TẬP ĐOÀN CÔNG NGHIỆP CAO SU VIỆT NAM - CÔNG TY CỔ PHẦN

M.S.D.N:0301266564 TẬP ĐOÀN CÔNG NGHIỆP CAO SU VIỆT NAM CTCP THÀNH PHỐ HỒ CHÍ MINH

VIETNAM RUBBER GROUP – JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 135 /NQ-ĐHĐCĐCSVN

Ho Chi Minh City, June 17,2026

TRANSLATION

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS VIETNAM RUBBER GROUP – JOINT STOCK COMPANY

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

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

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders approved by the Annual General Meeting of Shareholders 2026 on June 17, 2026.

RESOLVES:

Article 1. To approve the Report on the Performance of Business and Production Tasks in 2025 and the Orientations and Tasks for 2026 in accordance with Report No. 1361/BC-CSVN dated May 25, 2026.

Article 2. To approve the Report on the Activities of the Board of Directors in 2025 and the Plan for 2026 in accordance with Report No. 428/BC-HĐQTCSVN dated May 25, 2026.

Article 3. To approve the Report on the Activities of the Board of Supervisors in 2025 and the Orientations and Tasks for 2026 in accordance with Report No. 1362/BC-CSVN dated May 25, 2026.

Article 4. To approve the Separate Financial Statements and the Consolidated Financial Statements; Profit Distribution Plan for 2025 in accordance with Submission No. 429/TTr-HĐQTCSVN dated May 25, 2026, including:

No.	Indicators	Unit	Amount
1	Total revenue and income	VND billion	6,304.60
2	Profit after tax	VND billion	2,503.36
3	Profit distribution:		
	- Allocation to Development Investment Fund	VND billion	873.23
	- Allocation to Reward and Welfare Fund	VND billion	30.13
	- Dividend payment (4%/ Charter Capital)	VND billion	1,600.00
4	Undistributed profit after tax	VND billion	0.00

In the event that any competent authority conducts an inspection and any discrepancy in profit arises compared to the above figures, the Board of Directors of the Group shall handle such matters in accordance with applicable regulations.

The Board of Directors is assigned to direct and implement the allocation to funds and dividend payment to shareholders in compliance with prevailing regulations.

Điều 5. To approve the 2026 Business and Production Plan, Profit Distribution Plan of the Group as presented in Submission No. 504/TTr-HĐQTCSVN dated June 15, 2026, including key indicators as follows:

- Separate production and business plan for 2026 of the Parent Company — the Group:

+ Revenue and other income:	VND 6,619 billion
+ Profit before tax:	VND 2,644 billion
+ Profit after tax:	VND 2,644 billion
+ Return on Equity (ROE):	5.82%
+ Return on Assets (ROA):	5.76%
+ Dividend payment (4% of charter capital):	VND 1,600 billion
+ Allocation to funds and additional dividend payment (if any):	VND 1,044 billion

The profit distribution shall be officially implemented upon the availability of the audited financial statements for 2026 and approval by the 2027 Annual General Meeting of Shareholders in accordance with applicable regulations.

- Consolidated production and business plan for 2026 of the Group:

+ Revenue and other income:	VND 33,799 billion
+ Profit before tax:	VND 6,948 billion
+ Profit after tax:	VND 5,558 billion
+ Return on Equity (ROE):	9.17%
+ Return on Assets (ROA):	6.62%

- The General Meeting of Shareholders authorizes the Board of Directors to direct and decide on all matters arising during the implementation of the Group's 2026 production and business plan approved by the General Meeting of Shareholders in accordance with prevailing regulations.

- In the event that objective or force majeure circumstances unforeseen at the time of formulation and approval of the plan have a significant and material impact on the Group's production and business activities, the General Meeting of Shareholders authorizes the Board of Directors to proactively formulate and adjust the 2026 production and business plan, organize its implementation in accordance with actual conditions, and report thereon to the nearest General Meeting of Shareholders.

Article 6. To approve the Report on remuneration payment for 2025 and the salary and remuneration plan for the Board of Directors and the Board of Supervisors in 2026 in accordance with Submission No. 431/TTr-HĐQTCSVN dated May 25, 2026, including:

- Remuneration paid to non-full-time members of the Board of Directors and the Board of Supervisors in 2025: VND 1,030.56 million;

- Salary plan for full-time members of the Board of Directors and the Board of Supervisors in 2026: VND 4,416.00 million;

- Remuneration plan for non-full-time members of the Board of Directors and the Board of Supervisors in 2026: VND 1,368.00 million.

The payment of remuneration to the Board of Directors and the Board of Supervisors shall be decided and implemented by the Board of Directors in accordance with prevailing regulations.

Article 7. To approve the selection of the auditing firm for the 2026 financial statements in accordance with Submission No. 1363/TTr-CSVN dated May 25, 2026:

To approve the list of six (06) auditing firms to audit the Parent Company's separate financial statements for 2026 and the Group's consolidated financial statements for 2026; and authorized the Board of Directors of the Group to select an auditing firm with adequate capacity, reputation and inclusion in the list of enterprises eligible to provide audit services to conduct the audit of the Parent Company's separate financial statements for 2026 and the Group's consolidated financial statements for 2026 in accordance with Submission No. 1363/TTr-CSVN dated May 25, 2026, and further authorize the Board of Directors of the Group to select the specific auditing firm for the General Director to execute the Audit Service Agreement with the selected auditing firm.

Article 8. To approve the amendments and supplements to the Charter on Organization and Operation of the Group in accordance with Submission No. 505/TTr-HĐQTCSVN dated June 15, 2026.

Article 9. To approve the amendments and supplements to the Internal Corporate Governance Regulations and the Regulations on Operations of the Board of Directors of Vietnam Rubber Group - Joint Stock Company Group in accordance with Submission No. 506/TTr-HĐQTCSVN dated June 15, 2026.

Article 10. To approve the Development Strategy of Vietnam Rubber Group - Joint Stock Company for the Period 2026 – 2030 and Vision toward 2045 in accordance with Submission No. 507/TTr-HĐQTCSVN dated June 15, 2026.

Article 11. Members of the Board of Directors, Board of Supervisors, General Director, shareholders, and related organizations and individuals shall be responsible for implementation of this Resolution.

This Resolution was approved by the Annual General Meeting of Shareholders 2026 of Vietnam Rubber Group – Joint Stock Company./.

Recipients:
- State Securities Commission;
- Ho Chi Minh City Stock Exchange;
- Esteemed Shareholders;
- Ministry of Finance;
- BOD, BOS, Board of Management of the Group;
- Corporate Governance and General Affairs Department of the Group;
- Posted on the website;
-Archived: Administration Office, Secretariat.

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

(signed and sealed)

Tran Cong Kha