

No:01 / TB-HĐQT

*Chon Thanh, May 04, 2026*

**NOTICE OF ANNUAL GENERAL  
MEETING OF SHAREHOLDERS 2026**

**To: Esteemed Shareholders of Song Be Rubber Joint Stock Company**

The Board of Directors of Song Be Rubber Joint Stock Company respectfully announces and invites esteemed shareholders to the Annual General Meeting of Shareholders 2026, to be held as follows:

**1. Time:** 08:00 AM on May 28, 2026 (Thursday).

**2. Location:** Auditorium of Song Be Rubber Joint Stock Company, Street DT 751, group 8, Minh Thanh 3 residential Quarter, Chon Thanh ward, Dong Nai province

**3. Participants:** All existing shareholders identified in the shareholder list as of the record date of April 01, 2026.

**4. Meeting Agenda:**

- Report by the General Director on the business and production results for 2025 and orientations for 2026;
- The Report on the results of activities of the Board of Directors in 2025 and the operational plan for the year 2026;
- The Report on the activities of the Supervisory Board in 2025;
- Tờ trình thông qua Báo cáo Tài chính năm 2025 (đã được kiểm toán).
- The Proposal for approval of the 2025 Financial Statements (audited);
- The Proposal for the profit distribution plan, appropriation of funds, and dividend payment for 2026;
- The Proposal for the selection of the auditing firm for the semi-annual and annual financial statements of 2026;
- The Proposal for the 2026 business and production
- Proposal for the salaries, remuneration, and bonuses of the Board of Directors and the Supervisory Board for 2025 and the plan for 2026.



- Approval of the amendments and supplements to the Charter on organization and operation of Song Be Rubber Joint Stock Company
- Other matters (if any).

**5. Meeting Documents:** Meeting documents are available for shareholders' reference on the Company's website: [www.caosusongbe.vn](http://www.caosusongbe.vn) (from 04/05/2026) and will be sent to shareholders upon attendance at the Meeting.

#### **6. Meeting Attendance Procedures:**


Shareholders or their authorized representatives attending the Meeting are kindly requested to bring the Invitation to the Meeting and their personal legal documents (one of the following: ID card/Passport/Citizen Identification Card/valid copy), and the Power of Attorney according to the provided template (in case of authorized attendance) to register their shareholder status for the Meeting.

-Shareholders who cannot attend in person may authorize a representative to attend the Meeting (according to the attached Power of Attorney template).

#### **7. Confirmation of Attendance:**

- Proposals from shareholders or their authorized representatives regarding the agenda items are kindly requested to be submitted in writing to the Organization Department of Song Be Rubber Joint Stock Company before 15:00 PM on May 25, 2026.

- To ensure thorough meeting organization, esteemed shareholders are requested to confirm their attendance or authorized attendance (according to the attached template) and send it to: Organization Department of the Company - DT 751 Road, group 8, Minh Thanh 3 residential Quarter, Chon Thanh ward, Dong Nai province, telephone: 02713.640.501 before 15:00 PM on May 26, 2026. Contact person: Ms. Pham Thi Bich Ngoc - Deputy Head of the Company's Organization Department, email address: [tochuc.cssb@gmail.com](mailto:tochuc.cssb@gmail.com)

Sincerely announced./ 

**To:**

- As above
- Filed, company website.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**



**Thai Cong Can**





**SONG BE RUBBER  
JOINT STOCK COMPANY  
ANNUAL GENERAL  
MEETING  
OF SHAREHOLDERS 2026**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**  
*Chon Thanh, May 28th, 2026*

**DRAFT**

**AGENDA**

**Annual General Meeting of Shareholders 2026  
Song Be Rubber Joint Stock Company**

**1. Time:** 08:00 AM, dated May 28, 2026

**2. Location:** Meeting Hall of Song Be Rubber Joint Stock Company, Street DT 751, group 8, Minh Thanh 3 residential Quarter, Chon Thanh ward, Dong Nai province

<b>Time</b>	<b>Contents</b>	<b>Host</b>
7:30 AM - 8:00 AM	<ul style="list-style-type: none"><li>- Welcoming guests, delegates, and shareholders</li><li>- Delegate credential check, voting ballot distribution and meeting materials.</li></ul>	Organizing Committee
8:00 AM - 8:30 AM	<ul style="list-style-type: none"><li>- Announcing the reasons for the meeting, introducing delegates and shareholders</li><li>- Reporting on the verification of shareholder attendance</li><li>- Approving the Presidium, Secretariat, and Vote Counting Committee</li></ul>	Organizing Committee
8:30 AM - 10:00 AM	<ul style="list-style-type: none"><li>- Approving the meeting's working regulations/</li><li>- Approving the meeting's agenda</li><li>- Report of the General Director Board on 2025 business results and 2026 plans</li><li>- Report on the activities of the Board of Directors in 2025</li><li>- Report on the activities of the Supervisory Board in 2025</li><li>- 2025 Audited Financial Statements</li><li>- Approving the proposal for 2025 profit distribution</li><li>- Proposal for the 2026 business plan</li></ul>	Presidium

<b>Time</b>	<b>Contents</b>	<b>Host</b>
	<ul style="list-style-type: none"> <li>- Proposal for approving the final settlement of salaries and remuneration of the Board of Directors and the Supervisory Board in 2025 and the salary and remuneration plan for 2026</li> <li>- Proposal on the approval of amendments and supplements to the Charter of organization and operation of Song Be Rubber Joint Stock Company</li> </ul>	
10:00 AM 10:30 AM	- Discussion and voting by the General Meeting on the meeting's agenda	Presidium
10:30 AM 10:50 AM	<ul style="list-style-type: none"> <li>- Approving the meeting minutes and draft resolutions</li> <li>- Voting to approve the draft resolutions</li> <li>- Closing the meeting</li> </ul>	Secretariat, Presidium

#### **MEETING ORGANIZING COMMITTEE**





SONG BE RUBBER  
JOINT STOCK COMPANY  
**ANNUAL GENERAL  
MEETING OF  
SHAREHOLDERS 2026**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**  
*Chon Thành, date ... month ... year 2026*

**DRAFT**

**WORKING REGULATIONS**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

*Pursuant to the Law on Enterprises dated June 17, 2020;*

*Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, and its accompanying sub-law documents;*

*Pursuant to Decree No. 155/2020/ND-CP detailing the implementation of certain provisions of the Securities Law, adopted on December 31, 2020;*

*Pursuant to Decision No. 34/QĐ-CSSB-HĐQT dated July 4, 2022, issued by the Board of Directors of Song Be Rubber Joint Stock Company regarding the promulgation of the Charter on the organization and operation of Song Be Rubber Joint Stock Company.*

In order to ensure the successful organization of the 2026 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company, the Board of Directors has formulated the following regulations, principles of operation, conduct, and voting procedures for approval by the General Meeting of Shareholders:

**Article 1. Purpose:**

- Ensure that the order, code of conduct, and voting procedures at the Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company are conducted in accordance with regulations and achieve a successful outcome.
- The resolutions of the General Meeting of Shareholders must reflect the unified will of the General Meeting, safeguard shareholders' rights and interests, and comply with the law.

**Article 2. Applicable Subjects and Scope**

- Applicable Subjects: This regulation applies to all shareholders, representatives (authorized persons) of shareholders holding shares of Song Be Rubber Joint Stock Company, and invited guests attending the Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company.
- Scope of Application: This regulation applies to the organization of the 2026 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company.



### Article 3. Definition of Terms/Abbreviations

- Company	Song Be Rubber Joint Stock Company
- BOD	Board of Directors
- SB	Supervisory Board
-Organizing Committee	Organizing Committee of the General Meeting
- GMS	General Meeting of Shareholders
- Delegate	Shareholders, representatives (authorized persons)

### Article 4. Conditions for Holding the Meeting

- The Annual General Meeting of Shareholders (GMS) shall be conducted when shareholders attending the meeting represent more than 50% of the total voting shares, based on the finalized list of shareholders.

- Late-arriving shareholders still have the right to register and participate in the meeting and in subsequent matters discussed. However, the meeting is not responsible for pausing or re-voting on issues that have already been approved.

### Article 5. Delegates Participating in the 2026 Annual General Meeting of Shareholders

- All **shareholders of the Company**, as per the finalized list dated **March 17, 2025**, have the **right to attend the General Meeting of Shareholders (GMS)**.

- Shareholders attending the General Meeting must dress appropriately and present the invitation letter along with relevant documents for shareholder verification at the shareholder verification desk.

- Shareholders or duly authorized representatives of shareholders have the right to attend, discuss, and vote at the 2026 Annual General Meeting of Shareholders.

- Shareholders are the owners of the Company and have rights and obligations corresponding to the number of shares they own. The liability of each shareholder is limited to the proportion of shares they own and represent.

- Shareholders attending the meeting must sit in the designated seats assigned by the Organizing Committee. They must maintain order and behave professionally during the meeting. Smoking, loud conversations, and mobile phone use are not allowed in the conference hall.

- Authorized representatives attending the meeting are not allowed to delegate their authority to another person.

Receive meeting materials and documents at the reception desk before entering the conference hall.



- Late-arriving shareholders have the right to register upon arrival and immediately participate and vote in the meeting. The chairperson is not responsible for pausing the meeting to allow latecomers to register. Voting results on issues decided before their arrival will remain unaffected.

#### **Article 6. Chairperson and Presidium**

- The presidium consists of 03 members, including 01 chairperson and 02 members. The chairman of the board of directors serves as the chairman of the presidium and the chairperson of the general meeting of shareholders, or may authorize another board member to preside over the meeting.

- The presidium operates based on the principle of democratic centralism and makes decisions by majority vote.

- The presidium of the meeting has the following duties:

+ Direct the activities of the meeting according to the agenda approved by the general meeting.

+ Nominate the Secretariat and the Vote Counting Committee.

+ Guide shareholders and the meeting in discussions.

+ Present drafts and conclude necessary matters for the meeting to vote on.

+ Respond to issues raised by the meeting.

+ The chairperson, on behalf of the general meeting of shareholders, signs the minutes and resolutions of the meeting.

#### **Article 7. Shareholder Eligibility Verification Committee**

The Shareholder Eligibility Verification Committee for the General Meeting of Shareholders consists of 01 Head and several members selected by the Organizing Committee. The committee is responsible for verifying the eligibility of shareholders or authorized representatives attending the meeting, ensuring their validity according to legal regulations, and cross-checking with the list of shareholders entitled to attend. It is also responsible for distributing meeting materials and voting ballots, reporting to the General Meeting, and being accountable for the verification results before the meeting officially commences.

#### **Article 8. Secretariat of the General Meeting**

- The secretariat of the general meeting consists of 02 members, nominated by the presidium and approved by the general meeting. The secretariat is responsible to the chairperson and the general meeting of shareholders for carrying out its duties.

- The Secretariat assists the General Meeting as assigned by the Presidium, including:

+ Announcing the draft minutes and resolutions of the General Meeting, as well as notifications from the Presidium to shareholders upon request.

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- + Receiving shareholders' question slips.

### **Article 9. Vote Counting Committee**

- The Vote Counting Committee consists of 01 Head and several members nominated by the Organizing Committee and approved by the General Meeting of Shareholders during the meeting.

- The committee is responsible for:

- + Supervising the voting process of shareholders or their authorized representatives attending the meeting.

- + Summarizing the voting shares for each agenda item and reporting the results to the Chairperson and the Secretariat.

### **Article 10. Voting at the General Meeting**

1. Principles: When the Chairperson requires a vote on important matters, the General Meeting will conduct voting using ballots issued by the Organizing Committee. The ballot includes the shareholder's identification number, the number of shares owned, and the number of shares represented.

2. Voting Method: For each item requiring a vote, shareholders will raise their ballot to indicate agreement, disagreement, or no opinion. The Vote Counting Committee will then count the votes and announce the results to the General Meeting.

3. Conditions for Approval: A resolution of the General Meeting of Shareholders is approved if at least 50% of the total voting shares represented at the meeting vote in favor, except for the election of the Board of Directors and the Supervisory Board, which follows the provisions of Clause 1,3,4,6 Article 148 of the Enterprise Law, the Company's Charter, and the election regulations.

### **Article 11: Speaking at the General Meeting**

- Shareholders must register their speaking requests with the Presidium (through the Secretariat). To speak or debate, shareholders must raise their hand and wait for approval from the Presidium before speaking. Shareholders should prepare concise statements and avoid repeating previously expressed opinions.

- Questions related to individual matters, unrelated topics, or those that cannot be answered during the meeting due to time constraints will be compiled by the Secretariat and addressed in writing or published on the company's website.

### **Article 12: Voting Rules**

The 2026 Annual General Meeting of Shareholders establishes the following voting rules:

1. All resolutions and decisions of the General Meeting must be voted on publicly and directly at the meeting.

2. The election of the Presidium, the Secretariat, and the Vote Counting Committee is considered approved and effective when it receives more than 50%

of the votes from shareholders or shareholder representatives present at the meeting.

### 3. Voting Principles:

- All matters in the agenda of the General Meeting (except for the additional election of members to the Board of Directors and the Supervisory Board) shall be approved by collecting votes from all shareholders through ballots, based on the number of shares owned or represented. Each share owned or represented corresponds to one voting unit.

- Each shareholder attending the General Meeting will receive 01(one ballot), which includes the shareholder identification number, shareholder's name/authorized representative's name, the number of voting shares (owned and authorized), and the official stamp of Song Be Rubber Joint Stock Company in the upper left corner.

#### 3.1. Subjects Approved by Raising Voting Ballots:

- The meeting agenda;
- The working regulations of the meeting;
- The personnel of the Presidium, Secretariat, and Vote Counting Committee;
- Reports and proposals presented at the meeting;

#### 3.2. Regulations on Voting by Raising Voting Ballots:

Voting on the above matters at the General Meeting shall be conducted by raising voting ballots. For each item, the Chairperson or a representative of the Presidium will ask shareholders for their opinions. Each matter will be voted on in three rounds in the following order:

Voting on the above matters at the General Meeting shall be conducted by raising voting ballots. For each item, the Chairperson or a representative of the Presidium will ask shareholders for their opinions. Each matter will be voted on in 3 rounds in the following order: Approval; Disapproval; Other opinions. The voting results will be announced immediately after each voting round.

#### 3.3. Invalid Voting Ballots:

- Ballots with additional content written on them;
- Ballots not issued by Song Be Rubber Joint Stock Company, ballots without the official red stamp of Song Be Rubber Joint Stock Company, or ballots that have been erased, altered, or contain additional content beyond the regulated format.

### 4. Approval of Resolutions by the General Meeting of Shareholders:

Resolutions are approved when shareholders owning more than 50% of the total voting shares of all attending shareholders vote in favor.





### **Article 13. Minutes and Resolutions of the General Meeting of Shareholders**

1. The minutes and resolutions of the General Meeting of Shareholders must be completed and approved before the meeting adjourns.

2. The minutes and resolutions of the General Meeting regarding matters on the agenda (except for the additional election of Board of Directors members) are approved when shareholders representing more than 50% of the total voting shares of all attending shareholders and representatives vote in favor..

3. The minutes and resolutions of the General Meeting of Shareholders must be kept on record at the company.

### **Article 14. Cases Where the General Meeting Cannot Be Held**

1. If the first Annual General Meeting of Shareholders does not meet the required conditions as stipulated in Article 4 of this regulation, the second meeting must be convened within 30 days from the scheduled date of the first meeting. The second Annual General Meeting of Shareholders may proceed if the number of attending members, including shareholders and authorized representatives, represents at least 33% of the total voting shares.

2. If the second Annual General Meeting of Shareholders still does not meet the required conditions as stated in Clause 1 of this article, a third meeting must be convened within 20 days from the scheduled date of the second meeting. In this case, the third Annual General Meeting of Shareholders may be held regardless of the total number of voting shares represented by attending shareholders.

### **Article 15. Implementation of the Regulations**

Shareholders and representatives of shareholder groups attending the General Meeting must strictly comply with the working regulations of the General Meeting of Shareholders. These regulations take effect immediately after being approved by the 2026 Annual General Meeting of Shareholders.

The above constitutes the working regulations of the General Meeting.

Respectfully submitted to the General Meeting of Shareholders for approval./.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**





SONG BE RUBBER  
JOINT STOCK COMPANY  
ANNUAL GENERAL  
MEETING OF  
SHAREHOLDERS 2026  
No. .../BC-HĐQT  
DRAFT

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**  
*Chon Thanh, May .....th, 2026*

**BOARD OF DIRECTORS' REPORT  
ON BUSINESS PERFORMANCE IN 2025 AND PLAN FOR 2026**

Pursuant to the functions, duties, and powers of the Board of Directors (BOD) of Song Be Rubber Joint Stock Company as stipulated in the Law on Enterprises dated June 17, 2020, and the Company's Charter, the Board of Directors hereby reports on the business performance in 2025 and the plan for 2026 as follows:

**I. Board of Directors' Activities in 2025**

**1. Evaluation of the Company's Business and Production Performance.**

Song Be Rubber Joint Stock Company operates in the agricultural production and business sector, specializing in the planting, nurturing, harvesting, purchasing, processing, and exporting of rubber latex. The company manages 03 plantations with a total area of 5,304.90 hectares, 01 rubber processing factory, and 07 operational departments are operating in the districts and township areas, including Chon Thanh Town, Bu Dop District, Bu Dang District, and Loc Ninh District. The company's primary product, SVR 3L rubber, is manufactured and tested in accordance with Vietnam's rubber standards (TCVN 3769:2016).

In 2025, the company faced challenges due to unpredictable weather conditions, underdeveloped plantations, and low productivity. Additionally, there were frequent fluctuations in the workforce, with high recruitment and retention pressures. Although there was a reduction in sick leave, maternity leave, and unpaid leave, the overall labor shortage still affected production output and had a significant impact on the company's business activities.

However, under the leadership of the Board of Directors, the management of the General Director, and the effort and determination of the entire staff and workforce of the company, along with the guidance and direction of the Provincial Party Committee and the Provincial People's Committee, as well as the support from provincial departments, agencies, district authorities, and local governments. The Board of Directors issued resolutions to direct and lead the company, while the flexibility of the executive management and the unified efforts of employees ensured a strong commitment to overcoming all challenges. The company strived to effectively implement the resolutions approved by the General Meeting of Shareholders, aiming for profitable business operations, preservation and growth of state capital, job stability, and income security for employees, while also ensuring the legitimate rights and benefits of shareholders.

The results of key performance indicators for 2025 are as follows:

<b>Indicator</b>	<b>Unit</b>	<b>2025 Plan</b>	<b>2025 Actual</b>	<b>Increase/Decrease Compared to Plan (%)</b>
Processed Rubber Output	tons	5,446	4,979	- 8.61
Purchased Rubber Output	tons	1,000	1,012	+ 1.2
Total Processed Output	tons	6,446	5,990	-7.07
Sales Volume	tons	6,500	6,372	-1.97
Average Selling Price	mil. VND	39	48.34	+ 23.94
Total Revenue	mil. VND	330,000	365,424	+10.73
Pre-Tax Profit	mil. VND	41,000	46,270	+ 12.85
NPAT/Total Revenue	%	10	10.71	
NPAT/Total Assets (ROA)	%		3.65	
NPAT/Equity (ROE)	%		4.81	
Dividend Payout Ratio	%	1,3	1,53	

Overall, in 2025, the company successfully achieved and fulfilled its planned targets. The capital and assets of the owners and shareholders were utilized effectively, ensuring the preservation of state capital. At the same time, the company balanced the interests of shareholders while also allocating benefits to employees through salary policies and the use of reward and welfare funds. Additionally, the company consistently fulfilled its tax obligations and contributions to the state budget.

## **2. Activities of the Board of Directors in 2025**

### **2.1. Information on the Board of Directors (BOD) Members**

The Board of Directors consists of 05 members, including 03 executive members and 02 non-executive members.

<b>No</b>	<b>Name</b>	<b>Position</b>	<b>Notes</b>
1	Mr.Thai Cong Can	Chairman of the board	Representative of 65% state-owned capital.
2	Mr. Nguyen Dong Dan	Member of the Board of Directors - Executive director	Representative of 35% state-owned capital



No	Name	Position	Notes
2	Mr. Nguyen Dong Dan	Member of the Board of Directors - Executive director	Representative of 35% state-owned capital
3	Mr. Nguyen Minh Thien	Member of the Board of Directors -Vice director	
4	Mrs. Nguyen Thi My Phuoc	Member of the Board of Directors	
5	Mr. Truong Minh Hung	Independent member of the Board of Directors	

## 2.2. Activities of the Board of Directors.

The Board of Directors carried out corporate governance strictly in compliance with regulations applicable to public companies. Each Board of Directors member fulfilled their responsibilities and authority in accordance with the Company's Charter and Corporate Governance Regulations. The Board of Directors operational regulations and task assignments by the Chairman were conducted transparently and objectively. Each Board of Directors member made significant efforts to fulfill their governance duties, ensuring the company's development aligns with strategic objectives while acting in the best interests of shareholders, employees, and the company's sustainable growth.

In 2025, the Board of Directors held 23 meetings, with full attendance of all members. All contents considered and decided at the Board of Directors' meetings closely followed the policies and directions approved by the General Meeting of Shareholders in 2025. 2 Discussions at the meetings were conducted openly and democratically, ensuring transparency and accountability. The resolutions of the Board of Directors were issued promptly, serving as a basis for the Board of Management to effectively implement the assigned tasks..

**Some key directives and major resolutions of the Board of Directors in 2025 are as follows:**

- Approval of the salary fund implemented in 2024 and the salary fund plan for 2025 of the Company.

- Approve the plan to organize the 2025 Annual General Meeting of Shareholders.

- + expected record date for finalizing the list of shareholders 17 March 2025.

- + Time for holding the general meeting: Expected to be during the period from 17 April 2025 to 29 April 2025, or another specific time as decided by the chairmam of the board of Directorrs, depending on the actual situation on the company



- Agreed in principle to the phased liquidation and replanting of plantations during the 2026–2036 period, as proposed by the Company’s Executive Board (with a total area for rubber plantation liquidation and replanting during 2026–2036 being 3,631.12 hectares); Agreed to liquidate 73.05 hectares of hybrid acacia plantations at Loc Thanh Plantation (including 69.47 hectares planted in 2019 (intercropped within lots 2, 3, 16, 17, 18 and part of lot 19 (up to road X16) in sub-compartments 97–102) and 3.58 hectares (1.2 hectares in lot 1 of sub-compartment 216, and 2.38 hectares in lot 2 of sub-compartment 219) planted in 2020 in the Ta Thiet area ).

- Approved the cash dividend payment for 2024 to the Company’s existing shareholders.

- Agreed on seeking approval for the personnel appointment policy to consolidate the positions of: Head and Deputy Head of the Organization Department, and Head of the Company’s Security Department.

- Agreed to liquidate and replant 4.35 hectares of hybrid acacia plantations established in 2021 at Loc Thanh Plantation.

- Convening the General Meeting of Shareholders to approve matters under its authority, including amendments and supplements to the Company’s Internal Governance Regulations.

- To agree on the reappointment of Mr. Nguyen Minh Thien, Deputy General Director of Song Be Rubber Joint Stock Company, to continue holding the position of Deputy General Director of Song Be Rubber Joint Stock Company (after restructuring).

- Approve in accordance with Proposal No. 57/TTr-CSSB dated August 20, 2025 on the transfer and appointment to the position of Deputy Head of the Company’s Agricultural Engineering Department for Mr. Le Quang Toan.

- In order to ensure the effective management and operation of the Company’s production and business activities by the Board of General Directors, the Board of Directors agrees on the policy of appointing the Company’s leadership and management positions from internal human resources. The Board of Directors agrees to seek opinions from the Provincial People’s Committee and the Department of Home Affairs of Dong Nai Province for consideration and approval of the policy to appoint leadership and management positions from internal human resources in accordance with the approved personnel planning.

- Approve the policy on liquidation and replanting of 162.53 hectares of rubber plantation area in 2026 at Nghia Trung Plantation.

- Approval in principle to continue intercropping hybrid acacia on areas with poorly developed rubber trees in Sub-compartments 97 and 102, and to establish forest plantations on protection forest land in Sub-compartments 216–219 at Lộc Thanh Farm, specifically as follows: Total planting area: 77.40 ha, of which:



+ Continued intercropping of hybrid acacia: 69.47 ha, including Plots 2, 3, 16, 17, 18 and part of Plot 19 (up to Road X16) in Sub-compartments 97 and 102.

+ Forest planting on protection forest land: 7.93 ha in Sub-compartments 216–219, in which the main planted species is Gáo vàng and the auxiliary species is hybrid acacia.

- The Board of Directors approves in principle the allocation of rubber varieties to be planted at specific locations within the replanting area of 162.53 ha at Nghĩa Trung Farm, as follows:

+ Area: 46.0 ha, Compartment 6, Sub-compartment 305 planted with RRIV 209 variety.

+ Area: 61.66 ha, Compartments 1 and 2, Sub-compartment 305 planted with RRIV 106 variety.

+ Area: 54.87 ha, Compartment 9, Sub-compartment 309; Compartments 1 and 3, Sub-compartment 304 planted with PB 255 variety.

At the meetings, each member of the Board of Directors presented reports and made contributions based on their specific responsibilities in the areas assigned by the Board, as well as their shared responsibilities in leading production and business operations. The Board of Directors provided practical and candid feedback, offered comments on strengths and limitations, and set orientations for effectively leading production and business activities.

### **2.3. Activities of Independent Board Members**

The independent members of the Board of Directors consistently demonstrated a high sense of responsibility, actively participating in all meetings and making significant contributions to the Board's activities. With a strong commitment to their assigned duties, the independent Board members effectively fulfilled their responsibilities while playing a crucial role in overseeing and managing the company's operations in alignment with its development strategy. Throughout their tenure, the independent Board members maintained their objectivity, provided high-level expertise and accurate insights, and made important contributions to the overall effectiveness of the Board of Directors' decision-making process.

With their role in ensuring transparency and fairness, the independent Board members were responsible for advising and overseeing the activities of the Board of Directors and the Executive Management in an objective and impartial manner, while also avoiding any conflicts of interest. In 2025, the independent Board members demonstrated a high level of responsibility by actively participating in all Board of Directors meetings, allowing them to stay well-informed about the company's business operations and production activities. Thanks to their contributions, the objectivity and fairness of the company's operations were ensured, which in turn enhanced operational efficiency and supported the company's long-term sustainable development.



## **2.4. Independent Board of Directors member's evaluation report:**

Based on the actual activities of the Board of Directors in 2025, the independent member of the Board of Directors provides the following evaluation:

2.4.1. Regarding the organization of Board of Directors meetings: The Board of Directors held all regular meetings in strict compliance with the Law on Enterprises, the Company Charter, and Internal Governance Regulations. The content of the meetings always closely followed the key issues according to the Resolutions of the General Meeting of Shareholders. Discussions at the meetings were conducted openly, carefully, democratically, and effectively, helping to make optimal and timely decisions.

2.4.2. Regarding the sense of responsibility and professionalism of the Board of Directors: The members of the Board of Directors always demonstrate a high sense of responsibility, working professionally, objectively, and cautiously in the decision-making process. The Board of Directors as a whole consistently maintains the strategic direction and correctly implements the contents approved by the General Meeting of Shareholders, contributing to ensuring the harmonious interests of the Company and its shareholders.

2.4.3. Regarding the supervision of the Board of Management: The Board of Directors effectively performed its supervision function over the Board of Management. The Company's business operations were implemented according to the direction and plan. The resolutions of the Board of Directors were always issued timely, serving as a basis for the Board of Management to effectively implement tasks. Board members holding executive positions fully attended meetings and actively contributed professional proposals to improve the quality of the Board of Directors' decisions.

## **2.5. Activities of the Subcommittees under the Board of Directors:**

Board of Directors has not yet established any formal subcommittees. However, specialized departments have been assigned responsibilities, and Board of Directors members are designated specific tasks related to monitoring, managing, supervising, and reporting on the implementation of assigned duties.

Board of Directors meetings were conducted in accordance with regulations, ensuring timely issuance of resolutions, decisions, and official announcements, while also directing the Executive Management to implement the Board's resolutions effectively..

Board of Directors members actively and responsibly contributed their insights on matters within the Board's authority, coordinating in leading, supervising, and managing business operations to ensure the successful implementation of the General Meeting of Shareholders' resolutions.

## **2.6. Supervisory Activities Over the General Director and Management Team:**



Based on the Company Charter, Internal Corporate Governance Regulations, and the Board of Directors' Operating Regulations, the Board of Directors (BOD) supervises the General Director and other management personnel in their execution of the company's operations.

The General Director's Office holds regular meetings on a monthly and quarterly basis to assess the implementation and performance of assigned business activities. All business operations are conducted in strict compliance with current legal regulations.

The Board of Directors effectively performed its supervision function over the Board of Management. The Company's business operations were implemented according to the direction and plan. The resolutions of the Board of Directors were always issued timely, serving as a basis for the Board of Management to effectively implement tasks. Board members holding executive positions fully attended meetings and actively contributed professional proposals to improve the quality of the Board of Directors' decisions.

Throughout the year, the General Director and the Executive Management Team fully carried out their responsibilities in reporting, explaining, and disclosing information regarding the company's business operations in a comprehensive and transparent manner. The General Director and the Executive Team complied with all requirements related to submitting proposals and seeking approval for matters under the authority of the Board of Directors, both in regular and extraordinary meetings.

The effective coordination among management levels, along with decisive and close guidance from the Board of Management, helped the Company operate stably and maintain business efficiency amidst many difficulties. The business operation results achieved in 2024 are clear evidence of these efforts, contributing to ensuring harmonious interests among the Company, shareholders, employees.

## **2.7. Salaries and Remuneration of the Board of Directors and Supervisory Board**

- The salaries and remuneration for the Board of Directors and the Supervisory Board in 2025 were implemented in accordance with the resolution of the 2025 Annual General Meeting of Shareholders held in April 2025. The remuneration policy complied with labor laws and regulations governing wages, salaries, bonuses, and allowances for Board of Directors and Supervisory Board members.

Unit: VND 1,000

No	Full Name	Position	Salary	Bonus
1	Mr.Thai Cong can	Chairman of the Board of Directors	374,000	387,719

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2	Mr.Nguyen Dong Dan	Board Member - General Director	338,000	360,652
3	Mr.Nguyen Minh Thien	Board Member - Deputy General Director	314,000	327,561
4	Mr. Truong Minh Hung	Independent member of the Board of Directors	0	0
5	Mrs.Nguyen Thi My Phuoc	Member of the Board of Directors	314,000	327,300
6	Mr. Huynh Quang Vinh	Chief accountant	314,000	328,469
7	Mrs.Tran Thi Ngoc Lien	Head of Supervisory Board	314,000	325,976
8	Mrs.Nguyen Thi Phuong	Supervisory Board Member		18,462
9	Mr. Tu Xuan Lam	Supervisory Board Member		18,923

## II. ORIENTATION OF THE BOARD OF DIRECTORS' ACTIVITIES

In 2026, amid the common challenges faced by the rubber industry, along with the company's own advantages, difficulties, and existing issues, the Board of Directors will continue to guide the company's development. The goal is to strive to achieve and exceed the set targets, ensuring the highest benefits for shareholders.

The Board of Directors strictly adheres to corporate governance in compliance with legal regulations and the Company's Charter. Board members perform their duties and exercise their rights in accordance with the Company's Charter, corporate governance regulations, and the assignments of the Chairman of the Board of Directors with integrity. They consistently act in the best interests of the company and its shareholders.

Direct the Executive Board to successfully implement the business and production targets, ensuring a consolidated revenue growth rate at least 10% compared to the results of 2025, and effectively implement the Resolution of the 2026 Annual General Meeting of Shareholders, focusing all available resources on building a stable and sustainable organization, fostering continuous growth,

improving operational and production efficiency, and ensuring the successful achievement of the planned targets.

Managing, maintaining, and protecting 3.869,59 hectares of rubber plantations for business purposes and 291,22 hectares of young rubber plantations under development. Strengthening technical management of harvested rubber plantations, allocating workers to production teams based on the specific conditions of each plantation to ensure effective management. Maintaining a well-functioning management system in compliance with ISO standards.

Focusing on labor recruitment for rubber exploitation, enhancing new welfare policies to retain workers, and effectively implementing skill training programs for extraction laborers to meet the operational demands in 2026 and the following years.

The State capital representative at the company shall strengthen management and supervision efforts, providing timely input to mitigate potential risks while ensuring the preservation and growth of contributed capital.

Strictly implementing corporate governance in compliance with legal regulations, the Company's Charter, and the corporate governance regulations of Song Be Rubber Joint Stock Company.

The above presents the Board of Directors' activity report for 2025 and the operational direction for 2026.

Respectfully submitted./.

***Recipients:***

- General Meeting of Shareholders;
- State Securities Commission, Hanoi Stock Exchange;
- Board of Directors Members;
- Supervisory Board;
- Filed: Office, Board Secretary.

**ON BEHALF OF THE BORRD OF  
DIRECTOR  
CHAIRMAN**







**SONG BE RUBBER  
JOINT STOCK COMPANY**

No. .... /BC – CSSB

**DRAFT**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

*Chon Thanh, date .... month ..... year 2026*

**REPORT**

**BUSINESS PERFORMANCE RESULTS IN 2025**

**AND BUSINESS PLAN FOR 2026**

**PART ONE**

**SUMMARY OF OPERATIONS IN 2025**

**I. CHARACTERISTICS AND SITUATION**

Song Be Rubber Joint Stock Company operates in the agriculture-based production and business sector, specializing in planting, nurturing, harvesting, purchasing, processing, and exporting rubber latex. The company manages 03 plantations with a total area of 5,304.90 hectares, 01 latex processing factory, and 07 functional departments are operating in the districts and township areas, including Chon Thanh Town, Bu Dop District, Bu Dang District, and Loc Ninh. The company's primary product is SVR 3L rubber latex, which is produced and tested according to Vietnam's national rubber standard TCVN 3769:2016.

**II. BUSINESS PERFORMANCE RESULTS**

**1. Summary of Key Indicators:**

No	Indicator	Unit	Plan	Actual	Percent age (%)
1	Rubber plantation area	Ha	4,165.02	4,165.02	100.00
	- Business rubber	Ha	4,036.33	3,984.07	98.70
	- Young rubber	Ha	128.69	178,69	138.85
2	Rubber latex production	Tons	5,635	5,408	95.97
3	Yield	Tons/Ha	1.41	1.36	96.45
4	Purchased rubber	Tons	1,000	1,012	101.2
5	Total revenue	Billion VND	330	365,424	110.73
6	Average selling price	Million VND	39	48.34	123.94

No	Indicator	Unit	Plan	Actual	Percent age (%)
7	Total profit	Billion VND	41	46.270	112.85
8	State budget contribution	Billion VND	32	45.35	141.72
9	Tiền lương bình quân	VND	7,500,000	8,500,000	113.33
10	Thu nhập bình quân	VND	8,000,000	11,300,000	141.25

## **2. Exploitation, Purchase, Processing, and Business of Rubber Latex**

The processing and testing of SVR 3L rubber latex are carried out according to the technical procedures, managed under the quality control system of ISO 9001:2015, ensuring that the finished latex meets the Vietnam Rubber Standard TCVN 3769:2016. The total rubber latex production from large plantations was 5,408 tons out of a plan of 5,635 tons, achieving 95.97%. The rubber latex purchased from small plantations was 1,012 tons, surpassing the plan of 1,000 tons, achieving 101.2%.

## **3. Care, Exploitation of Rubber Latex, and Forest Management and Protection Activities**

The business and young rubber plantations are maintained according to the correct technical procedures, closely following the specific characteristics of each plantation to apply suitable care processes. The forest areas are well-managed and protected, preventing any forest fires. The acacia plantations and secondary forest areas are properly maintained and conserved efficiently. The total rubber plantation area is 4,165,02 hectares, of which 3,984,07 hectares are for exploitation and 178,69 hectares are for young rubber. The area of secondary forest is 93.37 hectares, while the acacia plantations cover 664,47 hectares. Additionally, the area dedicated to banana tissue culture farming under business cooperation is 221.57 hectares, and acacia plantation business cooperation covers 48.35 hectares. Other areas total 112,12 hectares. The average yield is 1.39 tons/ha.

## **4. Organization, Structure, and Human Resources**

Labor management: The total number of employees is 1,019, of which 832 are direct workers (accounting for 81.6%), and 463 are female workers (accounting for 45.4%). During the year, 209 new employees were recruited, and 277 employees resigned voluntarily.

## **5. Financial Performance**

- Total revenue and other income: The actual revenue reached 365,424 billion VND, compared to the planned 330 billion VND, achieving 110.73%.



- The total profit achieved was 46.27 billion VND, compared to the planned 41.00 billion VND, reaching 112.85%.

- Taxes and contributions to the state budget amounted to 45.36 billion VND, compared to the planned 32.00 billion VND, achieving 141.72%.

- The average selling price of SVR3L rubber latex was 48.34 million VND/ton, compared to the planned 39 million VND/ton, achieving 123.94%. The average production cost for large plantation latex was 37.25 million VND/ton, compared to the planned 37.00 million VND/ton, achieving 100.67%. The average production cost for small plantation latex was 48.59 million VND/ton, compared to the planned 39.00 million VND/ton, achieving 124.59%.

## **6. Investment in Basic Construction and Project Management**

6.1. Basic Construction Investment: Regarding basic construction, the company has implemented the procurement of vehicles, machinery, and equipment to serve the production and processing of rubber latex. Additionally, repairs have been carried out on rubber plantation roads, machinery, equipment, factories, warehouses, latex receiving stations, security houses, dormitories, office buildings, and auxiliary works for various units and the company office.

6.2. Replanting of 54.73 hectares of rubber plantation in the area of Minh Thang Commune under the management of Nghia Trung Farm.

### **6.3. Land Management Work:**

6.3.1. Land plot in Tru Van Tho Commune: The Land Use Rights Certificate has been issued.

6.3.2. The Company is awaiting review, consolidation, and guidance from the Department of Agriculture and Environment for the preparation of the Company-wide land use plan to facilitate the issuance of Land Use Rights Certificates for 3,147.3 hectares of forestry land across three farms.

## **7. Employee Welfare and Livelihood Support**

The company's total payroll amounts to 107 billion VND, with an average salary of 8,500,000 VND per person per month, achieving 113.33% of the Resolution target. The average income is 11,300,000 VND per person per month, reaching 141.25% of the Resolution target.

Employees reaching retirement age, in addition to receiving pension benefits from Social Insurance, are provided with additional retirement allowances by the company based on their years of service. All other employee benefits and policies are fully and promptly implemented.

## **III. GENERAL ASSESSMENT**

In 2025, complex weather conditions led to poor plantation growth and low productivity. Additionally, the labor force remained unstable, facing high competition in recruitment and retention. Although the number of workers on sick leave, maternity leave, and unpaid leave decreased, it remained significant, at



times impacting the unit's production targets and overall business operations. However, thanks to the leadership and guidance of the Provincial Party Committee and the People's Committee, along with the support and coordination of provincial departments, district authorities, and local governments, as well as the assistance from partner units, suppliers, and customers, the company received significant support to overcome challenges. The leadership of the Party Committee, the proactive strategy development by the Board of Directors, and the effective management of the Executive Board have strengthened business and production activities, fostering internal unity within the company, between the Party and government, among subsidiaries, unions, and employees. The solidarity and unity of the collective, along with the enthusiasm, consensus, creativity, and perseverance of all employees in overcoming challenges, have enabled the company to achieve and exceed most of the planned targets, as outlined in the results above

## PART TWO

### ORIENTATION AND TASKS FOR 2026

In 2026, the rubber industry is forecast to enter a new growth cycle, with significant price fluctuations and high competitive pressure. In light of the overall challenges facing the rubber industry, together with the Company's own favorable conditions, difficulties, and existing issues, the Company has set out the following objectives and tasks for 2026:

#### **I. OBJECTIVES:**

1. Build a strong Party organization and government administration, ensuring they achieve at least "Good Performance", while mass organizations attain "Outstanding Strength" status.

#### **2. Achieve the following business and production targets:**

- Total rubber latex production:	4,980 tons
- Purchased smallholder latex production:	1,610 tons
- Average selling price of SVR3L rubber latex:	50 million VND/ton
- Average production cost of large-scale plantation latex:	45 million VND/ton
- Average production cost of smallholder latex:	50 million VND/ton
- Total revenue and other income:	402 billion VND
Including: + Revenue from latex sales:	342 billion VND
+ Other revenue:	60 billion VND
- Total profit :	50.9 billion VND
including: + Profit from rubber latex:	12.9 billion VND
+ Other profit:	38 billion VND



- Total tax contribution to the state budget: 50 billion VND
- Average salary: 8,000,000 VND/person/month
- Average income: 8,5000,000 VND/person/month

3. Manage, maintain, and protect 3,869.59 hectares of business rubber plantations and 291.22 of immature rubber plantations

4. Expanding plantation areas for rubber (162 hectares at Nghia Trung Farm) and hybrid acacia (77.4 hectares at Loc Thanh Farm).

## **II. IMPLEMENTATION MEASURES:**

1. Assign personnel for fire prevention and security patrols at warehouses, workshops, processing plants, and rubber plantations.

2. Manage, protect, and maintain the immature rubber plantations, business rubber plantations, and hybrid acacia plantations effectively.

3. Ensure timely and accurate payment of salaries, bonuses, and insurance benefits for employees.

4. Fulfill tax obligations and other state contributions in accordance with regulations.

5. Train and recruit latex harvesting workers to meet the demands of plantations, ensuring no plantations are left unattended.

6. Enhance living conditions by providing adequate collective accommodation, timely salary payments, and full insurance coverage for workers as per regulations.

7. Focus on large-scale latex harvesting, maintain smallholder latex purchasing, and ensure the production of SVR 3L rubber meets both quality and quantity targets as approved by the Provincial People's Committee for 2026.

8. Sell SVR 3L latex according to the sales plan, and conduct monthly sales of coagulated latex and scrap latex at plantation warehouses, ensuring proper salary and benefits payments to employees.

9. Continue investing in upgrading and repairing plantation roads and internal pathways, prioritizing routes used by workers and latex transportation to facilitate production activities.

10. Maintain compliance with ISO 9001:2015 and ISO/IEC 17025:2017 laboratory management systems for SVR 3L rubber products.

11. Monitor and implement additional tasks as directed by the Provincial People's Committee in 2026.

The above is the Business and Production Summary Report for 2025 and the Orientation and Tasks for 2026 of the Company. The year 2026 is expected to bring many difficulties and challenges; however, with solidarity, responsibility,



**JOINT STOCK COMPANY  
SONG BE RUBBER**

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*Chon Thanh, day month 05 year 2026*

## **REPORT OF THE SUPERVISORY BOARD**

Performing the functions and duties of the Supervisory Board as stipulated in Article 165 of the 2020 Law on Enterprises and Articles 56,58 of the Charter of Song Be Rubber Joint Stock Company;

Pursuant to the Financial Statements for the year 2025 of Song Be Rubber Joint Stock Company audited by Chuan Viet Auditing and Consulting Co., Ltd.;

Pursuant to Official Letter No. 4735/UBND-TH dated 14/11/2024 regarding opinions on financial planning data of Song Be Rubber Company for the year 2025 and Official Letter No. 865/UBND-TH dated 27/02/2025 on the correction of data in Official Letter No. 4735.

Pursuant to the Operating Regulations of the Supervisory Board and the inspection and supervision results of the Supervisory Board for the year 2025.

The Supervisory Board of Song Be Rubber Joint Stock Company reports the results of performing the duties of the Supervisory Board for the year 2025 on the following contents:

### **I. Self-assessment Report on the Operating Results of the Supervisory Board**

#### **1. Activities of the Supervisory Board**

During the year 2025 the Supervisory Board has carried out regular inspection and supervision work with the following specific work contents:

Inspecting and monitoring compliance with regulations of law and the Company on the management and administration activities of the Board of Directors and the Board of General Directors; monitoring transactions with related parties;

Monitoring the production and business operations of the Company; reviewing the legality and procedural sequence for issuing resolutions and decisions of the Board of Directors in accordance with the law and the Company Charter;

Inspecting and supervising the implementation and results of the Resolutions of the General Meeting of Shareholders 2025;





Examining quarterly and annual financial statements to assess the truthfulness and reasonableness of financial data, in conformity with accounting standards, accounting regimes and the Company's current financial policies;

Controlling the Company's compliance with information disclosure regulations as required by law;

During the year the Supervisory Board fully attended all meetings of the Board of Directors.

## **2. Activities of each Supervisor**

Ms. Tran Thi Ngoc Lien is generally responsible for all the work of the Company's Supervisory Board, receives Resolutions, Decisions and other documents from the Board of Directors and the Executive Board. Attends meetings of the Board of Directors

Mr. Tu Xuan Lam is responsible for coordinating the inspection and control of Resolutions, Decisions and other documents of the Board of Directors and the Executive Board related to financial activities.

Ms. Nguyen Thi Phuong is responsible for coordinating the inspection and control of Resolutions, Decisions and other documents of the Board of Directors and the Executive Board related to production and business activities. Maintains the archive of documents, materials and records related to the activities of the Supervisory Board.

## **3. Remuneration, operating expenses and other benefits of the Supervisory Board and each Supervisory Board member for the year 2025.**

The income level of the Supervisory Board in 2025 includes remuneration, bonuses and salaries for 2025 (based on audited Financial Statement data)

<b>Full Name</b>	<b>Salary</b>	<b>Remuneration</b>	<b>Other Income</b>	<b>Total</b>
1. Tran Thi Ngoc Lien	314.000.000		325.976.136	639.976.136
2. Tu Xuan Lam		18.000.000	923.036	18.923.036
3. Nguyen Thi Phuong		18.000.000	462.150	18.462.150
<b>Total</b>	<b>314.000.000</b>	<b>36.000.000</b>	<b>327.261.322</b>	<b>677.361.322</b>

## **4. Meetings of the Supervisory Board**

The Company's Supervisory Board has 03 members, of which 01 is a full-time member and 02 are concurrent members, with no personnel changes during the year.

The Supervisory Board held 04 meetings (with 3/3 members in attendance) with the contents agreeing on the operational supervision results to prepare for the Supervisory Board's report to the General Meeting of Shareholders annual meeting, with periodic reports on work submitted quarterly.

During the year the Supervisory Board had no other recommendations.

## **II. Report on business results of the Company, operating results of the Board of Directors and General Director, and supervisory results on the Company's financial activities.**

### **1. Business operating results of the Company reflected through financial indicators (VND million):**

<b>Indicator</b>	<b>Unit</b>	<b>Plan for 2025</b>	<b>Actual for 2025</b>	<b>Comparator of actual vs. plan(%)</b>
1. Total revenue	VND million (VND mil.)	330.000	365.424	107,48
- Business operating revenue	VND mil.	255.000	326.330	135,97
- Other revenue	VND mil.	77.000	39.094	48,87
2. Profit before tax	VND mil.	41.000	46.270	112,85
3. Profit after tax	VND mil.	32.800	39.156	119,38
4. Taxes and amounts payable to the State Budget	VND mil.	32.000	86.769	271,15
5. Ratio of Profit after tax/Owner's Equity	%	4,03	4,81	119,38
6. Processed output	Tons	6.446	5.991	92,94
-Tapped latex	Tons	5.446	4.979	91,42
-Purchased latex	Tons	1.000	1.012	101,20
7. Sales volume	Tons	6.500	6.372	98,03
8. Average selling price	VND mil.	39	48,34	123,94



## **2. Results of supervising the activities of the Board of Directors in 2025:**

The Board of Directors held meetings as stipulated in the Company's Charter; all Board members fully participated and made timely decisions to direct production and business activities.

The Board of Directors issued Resolutions and Decisions related to the Company's production and business activities within the responsibility and authority of the Board, in accordance with the Resolutions of the General Meeting of Shareholders, complying with the Company's Charter, the Law on Enterprises and relevant legal regulations;

The Board of Directors directed and supervised the Board of General Directors in managing the Company's production and business activities to implement the Resolutions approved by the General Meeting of Shareholders;

The Board of Directors successfully organized both the Annual and Extraordinary General Meetings of Shareholders in 2025.

In 2025, the Board of Directors held 23 meetings and issued 20 resolutions regarding: preparation for convening the Annual General Meeting of Shareholders; agreement on the 2024 actual wage fund and the 2025 plan, welfare fund expenditures; approval of the production and business plan, financial plan, dividend payment for 2024, the policy on appointing the head and deputy head of the Organization Department and the Security Department; convening the Extraordinary General Meeting of Shareholders; amendment and supplementation of the Company's internal corporate governance regulations; transfer and appointment of staff in the Agriculture Department; resolution agreeing on the wage fund and on the sequential liquidation of the acacia hybrid replanting plot, agreement on the production-business and financial plans, agreement on the policy of appointing the head and deputy head of the Organization and Security Departments, agreement on procedures for changing the business license address, convening the Extraordinary General Meeting of Shareholders, appointment of the Deputy Head of the Agriculture Department, Deputy General Director after restructuring; 91 decisions on: approval of investment in the contractor selection plan for tapping materials, fertilizers, labor protection, hazardous and arduous work; approval of the production-business plan; approval of the company restructuring scheme; payment of remuneration to Supervisory Board members; issuance of regulations on finance, debt management, use of funds and assets; approval of the starting price for asset liquidation; requesting policy on appointment of management positions;



liquidation of replanted plantations; receiving land use rights transfer in Hung Phuoc Commune; approval of the 2026 production-business plan; approval of after-tax profit distribution for 2025; approval of the 2025 labor performance and 2026 labor utilization plan; approval of the 2025 final settlement of wages and remuneration funds; approval of the 2026 wage and remuneration fund plan and salary levels for Board of Directors members, Executive Board and Supervisors.

### **3. Operating results of the Executive Board:**

The Board of Directors (Executive) proactively prepared plans and organized the management of production and business activities in line with the orientation of the Board of Directors, making specific and timely decisions to resolve issues related to production and business activities so that the directions of the Board of Directors are quickly accomplished.

The Executive Board held monthly briefing meetings to capture the opinions of units during the performance of production tasks and reported to the Board of Directors for their direction so as to manage production and business activities in line with reality and achieve efficiency.

In 2025, the Board of General Directors issued 372 decisions on: rewarding individuals achieving "Golden Hands" awards; monthly rewards for tapping workers; termination of labor contracts; labor rotation; approval of contractor selection; approval of production plans for units; appointment of department heads and deputy heads; salary adjustments for department heads/deputies and units; regulations on the operation of the security force; salary increases for employees; issuance of criteria for evaluating employees' work completion; resolution of long-standing debts; increases and decreases of assets; 39 reports on: the operations of the Chon Thanh High-Tech Agricultural Application Zone; anti-corruption and anti-negativity; anti-waste, asset declarations; rubber replanting; results of the review of land-use status at Loc Thanh – Nghia Trung – Bu Dop Plantations; 3-year report on implementing the clean agricultural technology application scheme; 6-month production and business performance and difficulties; implementation of the 2025 production-business plan and 2026 plan; compliance with legal regulations in project implementation; compliance with environmental regulations on water resources protection; status of equitization and State capital divestment of the Company.

### **4. Supervisory results on the Company's financial activities in 2025**

The Company's financial statements have been prepared in accordance with the current Vietnamese accounting standards and accounting regime.

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The Company applies Circular No. 200/2014/TT-BTC on guidance for the corporate accounting regime in preparing and presenting the Financial Statements ending as of 31/12/2025;

The Financial Statements are prepared on the historical cost basis. Accounting policies such as principles for recognizing cash and cash equivalents; recognition of inventories; recognition and depreciation of fixed assets; recognition of revenue and expenses, etc., are applied by the Company appropriately and consistently. The Company opens books, records and accounts for arising economic and financial transactions on a regular and continuous basis, truthfully and objectively in accordance with the economic substance. The reporting system is performed promptly and timely, meeting requirements.

The Financial Statements for the year 2025 of the Company have been audited by Chuan Viet Auditing and Consulting Co., Ltd. In Audit Report No. 270313/26/BCKT-AUD/VVALUES dated 27/03/2026 the auditor's opinion is as follows: "The Financial Statements have given a true and fair view, in all material respects, of the financial position of the Company as of 31/12/2025, as well as the results of its production and business activities and its cash flows for the financial year ending on the same date, in accordance with Vietnamese accounting standards, the corporate accounting regime, and relevant legal regulations applicable to the preparation and presentation of Financial Statements".

The independent auditor's report contains an emphasis of matter drawing readers' attention to the following issues:

Note V.13 – Payables to employees: the Company's provisional appropriation of the wage fund during the year does not exceed the actual wage fund as per Decision No. 85/QĐ-HĐQT dated 31/12/2025 of the Board of Directors on approving the 2025 final settlement of the wage and remuneration fund for employees of the Company, the executive board, members of the Board of Directors and Supervisors of Song Be Rubber Joint Stock Company, which has not yet been approved by the Provincial People's Committee. At the same time, the Company is temporarily distributing profits during the year based on the actual wage fund as per the above-mentioned decision.

Note VIII.10 of the Financial Statements: as of the report's issuance date, the Company has not completed the legal records (no land lease decision, land lease contract, land use right certificate, etc.) for certain land areas the Company is currently managing and using. During the year, the Company estimated and provisionally remitted to the State Budget the land rent for the aforementioned areas from the time of land management and use up to 31 December 2025, in the amount of VND 58,379,272,074.

The Supervisory Board examined the Company's quarterly and annual financial statements starting from 01/01/2025 to 31/12/2025. The Supervisory Board agrees with the audit report of Chuan Viet Auditing and Consulting Co., Ltd. on the Company's financial position as of 31/12/2025.

### Financial safety indicators of the Company in 2025

Indicator	Unit	Year 2024	Year 2025
1. Asset structure			
Short-term assets / Total assets	%	51,39	56,26
Long-term assets / Total assets	%	48,61	43,74
2. Capital structure			
Total liabilities / Total capital	%	21,94	24,02
Owner's equity / Total capital	%	78,06	75,98
3. Solvency			
Quick ratio (= (Cash and cash equivalents + Receivables + Short-term investments) / Current liabilities)	Times	2,11	2,21
Current ratio (= Current assets / Current liabilities)	Times	2,34	2,34
4. Profitability ratios			
Profit after tax / Net revenue	%	17,45	12,00
Profit after tax / Owner's equity (ROE)	%	5,76	4,81
Profit after tax / Total assets (ROA)	%	4,49	3,65

#### ***On asset structure:***

Total assets in 2025 were VND 1,071 billion compared with VND 1,043 billion in 2024 an increase of VND 28 billion, up 2,68% over the same period last year, mainly due to increased investments held to maturity in term deposits; while decreasing long-term financial investments, decreasing fixed assets, decreasing cash equivalents, and decreasing inventories.

#### ***On capital structure:***



Total liabilities in 2025 were VND 257 billion compared with VND 229 billion in 2024 an increase of VND 28 billion, up 1,22% versus the previous year, mainly an increase in taxes and amounts payable to the State; while decreasing payables to employees.

The debt-to-equity ratio in 2025 is  $0.24 < 1$ , indicating that the Company manages debt risk well and has sufficient financial capacity to cope with urgent debts.

Owner's equity is VND 813.961 billion, accounting for 75,98% of total capital.

***On solvency:***

The quick ratio is 2.21 times and the current ratio is 2.34 times, showing that the Company has sufficient financial capacity to pay debts as they fall due.

***Profitability ratios:***

The ratio of profit after tax to owner's equity (ROE) is 4.81, reflecting that the Company uses its equity capital effectively.

The ratio of profit after tax to total assets (ROA) is 3.65, reflecting that the Company uses its assets effectively

**5. Information Disclosure:**

The Company has fully and timely conducted periodic and extraordinary information disclosures on the Company's website, on the Information Disclosure System of the State Securities Commission and on other information disclosure means in accordance with Circular No. 96/2020/TT-BTC dated 16/11/2020 guiding information disclosure in the securities market and Circular No. 68/2024 dated 18/09/2024 and Circular No. 18/2025/TT-BTC dated 26/04/2025 amending and supplementing it, effective from 05/05/2025, and the Company's Information Disclosure Regulations.

**IV. Coordination of activities among the Supervisory Board, Board of General Directors, Board of Directors and Shareholders:**

The Supervisory Board has been invited to attend the periodic meetings of the Board of Directors, as well as the briefing meetings of the Executive Board held during the year, and has been provided with full, timely information, materials, documents, etc., related to the meeting contents.

The Supervisory Board has properly performed its functions and duties in coordinating with the Board of Directors and the Executive Board of the Company on the principle of acting in the interests of shareholders and the

Company. The Company's leadership has also seriously provided information and facilitated the Supervisory Board's access to documents to verify the accuracy of information.

During the year, the Supervisory Board properly fulfilled its inspection and supervision role to ensure that the Company's activities comply with the provisions of the Law, the Operating Charter and Organizational Charter of the Company, and the resolutions issued by the General Meeting of Shareholders.

During the year 2025, the Supervisory Board did not receive any recommendations or complaints from shareholders regarding the Company's operations.

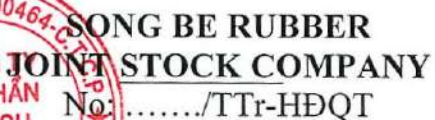
**O/B of the Supervisory Board**

**Head of the Board**

**Tran Thi Ngoc Lien**







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**Regarding the approval of the 2025 audited financial statements  
of Song Be Rubber Joint Stock Company**

To: Annual General Meeting of Shareholders 2026  
Song Be Rubber Joint Stock Company

*Pursuant to the Law on Enterprises dated June 17, 2020;*

*Pursuant to the Law on Securities dated November 26, 2019;*

*Pursuant to the Chanter on organization and operations of Song Be Rubber Joint Stock Company;*

*Pursuant to the financial statements for the fiscal year ending December 31, 2025, of the Company, which have been audited by VietValue Auditing and Consulting Co., Ltd. (VIETVALUS); (the audited separate Financial Statements are attached).*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the audited financial statements for 2025 of Song Be Rubber Joint Stock Company as follows:

**Key Financial Indicators from the Audited Financial Statements for 2025:**

Unit: VNĐ

Indicator	Code	31/12/2025	01/01/2025
<b>I. Total Assets</b>	270-BCDKT	<b>1,071,313,629,562</b>	<b>1,042,720,493,546</b>
1. Short-term Assets	100-BCDKT	602,693,678,527	535,897,339,775
2. Long-term Assets	200-BCDKT	468,619,951,035	506,823,153,771
<b>II. Total Liabilities and Equity</b>	440-BCDKT	<b>1,071,313,629,562</b>	<b>1,042,720,493,546</b>
<b>1. Liabilities</b>	300-BCDKT	<b>257,351,709,562</b>	<b>228,758,573,546</b>
1.1. Short-term Liabilities	310-BCDKT	<b>257,351,709,562</b>	228,758,573,546
Of which: Overdue Liabilities		0,00	0,00
1.2. Long-term Liabilities	330-BCDKT	0,00	0,00
<b>2. Owner's Equity</b>	400-BCDKT	<b>813,961,920,000</b>	<b>813,961,920,000</b>

Indicator	Code	31/12/2025	01/01/2025
1. Owner's Contributed Capital	410-BCĐKT	813,961,920,000	813,961,920,000
<b>III. Business Performance</b>		<b>Năm 2025</b>	<b>Năm 2024</b>
1. Total Revenue	10-BCKQKD	365,424,511,856	315,067,418,575
- <i>Net Revenue from Sales and Services (Million VND)</i>		326,330,160,345	268,478,280,835
- <i>Financial Income</i>	21-BCKQKD	32,994,020,791	25,283,025,433
- <i>Other Income</i>	31-BCKQKD	6,100,330,720	21,306.112,307
2. Total Expenses		319,154,024,346	258,947,587,588
3. Total Profit Before Tax	50-BCKQKD	46,270,487,510	56,119,830,987
4. Net Profit After Corporate Income Tax	60-BCKQKD	39,156,384,008	46,858,096,434

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

Sincerely./.

**Recipients:**

- General Meeting of Shareholders;
- Board of director;
- Archive: VT.

**ON BEHALF OF THE BORRD OF  
DIRECTOR  
CHAIRMAN**





**SONG BE RUBBER  
JOINT STOCK COMPANY**

Số: ...../TTr -HĐQT

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

*Chon Thanh, May....th, 2026*

**PROPOSAL**

**Regarding the Approval of Profit Distribution, Allocation and  
Utilization of Funds, and Dividend Rate for 2025  
of Song Be Rubber Joint Stock Company**

**To: General Meeting of Shareholders 2026  
Song Be Rubber Joint Stock Company**

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Charter on organization and operation of Song Be Rubber Joint Stock Company;
- Pursuant to the financial statements for the fiscal year ending December 31, 2025, of the Company, which have been audited by VietValue Auditing and Consulting Co., Ltd. (VIETVALUS); (the audited separate Financial Statements are attached).

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the business performance and profit distribution plan for 2025 as follows:

Indicator	Amount (VND)
1. Charter Capital (according to the Business Registration Certificate issued on August 04, 2025, by the Department of Finance, consisting of 81,396,192 shares), including:	813,961,920,000
a) <i>State Capital</i> (79,242,696 shares, accounting for 97.354%):	792,426,960,000
b) <i>Investor Capital</i> (2,153,496 shares, accounting for 2.646%):	21,534,960,000
2. Distribution of remaining profit after corporate income tax (according to the 2025 Independent Audited Financial Statements)	39,156,384,000
a) Employee Bonus and Welfare Fund	25,946,805,000
b) Bonus Fund for Company Management	757,730,000
c) Dividend Payment:	12,451,847,000

Indicator	Amount (VND)
- <i>Dividend payment for State Capital, submitted to the provincial budget, accounting for 79,242,696 shares. 97.354%</i>	12,122,409,000
- <i>Dividend payment for Investor Capital, accounting for 2,153,496 shares 2.646%</i>	329,438,000
d) Dividend Payment Rate::	153 VND/ per share

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

Sincerely./.

***Recipients:***

- General Meeting of Shareholders;
- Board of director;
- Archive: VT.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**

**Thai Cong can**





**SONG BE RUBBER  
JOINT STOCK COMPANY**  
No:...../TTr - HĐQT

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Chon Thanh, May ...th, 2026.*

## **PROPOSAL**

**Regarding the selection of the auditing firm for the 2026 financial  
statements of Song Be Rubber Joint Stock Company**

To: The 2026 Annual General Meeting of Shareholders;  
Song Be Rubber Joint Stock Company.

*Pursuant to the Enterprise Law dated June 17, 2020;*

*Pursuant to the Securities Law dated November 26, 2019;*

*Pursuant to the Charter on organization and operations of Song Be Rubber  
Joint Stock Company;*

*Pursuant to the list of auditing firms approved by the State Securities  
Commission to provide audit services for entities having public interest in the  
securities sector.*

After Considering the reputation, service quality, and pricing of auditing  
firms, the Supervisory Board proposes that the General Meeting of Shareholders  
authorize the Board of Directors to select one of the following auditing firms to  
audit the Company's 2026 Financial Statements.

**Chuan Viet Audit and Consulting Company Limited**

- **Address:** 33 Phan Van Khoe Street, Ward 13, District 5, Ho Chi Minh  
City.

- **Tax Identification Number:** 0303128175.

- **Phone:** 028 39990091; **Fax:** 028 39990090.

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

Best regards./.

***Recipients:***

- General Meeting of Shareholders;
- Board of director;
- Filed: Office.

**ON BEHALF OF THE BOARD  
OF SUPERVISORS  
Head of the Board**

**Tran Thi Ngoc Lien**



**SONG BE RUBBER  
JOINT STOCK COMPANY**  
No: /TTr-HĐQT

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness**

*Chon Thanh, May ....th, 2026*

### **PROPOSAL**

**Regarding the approval of the actual salaries and remuneration for 2025 and the plan for 2026 of the Board of Directors, Supervisory Board, and Management of Song Be Rubber Joint Stock Company.**

**To:** The 2026 Annual General Meeting of Shareholders.

*Pursuant to the Enterprise Law dated June 17, 2020;*

*Pursuant to the Securities Law dated November 26, 2019;*

*Pursuant to the Charter on organization and operations of Song Be Rubber Joint Stock Company;*

*Based on the salary fund and remuneration payments for members of the Board of Directors, the Supervisory Board, and the Executive Board in 2025 as approved by the 2025 Annual General Meeting of Shareholders.*

The Board of Directors respectfully reports to the General Meeting of Shareholders as follows:

**1. Actual salary fund for Employees, the Executive Board, and remuneration/salary for Board Members and Supervisors in 2025**

- Actual salary fund for Employees: VND 103,450,456,000.
- Actual Salary Fund of the Executive Board: VND 1,724,174,000
- Actual salary and remuneration fund for Company Management and Supervisors in 2025: VND 1,643,517,000.

**Including:**

- + Actual remuneration for Board Members and Supervisors: VND 409,305,000
- + Salary fund for Board Members and Supervisors: VND 1,234,212,000.

**2. Plan for salary and remuneration payments for Company Management and the Supervisory Board in 2026:**

- Planned salary fund for Company Employees: VND 123,556,357,178.
- Total planned salary fund for the Executive Board: VND 2,304,000,000
- Total planned salary fund for Board Members and Supervisors: VND 2,352,000,000.





- Total planned remuneration for Members of the Board of Directors and full-time Supervisors in 2026: VND 619,200,000.

**\* Total planned salary and remuneration fund for 2026:**

**VND 128,831,557,178**

The payment of salaries and remuneration for non-executive management must ensure internal balance within the Company, and no remuneration shall be paid to full-time positions. The General Meeting of Shareholders authorizes the Board of Directors to decide specific salary and remuneration levels for each member of the Board of Directors, the Supervisory Board, and the Executive Board in accordance with applicable laws.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Best regards./.

**To:**

- As above;
- Board of director;
- File: Office, BOD.

**ON BEHALF OF THE BOARD  
OF DIRECTORS  
CHAIRMAN**





**SONG BE RUBBER  
JOINT STOCK COMPANY**  
No. .../Tr - HĐQT

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Chon Thanh, May ...th, 2026.*

## **PROPOSAL**

### **Regarding the approval of the amendments and supplements to the Charter of Organization and Operation of Song Be Rubber Joint Stock Company**

To: The 2026 Annual General Meeting of Shareholders;  
Song Be Rubber Joint Stock Company.

*Pursuant to the Enterprise Law dated June 17, 2020;*

*Pursuant to the Securities Law dated November 26, 2019;*

*Pursuant to the Charter on organization and operations of Song Be Rubber  
Joint Stock Company;*

*Pursuant to Official Letter No. 6443/UBND-TKNS dated April 21, 2026  
issued by the Provincial People's Committee regarding opinions on the proposal  
to amend and supplement the Charter on organization and operation of Song Be  
Rubber Joint Stock Company.*

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the amendments and supplements to the Charter on organization and operation of Song Be Rubber Joint Stock Company (details are provided in the attached Appendix on amendments and supplements).

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

Best regards./.

**Recipients:**

- General Meeting of Shareholders;
- Board of director;
- Filed: Office.

**ON BEHALF OF THE BORRD OF  
DIRECTOR  
CHAIRMAN**



**SONG BE RUBBER  
JOINSTOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

**APPENDIX ON AMENDMENTS AND SUPPLEMENTS TO THE CHARTER  
OF SONG BE RUBBER JOINT STOCK COMPANY**

*(Attached to Submission No. ....TTr-CSSB-NDD, dated ... .., 2026)*

**Notes:**

- + Articles not detailed in this appendix remain unchanged.
- + Strikethrough text (~~like this~~) indicates repealed content.
- + Bold and underlined text (like this) indicates proposed amendments or supplements.

Amended/ Suppleme nted Article	Current Charter Content	Proposed Amended/Supplemented Charter Content	Legal Basis
	Chapter I. Definitions of Terms in the Charter		
Repeal Point (e), Article 1	<b>Article 1. Interpretation of terms</b> ..... <del>e) Law on Enterprises refers to Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020</del>		Repealed due to overlap with Point (c), Article 1.
	<b>Chapter II. Name, form, headquarters, branches, representative offices, operating term, and legal representative of the company</b>		



Clause 3, Article 2	<p><b>Article 2. Name, form, headquarters, branches, representative offices, and operating term of the Company.</b></p> <p>.....</p> <p>3. Head Office:</p> <p>- Address: <del>Highway 14, Group 8, Hamlet 3, Minh Thanh Commune, Chon Thanh District, Binh Phuoc Province.</del></p> <p>Fax: (0271) 367260</p>	<p><b>Article 2. Name, form, headquarters, branches, representative offices, and operating term of the Company.</b></p> <p>.....</p> <p>3. Head Office:</p> <p>- Address: <u>DT 751 Street, Group 8, Minh Thanh 3 Quarter, Chon Thanh Ward, Dong Nai Province.</u></p>	<p>The Company's address has changed due to administrative boundary adjustments; as of July 1, 2025, Binh Phuoc Province was merged into Dong Nai Province.</p>
<b>Chapter VI. shareholders and the general meeting of shareholders</b>			
Point (b), Clause 4, Article 19	<p><b>Article 19. Rights of shareholders</b></p> <p>.....</p> <p>4. Shareholders or groups of shareholders defined in Clause 3 of this Article have the right to request a General Meeting of Shareholders in the following cases:</p> <p>...</p> <p>b) Other cases as prescribed by the Charter. The request to convene must be in writing and contain the name, contact address, nationality, valid ID number for individuals; or name, enterprise code/legal ID, head office address for organizations; number of shares and time of share registration,</p>	<p><b>Article 19. Rights of shareholders</b></p> <p>.....</p> <p>4. Shareholders or groups of shareholders defined in Clause 3 of this Article have the right to request a General Meeting of Shareholders in the following cases:</p> <p>...</p> <p>b) Other cases as prescribed by the Charter. The request to convene <u>&lt;u&gt;must be in writing and must include the</u> following contents: full name, contact address, nationality, legal ID number for individuals; name, enterprise code or legal ID number for organizations; head office address for</p>	<p>Law 76/2025/QH15 amending Clause 4, Article 115 of Law on Enterprises 59/2020/QH14; increasing transparency and accountability of shareholders when requesting a GMS.</p> <p>4. The request to convene a General Meeting of Shareholders as stipulated in Clause 3 of this Article must be made in writing and must include the following contents: full name, contact address, nationality, and legal identification number for individual shareholders; or the name, enterprise code or legal identification number, and head</p>



	<p>total shares of the group and ownership ratio, and the grounds/reasons for the request. Relevant documents/evidence regarding Board of Directors violations or ultra vires decisions must be attached</p>	<p>organizations; quantity of shares and time of share registration of each shareholder, total shares of the group and ownership ratio; and the grounds/reasons for the request. Relevant documents/evidence regarding Board of Directors violations or ultra vires decisions must be attached.  <u>Shareholders or groups of shareholders are fully responsible before the law for the accuracy and honesty of the documents and evidence provided to the competent authority when requesting the convening of the General Meeting of Shareholders.</u></p>	<p>office address for organizational shareholders; the quantity of shares and the time of share registration for each shareholder, the total number of shares held by the group of shareholders and their ownership percentage in the Company's total shares, and the grounds and reasons for requesting the convention of the General Meeting of Shareholders. Attached to the request for the meeting must be documents and evidence regarding violations of the Board of Directors, the extent of such violations, or decisions made beyond their authority.  <u>Shareholders or groups of shareholders shall be fully responsible before the law for the accuracy and honesty of the documents and evidence provided to the competent authority when requesting the convention of the General Meeting of Shareholders.</u></p>
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Point (d), Clause 1, Article 22;	<p><b>Article 22. Rights and obligations of the General Meeting of Shareholders.</b></p> <p>1. The GMS has the following rights and obligations:</p> <p>...</p> <p>d) <del>Decide on investments or sales of assets valued at 35% or more of the total asset value recorded in the most recent financial statement of the Company.</del></p> <p>.....</p>	<p><b>Article 22. Rights and obligations of the General Meeting of Shareholders.</b></p> <p>1. The GMS has the following rights and obligations:</p> <p>.....</p> <p>d) Decide on investment/sale transactions of assets in one of the following cases (based on the lowest value to determine):</p> <p>+ Valued at 35% or more of total assets...</p> <p>+ Valued at over 50% of the enterprise's equity or over 50% of the owner's investment capital in case equity is lower than investment capital...</p> <p>+ Other values as prescribed by law on management and investment of state capital in enterprises....</p>	<p>Point (đ), Clause 2, Article 27 of Law No. 68/2025/QH15 dated June 14, 2025: "Article 27. Management of state capital in enterprises where the State holds more than 50% to less than 100% of the charter capital:</p>
Point (n) Clause 2, Article 22	<p>2. The GMS discusses and approves the following:</p> <p>.....</p> <p>n) Decide on investments or sales of assets valued at 35% or more of the total asset value recorded in the most recent financial statement...</p>	<p>2. The GMS discusses and approves the following:</p> <p>.....</p> <p>n) Decide on investments or sales of assets valued at 35% or more of the total asset value recorded in the most recent financial statement or valued at over 50% of equity of owner's investment capital in case equity</p>	<p>2. Contents for which the state capital representative must report and seek opinions from the Owner's Representative Agency before voting at the General Meeting of Shareholders, Board of Directors meetings, or Member Council meetings: Point (dd), Clause 2. 'Decisions on investment activities, transfer of investment projects, or transfer of the enterprise's investment capital in joint-stock companies or limited liability companies with two or more members in cases where the value exceeds 50% of the enterprise's equity, or exceeds 50% of the owner's investment capital in the event that equity is lower than the owner's investment capital. Equity and owner's investment capital are determined based on the most recent quarterly or annual financial</p>



Point Clause 2, Article 22	q) Approve transactions specified in Clause 4, Article 293 of Decree 155/2020/ND-CP on December 31 <sup>st</sup> , 2020 prescribed details of laws on shareholders.	recorded in the most recent financial statement or other values as prescribed by law on management and investment of state capital in enterprises....  q) Decree 155/2020/ND-CP as amended and supplemented by Decree 245/2025 dated on December 31, 2020 prescribed in details of Laws on shareholders which are amended and supplemented by degree 245/202	statements.'  Additionally, <b>Clause 3, Article 20 of Law 68/2025/QH15</b> regarding investment activities also establishes decentralization based on the ratio of equity to owner's investment capital. Therefore, the amendment to <b>Point (g), Article 22 of the Charter</b> regarding investment/asset sale transactions—which supplements the 50% ratio of equity/owner's investment capital—is appropriate. Simultaneously, the 35% ratio of total asset value remains maintained in accordance with the Law on Enterprises to allow for flexible application based on whichever value is lower."  Decree 155/2020/ND-CP as amended and supplemented by Decree 245/2025
Clause 3,	<b>Article 23. Register of Shareholders</b>  3. The Register of Shareholders shall	<b>Article 23. Register of Shareholders</b>  3. The Register of Shareholders shall be	

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Article 23	<p>be maintained at the Company's head office or at other organizations authorized to maintain shareholder registers... Shareholders have the right to inspect, look up, extract, or photocopy the contents of the Register of Shareholders during the Company's business hours. In the event that a shareholder changes their permanent residential address, they must promptly notify the Company to update the Register of Shareholders. The Company shall not be held liable for any failure to contact a shareholder resulting from the shareholder's failure to provide notification of an address change.</p>	<p>maintained at the Company's head office or at other organizations authorized to maintain shareholder registers... Shareholders have the right to inspect, look up, extract, or photocopy the contents of the Register of Shareholders during the Company's business hours. <u>Such lookup must comply with legal regulations, the Company's Charter, as well as information confidentiality requirements.</u> In the event that a shareholder changes their permanent residential address, they must promptly notify the Company to update the Register of Shareholders. The Company shall not be held liable for any failure to contact a shareholder resulting from the shareholder's failure to provide notification of an address change.</p>	<p>Supplemented with additional regulations for greater stringency</p>
Point (a), Clause 2, Article 26;	<p><b>Article 26. Convening of meetings, meeting agendas, and notices of the General Meeting of Shareholders</b></p> <p>.....</p> <p>2. The convener of the General Meeting of Shareholders must perform the following tasks:</p> <p>a) Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of</p>	<p><b>Article 26. Convening of meetings, meeting agendas, and notices of the General Meeting of Shareholders</b></p> <p>.....</p> <p>2. The convener of the General Meeting of Shareholders must perform the following tasks:</p> <p>a) Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. <u>The list of</u></p>	<p>Law 76/2025 amends and supplements the regulations on the list of shareholders entitled to attend the General Meeting as stipulated in Clause 1, Article 141 of the Law on Enterprises 2020: "1. The list of shareholders entitled to attend the General Meeting of Shareholders shall be established</p>



	shareholders entitled to attend the General Meeting of Shareholders shall be established no more than 10 days prior to the date of sending the meeting invitation notice. The Company must disclose information regarding the establishment of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days prior to the last date of registration.	<u>shareholders entitled to attend the General Meeting of Shareholders shall be established based on the register of shareholders and the register of security owners of the company.</u> The list of shareholders entitled to attend the General Meeting of Shareholders shall be established no more than 10 days prior to the date of sending the meeting invitation notice. The Company must disclose information regarding the establishment of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days prior to the last date of registration.	based on the register of shareholders and the register of security owners of the company. The list of shareholders entitled to attend the General Meeting of Shareholders shall be established no more than 10 days prior to the date of sending the meeting invitation notice, unless the company's Charter stipulates a shorter period."
Clause 1 & 2, Article 29	<p><b>Article 29. Conditions for GMS Resolutions to be passed</b></p> <p>1. Resolutions on the following contents shall be passed if they are approved by a number of shareholders representing at least 65% of the total voting shares of all attending shareholders, except for the cases stipulated in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.</p> <p>2. Resolutions shall be passed if they are approved by a number of shareholders owning more than 50% of the total voting shares of all attending</p>	<p><b>Article 29. Conditions for GMS Resolutions to be passed</b></p> <p>1. Resolutions on the following contents shall be passed if they are approved by a number of shareholders representing at least 65% of the total voting shares of all shareholders <u>attending and having the right to vote</u>, except for the cases stipulated in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.</p> <p>2. Resolutions shall be passed if they are approved by a number of shareholders owning more than 50% of the total voting shares of all</p>	Adjusted to align with the provisions of Clause 5, Article 7 of Law No. 03/2022/QH15 dated January 11, 2022, amending and supplementing several Articles of the Law on Public Investment, Law on Investment under Public-Private Partnership Method, Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, etc.

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	shareholders, except for the cases stipulated in Clause 1 of this Article and Clauses 4 and 6, Article 148 of the Law on Enterprises.	shareholders <b><u>attending and having the right to vote,</u></b> except for the cases stipulated in Clause 1 of this Article and Clauses 4 and 6, Article 148 of the Law on Enterprises.	
	<b>Chapter VII. BOARD OF DIRECTORS</b>		
Point (c), Clause 1, Article 33	<b>Article 33. Candidacy and nomination of Board members</b> <b>1. Thành viên Hội đồng quản trị phải có các tiêu chuẩn và điều kiện sau đây</b> ..... c) A Board member of the Company <del>can</del> concurrently be a member of the Board of another company.	<b>Article 33. Candidacy and nomination of Board members</b> <b>1. Thành viên Hội đồng quản trị phải có các tiêu chuẩn và điều kiện sau đây</b> ..... c) A member of the Board of Directors of a <b><u>public company may concurrently serve</u></b> as a member of the Board of Directors or <b><u>the Member Council at a maximum of 05</u></b> other companies	Decree 245/2025 supplementing Clause 3, Article 275 of Decree 155/2020.  A member of the Board of Directors of a public company may concurrently serve as a member of the Board of Directors or the Member Council at a maximum of 05 other companies
Clause 1, Article 34	<b>Article 34. Composition and term of Board members</b> The structure of the Board of Directors must ensure a balance between executive members and non-executive members. <del>At least 1/3 of the total number of Board members must be non-executive members to ensure the independence of the Board of Directors.</del>	<b>Article 34. Composition and term of Board members</b> The structure of the Board of Directors must ensure a balance between executive members and non-executive members. <b>The number of non-executive Board members in a public company must comply with the following regulations:</b> <b><u>a) At least 01 non-executive member in cases where the company has between 03 and 05 Board members;</u></b> <b><u>b) At least 02 non-executive members</u></b>	Decree 245/2025 amending Clause 2, Article 276 of Decree 155/2020.



		<p><u>in cases where the company has between 06 and 08 Board members;</u></p> <p><u>c) At least 03 non-executive members in cases where the company has between 09 and 11 Board members."</u></p>	
<p>Point (r) Clause 2, Article 35;</p>	<p><b>Article 35. Powers and obligations of the Board</b></p> <p>.....</p> <p>2. The powers and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:</p> <p>.....</p> <p>r) Propose annual dividend rates; decide on the timeline and procedures for dividend payments or the handling of losses incurred during the course of business;</p> <p>y) Not regulated</p>	<p><b>Article 35. Powers and obligations of the Board</b></p> <p>.....</p> <p>2. The powers and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:</p> <p>.....</p> <p>r) Propose annual dividend rates; <u>decide on the timeline and procedures for the payment of dividends to shareholders in accordance with legal regulations after approval has been granted by the Annual General Meeting of Shareholders,</u> or handle losses incurred during the course of business;</p> <p>y) <u>Organize training and coaching sessions on corporate governance and necessary skills for members of the Board of Directors, the General Director (Director), the Person in</u></p>	<p>Decree 245/2025 supplementing clause 10 after clause 9 Article 278 of Decree 155/2020. (1)</p> <p>Decree 245/2025 supplementing and amending clause 8 Articles 278 Decree 155/2020. (2)</p>



<p>Point (d), Clause 4, Article 35</p>	<p>4. The Board of Directors must report the operational results of the Board of Directors to the General Meeting of Shareholders in accordance with the regulations in Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, by the Government, which provides detailed implementation for several articles of the Law on Securities. The report shall include the following contents:</p> <p>.....</p> <p>d. The activities of the independent members of the Board of Directors and the results of the independent members' evaluation regarding the performance of the Board of Directors.</p>	<p><b><u>Charge of Corporate Governance, and other company managers.</u></b></p> <p>4. The Board of Directors must report the operational results of the Board of Directors to the General Meeting of Shareholders in accordance with the regulations in Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, by the Government, providing detailed implementation for several articles of the Law on Securities. The report shall include the following contents:</p> <p>.....</p> <p>d. The activities of the independent members of the Board of Directors and the results of the evaluation by <b><u>each</u></b> independent member of the Board regarding the performance of the Board of Directors <b><u>(for listed companies)</u></b>.</p>	<p>Decree No 245/2025 supplemented clause 4 article 280 decree No 155/2020 (3)</p>
	<p><b>Article 40. Minutes of Board of Directors meetings</b></p> <p>.....</p> <p>1. Meetings of the Board of Directors must be recorded in the minutes and may be tape-recorded, or recorded and stored in other electronic forms. The minutes must be prepared in</p>	<p><b>Article 40. Minutes of Board of Directors meetings</b></p> <p>.....</p> <p>1. Meetings of the Board of Directors must be recorded in the minutes and may be tape-recorded, or recorded and stored in other electronic forms. The minutes must be prepared in</p>	<p>Supplemented with the content: 'The meeting minutes must clearly state the refusal of the chairperson and the person recording the minutes to sign the meeting</p>



<p>Point (i), Clause 1, Article 40</p>	<p>Vietnamese and may additionally be prepared in a foreign language. The minutes of a Board of Directors meeting must be completed and approved before the conclusion of the meeting. The minutes must include the following primary contents:</p> <p>.....</p> <p>i) Full names and signatures of all attending members or their authorized representatives.</p> <p><del>In the case that the chairperson or the secretary refuses to sign the meeting minutes, such minutes shall remain valid if they are signed by all other attending members of the Board of Directors and contain all the required contents as stipulated in Clause 1 of this Article.</del></p>	<p>Vietnamese and may additionally be prepared in a foreign language. The minutes of a Board of Directors meeting must be completed and approved before the conclusion of the meeting. The minutes must include the following primary contents:</p> <p>.....</p> <p>i) Full names and signatures of all attending members or their authorized representatives .</p> <p><b><u>In the case that the chairperson or the person recording the minutes refuses to sign the meeting minutes, such minutes shall remain valid if they are signed by all other attending Board members who agree to approve the minutes, and if the minutes contain all the required contents as stipulated in Clause 1 of this Article. The meeting minutes must clearly state that the chairperson or the person recording the minutes refused to sign. The persons signing the meeting minutes shall be jointly liable for the accuracy and truthfulness of the contents of the Board of Directors' meeting minutes. The chairperson and the person recording the minutes shall be</u></b></p>	<p>minutes... in accordance with the provisions of the Law on Enterprises, the Company's Charter, and relevant laws,' as stipulated in Clause 6, Article 7 of Law No. 03/2022/QH15." (4)</p>
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		<u>personally liable for any damages incurred by the Company resulting from their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Company's Charter, and relevant laws.</u>	
	<b>Chapter X. RESPONSIBILITIES OF BOARD MEMBERS, SUPERVISORY BOARD, GENERAL DIRECTOR, AND OTHER EXECUTIVES</b>		
Clause 6, after Clause 5, Article 59	<b>Article 59. Duty of honesty and avoidance of conflicts of interest</b>	<b>Article 59. Duty of honesty and avoidance of conflicts of interest</b> <u>6. The Director or General Director must not be a related person of a manager of the enterprise, a Controller of the company or its parent company, a state capital representative, or a representative of the enterprise's capital portion at the company or its parent company, as stipulated in Point (d), Clause 46, Article 4 of the Law on Securities.</u>	Decree 245/2025 supplementing Clause 6, Article 291 of Decree 155/2020. (according to Decree No 155/ 2020, this clause is not inclusive) (5)
	<b>Chapter XIII. RELATIONSHIP BETWEEN THE COMPANY AND MEMBER UNITS</b>		
Clause 1, Article 71	<b>Article 71. Representatives of Company capital in other enterprises.</b> 1. Standards for the Representative of the Company's Capital Contribution in Other Enterprises: - Not being a spouse, biological father, adoptive father, biological mother, adoptive mother, biological child,	<b>Article 71. Representatives of Company capital in other enterprises.</b> 1. Standards for the Representative of the Company's Capital Contribution in Other Enterprises: - Not being a spouse, biological father, adoptive father, biological mother, adoptive mother, <u>father-in-law,</u>	Supplement the categories of related persons according to Clause 4, Article 20 of Law No. 68/2025/QH15 on the Management and Investment of State Capital in Enterprises, including: father-in-law, mother-in-law, stepfather,



	<p>adopted child, biological brother, biological sister, brother-in-law, or sister-in-law of the Chairperson and members of the Members' Council, the Chairperson and members of the Board of Directors, the Chairperson of the company, the Controller, the General Director, the Director, the Deputy General Director, the Deputy Director, or the Chief Accountant of the enterprise.</p>	<p><u><b>mother-in-law, stepfather, stepmother,</b></u> biological child, adopted child, <u><b>son-in-law, daughter-in-law,</b></u> biological brother, biological sister, <u><b>brother-in-law, or sister-in-law</b></u> of the Chairperson and members of the Members' Council, the Chairperson and members of the Board of Directors, the Chairperson of the company, the Controller, the General Director, the Director, the Deputy General Director, the Deputy Director, or the Chief Accountant of the enterprise.</p>	<p>stepmother, son-in-law, and daughter-in-law. (6)</p>
	<b>Chapter XIV. PROFIT DISTRIBUTION</b>		
<p>Clause 2, Article 72</p>	<p><b>Article 72. Profit distribution</b></p> <p>.....</p> <p>2. Dividends paid to ordinary shares shall be determined based on the realized <del>net profit</del> and the dividend payment shall be extracted from the Company's retained earnings. The Company may only pay dividends for ordinary shares when all of the following conditions are fully met:</p>	<p><b>Article 72. Profit distribution</b></p> <p>.....</p> <p>2. Dividends paid for ordinary shares shall be determined based on the profit <u><b>after tax</b></u>, and dividend payments shall be extracted from the Company's retained earnings. The Company only pay dividends on ordinary shares when the following conditions are fully met:</p>	<p>Amending and supplementing terminology to align with regulations. Law No. 76/2025 amending and supplementing Clause 5, Article 4 of Decree No. 155. (7)</p>
<p>Clause 10, Article 72</p>	<p>10. In the event that dividends or other sums related to a class of shares are paid in cash, the Company must make the payment in Vietnam Dong (VND). Payments may be made directly or</p>	<p>10. In the event that dividends or other sums related to a class of shares are paid in cash, the Company must make such payments in Vietnamese Dong (VND). Payments may be made</p>	<p>Amending the terminology to comply with legal regulations: "Vietnam Securities Depository" is renamed to "Vietnam Securities Depository and Clearing</p>



	<p>through banks based on the bank account details provided by the shareholders. In cases where the Company has successfully transferred funds according to the bank details provided by a shareholder but said shareholder does not receive the money, the Company shall not be held liable for the funds transferred. The payment of dividends for shares listed/registered for trading at the Stock Exchange may be conducted through securities companies or the <del>Vietnam</del> Securities Depository.</p>	<p>directly or via banks based on the bank account details provided by the shareholders. In cases where the Company has conducted a transfer in accordance with the bank details provided by a shareholder but that shareholder does not receive the funds, the Company shall not be held liable for the amount transferred to said shareholder. Dividend payments for shares listed or registered for trading at the Stock Exchange may be processed through securities companies or <b><u>the Vietnam Securities Depository and Clearing Corporation.</u></b></p>	<p>Corporation. (8)</p>
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**SONG BE RUBBER  
JOINT STOCK COMPANY**

No:...../TTr - HĐQT

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

*Chon Thanh, May ...th, 2026*

## **PROPOSAL**

### **Regarding the approval of the 2026 business and production plan of Song Be Rubber Joint Stock Company**

**To:** The 2026 Annual General Meeting of Shareholders  
Song Be Rubber Joint Stock Company.

- Pursuant to the Enterprise Law dated June 17, 2020;
- Pursuant to the Charter on organization and operations of Song Be Rubber Joint Stock Company.

The Board of Directors respectfully submits for approval by the General Meeting of Shareholders the 2026 business plan of Song Be Rubber Joint Stock Company as follows:

<b>Indicator</b>	<b>Unit</b>	<b>2026 Plan</b>
<b>I. Production Output</b>	<b>x</b>	<b>x</b>
<b>1. Main production output</b>	<b>x</b>	<b>x</b>
a) Rubber plantation area	Ha	4,160.81
- Business rubber plantations	Ha	3,869.59
- Basic development rubber plantations	Ha	291.22
b) SVR3L rubber output		
- Large-scale SVR3L rubber	Tons	4.980
Smallholder rubber purchased	Tons	1.610
<b>2. Main product consumption output</b>	<b>Tons</b>	<b>6,590.00</b>
<b>3. Production cost per unit of main products</b>	<b>x</b>	<b>x</b>
a) Total cost of large-scale SVR3L rubber	VND/ton	45,000,000
b) Average cost of smallholder rubber	VND/ton	50,000,000
<b>4. Selling price of main products</b>	<b>x</b>	<b>x</b>
Average selling price of SVR 3L rubber	VND/ton	50,00,000
<b>II. Business Results</b>	<b>x</b>	<b>x</b>
<b>1. Total revenue</b>	Million VND	<b>402,000</b>

a) Rubber revenue	Million VND	342,000
b) Other operating income	Million VND	60,000
<b>2. Profit before corporate income tax</b>	million VND	<b>50,900</b>
a) Rubber business profit	Million VND	12,900
b) Other operating profit	Million VND	38,000
<b>3. Taxes and contributions to the state budget</b>	Million VND	<b>50,000</b>
<b>4. Charter capital</b>	Million VND	<b>813,962</b>
<b>5. Tỷ suất lợi nhuận sau thuế/ Vốn chủ sở hữu</b>	%	<b>5.00</b>

Respectfully submitting to the Extraordinary General meeting for consideration and approval.

Trân trọng./.

**Recipients:**

- General Meeting of Shareholders;
- Board of director;
- Filed: Office.

**ON BEHALF OF THE BORRD OF  
DIRECTOR  
CHAIRMAN**



**Thai Cong Can**





SONG BE RUBBER  
JOINT STOCK COMPANY  
**ANNUAL GENERAL MEETING  
OF SHAREHOLDERS 2026**  
No: ...../BB-ĐHĐCĐ  
**DRAFT**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**  
*Chon Thanh, May ....th, 2026*

**MEETING MINUTES**  
**Annual General Meeting of Shareholders 2026**  
**Song Be Rubber Joint Stock Company**

**I. General information**

- Name of company: **Song Be rubber joint stock company**
- Stock symbol: **SBR**
- Head quarter address: **Street DT 751, group 8, Minh Thanh 3 residential Quarter, Chon Thanh ward, Dong Nai province**
- Business Registration Number (BRN): **3800100464**

**II. Thời gian, địa điểm and Attendees including:**

- The Board of Directors (BOD) and the Company's Management, including the following members

- + Mr. Thai Cong Can - Member of the Board of Directors
- + Mr. Nguyen Dong Dan - Member of the Board of Directors - Executive director
- + Mr. Nguyen Minh Thien - Member of the Board of Directors - Vice director
- + Mr. Mr. Truong Minh Hung - Independent member of the Board of Directors

- + Mr. Huynh Quang Vinh - Chief Accountant of the Company
- + Mrs. Nguyen Thi My Phuoc - Member of the Board of Directors

**- The Company's Supervisory Board including the following members**

- + Mrs. Tran Thi Ngoc Lien - Head of Supervisory Board
- + Mrs. Nguyen Thi Phuong - Supervisory Board Member
- + Mr. Tu Xuan Lam - Supervisory Board Member.

**- Delegates attending:**

Shareholders/Authorized representatives of shareholders who have completed the registration procedures as stipulated in the Company's Charter on Organization and Operation.



The proceedings of the General Meeting of Shareholders were carried out as follows:

### **III. Formalities and Procedures of the Meeting**

#### **1. Flag salute, statement of purpose, and introduction of delegates.**

#### **2. Report on the verification of shareholder eligibility.**

Mr. Tran Van Cuong, Head of the Shareholder Eligibility Verification Committee, reported to the General Meeting on the results of the verification of shareholder eligibility for participation in the 2026 Annual General Meeting of Shareholders. As of the opening time (08:00 AM), the meeting met the legal requirements to proceed, with the shareholder structure as follows:

- Total number of shareholders invited to attend: All shareholders listed on the shareholder list as of the closing date of April 01, 2026. The total number of shareholders is ....., holding ..... voting shares.

- The number of shareholders attending the meeting is .....

Among them:

- + .... shareholders attended in person, representing .... shares, accounting for ...% of the total voting shares.

- + ... shareholders were authorized representatives, representing .... shares, accounting for ...% of the total voting shares.

Representing ownership of .... shares, equivalent to ....% of the company's total voting shares.

According to the Enterprise Law, the company's charter, and current legal regulations, the 2026 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company meets the conditions to proceed.

#### **3. Introduction of the Presidium, Secretariat, Delegate Eligibility Verification Committee, and Ballot Counting Committee:**

##### **- The Presidium consists of three members:**

(1) Mr. Thai Cong Can - Chairman of the Board of Directors - Head of the Presidium

(2) Mr. Nguyen Dong Dan - Director - Member

(3) Mr. Huynh Quang Vinh - Chief Accountant - Member.

##### **- Secretaries of the meeting: 2 people:**

(1) Mr. Le Van Tung - Secretary of the company's Youth Union.

(2) Ms. Huynh Thi Thuy Dung - Deputy Secretary of the Youth Union – Community Accountant.

##### **- Delegate Eligibility Verification Committee:**



(1) Mr. Tran Van Cuong - Deputy Head of Business Planning Department - Head of the Committee.

(2) Mr. Nguyen Viet Dung - Staff member, Finance and Accounting Department - Member.

(3) Mr. Nguyen Van Thuan - Staff member, Security Department – Member.

**- Ballot Counting Committee:**

(1) Mr. Phan Trung Dung - Deputy Head of Finance and Accounting Department - Head of the Committee.

(2) Mr. Doan Van Hieu - Staff member, Human Resources Department – Member.

(3) Mr. Le Nhat Tai - Staff member, Business Planning Department – Member.

The personnel structure of the Presidium, Secretariat, Delegate Eligibility Verification Committee, and Ballot Counting Committee was approved by the General Meeting of Shareholders with .....% of attending shareholders voting in favor through the method of raising voting cards.

**IV. Meeting Agenda**

1. Mr. Huynh Quang Vinh presented the agenda for the meeting, which was approved by the General Meeting of Shareholders with 100% of the attending shareholders voting in favor by raising voting cards.

2. The draft Rules of Procedure for the Meeting was presented and approved by the General Meeting of Shareholders, with .....% of the attending shareholders expressing their agreement through a show of hands.

3. Mr. Nguyen Dong Dan - General Director, present the 2025 Annual Production and Business Performance Report presented the 2025 plan as follows:

***Performed in 2025***

No	Indicator	Unit	Plan	Actual	Percentage (%)
1	Rubber plantation area	Ha	4.165.02	4.165,02	100,00
		Ha	4.036,33	3.984,07	98,70
	- Business rubber	Ha	128,69	178,69	138,85
	- Developing rubber				
2	Harvested rubber output	Tons	5.635	5.408	95,97
3	Yield	Tons/Ha	1,41	1,36	96,45
4	Rubber purchased	Tons	1.000	1.012	101,2

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No	Indicator	Unit	Plan	Actual	Percentage (%)
5	Total revenue	Billion VND	330	365,424	110,73
6	Average selling price	Million VND	39	48,34	123,94
7	Total profit	Billion VND	41	46.270	112,85
8	Tax payment to the state budget	Billion VND	32	45,350	141,72
9	Average salary	VND	7.500.000	8.500.000	113,33
10	Average income	VND	8.000.000	11.300.000	141,25

4. Mr. Thai Cong Can - Chairman of the Board of Directors, presented the 2025 performance results and the 2026 plan for the Board of Directors.

5. Ms. Tran Thi Ngoc Lien - Head of the Supervisory Board, presented the 2025 activities report of the Supervisory Board.

**6. The General Meeting approved the Proposals:**

- Mr. Huynh Quang Vinh - Chief Accountant of the company, presented the following Proposals:

(1) Proposal No. ....TTr - HĐQT date .....,2026 regarding the audited financial report for the year 2025, with some key indicators as follows:

**Unit: VND**

Indicator	Code	31/12/2025	01/01/2025
<b>I. Total Assets</b>	270-BCĐKT	<b>1,071,313,629,562</b>	<b>1,042,720,493,546</b>
1. Current assets	100-BCĐKT	602,693,678,527	535,897,339,775
2. Non-current assets	200-BCĐKT	468,619,951,035	506,823,153,771
<b>II. Liabilities and Shareholders' Equity</b>	440-BCĐKT	<b>1,071,313,629,562</b>	<b>1,042,720,493,546</b>
<b>1. Liabilities</b>	300-BCĐKT	<b>257,351,709,562</b>	<b>228,758,573,546</b>
1.1. Current liabilities	310-BCĐKT	<b>257,351,709,562</b>	<b>228,758,573,546</b>
Accounts payable		0,00	0,00
1.2 Non-current liabilities	330-BCĐKT	0,00	0,00



2. Shareholders' Equity	400-BCĐKT	813,961,920,000	813,961,920,000
<b>III. Income Statement</b>		813,961,920,000	<b>2024</b>
1. Paid-up capital	410-BCĐKT	<b>Năm 2025</b>	813,961,920,000
1. Total revenue	10-BCKQKD	365,424,511,856	315,067,418,575
- Net income from goods and service sales		326,330,160,345	268,478,280,835
- <i>Income from financial activities</i>	21-BCKQKD	32,994,020,791	25,283,025,433
- <i>Other income</i>	31-BCKQKD	6,100,330,720	21,306,112,307
2. Total expense		319,154,024,346	258,947,587,588
3. Income before tax	50-BCKQKD	46,270,487,510	56,119,830,987
4. Profit/Loss after tax	60-BCKQKD	39,156,384,008	46,858,096,434

(2) Proposal No..../TTr-HĐQT dated ....., 2025 regarding the Profit Distribution, the establishment of funds, and the dividend payment for 2025. The after-tax profit for 2025 will be distributed as follows:

**Unit: VND**

<b>Indicator</b>	<b>Amount (VND)</b>
1. Charter Capital (according to the Business Registration Certificate issued on August 04, 2025, by the Department of <b>Finance</b> , consisting of 81,396,192 shares), including:	813,961,920,000
a) <b>State Capital</b> (79,242,696 shares, accounting for 97.354%):	792,426,960,000
b) <b>Investor Capital</b> (2,153,496 shares, accounting for 2.646%):	21,534,960,000
2. Phân phối lợi nhuận còn lại sau thuế thu nhập doanh nghiệp (theo Báo cáo kiểm toán độc lập năm 2025):	39,156,384,000
a) Quỹ khen thưởng và phúc lợi của người lao động	25,946,805,000
b) Quỹ thưởng của Người quản lý công ty	757,730,000
c) Dividend Payment:	12,451,847,000
- <i>Dividend payment for State Capital, submitted to the provincial budget, accounting for 79,242,696 shares.</i>	12,122,409,000

97.354%	
- Dividend payment for Investor Capital, accounting for 2,153,496 shares 2.646%	329,438,000
d) Dividend Payment Rate::	153 VND/ per share

(3) Proposal to authorize the Board of Directors to select the auditing firm for the 2026 financial statements, as per Proposal No. .../TTr-HĐQT dated ..., 2026, selecting Chuan Viet Audit and Consulting Company Limited.

**- Mr. Nguyen Dong Dan presented the following proposals:**

(1) Approval of the 2026 production and business plan in accordance with Submission No. .../TTr-HĐQT dated .../.../2026 of the Board of Directors, with the following key targets:

No	Indicator	Unit	2026 Plan
1	Business plantation area	ha	3,869.59
2	Basic development plantation area	ha	291.22
3	Total processed SVR3L rubber output	tons	4,980
4	Total smallholder processing output	tons	1,610
5	Sales volume	tons	6,590
6	Average selling price	million VND/ton	50
7	Average production cost for large-scale plantations	million VND/ton	45
8	Total revenue	Million VND	402,000
9	Profit before tax	million VND	50,900
10	Average salary per person per month	million VND	8
11	Average income per person per month	million VND	8.5
12	Pre-tax profit to charter capital ratio	%	5.00

(2) Approval of Proposal No...../TTr-HĐQT dated ..., 2026, of the Board of Directors regarding the approval of actual salaries and remuneration for 2025 and the plan for 2026 of the Board of Directors, Supervisory Board, and Management of Song Be Rubber Joint Stock Company.

In 2025: The total salary and remuneration fund for the Board of Directors and the Supervisory Board in 2025 is: 3.367.691.000 VND.

**+ Payment plan for 2026:**



+ **Quỹ lương của Người lao động Công ty: 123.556.357.178 VND**

+ Proposed salary and remuneration fund for the Board of Directors and the Supervisory Board in 2026: 5,275,200,000 VND.

The General Meeting of Shareholders authorizes the Board of Directors to decide on the specific amounts of salaries and remuneration for each member of the Board of Directors, the Supervisory Board, and the Management with legal regulations.

- **Mr. Thai Cong Can:** Approval of the amendments and supplements to the Charter on organization and operation of Song Be Rubber Joint Stock Company.

**7. General Meeting voted to approve the following items:**

<b>Voting Item</b>	<b>Agree (%)</b>	<b>Disagree (%)</b>	<b>Any other opinions (%)</b>
1. Approval of the 2025 activity report and 2026 plan of Song Be Rubber Joint Stock Company.	100	-	-
2. Approval of the 2025 activity report and 2026 activity plan of the Board of Directors.	100	-	-
3. Approval of the 2025 activity report of the Supervisory Board.	100	-	-
4. Approval of the 2025 audited financial report by Chuan Viet Audit and Consulting Company Limited.	100	-	-
5. Approval of the profit distribution, the establishment of funds, and dividend payment for 2025.	100	-	-
6. Authorization of the Board of Directors to select Chuan Viet Audit and Consulting Company Limited as the auditing firm for the 2026 financial statements.	100	-	-
7. Approval of the 2026 business and production plan	100	-	-
8. Approval Proposal regarding the approval of the actual salaries and remuneration for 2025 and the plan for 2026 of the Board of Directors, Supervisory Board, and Management of Song Be Rubber Joint Stock Company.	100	-	-
9. Approval of the amendments and supplements to the Charter on organization and operation of Song Be Rubber Joint Stock Company	100	-	-

**8. Reading and voting on the Minutes and Resolutions of the General**

**Meeting:**

The Secretariat of the meeting presented the contents of the Minutes and the Draft Resolution of the meeting.

The General Meeting conducted a vote and unanimously approved the full text of the Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders, with .....% of the voting shares of the attending and represented shareholders in favor.

**9. Closing of the Meeting**

General Meeting of Shareholders ended at 10:50 AM on the same day.

The minutes were prepared in 03 copies, stored as follows: 01 copy in the Company's archives for the 2026 Annual General Meeting of Shareholders, 01 copy in the Office, and 01 copy with the Secretariat.

The minutes serve as the basis for drafting the 2026 Annual General Meeting of Shareholders' Resolution in writing and will be published in full on the Song Be Rubber Joint Stock Company's website to inform all shareholders in accordance with legal regulations.

**SECRETARY OF  
THE MEETING**

**ON BEHALF OF THE  
GENERAL MEETING OF  
CHAIRMAN OF THE  
MEETING**

**Thai Cong Can**

***Recipients:***

- State Securities Commission;
- Hanoi Stock Exchange;
- Board of Directors, General Director, Supervisory Board;
- Shareholders;
- Filed: Office, Secretariat.





**SONG BE RUBBER**

**JOINT STOCK COMPANY**

**ANNUAL GENERAL MEETING  
OF SHAREHOLDERS 2026**

No:... /NQ - ĐHĐCĐ

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

*Chon Thanh, May ...th, 2026*

## **RESOLUTION**

**Annual general meeting of shareholders 2026**

**Song Be rubber joint stock company**

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to Circular No. 96/2020/TT-BTC dated November 16, 2020, issued by the Ministry of Finance, providing guidelines on information disclosure in the securities market;
- Pursuant to the Charter on organization and operations of Song Be Rubber Joint Stock Company;;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company No. .... /BB-ĐHĐCĐ dated April 28, 2025.

The 2026 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company was held at 08:00 AM on May 28, 2026, at the Hall of Song Be Rubber Joint Stock Company, Street DT 751, group 8, Minh Thanh 3 residential Quarter, Chon Thanh ward, Đông Nai province, with the participation of .... shareholders, representing .... shares, equivalent to .....% of the total voting shares.

The General Meeting discussed and approved the following matters:

## **RESOLUTION**

**Article 1:** Approval of the Business Performance Report for 2024, including the following key indicators:

No	Indicator	Unit	Plan	Actual	Percent age (%)
1	Rubber plantation area	Ha	4.162,76	4.162,76	100,00
	- Business rubber	Ha	4.034,07	3.984,07	98,76
	- Developing rubber	Ha	128,69	178,69	138,85



2	Harvested rubber output	Tons	5.635	5.408	95,97
3	Yield	Tons/ha	1,41	1,36	96,45
4	Rubber purchasing	Tons	1.000	1.012	101,2
5	Total revenue	Billion VND	330	365,424	110,73
6	Average selling price	Million VND	39	48,34	123,94
7	Total profit	Billion VND	41	46,270	112,85
8	Tax payment to the State budget	Billion VND	32	45,350	141,72
9	Average salary	Million VND	7.500.000	8.500.000	113,33
10	Average income	Million VND	8.000.000	11.300.000	141,25

**Article 2:** Approval of the 2025 Activity Report and the 2026 Activity Plan of the Board of Directors.

**Article 3:** Approval of the 2025 Activity Report of the Supervisory Board.

**Article 4:** Approval of the 2025 Audited Financial Statements, audited by Vietvalus Audit and Consulting Company Limited (VIETVALUS), with the following financial figures: Total Assets: VND 1,071,313,629,562; Total Liabilities: VND 257,351,709,562; Owner's Equity: VND 813,961,920,000 As per Proposal No.../TTr-HDQT dated ....., 2026 of the Board of Directors.

Indicator	Code	31/12/2025	01/01/2025
<b>I. Total Assets</b>	270-BCĐKT	<b>1,071,313,629,562</b>	<b>1,042,720,493,546</b>
1. Current assets	100-BCĐKT	602,693,678,527	535,897,339,775
2. Non-current assets	200-BCĐKT	468,619,951,035	506,823,153,771
<b>II. Liabilities and Shareholders' Equity</b>	440-BCĐKT	<b>1,071,313,629,562</b>	<b>1,042,720,493,546</b>
<b>1. Liabilities</b>	300-BCĐKT	<b>257,351,709,562</b>	<b>228,758,573,546</b>
1.1. Current liabilities	310-BCĐKT	<b>257,351,709,562</b>	228,758,573,546
Accounts payable		0,00	0,00
1.2 Non-current liabilities	330-BCĐKT	0,00	0,00



2. Shareholders' Equity	400- BCĐKT	<b>813,961,920,000</b>	<b>813,961,920,000</b>
<b>III. Income Statement</b>		813,961,920,000	<b>2024</b>
1. Paid-up capital	410- BCĐKT	<b>Năm 2025</b>	813,961,920,000
1. Total revenue	10- BCKQKD	365,424,511,856	315,067,418,575
- Net income from goods and service sales		326,330,160,345	268,478,280,835
- <i>Income from financial activities</i>	21- BCKQKD	32,994,020,791	25,283,025,433
- <i>Other income</i>	31- BCKQKD	6,100,330,720	21,306,112,307
2. Total expense		319,154,024,346	258,947,587,588
3. Income before tax	50- BCKQKD	46,270,487,510	56,119,830,987
4. Profit/Loss after tax	60- BCKQKD	39,156,384,008	46,858,096,434

**Article 5:** Approval of profit distribution and fund allocation for 2024, as per Proposal No. ..../TTr-HĐQT dated .....<sup>th</sup>, 2026, submitted by the Board of Directors, with the following details.

Unit : VND

Các chỉ tiêu	Số tiền
1. 1. Charter capital (as stated in the Enterprise Registration Certificate issued on August 4, 2025 by the Department of Finance, including 81,396,192 shares), of which:	813,961,920,000
a) <i>State capital (79,242,696 shares, accounting for 97.354%)</i>	792,426,960,000
b) <i>Investor capital (2,153,496 shares, accounting for 2.646%)</i>	21,534,960,000
2. Distribution of remaining profit after corporate income tax (according to the 2025 Independent Audited Financial Statements):	39,156,384,000
a) Employee Bonus and Welfare Fund	25,946,805,000
b) Bonus Fund for Company Management	757,730,000



c) Lợi nhuận sau thuế còn lại chia cổ tức như sau:	12,451,847,000
- Dividend payment to the State budget (79,242,696 shares, accounting for) 97.354%	12,122,409,000
- Dividend payment to investors ((2,153,496 shares, accounting for ) 2,646%	329,438,000
d) Dividend per share::	153 đồng/cổ phần

**Article 6:** Approval of the selection of the auditing firm for the 2026 financial statements.

Approval of the proposal to select Chuan Viet valus Audit and Consulting Company Limited as the auditing firm, as per Proposal No.....TTr-HĐQT dated ....., 2026 submitted by the Board of Directors. Authorization is granted to the Board of Directors of Song Be Rubber Joint Stock Company to finalize the selection of the auditing firm as per the proposal and authorize the General Director to sign the audit contract with the selected firm.

**Article 7:** Approval of the 2026 production and business plan in accordance with Submission No. ..../TTr-HĐQT dated ....//2026 of the Board of Directors, with the following key targets:

- 2026 business and production plan, including the following targets:

No	Indicator	Unit	2026 Plan
1	Business plantation area	Ha	3,869.59
2	Young rubber plantation area	Ha	291.22
3	SVR3L Rubber Latex Yield from Large-Scale Processing	Tons	4,980
4	Total smallholder processing output	Tons	1,610
5	Sales volume	Tons	6,590
6	Average selling price	Million VND/ton	50
7	Average production cost for large-scale plantations	Million VND/ton	45
8	Total revenue	Million VND	402,000
9	Profit before tax	Million VND	50,900
10	Average salary per person per month	Million VND	8



11	Average income per person per month	Million VND	8.5
12	Pre-tax profit-to-charter capital ratio	%	5.00

The General Meeting of Shareholders authorizes the Board of Directors to direct and make decisions on all arising matters related to the implementation of the 2026 business and production plan of Song Be Rubber Joint Stock Company, as approved by the General Meeting of Shareholders.

**Article 8:** Approval of Proposal No....TTr-HDQT dated ....., 2026, of the Board of Directors regarding the approval of actual salaries and remuneration for 2025 and the plan for 2026 of the Board of Directors, Supervisory Board, and Management of Song Be Rubber Joint Stock Company.

- The total salary and remuneration fund for the Board of Directors and the Supervisory Board in 2025 is 3.367.691.000 VND.

- The proposed salary and remuneration fund for the Board of Directors and the Supervisory Board in 2026 is 5,275,200,000 VND.

The General Meeting of Shareholders authorizes the Board of Directors to decide on the specific amounts of salaries and remuneration for each member of the Board of Directors, the Supervisory Board, and the Management with legal regulations.

**Article 9:** Approval of Proposal No....TTr-HDQT dated ....., 2026, of the approval of amendments and supplements to the Charter of organization and operation of Song Be Rubber Joint Stock Company.

**Article 10: Implementation Provisions**

This Resolution shall come into effect from the date it is approved by the 2026 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company (*May 28th, 2026*).

The members of the Board of Directors, the Supervisory Board, the General Director, and all shareholders of Song Be Rubber Joint Stock Company are responsible for implementing this Resolution and organizing its execution in accordance with their respective powers, functions, legal regulations, and the Company's Charter on organization and operations.

**Recipients:**

- State Securities Commission;
- Hanoi Stock Exchange;
- Board of Directors, Supervisory Board;
- Company Website;
- Company Office Archive.

**ON BEHALF OF THE GENERAL  
MEETING OF CHAIRMAN OF THE  
MEETING**



**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Chon Thanh, ...../ ...../ 2026*



**CONFIRMATION**

**Attendance at the 2026 Annual General Meeting of Shareholders  
Song Be Rubber Joint Stock Company**

To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders.

Address: DT 751 Road, Group 8, Quarter 3, Minh Thanh 3 residential Quarter, Chon Thanh ward, Dong Nai province.

Shareholder Name: .....

Authorized Representative Name (if any): .....

ID Card/Citizen ID/Business Registration No.:

/ Date of Issue: ..... Place of Issue .....

address: .....

Tel No: ..... Fax: ..... Email: .....

Nationality:.....

Number of Shares Owned .....( words:.....)

Number of Authorized Shares .....(/in words:.....)

Confirmation of Attendance at the 2026 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company.

**SHAREHOLDERS**  
**ON BEHALF OF SHAREHOLDER)**  
*(sign and full name or sealed)*



**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Chon Thanh, ...../ ...../ 2025*



**POWER OF ATTORNEY**

**To Attend the 2026 Annual General Meeting of Shareholders  
Song Be Rubber Joint Stock Company**

**To:** The Organizing Committee of the 2026 Annual General Meeting of Shareholders

**Authorizing Shareholder:** Full Name: .....  
Legal Representative (for organizations): .....  
CCCD/ ID Card/Passport/Citizen ID No .....  
date of issue.. ...../ of issue .....  
Address: .....  
Nationality: .....  
Total Number of Shares Owned:: ...../shares (*in words:* .....shares)

**Hereby authorize:**

Mr./ Ms: .....  
ID Card/ /Citizen ID No: .....; / date of issue: .....; / place of issue: .....  
Address: .....  
Nationality: .....  
Number of Authorized Shares: ...../shares (*in words:* .....shares).

To be entitled to represent me to attend the 2026 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company held on **May 28, 2025**, and to have full rights and obligations at the General Meeting of Shareholders related to the number of authorized shares. This Power of Attorney is effective from the date of authorization until the end of the 2026 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company.

We take full responsibility for this authorization and commit to strictly comply with the current legal regulations./.

Date ..... month ..... year 2026

**AUTHORIZED PERSON**  
(Signature and full name)

**AUTHORIZING PERSON**  
(Signature and full name)