

**MINUTES
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETNAM RUBBER GROUP – JOINT STOCK COMPANY**

I. CORPORATE INFORMATION:

- **Company name:** Vietnam Rubber Group – Joint Stock Company;
- **Stock code:** GVR;
- **Address:** 236 Nam Ky Khoi Nghia Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City;
- **Enterprise Registration Certificate No.:** 0301266564;
- **Charter capital:** VND 40,000,000,000,000 (*Forty trillion Vietnamese Dong*).

II. MEETING TIME, VENUE, AND PARTICIPANTS:

- **Time:** Commenced at 08:00 AM, Tuesday, 17 June 2025;
- **Venue:** Hall C, Head Office of Vietnam Rubber Group – Joint Stock Company, 236 Nam Ky Khoi Nghia Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City;

- **Participants:** Shareholders/authorized representatives of shareholders of Vietnam Rubber Group – Joint Stock Company; leadership representatives of the Department of State Enterprise Development Ministry of Finance, leadership representatives of the Department of Planning - Finance Ministry of Agriculture and Environment, Ho Chi Minh City Stock Exchange, the Standing Party Committee, members of the Board of Directors (BOD), Supervisory Board (SB), Executive Board, leaders of departments, offices, and the Vietnam Rubber Trade Union, representatives from member units in the South Eastern region, including Chairmen of Member Councils, Chairmen of BOD, General Directors, along with representatives from central and Ho Chi Minh City media agencies.

III. MEETING PROCEDURES:

1. The Shareholder Eligibility Verification Committee for the General Meeting comprises: (appointed by the Board of Directors as per Clause 10.2, Article 10 of the Group's Internal Corporate Governance Regulations)

- 1.1 .Mr. Dinh Hoang Phu - Deputy Head of the Legal Affairs and Inspection Department - Head of Committee;
- 1.2 .Mr. Bui Duc Vinh - Deputy Head of the Investment and Construction Management Department - Deputy Head;
- 1.3 .Ms. Phan Thi Vanh Khuyen - Deputy Head of the Personnel and Organization Department - Member;



1.4 .Mr. Nguyen Minh Tuan - Deputy Chief of Office - Member;

1.5 .Ms. Nguyen Minh Trang - Deputy Head of the Finance and Accounting Department - Member.

Mr. Dinh Hoang Phu, Head of the Shareholder Eligibility Verification Committee, presented the result of shareholder eligibility verification for attending the 2025 Annual General Meeting of Shareholders at the time of reporting (08:00 AM).

The total number of shareholders as per the list finalized on 16 May 2025 for the organization of the 2025 Annual General Meeting of Shareholders is 20,779 shareholders, representing 4,000,000,000 voting shares.

The total number of shareholders and authorized representatives attending the Meeting is 41 shareholders, representing 3,872,363,835 voting shares, accounting for 96.8091% of the total voting shares. Therefore, the 2025 Annual General Meeting of Shareholders of Vietnam Rubber Group – Joint Stock Company is validly convened and eligible to proceed in accordance with the Law on Enterprises and the Group's Charter.

2. Introduction and approval of the Presidium, the Secretariat of the Meeting, and the Election and Vote Counting Committee:

Pursuant to Clause 2, Article 28 of the Charter on Organization and Operation of the Group, Chairman of the Board of Directors shall preside over the Annual General Meeting of Shareholders and introduce the Secretariat to record the proceedings of the Meeting.

2.1. Presidium:

2.1.1.Mr. Tran Cong Kha - Chairman of the Board of Directors – Chairman of the Meeting;

2.1.2.Mr. Le Thanh Hung - Member of the Board of Directors, General Director;

2.1.3.Mr. Ha Van Khuong - Member of the Board of Directors;

2.1.4 Mr. Do Huu Phuoc - Member of the Board of Directors, Deputy General Director.

2.2. Secretariat of the Meeting:

2.2.1. Ms. Phan Thi Vanh Khuyen - Deputy Head of the Personnel and Organization Department;

2.2.2. Mr. Le Duy Thanh - Deputy Head of the Investment and Construction Management Department.

2.3. Election of the Election and Vote Counting Committee

Mr. Tran Cong Kha - Chairman of the Meeting, on behalf of the Presidium, nominated the following members for the Vote Counting Committee:

2.3.1.Mr. Dinh Hoang Phu - Deputy Head of the Legal Affairs and Inspection Department - Head of Committee;

- 2.3.2.Mr. Bui Duc Vinh - Deputy Head of the Investment and Construction Management Department - Deputy Head;
- 2.3.3. Mr. Vu Tien Hoang Dao - Deputy Head of the Personnel and Organization Department - Member;
- 2.3.4.Mr. Nguyen Minh Tuan - Deputy Chief of Office - Member;
- 2.3.5.Ms. Nguyen Minh Trang - Deputy Head of the Finance and Accounting Committee - Member.

The Election and Vote Counting Committee was approved by the General Meeting of Shareholders with an approval rate of 99.9987 % of the total voting shares attending the Meeting.

IV. AGENDA ITEMS OF THE GENERAL MEETING:

1. Agenda and Regulations of the 2025 Annual General Meeting of Shareholders

Mr. Ha Van Khuong – Member of the Board of Directors – presented the Agenda and Regulations of the 2025 Annual General Meeting of Shareholders conducted in an online format.

1.1. The Agenda of the Meeting was approved by the General Meeting with an approval rate of 99.9987 % of the total voting shares attending the Meeting.

1.2. The Regulations of the Meeting were approved by the General Meeting with an approval rate of 99.9987 % of the total voting shares attending the Meeting.

2. The General Meeting approved the following Reports and Proposals:

2.1. Mr. Le Thanh Hung – Member of the Board of Directors, General Director – presented the Report on the Performance of Business and Production Tasks in 2024 and the Orientations and Tasks for 2025, according to Report No. 1374/BC-CSVN dated 27 May 2025.

2.2. Mr. Ha Van Khuong – Member of the Board of Directors – presented the Report on Activities of the Board of Directors in 2024, according to Report No. 336/BC-HĐQTCSVN dated 27 May 2025.

2.3. Mr. Pham Van Hoi Em – Head of the Supervisory Board – presented the Report on the Activities of the Supervisory Board in 2024 and the Work Orientation for 2025, according to Report No. 1375/BC-CSVN dated 27 May 2025.

2.4. Mr. Do Huu Phuoc – Member of the Board of Directors, Deputy General Director – presented the Separate Financial Statements and the Consolidated Financial Statements, and the Profit Distribution Plan for 2024, according to Submission No. 337/TTr-HĐQTCSVN dated 27 May 2025, including the following:

No.	Item	Unit	Amount
1	Total revenue and income	VND billion	5,271.21
2	Profit after tax	VND billion	2,353.53

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

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

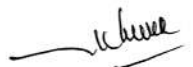
The Board of Directors is assigned to direct and implement the allocation of funds and the dividend payment to shareholders in accordance with applicable laws.

2.5. Mr. Le Thanh Hung – Member of the Board of Directors, General Director – presented the 2025 Business and Production Plan, Development Investment Plan, and Profit Distribution Plan of the Group, as set out in Submission No. 338/TTr-HĐQTCSVN dated 27 May 2025, with key targets as follows:

- For the 2025 business and production plan of the Parent Company – the Group:
- + Revenue and other income: 5,699 VND billion
- + Profit before tax: 2,455 VND billion
- + Profit after tax: 2,455 VND billion
- + Profit before tax/revenue and other income: 43.08%
- + Profit before tax/charter capital: 6.14%
- + Development investment: 1,048 VND billion
- + Dividend distribution (4% of charter capital): 1,600 VND billion
- + Fund allocation and additional dividend (if any): 855 billion

The 2025 profit distribution shall be officially finalized once the audited 2025 financial statements are available and approved at the 2026 Annual General Meeting of Shareholders in accordance with applicable laws.

- For the 2025 consolidated business and production plan of the Group:
- + Revenue and other income: 31,044 VND billion
- + Profit before tax: 5,840 VND billion
- + Profit after tax: 4,974 VND billion
- + Profit before tax / revenue and other income: 18.81%
- + Profit before tax / charter capital: 14.60%
- + Development investment: 6,884 VND billion



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

- In the event that unforeseen objective or force majeure circumstances that were not anticipated during the formulation and approval of the plan, which significantly and materially impact the Group's business, production and development investment activities, the General Meeting of Shareholders authorizes the Board of Directors to proactively revise and adjust the 2025 business, production and development investment plan, organize implementation in accordance with actual conditions and report such adjustments at the next General Meeting of Shareholders.

2.6. Mr. Ha Van Khuong – Member of the Board of Directors – presented the Remuneration Report for 2024 and the 2025 Salary and Remuneration Plan for the Board of Directors and Supervisory Board as set out in Submission No. 339/TTr-HĐQTCSVN dated 27 May 2025, including:

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

The remuneration payments to the Board of Directors and Supervisory Board shall be decided and disbursed by the Board of Directors in accordance with applicable regulations.

2.7. Mr. Pham Van Hoi Em – Head of the Supervisory Board – presented the selection of the auditor for the 2025 financial statements:

To approve the list of 07 (seven) auditing firms to audit the Separate Financial Statements for 2025 of the Parent Company and the Consolidated Financial Statements for 2025 of the Group, in accordance with Submission No. 1376/TTr-CSVN dated 27 May 2025.

To authorize the Board of Directors of the Group to select a one reputable and qualified auditing firm from the list of licenced audit firms to audit the Separate Financial Statements for 2025 of the Parent Company and the Consolidated Financial Statements for 2025 of the Group.

To authorize the Board of Directors to select a specific auditing firm for the General Director to sign the audit contract with the selected firm.

2.8. Mr. Ha Van Khuong – Member of the Board of Directors – presented the amendments and supplements to the Charter on Organization and Operation of Vietnam Rubber Group – Joint Stock Company, as set out in Submission No. 340/TTr-HĐQTCSVN dated 27 May 2025.

2.9. Mr. Do Huu Phuoc – Member of the Board of Directors, Deputy General Director – presented the adjustment and supplementation to the Group's business lines, as set out in Submission No. 341/TTr-HĐQTCSVN dated 27 May 2025.

2.10. Mr. Ha Van Khuong – Member of the Board of Directors – presented the amendments and supplements to the Internal Corporate Governance Regulations of Vietnam Rubber Group – Joint Stock Company, as set out in Submission No. 342/TTr-HĐQTCSVN dated 27 May 2025.

2.11. Mr. Do Huu Phuoc – Member of the Board of Directors, Deputy General Director – presented the dismissal of a Member of the Board of Directors of the Group for the 2021–2026 term pursuant to the resignation letter, as set out in Submission No. 343/TTr-HĐQTCSVN dated 27 May 2025.

3. Discussion at the Meeting: Chairman invited shareholders to give comments and raise questions regarding the Reports and Submissions presented at the General Meeting.

The General Meeting received questions from shareholders, and the Presidium collectively addressed key topics related to: (1) Rubber business; (2) Investment in construction and business of industrial park infrastructure on converted rubber land, green, smart, and circular industrial parks; (3) Development of large-scale, high-tech agriculture on converted rubber land; (4) Clean energy and renewable energy; (5) Project on restructuring and streamlining the Group's organizational structure.

Shareholders were provided with relevant information and listened to the Presidium's responses to all questions and opinions submitted to the General Meeting by shareholders. No further comments were made by the shareholders.

4. The General Meeting of Shareholders voted to approve the Reports and Submissions (second round of voting)

As of 10:41 AM, the number of shareholders and authorized representatives attending the General Meeting was 67 shareholders, representing 3,881,385,260 shares, accounting for 97.0346% of the total voting shares.

After reviewing the Submissions and Reports and discussing relevant matters, the 2025 Annual General Meeting of Shareholders of the Group proceeded to vote on the contents of the meeting agenda.

The vote counting results were announced by Mr. Dinh Hoang Phu – Head of the Vote Counting Committee at the Meeting as follows:

Total number of shares participating in the vote: 3,881,354,160 shares.

4.1. Approval of the Report on the Performance of Business and Production Tasks in 2024 and Orientations and Tasks for 2025 as presented in Report No. 1374/BC-CSVN dated 27 May 2025:

- Valid shares: 3,881,354,160 shares, accounting for 99.9992% of the voting shares attending the Meeting.



- Invalid shares: 0 shares, accounting for 0.0000% of the voting shares attending the Meeting.

- Votes in favor: 3,881,175,750 shares, accounting for 99.9946% of the voting shares attending the Meeting.

- Votes against: 4,800 shares, accounting for 0.0001% of the voting shares attending the Meeting.

- Abstention votes: 173,610 shares, accounting for 0.0045% of the voting shares attending the Meeting.

4.2. Approval of the Report on the Activities of the Board of Directors in 2024 as presented in Report No. 336/BC-HDQTCSVN dated 27 May 2025:

- Valid shares: 3,881,354,160 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000% of the voting shares attending the Meeting.

- Votes in favor: 3,881,348,650 shares, accounting for 99.9991% of the voting shares attending the Meeting.

- Votes against: 4,800 shares, accounting for 0.0001% of the voting shares attending the Meeting.

- Abstention votes: 710 shares, accounting for 0.0000% of the voting shares attending the Meeting.

4.3. Approval of the Report on the Activities of the Supervisory Board in 2024 and Work Orientation for 2025 as presented in Report No. 1375/BC-CSVN dated 27 May 2025:

- Valid shares: 3,881,354,160 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000% of the voting shares attending the Meeting.

- Votes in favor: 3,881,348,650 shares, accounting for 99.9991% of the voting shares attending the Meeting.

- Votes against: 4,800 shares, accounting for 0.0001% of the voting shares attending the Meeting.

- Abstention votes: 710 shares, accounting for 0.0000% of the voting shares attending the Meeting.

4.4. Approval of the Separate Financial Statements and the Consolidated Financial Statements; Profit Distribution Plan for 2024 as presented in Submission No. 337/TTr-HDQTCSVN dated 27 May 2025:

- Valid shares: 3,881,354,160 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000 % of the voting shares attending the Meeting.

- Votes in favor: 3,881,348,650 shares, accounting for 99.9991% of the voting shares attending the Meeting.

- Votes against: 4,800 shares, accounting for 0.0001% of the voting shares attending the Meeting.

- Abstention votes: 710 shares, accounting for 0.0000% of the voting shares attending the Meeting.

4.5. Approval of the 2025 Business and Production Plan, Development Investment Plan, and Profit Distribution Plan of the Group as presented in Submission No. 338/TTr-HĐQTCSVN dated 27 May 2025:

- Valid shares: 3,881,354,160 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000 % of the voting shares attending the Meeting.

- Votes in favor: 3,881,175,750 shares, accounting for 99.9946% of the voting shares attending the Meeting.

- Votes against: 4,800 shares, accounting for 0.0001% of the voting shares attending the Meeting.

- Abstention votes: 173,610 shares, accounting for 0.0045% of the voting shares attending the Meeting.

4.6. Approval of the Report on Remuneration Payment in 2024 and the 2025 Salary and Remuneration Plan for the Board of Directors and the Supervisory Board as presented in Submission No. 339/TTr-HĐQTCSVN dated 27 May 2025:

- Valid shares: 3,881,354,160 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000 % of the voting shares attending the Meeting.

- Votes in favor: 3,876,950,450 shares, accounting for 99.8857% of the voting shares attending the Meeting.

- Votes against: 4,403,000 shares, accounting for 0.1134% of the voting shares attending the Meeting.

- Abstention votes: 710 shares, accounting for 0.0000% of the voting shares attending the Meeting.

4.7. Approval of the Selection of the Auditing Firm for the 2025 Financial Statements as presented in Submission No. 1376/TTr-CSVN dated 27 May 2025:

- Valid shares: 3,881,354,160 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000 % of the voting shares attending the Meeting.

- Votes in favor: 3,881,175,750 shares, accounting for 99.9946% of the voting shares attending the Meeting.

- Votes against: 4,800 shares, accounting for 0.0001% of the voting shares attending the Meeting.

- Abstention votes: 173,610 shares, accounting for 0.0045% of the voting shares attending the Meeting.

4.8. Approval of the Amendments and Supplements to the Charter on the Organization and Operation of Vietnam Rubber Group – Joint Stock Company as presented in Submission No. 340/TTr-HĐQTCSVN dated 27 May 2025.

- Valid shares: 3,881,354,160 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000 % of the voting shares attending the Meeting.

- Votes in favor: 3,881,348,650 shares, accounting for 99.9991% of the voting shares attending the Meeting.

- Votes against: 4,800 shares, accounting for 0.0001% of the voting shares attending the Meeting.

- Abstention votes: 710 shares, accounting for 0.0000% of the voting shares attending the Meeting.

4.9. Approval of the Adjustment and Supplementation of Business Lines of Vietnam Rubber Group – Joint Stock Company as presented in Submission No. 341/TTr-HĐQTCSVN dated 27 May 2025:

- Valid shares: 3,881,354,160 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000 % of the voting shares attending the Meeting.

- Votes in favor: 3,880,475,750 shares, accounting for 99.9766% of the voting shares attending the Meeting.

- Votes against: 877,700 shares, accounting for 0.0226% of the voting shares attending the Meeting.

- Abstention votes: 710 shares, accounting for 0.0000% of the voting shares attending the Meeting.

4.10. Approval of the Amendments and Supplements to the Internal Corporate Governance Regulations of Vietnam Rubber Group – Joint Stock Company as presented in Submission No. 342/TTr-HĐQTCSVN dated 27 May 2025:

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- Valid shares: 3,881,354,160 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000 % of the voting shares attending the Meeting.

- Votes in favor: 3,881,348,650 shares, accounting for 99.9991% of the voting shares attending the Meeting.

- Votes against: 4,800 shares, accounting for 0.0001% of the voting shares attending the Meeting.

- Abstention votes: 710 shares, accounting for 0.0000% of the voting shares attending the Meeting.

4.11. Approval of the Dismissal of a Member of the Board of Directors of the Group for the 2021–2026 term pursuant to the resignation letter as presented in Submission No. 343/TTr-HĐQTCSVN dated 27 May 2025:

- Valid shares: 3,881,354,160 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000 % of the voting shares attending the Meeting.

- Votes in favor: 3,881,348,649 shares, accounting for 99.9991% of the voting shares attending the Meeting.

- Votes against: 4,800 shares, accounting for 0.0001% of the voting shares attending the Meeting.

- Abstention votes: 711 shares, accounting for 0.0000% of the voting shares attending the Meeting.

5. The General Meeting listened to the directive remarks delivered by Mr. Nguyen Que Duong – Deputy Director of the Department of State Enterprise Development, Ministry of Finance.

6. Reading and voting to approve the Draft Minutes and the Resolution of the General Meeting.

* The Secretary read aloud the full text of the Draft Minutes and the Resolution of the General Meeting.

As of 11:46 AM, the number of shareholders and authorized representatives attending the Meeting was 68 shareholders, representing 3,881,399,760 shares, accounting for 97.0350% of the total voting shares.

* The General Meeting proceeded to vote and approve the full text of the Meeting Minutes.

- Valid shares: 3,881,368,660 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000% of the voting shares attending the Meeting.



- Votes in favor: 3,881,363,150 shares, accounting for 99.9991% of the voting shares attending the Meeting.

- Votes against: 4,800 shares, accounting for 0.0001% of the voting shares attending the Meeting.

- Abstention votes: 710 shares, accounting for 0.0000% of the voting shares attending the Meeting.

* The General Meeting proceeded to vote and approve the full text of the Resolution of the General Meeting:

- Valid shares: 3,881,368,660 shares, accounting for 99.9992% of the voting shares attending the Meeting.

- Invalid shares: 0 shares, accounting for 0.0000% of the voting shares attending the Meeting.

- Votes in favor: 3,881,363,150 shares, accounting for 99.9991% of the voting shares attending the Meeting.

- Votes against: 4,800 shares, accounting for 0.0001% of the voting shares attending the Meeting.

- Abstention votes: 710 shares, accounting for 0.0000% of the voting shares attending the Meeting.

7. The 2025 Annual General Meeting of Shareholders of the Group was concluded at 11:50 AM on the same day.

The Minutes consist of 11 pages, made in 03 copies, to be archived in the official records of the 2025 Annual General Meeting of Shareholders at the Group, filed with the Group's clerical office, and with the Secretariat./.

**On behalf of the Secretariat of the
General Meeting**



Phan Thi Vanh Khuyen

**Chairman of the General Meeting
Chairman of the Board of Directors**



Tran Cong Kha

Recipients:

- State Securities Commission of Vietnam (SSC);
- Ho Chi Minh City Stock Exchange (HOSE);
- Shareholders;
- Ministry of Finance;
- Party Committee of the Group;
- BOD, Supervisory Board, Executive Board;
- Information Disclosure and Shareholder Relations Team of the Group;
- IT Department; Administration and General Affairs Department of the Group;
- Archives: Office, Meeting Secretariat.