



INDUSTRIAL RUBBER JOINT STOCK COMPANY

Address: No. 14, 21/4 Street, Hang Gon Ward, Dong Nai Province

Business Registration Certificate: 3600259017

Phone: (0251) 3721199 **Fax:** (0251) 3721199 **Website:** www.donarubber.com.vn

NOTICE

INVITATION TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

The Board of Directors of Industrial Rubber Joint Stock Company cordially invites Shareholders to attend the 2026 Annual General Meeting of Shareholders, which will be held as follows:

1. Time: 08:30 AM, June 30, 2026 (reception and registration from 8:00 AM)

2. Location: Company Office Hall - No. 14, 21/4 Street, Hang Gon Ward, Dong Nai Province

3. Content of the Congress

- ✓ Report on the activities of the Board of Directors in 2025 and operational directions for 2026;
- ✓ Report on the activities of the Board of Supervisors in 2025 and operational plan for 2026;
- ✓ Report of the Board of Management on business performance in 2025 and business plan for 2026;
- ✓ Report on financial status and audit of the 2025 financial statements;
- ✓ Proposal on the 2026 business plan;
- ✓ Proposal on the selection of an independent audit firm to audit the 2026 financial statements;
- ✓ Proposal on remuneration and salaries for the Board of Directors, Board of Supervisors, and Board of Management in 2025, and the plan for 2026;
- ✓ Proposal on profit distribution and dividend payment for 2025, and the plan for 2026;
- ✓ Proposal on Authorizing the Implementation of Procedures for Changing the Address on the Enterprise Registration Certificate and Updating the Company's Charter Accordingly;
- ✓ Other matters under the authority of the General Meeting of Shareholders.

Documents for the 2026 Annual General Meeting of Shareholders are posted by the Company in the Shareholder Relations section on the www.donarubber.com.vn and will be provided in printed form to Shareholders upon attendance at the Meeting.

4. Participants

- All shareholders owning voting shares of Industrial Rubber Joint Stock Company according to the shareholder list closed on the record date of June 3, 2026.
- In case a shareholder cannot attend in person, they may authorize a representative to attend the Meeting (or authorize the Board of Directors). The authorized person must present the Power of Attorney (as per the attached template) and their Citizen Identity Card, Passport, or other valid personal identification upon attending the AGM. The authorized person may not re-authorize a third party.

5. Registration for Attendance

To facilitate the organization of the Meeting, Shareholders are requested to confirm their attendance (or proxy) by contacting Industrial Rubber Joint Stock Company via phone or fax before 3:00 PM on June 29, 2026.

Recipient: : Mrs. Tran Thi Hong Loan

Address: : No. 14, 21/4 Street, Hang Gon Ward, Dong Nai Province.

Phone: : 0919.077.838

Note: When attending, please bring your Invitation Letter, Citizen Identity Card/Passport/other valid personal identification, a valid Power of Attorney (in case of proxy), and a certified copy of the Business Registration Certificate if the attendee is the Legal Representative of an institutional shareholder.

Sincerely!

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

PHAM NAM HUNG

(*) Note: This notice serves as an invitation in case you have not received the formal invitation letter.

**INDUSTRIAL RUBBER JOINT STOCK COMPANY**

Address : No. 14, 21st of April Street, Hang Gon Ward, Dong Nai Province.

Business Registration Certificate: **3600259017**Tel : **(0251) 3721199** Fax: **(0251) 3721199**Website: www.donarubber.com.vn**REGISTRATION FOR MEETING OR AUTHORIZATION
ATTENDANCE AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS****To: Industrial Rubber Joint Stock Company**

Name of shareholder:.....

Legal representative (for organizations):

ID/Passport/Legal Entity Registration No:.....

issued on at.....

Address: Phone

Total number of shares represented and/or owned: shares.

.....

(Shareholders choose one of the two options below, mark the appropriate box)

1. REGISTER TO ATTEND**2. AUTHORIZE YOU BELOW**

Mr/ Mrs:

ID/Passport/Legal Entity Registration No:

issued on..... at.....

Address: Phone.....

Number of authorized shares:

In case the shareholder cannot attend and cannot authorize another person, please authorize a member of the Company's Board of Directors from the list below:

No.	Full name	Position	Select	Number of authorized shares
1	Mr. Pham Nam Hung	Chairman of the Board of Directors	<input type="checkbox"/>	
2	Mr. Nguyen Dang Tan	Member of the Board of Directors	<input type="checkbox"/>	
3	Mr. Nguyen Thai Nguyen	Member of the Board of Directors	<input type="checkbox"/>	
4	Mr. Hoang Thanh Bach	Member of the Board of Directors	<input type="checkbox"/>	
5	Mr. Nguyen Cao Duc	Member of the Board of Directors	<input type="checkbox"/>	

Note: Please mark (X) in the () next to the name of the member you choose to authorize. Only choose to authorize one person for the entire number of shares owned; in case of authorizing multiple people according to the provisions of law, please clearly state the number of shares authorized for each member.

Scope of authorization:

The Proxy shall represent the Authorizer to attend the 2026 Annual General Meeting of Shareholders of Industrial Rubber Joint Stock Company to exercise all rights and obligations at the General Meeting of Shareholders corresponding to the number of authorized shares.

We take full responsibility for this authorization and commit to strictly complying with current legal regulations, the Charter of Industrial Rubber Joint Stock Company, and will not have any complaints later.

Note:

The authorized person shall only perform tasks within the scope of authorization, may not re-authorize others, and must bring their ID/Passport when attending the meeting.

This proxy is only valid when signed by both the authorizer and the authorized party. In case the authorizer is an institutional shareholder, the valid seal of the authorizing organization is also required. In case of authorization to the Board of Directors of Industrial Rubber Joint Stock Company, the signature of the Board member is not required. This proxy is effective from the date of signing until the end of the 2026 Annual General Meeting of Shareholders of Industrial Rubber Joint Stock Company.

....., 2026

Shareholder/Authorizer

(Sign and write full name, stamp if any)

Authorized person

(Sign and write full name)



DUSTRIAL RUBBER JOINT STOCK COMPANY

Address: No. 14, 21/4 Street, Hang Gon Ward, Dong Nai City

Tel: (0251) 3721199 **Website:** www.donarubber.com.vn

AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

No.	CONTENT	Presenter
I	Reception	
1	Welcoming guests, guiding delegates to register, distributing materials, and seating.	Organizing Committee
2	Collecting the number and percentage of attending shareholders.	Organizing Committee
II	Opening the Meeting	
1	Stating the purpose and introducing delegates.	Organizing Committee
2	Report on the verification of the number and percentage of shareholders attending the Meeting.	Organizing Committee
3	Introducing the Presidium and the Secretariat of the Meeting. ⇒ Voting on each item.	Organizing Committee
4	Opening speech of the Meeting	Presidium
III	Main agenda of the Meeting	
1	Approval of the Meeting Agenda and content ⇒ Voting	Presidium
2	Approval of the Meeting Working Regulations ⇒ Voting	Presidium
3	Report on the activities of the Board of Directors in 2025 and operational orientation for 2026	Presidium
4	Report on the activities of the Board of Supervisors in 2025 and operational plan for 2026	Board of Supervisors
5	Report of the Board of Management on the business performance in 2025 and business plan for 2026	Board of Management
6	The Meeting discusses and votes on items 3, 4, and 5. ⇒ Voting	Shareholders
7	Report on financial status and audit of the 2025 financial statements ⇒ Voting	Presidium
8	Proposal on the 2026 business plan ⇒ Voting	Presidium
9	Proposal on the selection of an independent auditor to audit the 2026 financial statements ⇒ Voting	Board of Supervisors
10	Proposal on salaries and remuneration for the Board of	Presidium

	Directors, Board of Supervisors, and Board of Management in 2025 and the plan for 2026 ⇒ Voting	
11	Proposal on the profit distribution and dividend payment plan for 2025 and the plan for 2026. ⇒ Voting	Presidium
12	Proposal on Authorizing the Implementation of Procedures for Changing the Address on the Enterprise Registration Certificate and Updating the Company's Charter Accordingly ⇒ Voting	Presidium
IV	Closing the Meeting	
1	Approval of the Minutes of the 2026 Annual General Meeting of Shareholders ⇒ Voting Approval of the Resolution of the 2026 Annual General Meeting of Shareholders ⇒ Voting	Secretariat
2	Closing the Meeting	Presidium

Dong Nai, June 30, 2026

DRAFT

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
INDUSTRIAL RUBBER JOINT STOCK COMPANY**

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

Pursuant to the Charter of Industrial Rubber Joint Stock Company.

The Board of Directors submits to the General Meeting of Shareholders the Working Regulations for the 2026 Annual General Meeting of Shareholders of Industrial Rubber Joint Stock Company as follows:

Article 1. General Meeting of Shareholders

The General Meeting of Shareholders is the highest authority of the Industrial Rubber Joint Stock Company. The 2026 Annual General Meeting of Shareholders shall decide on matters in accordance with the provisions of the law and the Company's Charter.

Article 2. Conditions for Conducting the Meeting

An extraordinary General Meeting of Shareholders shall be conducted when the number of shareholders attending represents over 50% of the total voting shares according to the finalized shareholder list.

Shareholders arriving late still have the right to register to attend the Meeting and participate in subsequent matters of the Meeting. The Meeting is not responsible for pausing or re-voting on matters already passed.

Article 3. Rights and Obligations of Shareholders Attending the Meeting

Shareholders attending the Meeting shall wear appropriate attire, present their meeting invitation, and provide documents related to verifying shareholder status at the shareholder verification desk.

Shareholders or their authorized representatives 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 that the shareholder owns and represents

Upon entering the Meeting hall, shareholders must sit in the designated positions assigned by the Meeting Organizing Committee. Maintain order and seriousness during

the meeting; do not smoke, talk loudly, or use mobile phones in the hall

A person authorized to attend the Meeting may not re-authorize another person to attend the Meeting.

Article 4. Chairing Committee of the Meeting

1. The Chairing Committee of the Meeting consists of 02 members, with the Chairman of the Board of Directors of the Company serving as the Chairperson.

2. The Chairing Committee of the Meeting operates on the principle of democratic centralism and decides by majority vote.

3. The Chairing Committee of the Meeting has the following duties:

- To conduct the activities of the Meeting in accordance with the agenda approved by the Meeting.

- To nominate the Secretariat and the Vote Counting Committee of the Meeting.

- To guide shareholders and the Meeting in discussions.

- To present drafts and conclude on necessary matters for the Meeting to vote upon.

- To respond to matters requested by the Meeting.

- The Chairperson, on behalf of the General Meeting of Shareholders, shall sign the Minutes and Resolutions of the Meeting.

Article 5. Meeting Secretariat and Shareholder Verification Committee

The Shareholder Verification Committee consists of 01 member, assisting the Chairing Committee in checking the conditions for conducting the Meeting and the status of shareholders attending the meeting; and reporting the results of the verification of shareholders attending the Meeting.

The Meeting Secretariat consists of 01 member introduced by the Chairing Committee and approved by the Meeting. The Secretariat is responsible to the Chairperson of the Meeting and the General Meeting of Shareholders for their duties.

The Meeting Secretary shall record fully and truthfully the entire proceedings of the Meeting and the matters approved by the shareholders, including matters reserved at the Meeting; receive opinion contribution forms from shareholders; and draft the minutes of the General Meeting of Shareholders and the Resolution on matters passed at the Meeting.

Article 6. Voting at the General Meeting of Shareholders

1. Principle: Upon the request of the Chairperson of the Meeting to vote on important matters, the Meeting will proceed to vote using Voting Ballots issued by the Meeting Organizing Committee. The Voting Ballot shall be printed with the shareholder code, the number of shares owned, and the number of shares represented.

2. Method of voting: For the content requested to be voted on, shareholders shall indicate their agreement, disagreement, or abstention by raising their Voting Ballot for each item, after which the Vote Counting Committee will count the votes and announce the results to the Meeting.

3. Conditions for passing matters at the Meeting: Decisions of the General Meeting of Shareholders are passed when approved by shareholders representing at least 65% of the total voting shares of all shareholders and shareholder representatives attending the meeting, except for the election of the Board of Directors and the Board of Supervisors as stipulated in Clause 3, Article 148 of the Law on Enterprises, the Company's Charter, and the regulations on election.

Article 7. Expressing Opinions at the Meeting

Shareholders shall register their intention to speak with the Chairing Committee (via the Meeting Secretariat). When needing to speak or debate, raise your hand; only speak when permitted by the Chairing Committee. Shareholders should prepare concise remarks, avoiding repetition of opinions already expressed.

Questions regarding individual information or matters not directly related to the Meeting's agenda, or those that cannot be answered during the Meeting due to time constraints, will be collected by the Secretariat and answered in writing or via information on the Company's website.

Article 8. Voting Procedures

The 2026 Annual General Meeting of Shareholders stipulates the voting procedures as follows:

1. All Resolutions and decisions of the Meeting must be voted on publicly and directly at the Meeting.

2. The election of the Chairing Committee, Secretariat, and Vote Counting Committee is passed and effective when approved by over 50% of the shareholders/shareholder representatives present at the Meeting.

3. Voting procedures:

Each shareholder attending the Meeting is issued one Voting Ballot. The ballot clearly states: shareholder name, total number of shares including owned shares and authorized shares.

3.1. Voting on organizational matters of the Meeting

a) Shareholders will exercise their voting rights by raising their Voting Ballot when approving the following items:

- List of the Chairing Committee, Secretariat, and Vote Counting Committee;
- Regulations on organizing the Meeting; Meeting Agenda;
- Regulations on candidacy, nomination, and election of members of the Board of Directors and Board of Supervisors;
- Minutes and Resolution of the General Meeting of Shareholders.

b) Voting on the aforementioned matters at the Meeting is conducted by raising the Voting Ballot. For each item, the Chairperson or a representative of the Chairing Committee will ask for the opinions of the attending shareholders on that item. Each

matter will be voted on in 3 rounds in the following order: Agree; Disagree; Abstain. The voting results will be announced immediately after voting on each item.

3.2. Voting on matters to be passed at the Meeting

a) Attending shareholders will exercise their voting rights by raising and marking the Voting Ballot to vote on the content to be passed at the Meeting, then casting the ballot.

b) On the Voting Ballot, the Meeting Organizing Committee has printed all the matters to be voted on as mentioned above. Corresponding to each matter to be voted on, there are 3 options: "Agree", "Disagree", "Abstain". When the Chairing Committee requests shareholders to vote, shareholders shall raise the corresponding Voting Ballot and mark an "X" on the chosen option for record-keeping purposes.

c) Voting results are announced immediately before the closing of the Meeting and handed over to the Chairing Committee and the Secretariat as a basis for finalizing the Minutes, Resolutions, and archiving.

4. In case a shareholder has questions regarding the voting results, the Chairperson will consider and decide immediately at the Meeting.

Article 9: Implementation provisions

Shareholders and shareholder representatives attending the Meeting must strictly comply with the Working Regulations of the General Meeting of Shareholders. These Regulations take effect immediately after being voted on and passed by the 2026 Annual General Meeting of Shareholders.

The above is the content of the Working Regulations for the 2026 Annual General Meeting of Shareholders of Industrial Rubber Joint Stock Company.

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

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

Pham Nam Hung

INDUSTRIAL RUBBER JOINT STOCK COMPANY

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

VOTING BALLOT

Delegate's full name:

Number of shares: _____ shares

Number of authorized shares: _____ shares

Total number of represented shares: _____ shares

(Delegates, please mark the box for your chosen opinion for each voting item)

No.	Voting content	Agree	Disagree	No opinion
1	Approve the Report on the activities of the Board of Directors in 2025 and the operational orientation for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	the Report on the activities of the Board of Supervisors in 2025 and the operational plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Approve the Board of Management's Report on the production and business performance in 2025 and the production and business plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Approve the Report on the financial situation and the audit of the 2025 financial statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Approve the Proposal on the 2026 production and business plan.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Approve the Proposal on the selection of an independent audit firm to audit the 2026 financial statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Approve the Proposal on salaries and remuneration for the Board of Directors, Board of Supervisors, and Board of Management in 2025 and the salary and remuneration plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Approve the Proposal on profit distribution and dividend payment for 2025 and the profit distribution and dividend payment plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Approve the Proposal on Authorizing the Implementation of Procedures for Changing the Address on the Enterprise Registration Certificate and Updating the Company's Charter Accordingly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	Approve the minutes of the 2026 Annual General Meeting of Shareholders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	Approve the Resolution of the 2026 Annual General Meeting of Shareholders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

June 30, 2026

DELEGATE

(Signature and full name)

Instructions:

Delegates vote by selecting one of the options: **Agree**, **disagree**, or **no opinion** for each voting item.

**DONG NAI FOOD INDUSTRIAL
CORPORATION
INDUSTRIAL RUBBER JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Dong Nai, June 30, 2026

No.:/BC-HĐQT

REPORT

**On the Activities of the Board of Directors in 2025
and Operational Direction for 2026**

DRAFT

To: The General Meeting of Shareholders of Industrial Rubber Joint Stock Company.

In accordance with the functions and duties of the Board of Directors as stipulated in the Charter of Industrial Rubber Joint Stock Company, the Board of Directors hereby reports the operational results for 2025 and the operational direction for 2026 as follows:

I. Report on the activities of the Board of Directors in 2025:

1. Meetings of the Board of Directors in 2025:

No.	Member	Number of meetings attended	Percentage	Reason for absence
1	Mr. Pham Nam Hung	04/04	100 %	None
2	Mr. Nguyen Dang Tan	04/04	100 %	None
3	Mr. Hoang Thanh Bach	04/04	100 %	None
4	Mr. Nguyen Cao Duc	03/04	75 %	Unexpected business trip
5	Mr. Nguyen Thai Nguyen	04/04	100 %	None

In 2025, the Board of Directors held 04 periodic meetings with full attendance of members, conducted 15 written consultations with Board members, and issued 19 resolutions and decisions to direct production and business activities and implement the tasks and operational directions of the Board of Directors.

All Board of Directors meetings were conducted in accordance with the procedures stipulated by the Law on Enterprises and the Company Charter. During the meetings, each member of the Board of Directors reported, contributed practical and frank opinions, provided comments on strengths and limitations, and offered guidance to effectively lead production and business tasks.

The members of the Board of Directors performed their duties and powers in accordance with the regulations on corporate governance applicable to public companies, the Charter, the Corporate Governance Regulations of Industrial Rubber Joint Stock Company, and the assignments of the Chairman of the Board of Directors; they complied with the standards of conduct and professional ethics for members of the Board of Directors; and they always acted in the interest of the company and its shareholders.

2. Supervisory activities over the Board of Management:

Pursuant to the Company Charter, the Board of Directors supervises the Board of Management and other managers in the daily operations of the Company.

The members of the Company's Board of Management have successfully fulfilled their assigned tasks, demonstrating high responsibility in their management.

In 2025, the Board of Management fully fulfilled its responsibilities for reporting, explaining, and disclosing information regarding production and business activities in a complete and transparent manner. The Board of Management complied with the requirements for submitting and seeking opinions on matters under the approval authority of the Board of Directors at periodic and extraordinary Board meetings.

The Board of Management effectively implemented the Resolutions and Decisions of the Board of Directors and complied with the provisions of the law.

The Board of Management periodically organized monthly and quarterly briefing meetings to evaluate the results of production and business activities. All daily business and operational activities were conducted in accordance with operational and management principles, and all production and business activities ensured compliance with the provisions of current law.

3. Evaluation of main production and business activities in 2025:

In 2025, Industrial Rubber Joint Stock Company implemented its production and business plan amidst both advantages and challenges. However, with the solidarity and efforts of all employees and the decisive leadership of the Board of Directors and the Executive Board, the company successfully completed its assigned tasks and plans. Specifically, some targets were achieved as follows:

No.	Target	Unit	2025 Plan	2025 Actual	Percentage (%)
I	Production targets				
1	Production volume (RSS Rubber)	tons	270	192.5	71.30
2	Consumption output (RSS latex)	tons	100	47	47.00
II	Financial targets				
1	Total revenue	million VND	39,371	49,984	126.96

2	Profit before tax	million VND	16,500	22,836	138.41
3	Profit after tax	million VND	13,200	18,093	137.07
4	Return on equity	%	7.54	10.34	137.13
5	Contribution to State budget	million VND	8,569	7,228	84.35
6	Minimum dividend (%/Charter capital)	%	7	7.98	114.00

Production volume of 192.5 tons reached only 71.3% of the plan due to aging rubber trees currently in the liquidation phase, and sales volume reached only 47% of the plan. However, revenue reached VND 49,984 million, and profit after tax reached VND 18,093 million, both exceeding the plan. Thanks to these results, the Company expects a minimum dividend payout of 7.98%, providing benefits to shareholders.

4. Selection of audit firm:

The Company issued Resolution No. 275/NQ-HĐQT dated July 2, 2025, approving the service provider for the review of the semi-annual financial statements and the audit of the 2025 financial statements as: AASC Auditing Firm Company Limited - Branch.

5. Salary/Remuneration of the Board of Directors:

The salary and remuneration of the Board of Directors will be presented in detail in the Proposal on salary and remuneration of the Board of Directors and the Board of Management submitted to the General Meeting of Shareholders.

6. Report on transactions between the company and related persons of the company; or between the company and major shareholders, internal persons, and related persons of internal persons:

In 2025, Industrial Rubber Joint Stock Company had goods purchase and sale transactions with Dong Nai Joint Stock Company Of Agricultural (a related person within the same parent-subsidiary group of Dong Nai Food Industrial Corporation).

Reports on these transactions have been disclosed in detail according to Report No. 41/BC-HĐQT dated January 22, 2026, on the corporate governance situation in 2025; and posted on the company's website in accordance with the regulations on information disclosure for public companies. These were mainly fertilizer trading transactions.

7. Other contents

In 2025, the Company received Official Dispatch No. 12/2025/CV-CH dated September 16, 2025, from a shareholder group including Capella Group Holdings Company (7.5% voting rights), Tuan Loc Construction Investment Corporation (7.5% voting rights), Bui Anh Tuan (6.96% voting rights), and Vu Thi Kim Lien (7.65% voting rights) requesting the distribution of the Company's idle cash.

The Board of Directors acknowledged the aforementioned shareholder group's request and reached a consensus to add this content to the meeting documents to submit to the General Meeting of Shareholders for consideration and decision within its authority.

II. Operational direction of the Board of Directors for 2026:

1. The Board of Directors of Industrial Rubber Joint Stock Company hereby submits the production and business plan for 2026 with the following main targets:

a/ Production and business targets:

No.	TARGET	Unit	The year 2026
I/	CONSUMPTION OUTPUT TARGETS		
1	RSS rubber	Tons	150
2	Miscellaneous pus	Tons	110
II/	FINANCIAL TARGETS		
1	Total revenue	Million VND	41,755
2	Profit before tax	Million VND	9,051
3	Profit after tax	Million VND	7,512
4	Return on equity	%	4,29
5	Contribution to State budget	Million VND	11,567
6	Minimum dividend (%/Charter capital)	%	3.5%

b/ Capital construction investment plan targets:

No.	INVESTMENT CATEGORY	Unit	Total investment
1	Planting and caring for 334.81 ha of rubber	Million VND	8,182
2	Investment in machinery, equipment, and construction of office for Xuan Loc Rubber Team	Million VND	2,100
3	Planting and caring for 202.94 ha of cajeput	Million VND	3,101
	Total		13,383

The profit distribution for 2026 will be officially implemented once the 2026 audited financial statements are available and the 2027 Annual General Meeting of Shareholders has passed a resolution in accordance with regulations.

2. Implement many synchronous, creative, and effective solutions to strive to best complete the production, business, and development investment plan targets for

2026 approved by the 2026 Annual General Meeting of Shareholders.

3. The Board of Directors will continue to improve the management mechanism and supplement the system of internal management regulations to be consistent with State regulations and the actual situation of the unit.

4. Building on the results achieved in 2025, the Board of Directors and the Company's Board of Directors will continue to strive to overcome difficulties, remain united, innovate, and be creative, aiming to achieve the highest possible targets and tasks for 2026.

5. The Board of Directors will continue to closely monitor and direct the Management Board to formulate business plans and utilize existing capital resources efficiently to maximize profits, ensure shareholders' benefits, create employment for laborers, as well as preserve and grow the Company's capital.

The above is the report on the activities in 2025 and the operational direction for 2026 of the Board of Directors of Industrial Rubber Joint Stock Company.

Recipient:

- 2026 AGM;
- File: Admin.

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

Pham Nam Hung

DONG NAI FOOD INDUSTRY
CORPORATION
INDUSTRIAL RUBBER JOINT
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Dong Nai, June 30, 2026

No.: /BC-BKSCSCN

DRAFT

REPORT

On the activities of the Board of Supervisors in 2025 and the activity plan for 2026

To: General Meeting of Shareholders of Industrial Rubber Joint Stock Company.

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
Pursuant to the Charter of Industrial Rubber Joint Stock Company;
Pursuant to the Operation Regulations of the Board of Supervisors of
Industrial Rubber Joint Stock Company.*

The Board of Supervisors hereby reports to the General Meeting of Shareholders on the results of its activities in 2025 and the activity plan for 2026 of the Company's Board of Supervisors, as follows:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS:

1. Regarding personnel and meetings of the Board of Supervisors:

The Board of Supervisors for the 2023-2028 term consists of 03 members. Specifically: 01 full-time Head of the Board of Supervisors, 02 part-time members, as follows:

- Tran Thi Hong Loan – Head of the Board of Supervisors
- Ngo Thi Cam Ha – Member
- Tran Thi Cam – Member

The members of the Company's Board of Supervisors have properly performed their assigned functions and duties and complied with the provisions of the Company Charter and the Operation Regulations of the Board of Supervisors. In 2025, the Board of Supervisors held 02 meetings. In these meetings, the attendance rate of the Board of Supervisors members was 100%.

2. Self-assessment report on the performance of the Board of Supervisors and its members for 2025

In accordance with the inspection and supervision plan approved at the 2025 Annual General Meeting of Shareholders, the Company's Board of Supervisors has implemented regular inspection and supervision work according to the following

main contents:

- Supervising compliance with State laws, the Company Charter, and the Company's internal management regulations;
- Supervising the implementation of the resolutions of the 2025 Annual General Meeting of Shareholders;
- Supervising the direction and operational implementation of the Board of Directors as well as the performance of duties by the Board of Management;
- Reviewing the appropriateness of the decisions of the Board of Directors and the Board of Management in management and administration;
- Supervising the implementation of the production and business plan and capital construction investment in 2025;
- Auditing the 2025 financial statements; reviewing the legality, reasonableness, and integrity of accounting practices and financial statement presentation.
- Supervising transactions with related parties and information disclosure in accordance with the Law on Securities.

To ensure the high effectiveness of inspection and supervision, the Board of Supervisors performs specific tasks as follows:

Fully participating in BOD meetings and briefing meetings at the Company; Supervising the implementation of production, business, processing, and trading of rubber latex; Supervising the implementation of State regulations on bidding and regular procurement; Supervising replanting, care, and disease prevention on immature rubber plantations; Supervising the exploitation and care of mature rubber plantations

Supervising profit distribution, appropriation of funds, and the status of use, preservation, and development of the Company's capital; Supervising compliance with State regulations on capital construction investment management. Supervising capital contribution investments in other entities and other long-term financial investments.

Supervising occupational safety, labor protection, and the organization of the implementation of the Company's Labor Law; Supervising the development and implementation of salary scales and tables, the development of labor and salary plans, and the payment of salaries and bonuses to management officers and employees in accordance with State regulations. Supervising the implementation of reward, welfare, insurance, and social security policies for employees.

General assessment: The members of the Board of Supervisors always respect and coordinate well with each other based on the principle of democratic centralism. During the performance of their duties, the members of the Board of Supervisors always ensure independence, objectivity, and honesty for the benefit of the Company and shareholders. The members of the Board of Supervisors have successfully completed their assigned tasks.

3. Remuneration and operating expenses of the Board of Supervisors:

In 2025, the Company paid salaries and remuneration to the Board of

Supervisors in the amount of 584,064,000 VND. Specifically as follows:

Unit: VND

No.	Full name	Position	Salary / remuneration
1	Tran Thi Hong Loan	Head of Board	486,720,000
2	Ngo Thi Cam Ha	Thành viên/ Member	48,672,000
3	Tran Thi Cam	Thành viên/ Member	48,672,000
	Total		584,064,000

The Company has paid salaries/remuneration in full to the members of the Board of Supervisors.

4. Coordination between the Board of Supervisors and the activities of the Board of Directors, the Board of Management, and other management officers:

The Board of Supervisors fully participates in the meetings of the Board of Directors and the Company's monthly and weekly briefing meetings to grasp the Company's production and business situation. Thereby, it contributes opinions and makes recommendations to the Board of Directors and the Board of Management within the scope of its responsibilities and authority.

The Board of Supervisors always maintains a good cooperative relationship with the Board of Directors and the Board of Management in implementing tasks based on the principle of the interests of the Company and shareholders.

Throughout the performance of its duties, the Board of Supervisors has consistently received support and favorable conditions from the Board of Directors and the Board of Management, along with the cooperation of functional departments, enabling the Board of Supervisors to fulfill its responsibilities.

II. RESULTS OF INSPECTION AND SUPERVISION WORK IN 2025:

1. Supervising the activities of the Board of Directors:

- Regarding personnel, the Company's Board of Directors consists of 05 members:

+ Mr.: Pham Nam Hung	Chairman of the Board of Directors
+ Mr.: Nguyen Dang Tan	Member
+ Mr.: Hoang Thanh Bach	Member
+ Mr.: Nguyen Cao Duc	Member
+ Mr.: Nguyen Thai Nguyen	Member

- The Company's Board of Directors has proactively adhered to the goals and orientations of the Resolution of the 2025 Annual General Meeting of Shareholders and the practical situation of the Company to provide timely direction and effectively meet task requirements.

The Board of Directors has regularly maintained periodic meetings as prescribed. In the meetings, the members of the Board of Directors participated fully and worked with a high sense of responsibility to issue resolutions and decisions in a timely manner to orient and direct the Company's production and business activities.

- In 2025, the Company's Board of Directors issued 19 Resolutions and Decisions related to issues under the authority of the Board of Directors. The Resolutions and Decisions issued by the Company's Board of Directors are in accordance with the functions and powers as prescribed.

- The Board of Directors successfully convened and organized the 2025 Annual General Meeting of Shareholders (on 24 April 2025).

- The Board of Directors complies with the Resolutions of the General Meeting of Shareholders, the Company Charter, internal regulations, and legal provisions; effectively exercises its powers and functions, and consistently ensures the best interests of the Company and its shareholders.

2. Supervising the activities of the Board of Management:

- Regarding personnel: currently, the Board of Management consists of the following members:

- + Mr.: Nguyen Dang Tan General Director

- + Mr.: Nguyen Thai Nguyen Deputy Director.

- The Board of Management has effectively implemented the Resolutions and Decisions of the Board of Directors.

- The Board of Management operates production and business activities closely to reality. It organizes weekly, monthly, quarterly, and extraordinary briefing meetings to evaluate performance results and provide orientations and solutions to implement production and business activities with high efficiency. It continuously improves rubber plantation management, increases labor productivity, and enhances management efficiency.

- The Board of Management consistently prioritizes and cares for the material and spiritual well-being of employees.

3. Supervising the implementation of the production and business plan:

In 2025, the Company's production and business activities faced both advantages and difficulties: prolonged hot weather led to a later start of the harvesting season compared to previous years, and the labor market was highly competitive... However, the selling price of latex increased, and the liquidation of rubber plantations was achieved at a good price and maintained stably.

The Company's Board of Management has operated production and business activities flexibly, providing many practical orientations and solutions, along with the determination and efforts of all employees, the Company has excellently completed its assigned tasks. Revenue and profit targets all exceeded the planned targets.

- Total revenue: 49,984 million VND / 39,371 million VND, reaching 126.96% of the plan.

- Total Profit Before Tax: 22,836 million VND / 16,500 million VND, reaching 138.41% of the plan.
- Total Profit After Tax: 18,093 million VND / 13,200 million VND, reaching 137.07% of the plan.
- Payable to the state budget: 7,228 million VND / 8,569 million VND, reaching 84.35% of the plan.
- Expected dividend payout ratio (%/par value): 7.98% / 7%, reaching 114.00% of the plan.

4. Auditing the 2025 financial statements

Based on the work performed, the Board of Supervisors reports the results of the audit of the Company's 2025 financial statements as follows:

- The accounting system, applied accounting policies, and the presentation of the Company's 2025 financial statements are in accordance with the current Enterprise Accounting System.
- Accounting policies and methods have been applied consistently by the Company.
- The indicators on the Balance Sheet, Income Statement, and Cash Flow Statement are clearly explained with calculation bases and detailed figures in the Notes to the Financial Statements. Based on the examination and reconciliation of figures in the detailed accounting ledgers and the Notes to the Financial Statements, the indicators on the financial statements are determined to be reasonable and truthfully reflect the Company's financial position.

* Some financial indicators (*Note: Figures are based on the 2025 audited separate Financial Statements*).

- Changes in assets and capital sources:

Indicator	31/12/2025	01/01/2025
A- SHORT-TERM ASSETS	150,432,567,670	140,631,854,711
I- Cash and cash equivalents	22,437,678,137	15,394,820,195
II- Short-term financial investments	102,100,000,000	104,600,000,000
III- Short-term receivables	1,458,061,651	1,620,605,029
IV- Inventory	24,102,145,852	18,971,162,183
V- Other current assets	334,682,030	45,267,304
B-LONG-TERM ASSETS	61,597,637,075	62,390,702,481
I- Fixed assets	22,423,183,896	22,787,323,841
II- Long-term work in progress	17,700,089,881	19,361,058,527
III- Long-term financial investments	19,631,444,526	20,222,734,420
IV- Other non-current assets	1,842,918,772	19,585,693
TOTAL ASSETS	212,030,204,745	203,022,557,192
C-LIABILITIES	18,935,056,745	14,757,163,696

I- Short-term debt	18,935,056,745	14,757,163,696
II- Long-term debt	0	0
D-EQUITY	193,095,148,000	188,265,393,496
I- Contributed Capital	175,000,000,000	175,000,000,000
II- Retained Earnings	18,095,148,000	13,265,393,496
TOTAL CAPITAL RESOURCES	212,030,204,745	203,022,557,192

- The capital preservation ratio in 2025 is 1.02 ($H > 1$). Thus, the Company has successfully preserved shareholders' capital.

- Return on Equity (ROE): 9.37%

- Return on Assets (ROA): 8.53%

- Current ratio: 7.94 times. The Company has no overdue liabilities.

- Cash flow situation in 2025:

+ *Net cash flow from operating activities:* -28,316 million VND

Net cash flow from investing activities: 47,031 million VND

Net cash flow from financing activities: -11,672 million VND

=> Net cash flow in 2025: 7,043 million VND

Cash and cash equivalents as of 01 January 2025: 15,395 million VND

Cash and cash equivalents as of 31 December 2025: 22,438 million VND

With the above appraisal results, the Board of Supervisors concurs with the opinion of the Branch of AASC Auditing Firm Co., Ltd. - the independent auditor for the Company's 2025 financial statements: The 2025 financial statements present fairly and reasonably, in all material respects, the financial position of the Company as of 31 December 2025, as well as its business results and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Enterprise Accounting System, and relevant legal regulations on the preparation and presentation of financial statements.

5. Supervision of investment activities:

- Total investment in 2025: 6,914 million VND/14,053 million VND, reaching 49.2% of the plan. In which:

+ Planting and tending rubber trees: 4,187 million VND

+ Planting and tending hybrid acacia trees: 766 million VND

+ Investment in machinery and equipment: 1,961 million VND

The Company carries out the maintenance of immature rubber plantations according to the agricultural budget, ensuring it does not exceed the investment rate approved by the Company's Board of Directors. Monthly, the Company organizes inspections and evaluates the completion level of maintenance work for immature rubber plantations at the teams to ensure the immature rubber plantations are well maintained, growing, and developing well.

In 2025, the Company did not make any long-term capital contributions. As

of 31 December 2025, the Company is investing in Nhon Trach Investment Joint Stock Company with an amount of: 23,750 million VND.

-Dividend situation in 2025: no dividend advance in 2025, expected to pay dividends in 2026.

6. Supervision of labor and salary:

The Company implements salary policies, benefits, and rights for employees in accordance with the Labor Code, the Charter, and salary regulations. The Company pays salaries via bank transfer, once a month; payment is made on the last day of each month.

According to the 2025 Salary Fund settlement minutes dated 26 March 2026 of the Company, the specific figures are as follows:

- Total number of employees as of 31 December 2025: 138 people (including: Employees and Board of Management 137 people; Head of Board of Supervisors 1 person).

- Actual salary fund for Employees and Board of Management in 2025: 16,023 million VND (including: Board of Management: 1,523 million VND; Employees: 14,500 million VND).

- Actual salary fund for the full-time Head of the Board of Supervisors in 2025: 486 million VND.

- Actual remuneration fund for non-executive members of the BOD and Board of Supervisors in 2025: 584 million VND.

The Company signs labor contracts in accordance with the Labor Code and fully participates in social insurance, health insurance, and unemployment insurance. The Company effectively implements policies for employees such as allowances for hazardous work, mid-shift meal allowances, tourism expenses, holiday bonuses, and procurement of personal protective equipment, ensuring a safe working environment and maintaining good occupational health and safety practices.

7. Performance of obligations to the State Budget:

Total tax amount payable to the State Budget in 2025 is: 7,228 million VND / 8,569 million VND, reaching 84.35% of the plan. The Company fulfills its State Budget payment obligations on time.

8. Supervision of transactions between the company and related parties and information disclose:

-In 2025, the Company entered into purchase and sale contracts with related parties subject to the provisions of Clause 1, Article 167 of the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020. Details of transactions with related parties have been fully presented in the Financial Statements and the Corporate Governance Report in accordance with regulations.

- The Company performs information disclosure in accordance with Circular

96/2020/TT-BTC on information disclosure on the stock market and the Company's Information Disclosure Regulations.

III. COMMENTS AND RECOMMENDATIONS:

In 2025, the Company faced many difficulties and challenges such as: adverse weather changes, prolonged heat and drought in the first months of the year leading to a later harvest season than usual; increased input material costs; shortage of latex tapping workers... However, the selling price of latex in 2025 fluctuated upwards and was maintained stably.

The Board of Directors and the Board of Management provided flexible leadership while promoting the role of the Trade Union in supporting and mobilizing the collective of employees to unite and overcome difficulties to strive to complete tasks well. The Company effectively implemented policies for employees, and tax obligations to the State were fully fulfilled. The Company ensured the dividend payout ratio for 2025 for shareholders was higher than the planned target (actual dividend payout ratio: 7.98%/par value, reaching 114% of the planned 7%/par value).

Continuing to promote the results achieved in 2025 and striving to complete the 2026 production and business plan, the Board of Supervisors makes the following recommendations:

- The Board of Management should strictly manage and control production and business costs and the cost of rubber latex in 2026. Regularly monitor and forecast the market situation in a timely manner to have flexible solutions for product consumption; maintain good relationships with traditional customers, and constantly seek and develop potential customers.

- Continue to review and streamline the organizational structure and arrange labor to improve labor productivity, contributing to increasing salaries and income for employees.

- The Company should continue to maintain good governance and administration to ensure stable and sustainable development, exceeding the 2026 production and business targets assigned by the General Meeting of Shareholders; ensuring benefits for shareholders as well as ensuring good benefits for employees.

IV. OPERATION PLAN FOR 2026

1. Supervise compliance with the Company Charter and the organization of the implementation of the 2026 General Meeting of Shareholders' resolutions.

2. Supervise the issuance and implementation of Resolutions and Decisions of the Company's Board of Directors.

3. Supervise the implementation of the 2026 production and business plan and capital construction investment.

4. Appraise the semi-annual financial statements and the 2026 annual financial statements.

5. Supervise the signing of contracts and transactions with related parties; information disclosure on the stock market in accordance with the law.

6. Perform supervision of other issues when necessary.

The above is the Report of the Board of Supervisors, respectfully submitted to the 2026 Annual General Meeting of Shareholders for approval.

Recipients:

- 2026 AGM;
- Filed: Admin.

**ON BEHALF OF THE BOARD OF
SUPERVISORS
HEAD OF THE BOARD**

Tran Thi Hong Loan

**DONG NAI FOOD INDUSTRY
CORPORATION
INDUSTRIAL RUBBER JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Dong Nai, June 30, 2026

No.:/BC-CSCN

DRAFT

REPORT

**On the production and business performance in 2025
and the production and business plan for 2026**

To: General Meeting of Shareholders of Industrial Rubber Joint Stock Company.

I. SITUATION CHARACTERISTICS:

Advantages:

- The Company consistently receives the attention and support of the Leadership, departments, and local authorities; especially the solidarity of all employees working together to complete the common tasks of the entire Company.
- The selling price of rubber latex in 2025 showed an upward trend and remained stable throughout the year, thereby helping the company achieve revenue growth compared to the same period.
- Disease prevention and treatment on immature rubber plantations were closely directed, with timely spraying to control the spread of pests on a large scale.
- Commercial rubber plantation: equipment and supplies were provided fully and in a timely manner, and fertilization was completed, contributing to ensuring high-efficiency tapping.
- Gaining customer trust in the quality of rubber products, contributing to increasing income for employees and improving processing efficiency.

Difficulties:

- In 2025, the Industrial Rubber Joint Stock Company carried out production and business tasks under general difficult conditions such as: unpredictable global political and economic situations, and input material costs remaining at a high level, leading to a significant reduction in the economic efficiency of the Company's production and business activities.
- Extreme weather changes and prolonged drought led to poor growth of immature rubber plantations, with tapping start times delayed compared to the same period in previous years; upon entering the tapping stage, prolonged rain and storms affected the Company's production output plan and latex consumption.
- The situation regarding labor shortages and turnover has been quite complex, and increasing labor competition has affected the Company's production harvesting operations.

- The Company's commercial rubber plantations are mostly in the liquidation stage, with aged trees and low yield. Rubber plantation land is increasingly degraded and nutrient-poor, requiring a reduction in care costs, which significantly affects the future growth and development of the plantations.

In 2025, facing the above difficulties and challenges, and with the close direction of the Company's leadership and the support of agencies, departments, and local authorities, the Board of Directors and the Executive Board set out flexible and correct management measures. Together with employees working in solidarity to overcome difficulties, the Company successfully completed the targets assigned by the General Meeting of Shareholders. Additionally, the companionship of mass organizations played a very good role and fulfilled their responsibilities in accompanying the Company to complete common tasks.

II. RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2025:

1. Production activities:

1.1. Plantation area: (Unit: ha)

Plantation/Unit	Tan Dinh Team	Xuan Loc Team	Xuan Hoa Team	Total
A- RUBBER AREA	222.00	276.18	186.81	684.99
I/- BUSINESS	222.00	41.38	186.81	450.20
II/- BASIC DESIGN		234.80		234.80
2.1 REPLANTING		38.06		38.06
2.2 CARE		196.74		196.74
B- AREA OF HYBRID ADHESIVE		46.91	40.50	87.41
C- ACREAGE LIQUIDATION		115.53	5.01	120.54
D- BLANK LAND ACREAGE	43.83			43.83
TOTAL (A+B+C+D)	265.83	438.62	232.32	936.77

1.2. Commercial rubber plantation:

From the beginning of the tapping season, the Company fully equipped harvesting supplies, arranged labor, and allocated tapping plots reasonably, etc. Besides that, erratic weather conditions were unfavorable for agricultural work, with trees broken by storms and a shortage of tapping labor. The Company directed and instructed supporting departments, from teams to units, to implement various technical solutions combined with strengthening latex protection and maximizing latex collection. In 2025, the Company harvested 179 tons of DRC latex and 120 tons of fresh cup lump. The Company's harvested latex production from 2021 to date is as follows:

Year	2021	2022	2023	2024	2025
-------------	-------------	-------------	-------------	-------------	-------------

Business area (ha)	887.35	790.57	725.80	664.82	601.17
Liquidation during the year (ha)	96.78	64.77	60.98	63.65	115.53
DRC (tons)	563.332	463.289	352.043	301.329	179.134
Fresh cup lump (tons)	137.584	162.025	145.541	144.599	119.674

1.3. Care for immature rubber plantations:

The area of immature rubber plantations is 234.80 ha, of which 38.06 ha was replanted, reaching 100% of the plan, ensuring the crop structure according to regulations. Preparation for planting and plantation care was well-executed, including: seed preparation, planting methods, care for trees according to age and season, fertilization, etc., with monthly inspections to evaluate plantation quality. The Company continues to cooperate in intercropping agricultural crops to improve land use efficiency and reduce investment costs. Currently, the plantations are developing well.

1.4. Hybrid Acacia planting:

Plantation/Unit	Tan Dinh Team	Xuan Loc Team	Xuan Hoa Team	Total
1. Replanting - new planting		25.59		25.59
2. Care	-	21.32	40.50	61.82
Planted in 2021			22.00	22.00
Planted in 2022			16.00	16.00
Planted in 2024		21.32	2.50	23.82
Total	-	46.91	40.50	87.41

- Newly planted and maintained hybrid acacia plantations are managed in strict compliance with technical requirements and approved estimates. Currently, the plantations are growing and developing well.

- The policy to invest in planting hybrid acacia on 162.44 ha of Class IV land has been implemented on 46.91 ha, reaching 28.87% of the plan (162.44 ha). In 2025, the Company faced difficulties in liquidating 115.53 ha of rubber trees, with the auction only successfully completed on September 30, 2025. Therefore, the Company could not plant hybrid acacia in 2025 (*The Company submitted a document explaining this at the Board of Directors meeting on December 18, 2025, and the planting of hybrid acacia on the 115.53 ha of liquidated rubber land was postponed to 2026*).

1.5. Fertilization activities:

In 2025, the Company procured fertilizers and developed plans for each rubber plantation plot in compliance with the 2020 Technical Regulations; specifically as follows:

No.	Fertilizer name	Quantity used (tons)					Total
		Rubber			Hybrid acacia		
		Replanting	Basic tapping	Production and Business	Replanting	Care	
1	NPK 16-16-8	-	27.117	-	9.172	2.382	38.672
3	Hữu cơ vi sinh/ Organic microbiology	105.622	-	-	-	-	105.622
4	Urê/ Urea	2.144	10.548	22,679	-	-	35.371
5	Lân/ Phosphate	12.816	27.174	32,695	-	-	72.686
6	Kali/ Potash	2.702	3.863	17,438	-	-	24.003

1.6. Disease prevention and treatment:

Highly effective investigation and detection were carried out, allowing for the timely and effective prevention and control of major pests as soon as they appeared on a small scale, preventing outbreaks on a large scale.

1.7. Processing, product quality, and environmental work:

The Company pays special attention to product quality and environmental work. Quality management and product management are well-executed from the plantation to the factory, from input materials to output processing and product packaging. During the year, 179 tons of RSS latex were processed.

1.8. Other tasks

In addition to the immature rubber plantation investment category, other capital construction investment categories were built and had their plans approved from the beginning of the year. The Company strictly monitors the implementation of capital construction investments and continues to cut down on non-essential items.

The Company effectively managed land, protected assets, performed social work, and coordinated with local authorities and departments...

2. Results of Business Activities:

No.	Indicator	Unit	2025 Plan	Actual 2025	Ratio
1	Consumption output				
	- RSS latex	Tons	100	47	
	- Cup lump	Tons	54	119.674	
2	Total Revenue	Million VND	39,371	49,984	126.95

2.1	<i>Production and Business</i>	<i>Million VND</i>	5,810	5,868	
2.2	<i>Financial activities</i>	<i>Million VND</i>	5,000	5,189	
2.3	<i>Other activities</i>	<i>Million VND</i>	28,561	38,927	
3	Total expenses	Million VND	22,871	27,148	118.70
3.1	<i>Production and Business</i>	<i>Million VND</i>	22,113	26,542	
3.2	<i>Financial activities</i>	<i>Million VND</i>	758	591	
3.3	<i>Other activities</i>	<i>Million VND</i>		15	
4	Profit before tax	Million VND	16,500	22,836	138.40
5	Profit after tax	Million VND	13,200	18,093	137.06

2. Labor, salary, and income situation:

- Labor present at the beginning of the period: 148 people. During the year, 7 people were added, and 24 people left (24 resignations); Labor present at the end of the period: 131 people.

- Average income in 2025 reached: VND 9,970,000/person/month (*reaching 131.18% of the plan: VND 7,600,000/person/month*).

- Expenses for other policies such as: toxic hazard allowances, labor protection, safety, propaganda, fire prevention, etc., were fully implemented by the Company in accordance with regulations.

- Periodic medical examination and treatment expenses in 2025 amounted to VND 155,430,000.

- Mid-shift meal expenses for the Company's employees in 2025 amounted to VND 719,420,000.

3. Financial work:

- Always ensure the balance of resources and capital to promptly serve the Company's production and business activities, pay salaries, bonuses, and policy benefits to employees, and contribute to the state budget, etc.

- Ensure accounting and bookkeeping work is in accordance with regulations. Prepare and submit periodic and ad-hoc reports on time as required by the General Corporation and relevant departments.

4. Organizational structure and personnel work:

- The Company carried out the appointment process for 02 people:

+ Mr. Huynh Tan Loi - Deputy Team Leader in charge, appointed as Team Leader of Xuan Loc Team.

+ Mr. Dang Duy Linh - Deputy Team Leader, appointed as Deputy Team Leader in charge of Tan Dinh Team.

- Training: sent employees to participate in professional training and development.
- The Company implemented salary adjustments on time and in accordance with regulations.

5. Emulation and commendation work

The Company rewarded children of employees who were excellent or advanced students in the 2024-2025 school year, passed the high school graduation exam, and were admitted to formal universities with a total amount of: VND 94,550,000.

6. Legal, security, and fire prevention work:

- The Company handled relevant legal issues well, ensuring the legitimate rights and interests of the Enterprise, as well as the legitimate interests of employees and customers.

- Regularly monitor compliance with the Company's Operating Regulations and legal provisions.

- Inspect and urge the security force to strengthen coordination with local functional forces to organize patrols and guard duties to ensure the security and order of the Company and its affiliated teams.

- Regularly inspect fire prevention work and the fire protection systems of affiliated teams. Conduct periodic fire protection inspections in accordance with regulations (replacing fire extinguisher chemicals with an amount of VND 10,329,000).

- Participate in purchasing fire and explosion insurance for workshops, warehouses, machinery, and products of the entire Company with an amount of VND 68,420,760.

III. GENERAL ASSESSMENT OF THE SITUATION IN 2025:

- The Company's production and business activities in 2025 still faced many difficulties and challenges; salaries and income of employees increased but not significantly compared to the general income level in the locality.

- Actively practice thrift, combat waste, reduce product costs, and save on investment rates.

- In 2025, the entire Company continued to uphold the tradition of solidarity; being proactive and creative, overcoming difficulties and challenges to best complete assigned tasks, effectively taking care of the lives, employment, and income of employees, and always creating consensus and trust in the sustainable development of the Company.

IV. DIRECTIONS, TASKS AND SOLUTIONS FOR 2026.

1. Some production and business plan targets for 2026:

a/ Production and business targets:

No.	INDICATOR	Unit	The year 2026
I/	CONSUMPTION OUTPUT INDICATORS		
1	RSS latex	Tons	150
2	Cup lump	Tons	110
II/	FINANCIAL TARGETS		
1	Total revenue	Million VND	41,755
2	Profit before tax	Million VND	9,051
3	Profit after tax	million VND	7,512
4	Return on Equity (ROE)	%	4.29
5	State budget obligations incurred	million VND	11,567
6	Minimum dividend (% of Charter Capital)	%	3.5%

b/ Capital construction investment plan targets:

No.	INVESTMENT CATEGORY	Unit of measurement	Total investment
1	Planting and tending 334.81 ha of rubber	million VND	8,182
2	Investment in machinery, equipment, and construction of the Xuan Loc Rubber Team office	million VND	2,100
3	Planting and tending 202.94 ha of acacia	million VND	3,101
	Total		13,383

2. Some solutions for implementing the Company's 2026 Production and Business plan

- Manage and effectively exploit the commercial rubber plantation, striving to complete the 2026 output plan.

- Develop an exploitation plan and prepare materials and fertilizers in a timely and sufficient manner to be ready for the tapping season when weather conditions are favorable.

- Strictly control the quality of input materials and improve the quality of semi-processed rubber to meet the requirements of high-quality markets. Regularly update the developments of the rubber latex consumption market to have a consumption strategy that achieves high economic efficiency.

- Implement good workplace conduct and business culture, maintain

traditional customer relationships, and promote marketing efforts to find new customers.

- Coordinate well with local authorities in maintaining security and order, protecting assets, and fire prevention for the entire Company and its affiliated teams.

- Regularly take good care of employees, help improve their material and spiritual lives, so that employees can work with peace of mind, improve labor productivity, and contribute to the completion of the general tasks of the entire Company.

The above is the report on the business performance in 2025 and the business plan for 2026 of the Management Board of the Industrial Rubber Joint Stock Company.

Recipients:

- 2026 AGM;
- Filed: Admin.

GENERAL DIRECTOR

Nguyen Dang Tan

**DONG NAI FOOD INDUSTRIAL
CORPORATION
INDUSTRIAL RUBBER JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Dong Nai, June 30, 2026

No.:/BC-HDQT

DRAFT

REPORT

On the Financial Position and Audit of the 2025 Financial Statements

To: General Meeting of Shareholders of Industrial Rubber Joint Stock Company

Pursuant to the audited 2025 Financial Statements of Industrial Rubber Joint Stock Company.

The Board of Directors of Industrial Rubber Joint Stock Company hereby reports to the General Meeting of Shareholders on several key contents from the Company's audited 2025 Financial Statements as follows:

I. Key indicators in the 2025 Financial Statements:

(Unit: Million VND)

No.	INDICATOR	Financial Statement 2025
I	Balance Sheet	
1	Total assets as of 31/12/2025	212,030
	Current assets	150,432
	Non-current assets	61,598
2	Total capital as of 31/12/2025	212,030
	Liabilities	18,935
	Owner's equity	193,095
II	Report business results	
1	Total revenue	49,984
	<i>Revenue from sales and services</i>	<i>5,868</i>
	<i>Financial revenue</i>	<i>5,189</i>
	<i>Other income</i>	<i>38,927</i>
2	Total expenses	27,148
3	Total profit before tax	22,836
4	Corporate income tax	4,743
5	Profit after tax	18,093
6	Basic earnings per share (VND/share)	1,034

*** Regarding Charter Capital and shares:**

- Company's charter capital: 175,000 million VND
- Total number of shares: 17,500,000 shares
- Par value: 10,000 VND/Share
- Number of registered shares for issuance: 17,500,000 shares
- Number of shares sold to the public: 17,500,000 shares
- Number of outstanding shares: 17,500,000 shares

* **Dividend payment status:** In 2025, the Company paid dividends for 2024 (6.67%/par value) in the amount of 11,672,500,000 VND in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

* **Financial situation:**

In 2025, total profit before tax reached 22,836 million VND, achieving 138.41% of the set plan. Some financial indicators for 2024 and 2025:

No.	INDICATOR	Unit	2024 Actual	2025 Actual
1	Profitability			
	Pre-tax profit margin on Charter Capital	%	9.54	13.05
	Pre-tax profit margin on average Owner's Equity.	%	9.03	11.97
	Pre-tax profit margin on Revenue	%	31.45	45.68
2	Liquidity			
	Current ratio	Time s	9.54	7.94
	Quick ratio	Time s	8.24	6.67
3	Stocks, dividends			
	Earnings per share	VND	757	1,034
	Dividend payout ratio on par value (expected)	%	6.67	7.98

II. Audit status of the 2025 Financial Statements

The Company's 2025 Financial Statements, prepared on March 27, 2026, include: Balance Sheet as of December 31, 2025, Income Statement, Cash Flow Statement for the fiscal year ending on the same date, and Notes to the Financial Statements. The Company's 2025 Financial Statements were audited under Contract No. 300625.002/HĐTC.HCM dated June 30, 2025, between the Branch of AASC Auditing Firm Co., Ltd. and Industrial Rubber Joint Stock Company.

Independent Auditor's Report No. 270326.020/BCTC.HCM dated March 27, 2026, signed by auditor Nguyen Thi My Loc (presented verbatim) as follows:

"Auditor's Opinion:

In our opinion, the Financial Statements give a true and fair view, in all material respects, of the financial position of Industrial Rubber Joint Stock Company as at 31 December 2025, its operations results and its cash flows for the fiscal year then ended

in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Financial Statements. ”

The above is the report on the financial position and audit of the 2025 financial statements from the Board of Directors of Industrial Rubber Joint Stock Company.

Respectfully submitted!

Recipient:

- 2026 AGM;
- File: Admin.

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

Pham Nam Hung

**DONG NAI FOOD INDUSTRY
CORPORATION
INDUSTRIAL RUBBER JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Dong Nai, June 30, 2026

No.: /TTr-HĐQT

DRAFT

PROPOSAL

Regarding the approval of the 2026 Business and Production Plan

To: General Meeting of Shareholders of Industrial Rubber Joint Stock Company

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

Pursuant to the Charter of Industrial Rubber Joint Stock Company;

The Board of Directors of Industrial Rubber Joint Stock Company hereby submits to the 2026 Annual General Meeting of Shareholders for approval the Company's 2026 Business and Production Plan as follows:

1. Business and production targets:

No.	TARGET	Unit	Year 2026
I/	CONSUMPTION OUTPUT TARGETS		
1	RSS Rubber	Tons	150
2	Mixed Rubber	Tons	110
II/	FINANCIAL TARGETS		
1	Total Revenue	Million VND	41,755
2	Profit Before Tax	Million VND	9,051
3	Profit After Tax	Million VND	7,512
4	Profit After Tax/Equity Ratio	%	4.29
5	Arising must be paid to the State budget	Million VND	11,567
6	Minimum dividend (%/Charter capital)	%	3.5%

2. Capital construction investment plan targets:

No.	INVESTMENT CATEGORY	Unit	Total investment
1	New planting and maintenance of 334.81 ha of rubber	Million VND	8,182

2	Investment in machinery, equipment, and construction of the Xuan Loc Rubber Team office	Million VND	2,100
3	New planting and maintenance of 202.94 ha of cajeput	million VND	3,101
	Total		13,383

The General Meeting of Shareholders authorizes the Board of Directors to decide on all arising issues related to the implementation of the Company's 2026 business and production plan and capital construction investment plan as approved by the Meeting in accordance with regulations.

The above is the content of the proposal regarding the 2026 business and production plan of Industrial Rubber Joint Stock Company.

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

Recipient:

- 2026 AGM;
- File: Admin.

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

Pham Nam Hung

**DONG NAI FOOD INDUSTRY
CORPORATION
INDUSTRIAL RUBBER JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Dong Nai, June 30, 2026

No.: /TTr-HĐQT

DRAFT

PROPOSAL

**Regarding the profit distribution and dividend payment for 2025
And the profit distribution and dividend payment plan for 2026**

To: The General Meeting of Shareholders of Industrial Rubber Joint Stock Company

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

Pursuant to the Charter of Industrial Rubber Joint Stock Company;

Pursuant to the 2025 Financial Statements of Industrial Rubber Joint Stock Company audited by the Branch of AASC Auditing Firm Co., Ltd.

The Board of Directors of Industrial Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the profit distribution and dividend payment for 2025 and the profit distribution and dividend payment plan for 2026 as follows:

I. Profit distribution and dividend payment for 2025:

1. Allocation rate for funds:

- Development Investment Fund: No allocation
- Reward and Welfare Fund: Allocation of 03 months of actual salary.

2. Specific data:

No.	Criteria	Unit	2025 Plan	2025 Actual
1	Total revenue	Million VND	39,371	49,984
2	Profit before tax	Million VND	16,500	22,836
3	Profit after tax	Million VND	13,200	18,093
4	Fund allocation	Million VND		4,128
4.1	Development Investment Fund	Million VND		
4.2	Bonus and welfare fund	Million		4,128

		VND		
5	Remaining profit after tax after fund allocation	Million VND		13,967
5.1	Profit after tax from the previous year	v		2
5.2	Profit after tax of the current year	Million VND		13,965
6	Dividend payout ratio for 2025	%		7.98
	Number of outstanding shares	Shares		17,500,000
	Dividend payment value	Million VND		13,965
7	Remaining profit after dividend payment	Million VND		2

- Record date for the list of shareholders for dividend payment: 30/9/2026.

- Dividend payment date: 20/10/2026.

- The General Meeting of Shareholders authorizes the Board of Directors to carry out relevant procedures in accordance with regulations to pay dividends for 2025 to shareholders.

II. Profit distribution and dividend payment plan for 2026:

1. Profit distribution for 2026

- Development Investment Fund: No allocation

- Reward and Welfare Fund: Based on business performance results, allocate funds in accordance with legal regulations.

2. Dividend payment for 2026: Minimum 3.5% of the par value of shares

The above is the proposal regarding the profit distribution for 2025 and the profit distribution plan for 2026.

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

Recipients:

- 2026 AGM;

- File: Admin.

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

Pham Nam Hung

**DONG NAI FOOD INDUSTRY
CORPORATION
INDUSTRIAL RUBBER JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Dong Nai, June 30, 2026

No.: /TTr-HĐQT

DRAFT

PROPOSAL

**Approval of salaries and remuneration for the Board of Directors, Board of Supervisors, and Board of Management for 2025
and the salary and remuneration plan for the Board of Directors, Board of Supervisors, and Board of Management for 2026**

To: The General Meeting of Shareholders of Industrial Rubber Joint Stock Company

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter of Industrial Rubber Joint Stock Company;
Pursuant to Government Decree No. 44/2025/NĐ-CP dated February 28, 2025,
and Circular No. 003/2025/TT-BNV dated April 28, 2025, of the Ministry of Home
Affairs providing guidelines on labor management, salaries, remuneration, and
bonuses in state-owned enterprises;
Pursuant to the 2025 audited financial statements of Industrial Rubber Joint
Stock Company.*

The Board of Directors of Industrial Rubber Joint Stock Company hereby submits to the 2026 Annual General Meeting of Shareholders for approval the salaries and remuneration of the Board of Directors, Board of Supervisors, and Board of Management of the Company for 2025 and the plan for 2026 as follows:

1. Salaries and remuneration for the Board of Directors, Board of Supervisors, and Board of Management for 2025: 2,594,304,000 VND, details as follows:

Unit: VND

No.	Full name	Title	Remuneration	Salary	Note
I	Board of Directors				
1	Pham Nam Hung	Chairman of the Board	122,304,000		
2	Nguyen Dang Tan	Member of the Board	91,104,000		
3	Nguyen Thai Nguyen	Member of the Board	91,104,000		
4	Hoang Thanh Bach	Member of the Board	91,104,000		
5	Nguyen Cao Duc	Member of the Board	91,104,000		

No.	Full name	Title	Remuneration	Salary	Note
II Board of Supervisors					
1	Tran Thi Hong Loan	Head of Board of Supervisors		486,720,000	
2	Ngo Thi Cam Ha	Member of Board of Supervisors	48,672,000		
3	Tran Thi Cam	Member of Board of Supervisors	48,672,000		
III Board of Management					
1	Nguyen Dang Tan	General Director		550,080,000	
2	Nguyen Thai Nguyen	Deputy Director		486,720,000	
3	Vu Duc Thang	Chief Accountant		486,720,000	
Total			584,064,000	2,010,240,000	

2. Salary and remuneration plan for the Board of Directors, Board of Supervisors, and Board of Management for 2026:

Salaries and remuneration for the Board of Directors, Board of Supervisors, and Board of Management: Applied in accordance with Government Decree No. 248/2025/NĐ-CP dated September 15, 2025, regulating the salary, remuneration, and bonus regime for direct owner representatives, state capital representatives, and controllers in state-owned enterprises, and other relevant legal documents.

The quarterly and annual remuneration levels for 2026 for each member of the Board of Directors and Board of Supervisors shall be determined by the Company's Board of Directors in accordance with legal regulations and in line with the Company's 2026 production and business performance.

After the end of the 2026 fiscal year, the Board of Directors shall report to the General Meeting of Shareholders for approval of the remuneration for the Board of Directors and the Board of Supervisors.

The above is the proposal for the approval of salaries and remuneration for the Board of Directors, Board of Supervisors, and Board of Management for 2025 and the salary and remuneration plan for the Board of Directors, Board of Supervisors, and Board of Management for 2026.

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

Recipients:

- 2026 AGM;
- Filed: Admin.

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

Pham Nam Hung

DONG NAI FOOD INDUSTRY
CORPORATION
INDUSTRIAL RUBBER JOINT
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Dong Nai, June 30, 2026

No.: /TTr-BKSCSCN

DRAFT

PROPOSAL

**Regarding the selection of an independent auditor for the 2026 Financial
Statements**

To: General Meeting of Shareholders of Industrial Rubber Joint Stock Company

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the
Government detailing the implementation of a number of articles of the Law on
Securities;*

*Pursuant to the list of audit firms and auditors approved to audit issuers, listed
organizations, and securities trading organizations by the State Securities
Commission;*

Pursuant to the Charter of Industrial Rubber Joint Stock Company.

Implementing the goal of enhancing professionalism in corporate governance and
transparency in the business operations of Industrial Rubber Joint Stock Company.

The Board of Supervisors of Industrial Rubber Joint Stock Company hereby
proposes that the General Meeting of Shareholders authorize the Board of Directors to
select one of the three independent audit firms named in the list recognized by the
Ministry of Finance as 'Independent audit firms qualified to perform audits in 2026' to
conduct the review of the semi-annual financial statements and the audit of the 2026
financial statements of the Company.

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

Recipients:

- 2026 AGM;
- Filed: Board of Supervisors, Admin.

**ON BEHALF OF THE BOARD
OF SUPERVISORS
HEAD OF THE BOARD**

Tran Thi Hong Loan

**DONG NAI FOOD INDUSTRY
CORPORATION
INDUSTRIAL RUBBER JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Dong Nai, June 30, 2026

No.: /TTr-HĐQT

DRAFT

PROPOSAL

Re: Authorization to carry out procedures for changing the address stated in the Enterprise Registration Certificate and updating the address in the Company Charter due to the change from Dong Nai Province to Dong Nai City

To: The General Meeting of Shareholders of Industrial Rubber Joint Stock Company

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

Pursuant to the State regulations on business registration procedures.

From April 30, 2026, a historical milestone was marked with the establishment of Dong Nai City. Accordingly, all relevant documents and records shall be changed from “Dong Nai Province” to “Dong Nai City”.

The Board of Directors of Industrial Rubber Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the authorization to the Board of Directors to direct and assign the Company’s Director – the legal representative – to carry out procedures for notification and registration of changes to the contents of the Enterprise Registration Certificate; update and amend the Company Charter; and perform all other procedures related to the updating and amendment of the Company’s address approved by the General Meeting of Shareholders in compliance with applicable laws.

Respectfully submits this proposal to the General Meeting of Shareholders for consideration and approval.

Recipients:

- 2026 AGM;
- File: Admin.

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

PHAN NAM HUNG

DRAFT

No.: /NQ-DHĐCĐ

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
INDUSTRIAL RUBBER JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of Organization and Operation of Industrial Rubber Joint Stock Company;

After hearing the Reports and Proposals, the General Meeting discussed and agreed

RESOLVED:

Article 1: The General Meeting agrees to approve the following contents:

Content 1: Approve the Report on the activities of the Board of Directors in 2025 and the operational direction for 2026.

Content 2: Approve the Report on the activities of the Board of Supervisors in 2025 and the operational plan for 2026.

Content 3: Approve the Report of the Board of Management on the production and business performance in 2025 and the production and business plan for 2026.

Content 4: Approve the Report on the financial situation and the audit of the 2025 financial statements.

Content 5: Approve the Proposal on the production and business plan for 2026 with the following targets:

1. Production and business targets:

No.	Target	Unit	The year 2026
I/	Consumption output targets		
1	RSS Rubber	Tons	150
2	Miscellaneous pus	Tons	110
II/	Financial targets		
1	Total revenue	million VND	41,755
2	Profit before tax	million VND	9,051
3	Profit after tax	million VND	7,512

No.	Target	Unit	The year 2026
4	Profit after tax/Equity ratio	%	4.29
5	State budget contribution	million VND	11,567
6	Minimum dividend (%/Charter capital)	%	3.5%

2. Capital construction investment plan targets

No.	Investment category	Unit	Total investment
1	New planting, tending 334.81 ha of rubber	million VND	8,182
2	Investment in machinery, equipment, construction of Xuan Loc Rubber Team office	million VND	2,100
3	New planting, tending 202.94 ha of cajeput	million VND	3,101
	Total		13,383

Content 6: Approve the Proposal on the selection of an independent audit firm to audit the 2026 financial statements.

Content 7: Approve the Proposal on salaries and remuneration for the Board of Directors, Board of Supervisors, and Board of Management in 2025 and the salary and remuneration plan for the Board of Directors, Board of Supervisors, and Board of Management in 2026.

Content 8: Approve the Proposal on profit distribution and dividend payment for 2025 and the profit distribution and dividend payment plan for 2026.

I. Profit distribution and dividend payment for 2025:

1. Appropriation rate for funds:

- Development investment fund: no deduction
- Reward and welfare fund: 03 months of actual salary.

2. Specific data:

No.	Target	Unit	2025 Plan	2025 Actual
1	Total revenue	million VND	39.371	49,984
2	Profit before tax	million VND	16.500	22,836
3	Profit after tax	million VND	13.200	18,093
4	Appropriation of funds	million VND		4,128
4.1	<i>Development Investment Fund</i>	million VND		
4.2	<i>Reward and welfare fund</i>	million VND		4,128
5	Remaining profit after tax after fund appropriation	million VND		13,967

No.	Target	Unit	2025 Plan	2025 Actual
5.1	<i>Profit after tax from previous year</i>	million VND		2
5.2	<i>Profit after tax of current year</i>	million VND		13,965
6	Dividend payment rate	%		7.98
	<i>Number of outstanding shares</i>	Shares		17,500,000
	<i>Dividend payment value</i>	million VND		13,965
7	Remaining profit after dividends	million VND		2

- Date of closing the list of shareholders for dividend payment: 30/9/2026.
- Dividend payment date: 20/10/2026.
- The General Meeting of Shareholders authorizes the Board of Directors to carry out relevant procedures in accordance with regulations to pay dividends for 2025 to shareholders.

II. Profit distribution and dividend payment plan for 2026:

1. Profit distribution for 2026

- Development investment fund: deduction
- Reward and welfare fund: Based on business results, appropriate funds will be set aside in accordance with legal regulations.

2. Dividend payment for 2026: minimum 3.5% of the par value of shares.

Item 9: Approval of the Proposal Authorizing the Company to Carry Out Procedures for Updating the Address on the Enterprise Registration Certificate and Revising the Corresponding Address Information in the Company's Charter due to the administrative conversion of Dong Nai Province into Dong Nai City.

Article 2: Organization of implementation

The General Meeting agrees to assign the Board of Directors, the Board of Supervisors, and the Board of Management to be responsible for organizing, directing, and implementing the contents resolved by the 2026 Annual General Meeting of Shareholders, in compliance with the regulations and laws of the State and the Charter of Industrial Rubber Joint Stock Company.

This Resolution takes effect from the date of signing.

Recipients:

- Shareholders;
- State Securities Commission,
- HNX;
- BOD, BOS;
- Company website;
- File: Admin.

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

Pham Nam Hung

