026 consolidated plan and the 2026 profit distribution plan

– Number of valid shares: 54,305,157 shares, accounting for 98.77%;

– Number of invalid shares: 0 shares, accounting for 0%;

– Number of shares in favor: 54,305,157 shares, accounting for 98.77%;

– Number of shares against: 0 shares, accounting for 0%;

– Number of shares abstaining: 0 shares, accounting for 0%.

6.7. Approval of Proposal No. 05 regarding remuneration for the Board of Directors and Board of Supervisors in 2025 and the remuneration plan for 2026

– Number of valid shares: 54,305,157 shares, accounting for 98.77%;

– Number of invalid shares: 0 shares, accounting for 0%;

– Number of shares in favor: 54,295,157 shares, accounting for 98.75%;

– Number of shares against: 10,000 shares, accounting for 0.01%;

– Number of shares abstaining: 0 shares, accounting for 0%.

6.8. Approval of Proposal No. 06 regarding the selection of an auditing firm for the 2026 financial statements

– Number of valid shares: 54,305,157 shares, accounting for 98.77%;

– Number of invalid shares: 0 shares, accounting for 0%;

– Number of shares in favor: 54,305,157 shares, accounting for 98.77%;

– Number of shares against: 0 shares, accounting for 0%;

– Number of shares abstaining: 0 shares, accounting for 0%.

6.9. Approval of Proposal No. 07 regarding the dismissal and additional election of members to the Board of Directors for the 2022-2027 term

– Number of valid shares: 54,305,157 shares, accounting for 98.77%;

– Number of invalid shares: 0 shares, accounting for 0%;

– Number of shares in favor: 54,305,157 shares, accounting for 98.77%;

– Number of shares against: 0 shares, accounting for 0%;

– Number of shares abstaining: 0 shares, accounting for 0%.

7. Approval of the draft Minutes and Meeting Resolution

The Secretariat presented the draft Minutes of the Meeting and the draft Resolution of the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

At the time of voting to approve the Minutes and Meeting Resolution, the total number of shareholders and authorized representatives attending the Meeting was 46 delegates, representing 54,980,404 voting shares, accounting for 63.2788% of the Company's total voting shares.

The Meeting proceeded to vote to approve the full text of the Meeting Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders with the following results:

– Number of valid shares: 54,287,357 shares, accounting for 98.73%;

– Number of invalid shares: 0 shares, accounting for 0%;

– Number of shares in favor: 54,287,357 shares, accounting for 98.73%;

– Number of shares against: 0 shares, accounting for 0%;

– Number of shares abstaining: 0 shares, accounting for 0%.

Based on the voting results, the Minutes of the Meeting and the Resolution of the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company were approved by the Meeting.

V. CLOSING OF THE MEETING

The 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company has completed the entire agenda in accordance with the prescribed sequence and procedures.

The Meeting heard, discussed, and voted to approve the reports, proposals, the results of the additional election of members to the Board of Directors for the 2022-2027 term, the Meeting Minutes, and the Meeting Resolution.

The 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company concluded at 11:45 A.M. on the same day.

These minutes consist of 09 pages, made in 06 copies with equal legal validity, to be kept in the records of the 2026 Annual General Meeting of Shareholders, filed at the Company's Office, and disclosed in accordance with regulations.

SECRETARY	CHAIRPERSON OF THE MEETING CHAIRMAN OF THE BOARD OF DIRECTORS
Nguyen Tien Dai	Mai Huynh Nhat

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

DONG PHU RUBBER JOINT STOCK COMPANY
Delegate Eligibility Verification Committee

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REPORT ON DELEGATE QUALIFICATION CHECK
2026 Annual General Meeting of Shareholders
of Dong Phu Rubber Joint Stock Company

At 08:30 on June 29, 2026, at the Hall of Dong Phu Rubber JSC, Thuan Loi Commune, Dong Nai City, the Delegate Eligibility Verification Committee, consisting of the following members, was convened:

Mr. Nguyen Quoc Vinh - Position: Head of the Delegate Eligibility Verification Committee

Ms. Nguyen Thi Hai Yen - Position: Member of the Delegate Eligibility Verification Committee

Mr. Pham Nguyen Tuan - Position: Member of the Delegate Eligibility Verification Committee

In accordance with the provisions of the Law, the Delegate Eligibility Verification Committee has conducted the verification of the eligibility of delegates attending the 2026 Annual General Meeting of Shareholders with the following results:

Number of participating delegates: 27
Number of authorized delegates: 2
Representing: 50,041,286 voting shares, accounting for 57.5942% of the total voting shares of all shareholders entitled to vote.

Based on the provisions of current Law and the Company Charter, the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company, with the aforementioned attendance, is valid and eligible to proceed.

The Report on Delegate Eligibility Verification was prepared at 08:30 on June 29, 2026, and has been publicly reported before the General Meeting.

June 29, 2026

MEMBER

Nguyen Thi Hai Yen

MEMBER

Pham Nguyen Tuan

DELEGATE QUALIFICATION INSPECTION COMMITTEE CHAIRMAN

Nguyen Quoc Vinh

DONG PHU RUBBER JOINT STOCK COMPANY
Delegate Eligibility Verification Committee

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REPORT ON DELEGATE QUALIFICATION CHECK
2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company

At 08:55 on June 29, 2026, at the Hall of Dong Phu Rubber JSC, Thuan Loi Commune, Dong Nai City, the Delegate Eligibility Verification Committee, consisting of the following members, was convened:

Mr. Nguyen Quoc Vinh - Position: Head of the Delegate Eligibility Verification Committee

Ms. Nguyen Thi Hai Yen - Position: Member of the Delegate Eligibility Verification Committee

Mr. Pham Nguyen Tuan - Position: Member of the Delegate Eligibility Verification Committee

In accordance with the provisions of the Law, the Delegate Eligibility Verification Committee has conducted the verification of the eligibility of delegates attending the 2026 Annual General Meeting of Shareholders with the following results:

Number of participating delegates: 33
Number of authorized delegates: 2
Representing: 53,903,903 voting shares, accounting for 62.0399% of the total voting shares of all shareholders with voting rights.

Based on the provisions of the current Law and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company, with the above-mentioned attendance, is valid and eligible to proceed.

This report on delegate eligibility verification was prepared at 08:55 on June 29, 2026, and was publicly presented before the General Meeting.

June 29, 2026

MEMBER

Nguyen Thi Hai Yen

MEMBER

Pham Nguyen Tuan

HEAD OF DELEGATE CREDENTIALS VERIFICATION COMMITTEE

Nguyen Quoc Vinh

Dong Phu Rubber Joint Stock Company
Vote counting committee

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VOTE COUNTING RECORD

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

As at 08:55, 29th June, 2026, at Hall of Dong Phu Rubber Joint Stock Company, Thuan Loi Commune, Dong Nai City, the Vote Counting Committee, which comprises:

Mr. : Phan Van Ha	Position: Head of Vote Counting Committee
Mr. : Hoang Thanh Tung	Position: Member of Vote Counting Committee
Mr. : Pham Nguyen Tuan	Position: Member of Vote Counting Committee
Ms. : Nguyen Ngoc Thuong	Position: Member of Vote Counting Committee

We had collected and carefully counted all of votes in Annual General Meeting of Shareholders 2026 of Dong Phu Rubber Joint Stock Company:

Number of attendees attended: 33

Number of attendees authorized: 2

Represent of the ownership of: **53.903.903** votes

Account for: **62,0399%** total votes of outstanding shares.

Counting Results:

Total ballots issued: **33** represent for: **53.903.903** voting, account for: **100,0000%** on total number of votes of attendees attended.

Total ballots collected: **20** represent for: **52.240.780** votes, account for: **96,9147%** on total number of votes of attendees attended.

Total ballots uncollected: **13** represent for: **1.663.123** votes, account for **3,0853 %** on total number of votes of attendees attended.

Voting results of each proposal:

Content 01: Approval of the Election and Vote Counting Committee at the General Meeting

Total valid ballots: **20** represent for: **52.240.780** votes, account for: **96,9147%** on total number of votes of attendees attended:

- Total ballots for approval: **20** represent for: **52.240.780** votes, account for: **96,9147%** on total number of votes of attendees attended.

- Total ballots for dis-approval: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

- Total ballots for abstention: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

Total invalid ballots: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

As a result, Content 01 was approved with the ratio 96,9147%.

Content 02: Approval of the Meeting Agenda

Total valid ballots: **20** represent for: **52.240.780** votes, account for: **96,9147%** on total number of votes of attendees attended:

- Total ballots for approval: **20** represent for: **52.240.780** votes, account for: **96,9147%** on total number of votes of attendees attended.

- Total ballots for dis-approval: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

- Total ballots for abstention: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

Total invalid ballots: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

As a result, Content 02 was approved with the ratio 96,9147%.

Content 03: Approval of the Working Regulations of the Meeting

Total valid ballots: **20** represent for: **52.240.780** votes, account for: **96,9147%** on total number of votes of attendees attended:

- Total ballots for approval: **20** represent for: **52.240.780** votes, account for: **96,9147%** on total number of votes of attendees attended.

- Total ballots for dis-approval: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

- Total ballots for abstention: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

Total invalid ballots: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

As a result, Content 03 was approved with the ratio 96,9147%.

Content 04: Approval of the Election Regulations for the Election of an Additional Member of the Board of Directors for the 2022–2027 Term

Total valid ballots: **20** represent for: **52.240.780** votes, account for: **96,9147%** on total number of votes of attendees attended:

- Total ballots for approval: **20** represent for: **52.240.780** votes, account for: **96,9147%** on total number of votes of attendees attended.

- Total ballots for dis-approval: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

- Total ballots for abstention: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

Total invalid ballots: **0** represent for: **0** votes, account for: **0,0000%** on total number of votes of attendees attended.

As a result, Content 04 was approved with the ratio 96,9147%.

Record was made at 08:55, 29th June, 2026 and official ratified by the Annual General Meeting of Shareholders 2026 Dong Phu Rubber Joint Stock Company.

29 th June, 2026

MEMBER OF VOTE COUNTING RECORD COMMITTEE

Hoang Thanh Tung

MEMBER OF VOTE COUNTING RECORD COMMITTEE

Pham Nguyen Tuan

MEMBER OF VOTE COUNTING RECORD COMMITTEE

Nguyen Ngoc Thuong

HEAD OF VOTE COUNTING COMMITTEE

Phan Van Ha

DONG PHU RUBBER JOINT STOCK COMPANY
Delegate Eligibility Verification Committee

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REPORT ON DELEGATE QUALIFICATION CHECK
2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company

At 09:55 AM on June 29, 2026, at the Hall of Dong Phu Rubber JSC, Thuan Loi Commune, Dong Nai City, the Delegate Eligibility Verification Committee, consisting of the following members, was convened:

Mr. Nguyen Quoc Vinh - Position: Head of the Delegate Eligibility Verification Committee

Ms. Nguyen Thi Hai Yen - Position: Member of the Delegate Eligibility Verification Committee

Mr. Pham Nguyen Tuan - Position: Member of the Delegate Eligibility Verification Committee

In accordance with the provisions of the law, the Delegate Eligibility Verification Committee has verified the eligibility of the delegates attending the 2026 Annual General Meeting of Shareholders with the following results:

Number of attending delegates: 41
Number of authorized delegates: 2
Representing: 54,368,004 voting shares, accounting for 62.5740% of the total voting shares of all shareholders with voting rights.

Based on the provisions of current law and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company, with the above-mentioned composition, is valid and eligible to proceed.

The Report on Delegate Eligibility Verification was prepared at 09:55 AM on June 29, 2026, and was publicly reported before the General Meeting.

June 29, 2026

MEMBER

Nguyen Thi Hai Yen

MEMBER

Pham Nguyen Tuan

DELEGATE QUALIFICATION INSPECTION COMMITTEE CHAIRPERSON

Nguyen Quoc Vinh

DONG PHU RUBBER JOINT STOCK COMPANY
Vote Counting Committee

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June 29, 2026

VOTE COUNTING REPORT FOR THE ELECTION OF THE BOARD OF DIRECTORS
2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company

At 09:55 on June 29, 2026, at the Hall of Dong Phu Rubber JSC, Thuan Loi Commune, Dong Nai City, the Vote Counting Committee, consisting of:

Mr.: Phan Van Ha	Position: Head of the Vote Counting Committee
Mr.: Hoang Thanh Tung	Position: Member of the Vote Counting Committee
Mr.: Pham Nguyen Tuan	Position: Member of the Vote Counting Committee
Ms.: Nguyen Ngoc Thuong	Position: Member of the Vote Counting Committee

Conducted the vote counting for the election of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.
Number of delegates attending: 41
Number of authorized delegates: 2
Representing: 54,368,004 voting shares
Accounting for: 62.5740% of the total voting shares of all shareholders with voting rights

Supplemental election of a member of the Board of Directors for the 2022-2027 term

Total number of ballots issued: 41 representing: 54,368,004 voting shares, accounting for: 100.0000% of the total voting shares of shareholders present.

Total number of ballots collected:	28 representing: 50,837,207 voting shares, accounting for: 93.5057% of the total voting shares of shareholders present.
Total number of ballots not collected:	13 representing: 3,530,797 voting shares, accounting for: 6.4943% of the total voting shares of shareholders present.
Number of valid ballots:	28 representing: 50,837,207 voting shares, accounting for: 93.5057% of the total voting shares of shareholders present.

Number of invalid ballots:	0 representing: 0 voting shares, accounting for: 0.0000% of the total voting shares of shareholders present.

Detailed results:

Candidate name:	**Nguyen Duc Hien**
Number of affirmative ballots:	28 representing 50,837,207 votes, accounting for: 93.5057% of the total voting shares of shareholders present.

The list of elected members of the Board of Directors includes the following 1 candidate:

Candidate name:	**Nguyen Duc Hien**
Number of affirmative ballots:	28 representing 50,837,207 votes, accounting for: 93.5057% of the total voting shares of shareholders present.

The report was prepared at 09:55 on June 29, 2026 and was approved before the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

June 29, 2026

MEMBER OF THE VOTE COUNTING COMMITTEE

Hoang Thanh Tung

HEAD OF THE VOTE COUNTING COMMITTEE

Phan Van Ha

MEMBER OF THE VOTE COUNTING COMMITTEE

Pham Nguyen Tuan

MEMBER OF THE VOTE COUNTING COMMITTEE

Nguyen Ngoc Thuong

DONG PHU RUBBER JOINT STOCK COMPANY
Delegate Eligibility Verification Committee

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REPORT ON DELEGATE QUALIFICATION CHECK
2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company

At 10:54 AM on June 29, 2026, at the Hall of Dong Phu Rubber JSC, Thuan Loi Commune, Dong Nai City, the Delegate Eligibility Verification Committee, consisting of the following members, was convened:

Mr. Nguyen Quoc Vinh - Position: Head of the Delegate Eligibility Verification Committee

Ms. Nguyen Thi Hai Yen - Position: Member of the Delegate Eligibility Verification Committee

Mr. Pham Nguyen Tuan - Position: Member of the Delegate Eligibility Verification Committee

In accordance with the provisions of the Law, the Delegate Eligibility Verification Committee has conducted an inspection of the eligibility of delegates attending the 2026 Annual General Meeting of Shareholders with the following results:

Number of participating delegates: 46
Number of authorized delegates: 2
Representing: 54,980,404 voting shares, accounting for 63.2788% of the total voting shares of all shareholders with voting rights.

Based on the provisions of current Law and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company, with the attendance as stated above, is valid and eligible to proceed.

The Report on Delegate Eligibility Verification was prepared at 10:54 AM on June 29, 2026, and was publicly reported before the General Meeting.

June 29, 2026

MEMBER

Nguyen Thi Hai Yen

MEMBER

Pham Nguyen Tuan

DELEGATE QUALIFICATION CHECK COMMITTEE CHAIRMAN

Nguyen Quoc Vinh

DONG PHU RUBBER JOINT STOCK COMPANY
Vote Counting Committee

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June 29, 2026

VOTE COUNTING MINUTES

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

At 10:54 AM on June 29, 2026, at the Hall of Dong Phu Rubber JSC, Thuan Loi Commune, Dong Nai City, the Vote Counting Committee, consisting of:

Mr.: Phan Van Ha	Position: Head of the Vote Counting Committee
Mr.: Pham Nguyen Tuan	Position: Member of the Vote Counting Committee
Ms.: Nguyen Ngoc Thuong	Position: Member of the Vote Counting Committee
Mr.: Hoang Thanh Tung	Position: Member of the Vote Counting Committee

Conducted the vote counting for the voting items at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

Number of delegates participating: 46

Number of authorized delegates: 2

Representing: 54,980,404 voting shares

Accounting for: 63.2788% of the total voting shares of all shareholders with voting rights

Vote counting results:

Total number of ballots issued: 46 representing 54,980,404 voting shares, accounting for 100.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Total number of ballots collected: 36 representing 54,305,157 voting shares, accounting for 98.7718% calculated on the total number of voting shares of shareholders present at the meeting.

Total number of ballots not collected: 10 representing 675,247 voting shares, accounting for 1.2282% calculated on the total number of voting shares of shareholders present at the meeting.

Detailed vote counting results for each item are as follows:

Item 01: Report on the activities of the Board of Directors in 2025 and operational orientation for 2026

Total number of valid ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting, in which:

- Total number of affirmative ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of negative ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of abstention ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Total number of invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Thus, Item 01 has been approved with a rate of 98.7718%.

Item 02: Report on the activities of the Board of Supervisors in 2025 and operational orientation for 2026

Total number of valid ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting, in which:

- Total number of affirmative ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of negative ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of abstention ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Total number of invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Thus, Item 02 has been approved with a rate of 98.7718%.

Item 03: Proposal No. 01: Approval of amendments and supplements to the Company Charter

Total number of valid ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting, in which:

- Total number of affirmative ballots: 33 representing: 53,176,657 voting shares, accounting for: 96.7193% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of negative ballots: 3 representing: 1,128,500 voting shares, accounting for: 2.0525% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of abstention ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated

on the total number of voting shares of shareholders present at the meeting.

Total number of invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Thus, Item 03 has been approved with a rate of 96.7193%.

Item 04: Proposal No. 02: Approval of the audited separate and consolidated financial statements for 2025

Total number of valid ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting, in which:

- Total number of affirmative ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of negative ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of abstention ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Total number of invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Thus, Item 04 has been approved with a rate of 98.7718%.

Item 05: Proposal No. 03: Approval of the 2025 business production results and profit distribution plan

Total number of valid ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting, in which:

- Total number of affirmative ballots: 34 representing: 54,163,557 voting shares, accounting for: 98.5143% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of negative ballots: 2 representing: 141,600 voting shares, accounting for: 0.2575% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of abstention ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Total number of invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Thus, Item 05 has been approved with a rate of 98.5143%.

Item 06: Proposal No. 04: Approval of the 2026 consolidated plan and 2026 profit distribution plan
Total number of valid ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting, in which:

- Total number of affirmative ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of negative ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of abstention ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Total number of invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Thus, Item 06 has been approved with a rate of 98.7718%.

Item 07: Proposal No. 05: 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
Total number of valid ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting, in which:

- Total number of affirmative ballots: 35 representing: 54,295,157 voting shares, accounting for: 98.7537% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of negative ballots: 1 representing: 10,000 voting shares, accounting for: 0.0182% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of abstention ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Total number of invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Thus, Item 07 has been approved with a rate of 98.7537%.

Item 08: Proposal No. 06: Approval of the selection of an auditing firm for the 2026 financial statements

Total number of valid ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting, in which:

- Total number of affirmative ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of negative ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of abstention ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Total number of invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Thus, Item 08 has been approved with a rate of 98.7718%.

Item 09: Proposal No. 07: Approval of the dismissal and election of additional members to the Board of Directors for the 2022-2027 term

Total number of valid ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting, in which:

- Total number of affirmative ballots: 36 representing: 54,305,157 voting shares, accounting for: 98.7718% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of negative ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

- Total number of abstention ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Total number of invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% calculated on the total number of voting shares of shareholders present at the meeting.

Thus, Item 09 has been approved with a rate of 98.7718%.

These minutes were prepared at 10:54 AM on June 29, 2026, and were approved before the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

June 29, 2026

MEMBER OF THE VOTE COUNTING COMMITTEE

Nguyen Ngoc Thuong

MEMBER OF THE VOTE COUNTING COMMITTEE

Hoang Thanh Tung

MEMBER OF THE VOTE COUNTING COMMITTEE

Pham Nguyen Tuan

HEAD OF THE VOTE COUNTING COMMITTEE

Phan Van Ha

DONG PHU RUBBER JOINT STOCK COMPANY
Delegate Eligibility Verification Committee

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REPORT ON DELEGATE QUALIFICATION CHECK
2026 Annual General Meeting of Shareholders
of Dong Phu Rubber Joint Stock Company

At 11:40 AM on June 29, 2026, at the Hall of Dong Phu Rubber JSC, Thuan Loi Commune, Dong Nai City, the Credentials Committee, consisting of the following members, was convened:

Mr.: Nguyen Quoc Vinh Position: Head of the Credentials Committee

Ms.: Nguyen Thi Hai Yen Position: Member of the Credentials Committee

Mr.: Pham Nguyen Tuan Position: Member of the Credentials Committee

In accordance with the provisions of the Law, the Credentials Committee has verified the status of delegates attending the 2026 Annual General Meeting of Shareholders with the following results:

Number of delegates in attendance: 46
Number of authorized delegates: 2
Representing: 54,980,404 voting shares, accounting for 63.2788% of the total voting shares of all shareholders with voting rights.

Pursuant to the provisions of current Law and the Company Charter, the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company, with the attendance composition as stated above, is valid and qualified to proceed.

This Credentials Verification Report was prepared at 11:40 AM on June 29, 2026, and has been publicly reported before the General Meeting.

June 29, 2026

MEMBER

Nguyen Thi Hai Yen

MEMBER

Pham Nguyen Tuan

CREDENTIALS COMMITTEE HEAD

Nguyen Quoc Vinh

DONG PHU RUBBER JOINT STOCK COMPANY
Vote Counting Committee

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June 29, 2026

VOTE COUNTING MINUTES

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

At 11:40 AM on June 29, 2026, at the Hall of Dong Phu Rubber JSC, Thuan Loi Commune, Dong Nai City, the Vote Counting Committee, consisting of:

Mr.: Phan Van Ha	Position: Head of the Vote Counting Committee
Mr.: Pham Nguyen Tuan	Position: Member of the Vote Counting Committee
Ms.: Nguyen Ngoc Thuong	Position: Member of the Vote Counting Committee
Mr.: Hoang Thanh Tung	Position: Member of the Vote Counting Committee

Conducted the vote counting for the voting items at the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

Number of attending delegates: 46

Number of authorized delegates: 2

Representing: 54,980,404 voting shares

Accounting for: 63.2788% of the total voting shares of all shareholders with voting rights

Vote counting results:

Total number of ballots issued: 46 representing 54,980,404 voting shares, accounting for 100.0000% of the total voting shares of shareholders present at the meeting.

Total number of ballots collected: 34 representing 54,287,357 voting shares, accounting for 98.7395% of the total voting shares of shareholders present at the meeting.

Total number of ballots not collected: 12 representing 693,047 voting shares, accounting for 1.2605% of the total voting shares of shareholders present at the meeting.

Detailed vote counting results for each item are as follows:

Item 01: Minutes of the 2026 Annual General Meeting of Shareholders

Total number of valid ballots: 34 representing: 54,287,357 voting shares, accounting for: 98.7395% of the total voting shares of shareholders present at the meeting, in which:

- Total number of ballots in favor: 34 representing: 54,287,357 voting shares, accounting for: 98.7395% of the total voting shares of shareholders present at the meeting.

- Total number of ballots against: 0 representing: 0 voting shares, accounting for: 0.0000% of the total voting shares of shareholders present at the meeting.

- Total number of ballots with no opinion: 0 representing: 0 voting shares, accounting for: 0.0000% of the total voting shares of shareholders present at the meeting.

Total number of invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% of the total voting shares of shareholders present at the meeting.

Thus, Item 01 has been approved with a rate of 98.7395%.

Item 02: Resolution of the 2026 Annual General Meeting of Shareholders

Total number of valid ballots: 34 representing: 54,287,357 voting shares, accounting for: 98.7395% of the total voting shares of shareholders present at the meeting, in which:

- Total number of ballots in favor: 34 representing: 54,287,357 voting shares, accounting for: 98.7395% of the total voting shares of shareholders present at the meeting.

- Total number of ballots against: 0 representing: 0 voting shares, accounting for: 0.0000% of the total voting shares of shareholders present at the meeting.

- Total number of ballots with no opinion: 0 representing: 0 voting shares, accounting for: 0.0000% of the total voting shares of shareholders present at the meeting.

Total number of invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% of the total voting shares of shareholders present at the meeting.

Thus, Item 02 has been approved with a rate of 98.7395%.

The minutes were prepared at 11:40 AM on June 29, 2026, and were approved before the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company.

June 29, 2026

MEMBER OF THE VOTE COUNTING COMMITTEE

Nguyen Ngoc Thuong

HEAD OF THE VOTE COUNTING COMMITTEE

Phan Van Ha

MEMBER OF THE VOTE COUNTING COMMITTEE

Hoang Thanh Tung

MEMBER OF THE VOTE COUNTING COMMITTEE

Pham Nguyen Tuan

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 purpose and introduction of delegates.
2. Report on the verification of shareholder eligibility for the Meeting.
3. Approval of the Meeting Agenda.
4. Approval of the Meeting Regulations.
5. Approval of the Regulations on the supplemental election of members of the Board of Directors for the 2022-2027 term.
6. Introduction of the Presidium, Meeting Secretary, and Vote Counting Committee.

II. REPORTS AND PROPOSALS SUBMITTED TO THE MEETING

1. Report on the activities of the Board of Directors in 2025 and operational directions for 2026.
2. Report on the activities of the Board of Supervisors in 2025 and operational directions for 2026.
3. Proposal No. 01: Approval of amendments and supplements to the Company Charter.
4. Proposal No. 02: Approval of the separate and consolidated financial statements audited for 2025.
5. Proposal No. 03: Approval of production and business results and the profit distribution plan for 2025.
6. Proposal No. 04: Approval of the comprehensive plan for 2026 and the profit distribution plan for 2026.
7. Proposal No. 05: Approval of the remuneration for the Board of Directors and Board of Supervisors in 2025 and the remuneration plan for 2026.
8. Proposal No. 06: Approval of the selection of an auditing firm for the 2026 financial statements.

9. Proposal No. 07: Approval of the dismissal and supplemental election of members of the Board of Directors for the 2022-2027 term.

10. Other matters under the authority of the General Meeting of Shareholders, if any.

III. ELECTION PROCEEDINGS

1. Approval of the list of candidates for the supplemental election of members of the Board of Directors for the 2022-2027 term.

2. Instructions on election principles and procedures.

3. Conduct of the supplemental election of members of the Board of Directors for the 2022-2027 term.

4. Vote counting and announcement of election results.

IV. DISCUSSION AND CLARIFICATION

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

2. The Presidium, Board of Directors, Board of Management, and Board of Supervisors respond to and clarify shareholder inquiries.

V. VOTING AND APPROVAL OF MEETING RESOLUTIONS

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

2. Approval of the results of the supplemental election of members of the Board of Directors 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

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

2. Conclusion of the Meeting.

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

SOCIALIST REPUBLIC OF VIETNAM
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Dong Nai City, June 08, 2026

REPORT
ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025 AND OPERATIONAL DIRECTIONS FOR 2026

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

I. REPORT ON THE 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's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations 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 member of the BOD	Date of ceasing to be a member of the BOD
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 of the Company fully performed its functions and duties in accordance with the law, the Company's Charter, and internal regulations. The activities of the Board of Directors were implemented based on the principles of legal compliance, transparency, and prudence, ensuring the legitimate interests of the Company, shareholders, employees, and related parties.

The Board of Directors organized periodic and extraordinary meetings and conducted written consultations to review and decide on matters within its authority. The contents reviewed and decided upon were closely aligned with the Resolution of the 2025 Annual General Meeting of Shareholders, the actual situation of the Company, and governance requirements at each point in time.

During its operations, the Board of Directors maintained regular coordination with the Board of Management, the Board of Supervisors, and functional departments. Contents submitted to the Board of Directors were prepared in accordance with the proper procedures and authority, accompanied by records and documents, and were discussed and reviewed in a spirit of democracy, openness, and transparency. Resolutions and decisions of the Board of Directors were issued in a timely manner, creating a basis for the Board of Management to organize and implement production, business, investment, financial management, human resources management, information disclosure, and other tasks of the Company.

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

1. Organizing the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders; reviewing and approving reports, proposals, and resolutions within the authority of the Board of Directors and contents prepared for submission to the General Meeting of Shareholders.

2. Directing and supervising the implementation of the 2025 production and business plan; monitoring the exploitation, care of rubber plantations, replanting, purchasing, processing, and consumption of rubber latex; controlling production costs, product costs, product quality, and the Company's operational efficiency.

3. Reviewing and approving the 2025 Separate Financial Statements and Consolidated Financial Statements; directing the implementation of auditing, information disclosure, and reporting obligations of a listed public company in accordance with regulations.

4. Reviewing plans for profit distribution, dividend payment, appropriation of funds, and other important financial matters according to its authority and in accordance with the law and the Company's Charter.

5. Reviewing and deciding on matters related to capital construction investment, financial investment, procurement, bidding, asset management, capital management, and work related to subsidiaries, associates, and enterprises in which the Company has capital contributions.

6. Implementing contents related to organizational structure, management personnel, task assignment, perfecting the operating model, improving internal governance efficiency, and ensuring stability in executive operations.

7. Directing and supervising information disclosure, corporate governance, shareholder relations, organization of the General Meeting of Shareholders, storage of governance records, and the performance of the Company's obligations in 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 trends, selling prices, input costs, labor costs, logistics, and increasingly high requirements for traceability and sustainable development. In that context, the Board of Directors coordinated with the Board of Management to direct and operate the Company to maintain stable production

and business activities, control costs, improve management efficiency, and ensure the interests of shareholders and employees.

Based on the audited 2025 Separate Financial Statements, the Company's production and business results in 2025 achieved several key indicators as follows:

Unit: VND

No.	Indicator	Performance in 2025
1	Net revenue from sales and service provision	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 and service provision	323,642,073,473
12	Net profit from operating activities	270,230,962,533
13	Other profit	36,238,135,538
14	Total accounting profit before tax	306,469,098,071
15	Current corporate income tax expense	53,707,017,618
16	Net profit after corporate income tax	252,762,080,453

Several key financial indicators according to the 2025 Separate Financial Statements and Consolidated Financial Statements audited are as follows:

Unit: VND

No.	Item	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 services	785,094,447,783	1,188,005,116,810
5	Total accounting profit before tax	306,469,098,071	425,127,270,985
6	Net profit after corporate income tax	252,762,080,453	340,589,708,462
7	Net profit after tax of the parent company	252,762,080,453	288,935,107,540

The above results show that the Company maintained operational efficiency in 2025, especially the net profit after tax on the Separate Financial Statements reached 252,762,080,453 VND, which is the basis for the Board of Directors to submit to the General Meeting of Shareholders for consideration of the profit distribution plan, appropriation of funds, and dividend payment for 2025.

4. Supervisory activities regarding the Board of Management and managers

In 2025, the Board of Directors fully performed its supervisory function regarding the Board of Management and the Company's management team in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors.

Supervisory activities focused on the implementation of the Resolution of the General Meeting of Shareholders, resolutions and decisions of the Board of Directors; implementation of production and business plans; management of revenue, costs, profit, cash flow, and liabilities; implementation of investment, procurement, and bidding projects; management of land and assets; personnel organization, labor, and salary work; information disclosure; shareholder relations; and other corporate governance tasks.

The Board of Management maintained the reporting, explanation, and advisory regime and submitted to the Board of Directors contents within its authority in accordance with regulations. Issues arising in executive operations were reported by the Board of Management, seeking opinions or submitting to the Board of Directors for timely review and decision. The coordination between the Board of Directors, the Board of Management, and the Board of Supervisors was basically carried out closely, contributing to improving the effectiveness of governance, administration, and internal control.

The Board of Directors assessed that the Board of Management and the management team made many efforts in managing production and business activities in 2025, proactively implementing solutions suitable to market fluctuations, ensuring the Company's stable operations, maintaining production and business efficiency, and performing information disclosure and reporting obligations in accordance with regulations.

5. Income of the Board of Directors

The income of the Board of Directors is presented in the notes to the audited 2025 Separate Financial Statements. For members of the Board of Directors who also hold executive positions, income is presented according to the corresponding position group 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 for the Board of Directors and the Board of Supervisors in 2025 was 279,600,000 VND. This content is submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval in a separate Proposal on remuneration for the Board of Directors and the Board of Supervisors for 2025 and the remuneration plan for 2026.

6. Transactions with related parties

In 2025, transactions with related parties were carried out by the Company according to the principles of openness, transparency, compliance with legal regulations, the Company's Charter, internal regulations, and corresponding approval authority. Arising transactions mainly related to rubber latex trading, processing, scrap and pallet sales, service provision, dividend receipt, dividend payment, financial transactions, and transactions serving the Company's normal production and business activities.

Detailed information on transactions with related parties has been presented in the notes to the audited 2025 Separate Financial Statements and Consolidated Financial Statements. The Board of Directors assessed that the transactions were carried out based on actual needs, suitable for production and business activities, ensuring the Company's interests, and complying with regulations on public company governance.

7. Evaluation report of independent members of the Board of Directors

Based on the practical operations of the Board of Directors in 2025, the independent member of the Board of Directors has the following evaluation:

7.1. Regarding the organization of the Board of Directors' activities

The Board of Directors fully performed its functions and duties in accordance with legal regulations, the Company's Charter, and internal regulations. Meetings, written consultations, and discussion and voting contents were organized in accordance with the correct order and procedures, ensuring the principles of openness, transparency, democracy, and responsibility.

The contents of the Board of Directors' meetings closely followed the Company's governance and administration 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 arising issues within its authority.

7.2. Regarding supervisory activities of the Board of Management

The Board of Directors performed well its supervisory role regarding the Board of Management during the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors. The Board of Management performed the reporting, advisory, explanation, and task implementation regime in accordance with regulations; important issues were submitted to the Board of Directors for timely review and decision.

The Company's production and business activities in 2025 were maintained stably, important financial indicators achieved positive results; cost management, product costs, cash flow, liabilities, and capital usage efficiency were focused on and controlled.

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

Members of the Board of Directors demonstrated a sense of responsibility, prudence, and objectivity in the performance of their duties; complied with legal regulations, the Company's Charter, internal regulations, and public company governance standards. The Board of Directors always placed the legitimate interests of the Company, shareholders, and employees as the focus during the review and decision-making process on matters within its authority.

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

1. Operational directions of the Board of Directors in 2026

In 2026, the Board of Directors will continue to perform its Company governance functions in accordance with legal regulations, the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and resolutions of the General Meeting of Shareholders.

The Board of Directors will focus on improving governance quality, strengthening supervision of the Board of Management's activities, ensuring the implementation of the 2026 production and business, investment, financial, and information disclosure plans, and key tasks are performed in accordance with regulations, authority, effectively, and in line with the Company's actual situation.

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

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

1. Fully comply with legal regulations, the Company's Charter, internal regulations, and resolutions of the General Meeting of Shareholders;

2. Ensure open, transparent, democratic, prudent, and effective governance activities;

3. Strengthen supervision of the implementation of production and business, investment, financial, land management, capital management, and information disclosure plans;

4. Improve the quality of coordination between the Board of Directors, the Board of Supervisors, and the Board of Management;

5. Proactively review and perfect the organizational model, governance mechanism, internal regulation system, digital transformation, sustainable development, and risk management;

6. Ensure harmonious interests between the Company, shareholders, employees, customers, partners, and related parties.

2. Production and business plan for 2026

In 2026, the Company will build a production and business plan based on the actual conditions of the plantations, processing capacity, rubber market situation, cost management requirements, development investment plan, and the Company's sustainable development orientation.

The key plan indicators for 2026 are as follows:

Unit: VND million, except for indicators with other units

No.	Item	Unit	2026 Plan
1	Total revenue and other income	Million VND	1,067,631
2	Profit before tax	Million VND	472,643
3	Net profit after corporate income tax	Million VND	398,523

4	Return on Equity (ROE)	%	18.86
5	Total rubber area	Ha	9,080.82
6	Exploited rubber area	Ha	6,226.68
7	Immature rubber area	Ha	2,854.14
8	Replanting area	Ha	336.98
9	Exploited rubber yield	Tons	11,900
10	Purchased rubber yield	Tons	2,000
11	Total processed yield	Tons	13,900
12	Total consumption yield	Tons	14,000
13	Average yield	Tons/ha	1.91
14	Minimum labor productivity	Tons/person	4.19
15	Total cost/ton of rubber latex	Million VND/ton	40.36
16	Total investment and debt repayment demand	Million VND	242,102
	In which:		
	- Capital construction investment	Million VND	70,952
	- Long-term financial investment	Million VND	171,150

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

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

3.1. Regarding the agricultural sector

The Company will focus on building and implementing the 2026 production and business plan closely aligned with the reality of each production team and each plantation; striving to complete and exceed the rubber latex output target according to the plan approved by the General Meeting of Shareholders.

The Company will strengthen labor management, organize exploitation according to technical processes, correct tapping regimes, and at the right time; not allowing plantations eligible for exploitation to lack labor. At the same time, the Company will strictly control production costs, product costs, materials, labor, fertilizers, plant protection products, and management costs.

Disease prevention and treatment, plant protection, tapping surface protection, raw material acceptance, DRC determination, output management, and traceability must be carried out seriously, transparently, and in the correct period; preventing latex loss and accurately reflecting actual production and business results.

Regarding replanting, the Company will implement rubber replanting in 2026 according to the plan, on schedule, and according to technical processes; ensuring the preparation of land, seedlings, materials, plot design, rows, holes, plot roads, and drainage ditches according to regulations. Seedling selection must be suitable for the approved seedling structure, soil conditions, and long-term yield orientation.

Regarding plantation care, the Company will continue to improve the quality of care for basic construction plantations and business plantations; performing fertilization,

weeding, disease prevention and treatment, canopy management, effective tree density, and trunk girth growth rate according to technical processes.

3.2. Regarding high-tech applied agriculture

The Company will research and develop high-tech applied agriculture on inefficient rubber land, replanted land, intercropped land, auxiliary land, or areas with suitable conditions, to improve land use efficiency and create additional revenue sources outside of rubber.

In the immediate future, the Company will prioritize researching feasible pilot models such as seedling nurseries, high-value crops, organic agriculture, circular agriculture, water-saving irrigation, digital plantation data management, pest monitoring, and product consumption linkage. Implementation must be in accordance with planning, legal, have clear economic efficiency, and not affect existing rubber production activities.

3.3. Regarding sustainable forest management certification, traceability, and EUDR

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

The focus is on perfecting land records, plot maps, planting area data, exploitation, transportation, warehousing, processing, and product consumption processes; promoting the application of GIS, digital data, and plantation management technology to improve transparency, meeting 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 resource use, and research the possibility of participating in the carbon credit market when eligible.

3.4. Regarding the industrial park and industrial cluster infrastructure investment and business sector

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

The Company will continue to review rubber land areas with favorable locations, suitable for planning, capable of connecting traffic, technical infrastructure, and attracting investors to research and develop industrial park and industrial cluster projects on converted rubber land. Implementation must ensure compliance with planning, law, authority, have clear financial efficiency, and not negatively affect existing rubber production activities.

Regarding Bac Dong Phu Industrial Park Joint Stock Company, the Company will continue to promote the efficiency of its capital contribution, coordinate to improve infrastructure exploitation efficiency, attract secondary investors, increase occupancy rates, and create stable revenue from industrial park activities.

The general orientation is to develop industrial parks and industrial clusters according to green, smart, and synchronous infrastructure models, meeting environmental, ESG, and

sustainable development requirements; thereby contributing to diversifying revenue sources, improving the efficiency of capital, asset, and land fund use of the Company.

3.5. Regarding the wood and rubber industrial product sector

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

3.6. Regarding the clean energy and renewable energy sector

The Company will research and develop clean energy and renewable energy, focusing on rooftop solar power at processing plants, workshops, and existing works to reduce electricity costs, serve production, reduce emissions, and improve infrastructure use efficiency.

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

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

3.7. Governance, digital transformation, and sustainable development

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

The Company will focus on digitizing plantation data, land data, exploitation, processing, consumption output, production costs, and governance reports; gradually updating data in a timely and accurate manner to serve direction, inspection, supervision, and governance reporting.

At the same time, the Company will implement sustainable development contents according to 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 management agencies.

3.8. Personnel, salary, and organizational structure work

The Company will continue to review and perfect the salary scale, salary table, and salary and bonus payment regulations to ensure compliance with legal regulations, industry characteristics, job positions, productivity, quality, and work efficiency.

The Company will implement labor quotas, clearly define functions, tasks, and job positions of each department, division, enterprise, and production team; arrange and deploy personnel in a streamlined and reasonable direction, improving governance efficiency and labor productivity.

At the same time, the Company will link salary and income with production and business results, task completion levels, and the efficiency of each unit and individual; ensuring fairness, transparency, creating motivation for employees, stabilizing human resources, and meeting 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 according to the principles of strictness, openness, transparency, thrift, efficiency, preservation, and capital development.

The Company will review the list of investment projects for 2026, prioritizing capital allocation for urgent, effective projects capable of creating revenue sources and long-term growth momentum; at the same time, resolutely cut, delay progress, or not implement investment items that are not truly necessary, have low efficiency, or lack full legal basis.

The work of contractor selection, project management, investment cost management, economic contracts, and regular procurement must strictly comply with legal regulations, the Company's Charter, internal regulations, and decentralized authority; ensuring competition, transparency, efficiency, and preventing loss and waste.

The Company will strengthen inspection and supervision of progress, quality, costs, and investment efficiency; perform acceptance, payment, and settlement according to regulations and within the scope of the approved total investment. The head of the unit, department, and individual assigned the task must be responsible for the efficiency of advising, managing, and using capital and assets within their assigned scope.

3.10. Financial supervision, performance evaluation, and information disclosure

The Company will continue to fully implement the financial supervision reporting, performance evaluation, and information disclosure regime according to regulations; ensuring honest, accurate, and timely data, reflecting the true financial situation, efficiency of capital and asset use, and the Company's production and business results.

The Company will strengthen inspection and supervision of the implementation of production and business plans, development investment, revenue, profit, costs, liabilities, cash flow, and capital use efficiency; timely analyzing and evaluating major fluctuations to have appropriate executive solutions.

Regarding investments, subsidiaries, associates, and the Company's capital contributions in other enterprises, the Company will continue to monitor, evaluate efficiency, supervise the financial situation, operational results, and the ability to preserve and develop capital; timely reporting to competent authorities on arising issues.

The Company will strictly implement the information disclosure regime for listed public companies, ensuring completeness, timeliness, correct subjects, and compliance with securities law, the Company's Charter, internal regulations, and requirements of management agencies.

3.11. Land planning, management, and use work

The Company will continue to coordinate closely with local authorities, state management agencies, and related parties to review and update the 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 developing industrial parks, industrial clusters, renewable energy, high-tech applied agriculture, and other suitable projects to propose updates and additions to the planning, ensuring effective exploitation of land funds, in line with local development orientation and the Company's development orientation.

At the same time, the Company will strictly manage the status of land, legal records, boundaries, landmarks, and assets on land; fully exercising the rights and obligations of land users according to legal regulations. Resolutely handling cases of encroachment, disputes, and improper land use; not allowing new encroachments to arise on the land area the Company is assigned to manage and use.

Land management and use work must be associated with the goal of preserving assets, improving land use efficiency, serving existing rubber production and business, and creating a foundation for the development of 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 legal regulations, the Company's Charter, and resolutions of the General Meeting of Shareholders. Governance, supervision, and executive direction activities were implemented in a timely, prudent, and transparent manner, contributing to helping the Company maintain stable operations, achieve positive production and business results, and ensure the legitimate rights and interests of shareholders, employees, and related parties.

In 2026, the Board of Directors will continue to focus on improving corporate governance quality, strictly supervising the implementation of production and business, investment, financial plans, and key tasks; at the same time, orienting the Company to develop in an effective, transparent, and sustainable direction, 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.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

(Signed)

Mai Huynh Nhat

Recipient:
- *GMS;*
- *BOD, BOM, BOS;*
- *Save as: Admin Dept, Secretary.*

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

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dong Nai City, June 8, 2026

REPORT OF THE BOARD OF SUPERVISORS
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 of Organization and Operation of Dong Phu Rubber Joint Stock Company;

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

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

I. Summary of Board of Supervisors Activities:

The Company's Board of Supervisors consists of 03 members as follows:

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

In 2025, the Board of Supervisors performed its inspection and supervision duties in accordance with the Company's Charter and the Operating Regulations of the Board of Supervisors. The focus of the work was as follows:

- Organizing the supervision, analysis, and evaluation of the Company's production and business activities;

- Supervising the management of the Board of Directors and the administration of the Board of Management;

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

- Supervising the implementation of the contents according to the 2025 Annual GMS Resolution No.: 131/NQ-ĐHĐCĐCSĐP - Dated June 26, 2025;

- Appraising reports: Business performance reports, semi-annual and annual financial statements, and reports of the BOD and the General Director;

- Inspecting and supervising financial management, investment, and the preservation and development of capital;

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

- Attending all Board of Directors meetings, briefings, and quarterly and annual production and business performance reviews of the Company;

- Regularly exchanging information with the BOD, the BOM, and specialized departments to grasp the practical operational situation;

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

- Organizing 07 internal meetings to unify the content of evaluations and conclusions before sending them to the BOD and the BOM.

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

II. Supervision of the implementation of the 2025 Annual General Meeting of Shareholders Resolution:

1. Results of production and business activities:

a/ Results of production and business activities of the Parent Company.

The Board of Supervisors has appraised and agreed with the 2025 production and business report; the results of some key indicators are as follows:

(Source of Financial Statements: Audited)

No.	Performance indicator	Unit	2025 Plan	2025 Actual	% Compared to Plan
1	Rubber indicators				
	Area of replanted/newly planted plantations	*Ha*	457.03	459.06	*100.44*
	Area of basic construction plantations	"	2,433.76	2,433.76	*100.00*
	Area of exploited plantations	"	*6,089.51*	*6,089.51*	*100.00*
	Exploitation yield	*Tons/ha*	*1.87*	*2.12*	*113.84*
	Exploitation output	*Tons*	*11,338.00*	*12,935.21*	*114.09*
	Purchased output	"	*2,000.00*	*1,610.30*	*80.52*

	Consumption output (Including purchased latex)	*"*	*13,500.00*	*11,607.87*	*85.98*
2	Average selling price	Million VND/ton	45.00	50.69	112.66
3	Total Revenue	*Million VND*	795,915.00	909,954.23	114.33
4	Profit before tax	"	262,493.00	306,469.10	116.75
5	Profit after tax	"	215,950.00	252,762.08	117.05
6	NPAT/Average Equity Ratio (ROE)	%	15.30	11.32	74.00

In 2025, the Company's production and business activities still faced many difficulties due to the impact of ongoing global conflicts and political instability. The risk of rising inflation has negatively affected the general production and business environment, including the rubber sector. However, the Company performed well on key production and business targets as follows:

- Total Revenue from production and business activities: Achieved: 909,954.23 million VND, compared to the 2025 plan of: 795,915 million VND, reaching a rate of: 114.33%; Compared to the same period in 2024 of: 946,217.53 million VND, a decrease rate of: -3.83%, corresponding to a decrease of: -36,263.30 million VND.

- Profit before tax: Achieved: 306,469.09 million VND, compared to the 2025 plan of: 262,493 million VND, reaching a rate of: 116.75%; Compared to the same period in 2024 of: 282,018.69 million VND, an increase rate of: 8.67%, corresponding to an increase of: 24,450.40 million VND.

- Profit after tax: Achieved: 252,762.08 million VND, compared to the 2025 plan of: 215,950 million VND, reaching a rate of: 117.05%; Compared to the same period in 2024 of: 238,767.97 million VND, an increase rate of: 5.86%, corresponding to an increase of: 13,994.10 million VND.

a/ Results of consolidated production and business activities in 2025

- Total net revenue from production and business activities: Achieved: 1,188,005.11 million VND, compared to the same period in 2024 of: 1,224,455.21 million VND, a decrease rate of: -2.98%, corresponding to a decrease of: -36,450.09 million VND.

- Total profit before tax: Achieved: 425,127.27 million VND, compared to the same period in 2024 of: 377,687.55 million VND, an increase rate of: 12.56%, corresponding to an increase of: 47,439.71 million VND.

- Total profit after tax: Achieved: 340,589.70 million VND, compared to the same period in 2024 of: 324,254.72 million VND, an increase rate of: 5.04%, corresponding to an increase of: 16,334.98 million VND.

2. Investment activities

a. Capital construction investment

In 2025, the Company invested in items and projects according to the plan as follows:

(i) Agricultural investment

- Area for replanting and new planting: 459.06 ha. The survival rate reached 100%, the rubber plantations are growing well, with an average of 5 or more leaf tiers. Actual investment cost: 13,588.55 million VND.

- Area for caring for basic construction rubber plantations: 2,433.76 ha; care, fertilization, and plant protection work were carried out according to technical procedures. The quality of the plantations is guaranteed, and the rubber trees are growing well.

(ii) Investment in other completed capital construction projects

- Total value of completed capital construction investment in 2025 is: 47,961.85 million VND, of which investment in completed basic construction plantations transferred to commercial plantations: 45,802.04 million VND (Area: 500.13 ha), and projects for buildings, architectural structures, and management equipment serving production: 2,159.80 million VND

All construction investment and fixed asset procurement projects complied fully with prescribed processes and procedures; they did not exceed the approved budget. After completion, all projects were handed over for use, management, classification, and depreciation of fixed assets according to regulations.

b. Long-term financial investment

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

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

3. Regarding restructuring and reorganization of the Company's operations

- The Company has implemented the transition to a new 2-level operating model since May 1, 2025. Currently, the management organizational structure includes 06 production teams: An Binh, Tan Lap, Tan Thanh, Thuan Phu, Tan Hung, and Dac Nong; 01 latex processing factory, and 01 Wood Processing Branch. (*Accordingly, as of July 1, 2025, there are 2 units located in the localities under the new 2-level local model: An Binh Production Team in Phu Giao commune, HCMC, and Dac Nong Production Team in Dak Wil commune, Lam Dong province*).

- Due to the unstable supply of raw materials for production, the Company continued to implement the plan to temporarily suspend production and dissolve the Wood Processing Branch of Dong Phu Rubber JSC:

(i) According to Official Dispatch No.: 825/HĐQTCSVN-QLĐTXD-15/10/2025 of Vietnam Rubber Group regarding the agreement on the policy of dissolving the Wood Processing Branch and establishing a wood factory directly under Dong Phu Rubber JSC;

(ii) Resolution No.: 188/NQ-HĐQTCSĐP-28/10/2025 of Dong Phu Rubber JSC regarding the dissolution of the Wood Processing Branch of Dong Phu Rubber JSC;

(iii) According to Notice No.: 136696/25-30/12/2025 regarding the termination of operation of the Branch/Representative Office/Business Location by the Business Registration Office, issued by the Department of Finance of Dong Nai province.

III. Appraisal of the Company's Financial Statements:

The 2025 financial statements of Dong Phu Rubber JSC were prepared in accordance with the law, consistent with Vietnamese Accounting Standards and current regulations. The report reflects the Company's financial situation truthfully and reasonably; the results are consistent with the content audited by IAV International Auditing and Valuation Co., Ltd. (According to Financial Statements No.: 09071.1/2025/BCTC/IAV dated March 9, 2026).

The recording, storage of vouchers, and preparation of accounting books and financial statements of the Company were carried out truthfully, fully complying with the provisions of the law on finance and accounting, and well meeting management requirements.

a/ Basic indicators according to the financial statements as of December 31, 2025, are as follows:

No.	Performance indicator	Unit	Data as of December 31, 2025	Data as of December 31, 2024	Increase, decrease (%)
1	TOTAL ASSETS	*Million VND*	2,529,869.08	2,395,545.94	5.61
	Current assets	"	*978,814.40*	*827,828.66*	18.24
	Non-current assets	"	*1,551,054.68*	*1,567,717.29*	-1.06
2	TOTAL LIABILITIES AND EQUITY	*VND million*	2,529,869.08	2,395,545.94	5.61
	Liabilities	"	*277,946.56*	*182,197.53*	52.55
	Owner's equity	"	*2,251,922.52*	*2,213,348.42*	1.74
3	Basic earnings per share	*VND/share*	2,909	2,578	12.86

b/ Efficiency evaluation indicators are as follows:

No.	Performance evaluation indicators	Unit	Indicator	Note
1	Current ratio	*Times*	5.19	
2	Net profit after tax/Total revenue	*%*	27.78	
3	Net profit after tax/Average owner's equity (ROE)	"	11.32	
4	Net profit after tax/Average total assets (ROA)	"	10.26	
5	Capital preservation ratio	*Times*	1.02	

The Board of Supervisors assesses the financial situation of Dong Phu Rubber JSC in 2025 as positive, with capital preserved, good solvency, and improved profitability compared to the previous year. The financial statements truthfully and reasonably reflect the Company's financial situation, consistent with the audit opinion, with no exceptions in the 2025 fiscal year.

c/ Regarding fund appropriation according to the 2025 Annual GMS Resolution:

In 2025, the Company proceeded to appropriate funds according to the 2025 Annual GMS Resolution No. 131/NQ-ĐHĐCĐ-CSĐP dated June 26, 2025, as follows: Development Investment Fund (30%/NPAT): 67,189.17 million VND; Reward and Welfare Fund: 45,095 million VND; (iii) Manager Reward Fund: 257 million VND; (iv) Dividend payment (20%/Charter Capital): 173,771.86 million VND; (v) Remaining profit: 14,659.15 million VND.

IV. Situation of production, business, and financial performance of subsidiaries in 2025 (Source of Financial Statements: Audited)

1. Bac Dong Phu Industrial Park Joint Stock Company

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

In 2025, Bac Dong Phu Industrial Park JSC continued to maintain stable, effective, and growing production and business activities, with all important targets met and exceeded compared to the assigned plan.

2. Dong Phu Technical Rubber Joint Stock Company

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

In 2025, Dong Phu Technical Rubber JSC faced many difficulties in production and business activities. The market for consumer products such as mattresses and pillows moved slowly, purchasing power was weak, production was interrupted, and sales revenue did not meet expectations. These factors directly affected production and business efficiency, resulting in losses and accumulated losses for the Company in 2025.

3. Dong Phu Kratie Rubber Joint Stock Company

No. TT	Performance indicator	Unit	2025 Plan	2025 Actual	% of Plan

1	Exploitation area	*Ha*	5,147.29	5,147.29	100.00
2	Exploitation output	*Tons*	7,900.00	8,201.68	103.82
3	Sales volume (including purchased latex)	"	8,080.00	7,190.40	88.99
4	Average selling price	*VND million/to n*	40.60	44.67	110.03
5	Total revenue	*VND million*	353,044	359,921	101.95
6	Profit before tax	"	60,571	99,008	163.46
7	Profit after tax	"	48,457	79,048	163.13
8	Profit before tax/Revenue	%	17.16	27.51	160.34
9	Profit before tax/Charter capital	%	6.73	11.01	163.46

In 2025, the Board of Management of Dong Phu Kratie Rubber JSC took good advantage of stable latex selling prices in the market and controlled costs well, thereby achieving positive production and business results, completing and exceeding many important targets compared to the assigned plan.

V. Results of supervision of the Board of Directors, the Board of Management, and professional management departments;

- The Board of Directors, the Board of Management, and the Company's management officers performed their assigned functions and duties correctly in accordance with the Law on Enterprises, the Company's Charter, and the Resolutions of the General Meeting of Shareholders.

- The Board of Directors held 04 official meetings and meetings by collecting written opinions, with the full attendance of members. Meeting contents were thoroughly prepared, discussed in a democratic and responsible spirit, ensuring transparency and high consensus in passing resolutions.

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

- The Company fully implemented the provisions of the law on accounting, tax, environmental protection, and social insurance; seriously fulfilled its obligations to the state budget, ensuring timely compliance and adherence to regulations.

1. Summary of Board of Supervisors meetings

- In 2025, the Board of Supervisors held 07 periodic meetings to carry out tasks according to its assigned functions and duties in accordance with the law, the Company's Charter, and the Board of Supervisors's Operating Regulations. The meetings were held fully and in the correct order, ensuring effectiveness in the supervision and inspection of the Company's activities.

Specific content is as follows:

Meeting date	Meeting content	Number of attendees
January 23, 2025	Agreed and approved the content of the 2024 Board of Supervisors Activity Summary Report and the 2025 Work Plan	3/3
May 04, 2025	Agreed and approved the content of the 2024 audited financial statement appraisal of the Parent Company	3/3
May 07, 2025	Approved the summary of the Board of Supervisors's activities for Q1 2025 and the activity plan for Q2 2025	3/3
June 03, 2025	Approved the summary report of the Board of Supervisors's activities to be presented to the 2025 Annual General Meeting of Shareholders	3/3
July 28, 2025	Approved the summary of the Board of Supervisors's activities for Q2 2025 and the activity plan for Q3 2025	3/3
August 15, 2025	Agreed and approved the review of the reviewed Financial Statements for the first 6 months of 2025 of Dong Phu Rubber Joint Stock Company.	3/3
October 23, 2025	Agreed and approved the report on the Board of Supervisors's activities for the first 9 months of 2025 and the activity plan for Q4 2025	3/3

- Reports and recommendations of the Board of Supervisors were prepared and sent fully to the Board of Directors and the Board of Management to serve the administration and improvement of the Company's corporate governance.

- The Board of Supervisors agrees with the evaluation contents of the Board of Directors and the Board of Management in the 2025 management and administration report. The activities of the BOD and the Board of Management complied with the law, the Company's Charter, and the Resolutions of the General Meeting of Shareholders.

2. Salaries, bonuses, remuneration, and benefits of the Board of Supervisors in 2025:

No.	Full name	Title	Unit	Salary, Bonus	Remuneration	Total
1	Nguyen Quoc Vinh	Head of Board of Supervisors	*VND million*	398.89		398.89
2	Nguyen Minh Trang	Member of Board of Supervisors	"		84.00	84.00
3	Nguyen Thanh Huy	Member of Board of Supervisors	"		72.00	72.00
	Total:			**398.89**	**156.00**	**554.89**

VI. Board of Supervisors' activity plan for 2026:

- The Board of Supervisors will continue to perform its duty on behalf of shareholders to regularly inspect and supervise the implementation of the 2026 Annual GMS resolution and the Company's production, business, management, and administration activities.

- On a quarterly basis, the Board of Supervisors will conduct inspections, analysis, evaluation, and settlement of contracts and the Company's activities through production indicators and financial statements; at the same time, it will develop a plan to inspect and supervise specific areas to gain a deeper understanding of the operational situation.

- On that basis, the Board of Supervisors will propose and recommend to the Board of Directors and the Board of Management regarding the Company's activities to improve the efficiency of management and administration.

VII. Recommendations of the Board of Supervisors:

Based on the results of the inspection and supervision of the operational situation in 2025 and the Company's 2026 production and business plan, the Board of Supervisors recommends the following:

- Request the Board of Management to continue to promote sales, purchase private latex, control production and business costs, corporate management costs, and strictly manage cash flow and capital to improve the efficiency of the Company's production and business activities in 2026.

- Continue to maintain and evaluate the effectiveness of long-term financial investments to optimize profits and recover investment capital early.

- Continue to implement special supervision of the financial situation of Dong Phu Technical Rubber JSC (Implemented according to Decision No. 118/QĐ-HĐQTCSĐP dated August 5, 2024). Thereby, implement the plan to evaluate and restructure production and business activities to bring about efficiency and early recovery of investment capital.

The above is the Report on the results of the Board of Supervisors's activities in 2025 and the direction and tasks for 2026. The Board of Supervisors respectfully submits this to the 2026 Annual General Meeting of Shareholders of Dong Phu Rubber JSC for consideration.

Wishing the delegates and shareholders health, happiness, and success.

Sincerely./.

Recipient:
- General Meeting of Shareholders;
- BOD, BOM;
- Archive: Admin; BOS

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD

(Signed)

Nguyen Quoc Vinh

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

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

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/HĐQTCSVN-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
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
(Signed)
Mai Huynh Nhat

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

SOCIALIST REPUBLIC OF VIETNAM
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Dong Nai City, June 08, 2026

PROPOSAL (No. 2)
Regarding the approval of the audited separate financial statements and consolidated financial statements for the year 2025

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 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 the 2025 separate financial statements and 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 2026 Annual General Meeting of Shareholders for consideration and approval the audited separate financial statements and consolidated financial statements for the year 2025, with some key indicators as follows:

I. Audited separate financial statements for 2025

Unit: VND

No.	Indicator	Data as of December 31, 2025 or for the year 2025
1	Total assets	2,529,869,076,926 VND
2	Short-term assets	978,814,397,126 VND
3	Long-term assets	1,551,054,679,800 VND
4	Liabilities	277,946,558,611 VND
5	Owner's equity	2,251,922,518,315 VND
6	Revenue from sales and service provision	785,094,447,783 VND
7	Net revenue from sales and service provision	785,094,447,783 VND
8	Gross profit from sales and service provision	323,642,073,473 VND
9	Net profit from operating activities	270,230,962,533 VND

10	Total accounting profit before tax	306,469,098,071 VND
11	Net profit after corporate income tax	252,762,080,453 VND
12	Basic earnings per share	2,909 VND/share

II. Audited consolidated financial statements for 2025

Unit: VND

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

Respectfully submitted!

Recipient:
- As above;
- BOD, BOS;
- Archive: Admin, BOD.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)
Mai Huynh Nhat

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

SOCIALIST REPUBLIC OF VIETNAM
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Dong Nai City, June 08, 2026

PROPOSAL (No. 3)
Regarding the approval of business results and the 2025 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 of Organization and Operation of Dong Phu Rubber Joint Stock Company;

Pursuant to the 2025 Separate Financial Statements and 2025 Consolidated Financial Statements of Dong Phu Rubber Joint Stock Company, which have been 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 regarding the agreement on several contents to provide opinions and vote 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 business results and profit distribution plan for 2025, specifically as follows:

I. 2025 Business Results

Based on the audited 2025 Separate Financial Statements, the 2025 business results of Dong Phu Rubber Joint Stock Company are summarized as follows:

Unit: VND

No.	Indicator	2025 Actual
I	**Total revenue**	**909,954,226,194**
1	Net revenue from sales and service provision	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
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 and service provision	323,642,073,473
2	Net profit from operating activities	270,230,962,533
3	Other profit	36,238,135,538
4	Total accounting profit before tax	306,469,098,071
5	Current corporate income tax expense	53,707,017,618
6	Net profit after corporate income tax	252,762,080,453

II. 2025 Profit Distribution Plan

Unit: VND

No.	Content	Amount
1	Retained earnings carried forward from previous period	14,659,152,127
2	Profit generated in 2025	252,762,080,453
3	**Total distributable profit**	**267,421,232,580**
4	Appropriation to Development Investment Fund	101,246,000,000
5	Appropriation to Bonus and Welfare Fund	44,535,000,000
5.1	In which: Bonus and welfare fund for employees	44,229,000,000
5.2	In which: Bonus and welfare fund for the Executive Board, Board of Directors members, and Supervisory Board members	306,000,000
6	Cash dividend payment, at a rate of 14%/charter capital	121,640,000,000
7	**Remaining profit after distribution**	**0**

In the event that after the General Meeting of Shareholders approves, a competent authority inspects, reviews, and provides opinions that change the figures of the distributed profit, the General Meeting of Shareholders authorizes the Board of Directors of the Company to, based on the inspection and review results of the competent authority, legal regulations, the Company's Charter, and relevant internal regulations, consider and adjust the appropriation of funds, dividend payments, and handle arising issues in accordance with current regulations.

Respectfully submitted!

Recipients:
- GMS;
- BOD members, BOM, BOS;
- Archived: Admin, Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)
Mai Huynh Nhat

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

SOCIALIST REPUBLIC OF VIETNAM
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Dong Nai City, June 08, 2026

PROPOSAL (No. 4)
Regarding the approval of the 2026 consolidated 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 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 the 2025 Separate Financial Statements and 2025 Consolidated Financial Statements of Dong Phu Rubber Joint Stock Company audited by International Auditing and Valuation Company Limited;

Pursuant to Document No. 182/HĐQTCSVN-QLĐTXD dated March 31, 2026, of the Board of Directors of Vietnam Rubber Group - Joint Stock Company regarding the agreement on the 2026 consolidated plan 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 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.

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 consolidated plan and the 2026 profit distribution plan, specifically as follows:

I. Key plan targets for 2026

Unit: VND million, unless otherwise specified

No.	Target	Unit	2026 Plan
1	Total revenue and other income	VND million	1,067,631
2	Net profit after corporate income tax	VND million	398,523
3	Return on Equity (ROE)	%	18.86

No.	Target	Unit	2026 Plan
4	Development investment and bank debt repayment	VND million	242,102
5	Harvested rubber output	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.	Target	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
3	Harvested rubber area	Ha	6,226.68
4	Total harvested rubber output	Tons	11,900
5	Self-harvested rubber output	Tons	11,900
6	Purchased rubber output	Tons	2,000
7	Total processed output	Tons	13,900
8	Total consumption output	Tons	14,000
9	Self-harvested plantation productivity	Tons/ha	1.91

III. 2026 Production and business plan

Unit: VND million

No.	Target	2026 Plan
1	Revenue from sales and service provision	734,575
2	Cost of goods sold	513,081
3	Gross profit from sales and service provision	221,494
4	Financial income	112,042
5	Financial expenses	7,600
6	Selling expenses	8,272
7	General and administrative expenses	56,320

No.	Target	2026 Plan
8	Net 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

IV. 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

V. 2026 Profit distribution plan

Unit: VND million

No.	Content	2026 Plan
1	Profit to be distributed	398,523
2	Appropriation to Development Investment Fund	69,227
3	Appropriation to Manager Bonus Fund	240
4	Appropriation to Bonus and Welfare Fund	38,000
5	Dividends, profit paid to owner	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.

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

Recipient:
- GMS;
- BOD members, BOM, BOS;
- Archive: Admin, Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)
Mai Huynh Nhat

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

SOCIALIST REPUBLIC OF VIETNAM
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Dong Nai City, June 08, 2026

PROPOSAL (No. 5)

Regarding the approval of remuneration for the Board of Directors and the Board of Supervisors for 2025 and the remuneration plan for the Board of Directors and the Board of Supervisors for 2026

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 of Organization and Operation of Dong Phu Rubber Joint Stock Company;

Pursuant to the 2025 separate financial statements and 2025 consolidated financial statements of Dong Phu Rubber Joint Stock Company, which have been 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 regarding the agreement on several contents for providing 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 remuneration for the Board of Directors and the Board of Supervisors for 2025 and the remuneration plan for the Board of Directors and the Board of Supervisors for 2026, specifically as follows:

I. Results of remuneration implementation for the Board of Directors and the Board of Supervisors in 2025

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

Unit: VND

No.	Full name	Position	Remuneration in 2025	Note
1	Ho Cuong	Member of the BOD, General Director	24,000,000	
2	Huynh Trong Thuy	Member of the BOD, Deputy General Director	24,000,000	

No.	Full name	Position	Remuneration in 2025	Note
3	Pham Phi Dieu	Member of the BOD	37,200,000	
4	Nguyen Ngoc Thanh	Member of the BOD	74,400,000	
5	Nguyen Minh Trang	Member of the BOS	60,000,000	
6	Nguyen Thanh Huy	Member of the BOS	60,000,000	
	Total		**279,600,000**	

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

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

Unit: VND/person/month

No.	Content	Planned remuneration level for 2026
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 members of the Board of Supervisors must ensure internal balance within the Company; remuneration 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 members of the Board of Supervisors is determined not to exceed 20% of the corresponding salary of full-time members of the Board of Directors and full-time supervisors.

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

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

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)
Mai Huynh Nhat

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

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dong Nai City, June 08, 2026

PROPOSAL (No. 6)
Regarding the selection of an auditing 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 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/HĐQTCSVN-TCKT dated May 25, 2026 of the Board of Directors of Vietnam Rubber Group - Joint Stock Company regarding the agreement on several contents for providing 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 an auditing firm for the 2026 financial statements, specifically as follows:

I. List of auditing firms

Approve the list of 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, including:

1. International Auditing And Valuation Company Limited;
2. BDO Audit Services Company Limited;
3. UHY Auditing And Consulting Company Limited.

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

1. 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.

2. 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.

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

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

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)
Mai Huynh Nhat

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

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dong Nai, June 08, 2026

PROPOSAL (No. 7)
Regarding the dismissal and supplementary election of a Member of the Board of Directors for the 2022-2027 term

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 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 the resignation letter from the position of Member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022-2027 term submitted by Mr. Ho Cuong.

The Board of Directors of Dong Phu Rubber Joint Stock Company hereby submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the dismissal and supplementary 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

Pursuant to the resignation letter from the position of Member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022-2027 term submitted by Mr. Ho Cuong, the Board of Directors hereby submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the dismissal of the following person from the position of Member of the Board of Directors for the 2022-2027 term:

No.	Full name	Position	Content submitted to the General Meeting
1	Ho Cuong	Member of the Board of Directors for the 2022-2027 term	Approve the dismissal from the position of Member of the Board of Directors for the 2022-2027 term according to the resignation letter

II. Nomination of a candidate for the position of Member of the Board of Directors for the 2022-2027 term

To consolidate the personnel of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022-2027 term, the Board of Directors hereby nominates Mr. Nguyen Duc Hien as a candidate for the position of Member of the Board of Directors for the 2022-2027 term, specifically as follows:

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

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

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

Recipients:
- *GMS;*
- *Members of the BOD, BOM, BOS;*
- *Archived: Admin, Secretary.*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

(Signed)
Mai Huynh Nhat

SOCIALIST REPUBLIC OF VIETNAM

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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

of Members, Deputy General Director, Dau Tieng Rubber One Member LLC *+ January 2023 - April 2023: Deputy Secretary of the Party Committee, Member of the Board of Members, Deputy General Director, Dau Tieng Rubber One Member LLC* *+ April 2023 - September 2023: 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* *+ October 2023 - May 2026: Deputy Secretary of the Party Committee, Member of the Board of Members, General Director, Dau Tieng Rubber One Member LLC.*	
13/ Current positions:	***Deputy Secretary of the Party Committee, Member of the Board of Members, General Director of the Company***
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):	*... shares, accounting for ...% of charter capital*
+ Personally owned:	*... shares, accounting for ...% of 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; 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 livestream system : Video broadcasting system for the GMS meeting live on the websites https://ezgsm.fpts.com.vn and www.youtube.com
- Meeting : General Meeting of Shareholders

Article 4. Conditions for conducting the General Meeting of Shareholders

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

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

Article 5. Delegates attending the 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

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

have performed the action of "confirming online GMS attendance" on the electronic voting system.

- **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.

(Signed)

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:

- 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

CHAIRPERSON

(Signed)

Mai Huynh Nhat

Recipients:

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