

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

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

*Pursuant to the Charter on Organization and Operation of Vietnam Rubber Group – Joint Stock Company;*

*Pursuant to the Meeting Minutes of the Annual General Meeting of Shareholders 2025 approved by the Meeting on 17 June 2025.*

**RESOLVES:**

**Article 1.** To approve the Report on the Performance of Business and Production Tasks in 2024 and the Orientations and Tasks for 2025 as presented in Report No.1374/BC-CSVN dated 27 May 2025.

**Article 2.** To approve the Report on the Activities of the Board of Directors of Vietnam Rubber Group – Joint Stock Company in 2024 as presented in Report No. 336/BC-HĐQTCSVN dated 27 May 2025.

**Article 3.** To approve 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.

**Article 4.** To approve the Separate Financial Statements and Consolidated Financial Statements; and the Profit Distribution Plan for 2024 as presented in Submission No. 337/TTr-HĐQTCSVN dated 27 May 2025, including:

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

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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.

**Article 5.** To approve 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, including key indicators 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.

**Article 6.** To approve the Remuneration Report for 2024 and the 2025 Salary and Remuneration Plan for the Board of Directors and Supervisory Board as presented 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: VND 606.0 million;
- 2025 salary plan for executive members of the Board of Directors and Supervisory Board: VND 4,440.0 million;
- 2025 remuneration plan for non-executive members of the Board of Directors and Supervisory Board: VND 1,641.6 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.

**Article 7. To approve the selection of the auditor for the 2025 financial statements:**

To approve the list of 07 (seven) auditing firms eligible to audit the Parent Company's separate financial statements for 2025 and the Group's consolidated financial statements for 2025; authorize the Board of Directors to select a reputable and qualified auditing firm from the list of licenced audit firms to audit the Parent Company's separate financial statements for 2025 and the Group's consolidated financial statements for 2025 in accordance with the Submission No. 1376/TTr-CSVN dated 27 May 2025; and authorize the Board of Directors to select a specific auditing firm for the General Director to sign the audit contract with the selected firm.

**Article 8.** To approve amendments and supplements to the Charter on Organization and Operation of Vietnam Rubber Group – Joint Stock Company as presented in Submission No. 340/TTr-HĐQTCSVN dated 27 May 2025.

**Article 9.** To approve adjustment and supplementation to the business lines of Vietnam Rubber Group – Joint Stock Company as presented in Submission No. 341/TTr-HĐQTCSVN dated 27 May 2025.

**Article 10.** To approve 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.

**Article 11.** To acknowledge the dismissal of a member of the Board of Directors of Vietnam Rubber Group – Joint Stock Company for the 2021–2026 term, pursuant to the resignation letter and as presented in Submission No. 343/TTr-HĐQTCSVN dated 27 May 2025, as follows:

No.	Full Name	Number of shares voted in favor	Percentage (%)
1	Tran Ngoc Thuan	3,881,348,649 shares	99.9991 %

**Article 12.** The members of the Board of Directors, Supervisory Board, General Director, shareholders, and relevant organizations and individuals shall be responsible for implementing this Resolution.

This Resolution was duly passed by the 2025 Annual General Meeting of Shareholders of Vietnam Rubber Group – Joint Stock Company./.

**Recipients:**

- State Securities Commission of Vietnam (SSC);
- Ho Chi Minh City Stock Exchange (HOSE);
- Shareholders;
- Ministry of Finance;
- BOD, Supervisory Board, Executive Board;
- Administration and General Affairs Department;
- To be published on the Group's website;
- Archives: Office, Meeting Secretariat.

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**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE MEETING  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Tran Cong Kha**