VIETNAM RUBBER GROUP – JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence – Freedom – Happiness**
No.: 431/TTr-HĐQTCSVN	*Ho Chi Minh City, May 25, 2026*

SUBMISSION

Re: Report on Remuneration Payment for 2025 and Salary and Remuneration Plan for the Board of Directors and Board of Supervisors in 2026

To: Esteemed Shareholders

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

Pursuant to Decree No. 44/2025/NĐ-CP dated February 28, 2025 of the Government on management of labor, salaries, remuneration, and bonuses in state-owned enterprises;

Pursuant to Circular No. 003/TT-BNV dated April 28, 2025 of the Ministry of Home Affairs guiding the implementation of labor, salary, remuneration, and bonus management in state-owned enterprises;

Pursuant to Decree No. 248/2025/NĐ-CP dated September 15, 2025 of the Government on salary, remuneration, and bonus regimes applicable to direct representatives of state ownership, representatives of state capital, and Supervisors in state-owned enterprises;

Pursuant to Official Letter No. 7949/BTC-DNNN dated June 06, 2025 of the Ministry of Finance regarding voting contents at the Annual General Meeting of Shareholders 2025 of VRG;

Pursuant to Resolution No. 114/NQ-HĐQTCSVN dated May 25, 2026 of the Vietnam Rubber Group – Joint Stock Company;

The Board of Directors (BOD) of Vietnam Rubber Group respectfully submits to the Annual General Meeting of Shareholders 2026 for approval of the report on remuneration payment for the Board of Directors and the Board of Supervisors in 2025 and the salary and remuneration plan for the Board of Directors and the Board of Supervisors in 2026 as follows:

I. SALARY AND REMUNERATION OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS IN 2025

The salary and remuneration of the Board of Directors and the Board of Supervisors are determined in accordance with the Law on Enterprises, Decree No. 44/2025/NĐ-CP, and Decree No. 248/2025/NĐ-CP mentioned above, in association with the business and production results and plans of the Group in 2025.

The actual salary and remuneration paid to the Board of Directors and the Board of Supervisors of the Group in 2025 compared to the plan are as follows:

Unit: VND

NO.	CONTENTS	NUMBER OF PERSONS	SALARY AND REMUNERATION		Rate (%)
			PLAN	ACTUAL	
I	**Board of Directors**				
	Full-time	2	3,048,000,000	3,048,000,000	100%
	Concurrent	4	1,094,400,000	702,240,000	64%
II	**Board of Supervisors**				
	Full-time	1	1,392,000,000	1,388,000,000	100%
	Concurrent	2	547,200,000	328,320,000	60%
	Total		**6,081,600,000**	**5,466,560,000**	**90%**

II. SALARY AND REMUNERATION PLAN FOR THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS IN 2026

Pursuant to Decree No. 248/2025/NĐ-CP dated September 15, 2025 of the Government on salary, remuneration, and bonus regimes applicable to direct representatives of state ownership, representatives of state capital, and Supervisors in state-owned enterprises;

Pursuant to Appendix II issued together with Decree No. 248/2025/NĐ-CP dated September 15, 2025 of the Government regarding the minimum criteria for contributed shareholders' equity, revenue, and profit (before tax), the Parent Company – Vietnam Rubber Group – Joint Stock Company satisfies the criteria for application of the basic salary level under Group I, Level 2, specifically as follows:

Unit: VND

NO.	CONTENTS	NUMBER OF PERSONS	SALARY AND REMUNERATION
I	**Board of Directors**		
	Full-time	2	3,048,000,000
	Concurrent	6	1,094,400,000
II	**Ban Kiểm soát**		
	Full-time	1	1,368,000,000
	Concurrent	2	273,600,000
	Total		**5,784,000,000**

III. IMPLEMENTATION OF PAYMENT:

Based on the business and production results, the Group shall calculate appropriate salary and remuneration levels, advance 80% of salary and remuneration on a monthly basis, and settle and pay the remaining 20% at year-end to the relevant positions.

The payment of salary and remuneration to the Board of Directors and the Board of Supervisors shall be implemented in accordance with the Regulations on Salary and Remuneration Payment for Enterprise Managers of the Group.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the remuneration payment for 2025 and the salary and remuneration plan for the Board of Directors and the Board of Supervisors in 2026.

Respectfully submitted./.

Nơi nhận:
- As above;
- BOD, BOS, Board of Management;
- Posted on the website;
- Archived: Administration Office, Organization and Personnel Department.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

(Signed)

Tran Cong Kha