

No.: 781/CSBR-CBTT
Re: Information disclosure Board of
Directors' resolution on the 2025
profit distribution plan

Ho Chi Minh City, July 31, 2026

**INFORMATION DISCLOSURE ON THE ELECTRONIC INFORMATION
THE STATE SECURITIES COMMISSION OF VIETNAM AND THE HANOI
STOCK EXCHANGE**

To:

- State Securities Commission
- Hanoi Stock Exchange

I. INFORMATION OF THE DISCLOSING ORGANIZATION

1. Name of the organization: BARIA RUBBER JOINT STOCK COMPANY
2. Stock Code: BRR
3. Headquarters address: Duc Trung Hamlet, Ngai Giao Commune, HCM City
4. Tel: 0254.3881964; Fax: 0254.3881169.

II. PERSON RESPONSIBLE FOR INFORMATION DISCLOSURE:

1. Full name: Nguyen Huu Nghia
2. Address: Duc Trung Hamlet, Ngai Giao Commune, Ho Chi Minh City, Vietnam
3. Mobile phone: 0919 969 087
4. Type of information disclosure: within 24 hours.

III. CONTENT OF INFORMATION DISCLOSURE:

Board of Directors' resolution approving the 2025 profit distribution plan.

This information was disclosed on the Company's website on July 31, 2026, at <https://baruco.com.vn/> , under the Investor Relations section.

We hereby certify that the information provided above is true and accurate, and we assume full legal responsibility for the contents of the disclosed information./.

**AUTHORIZED PERSON FOR
INFORMATION DISCLOSURE**

Recipients:

- As above;
 - Archived: AD, Information Disclosure Department
- Attachment: resolution No. 272 dated July 30, 2026.*

(Signed)

Nguyen Huu Nghia

No.: 272/NQ-HĐQTCSBR

Ho Chi Minh City, July 30, 2026

RESOLUTION

Re the approval of the 2025 profit distribution plan

(Method of consultation, according to Official Dispatch No. 761/HĐQTCSBR)

BOARD OF DIRECTORS OF BARIA RUBBER JOINT STOCK COMPANY

Pursuant to the Law on Enterprises 2020, as amended and supplemented in 2025, and its implementing regulations;

Pursuant to the Law on Securities 2019, as amended and supplemented in 2024, and its implementing regulations;

Pursuant to the Charter on Organization and Operation of BaRia Rubber Joint Stock Company as approved by the General Meeting of Shareholders;

Pursuant to Resolution No.15/NQ-ĐHĐCĐ dated June 29, 2026 of the Annual General Meeting of Shareholders of BaRia Rubber Joint Stock Company;

Pursuant to Proposal No. 667/TTr-CSBR dated June 30, 2026 submitted by the Board of Management regarding the 2025 profit distribution plan;

Pursuant to Minutes No. 762BB-HĐQTCSBR dated 29 July 2026 of the Board of Directors of BaRia Rubber Joint Stock Company on the compilation of voting results regarding the approval of the 2025 profit distribution plan;.

RESOLVED:

Article 1: To approve the 2025 profit distribution plan in accordance with proposal No. 667/TTr-CSBR dated June 30, 2026 submitted by the General Director of BaRia Rubber Joint Stock Company, as follows:

1. Distribution of 2025 profit in accordance with the : VND 150,157,461,524.
Resolution of the general meeting of shareholders
- + Allocation to the Development Investment Fund : VND 34,764,461,524;
(23.15% of profit after tax)
- + Allocation to the Bonus and Welfare Fund : VND 25,393,000,000;
- *Bonus and Welfare Fund for Employees* : VND 24,925,000,000;
- *Bonus and Welfare Fund for the Board of Management, Board of Directors and Board of Supervisors* : VND 468,000,000;
- + Cash dividend payment (8% of charter capital) : VND 90,000,000,000;

- + Remaining profit : VND 0.
- 2. The balance of the Bonus and Welfare Fund as of June 30, 2026 was VND 19,915,434,053, including:
 - + Bonus Fund : VND 12,745,376,492;
 - + Welfare Fund : VND 7,170,057,561.
- 3. Based on the actual receipts and expenditures of the Bonus and Welfare Fund in 2025 and the planned utilization of the Fund in 2026, after discussions between the General Director and the Company's Trade Union, it is proposed that the allocation of the Bonus and Welfare Fund appropriation (VND 24,925,000,000) be made at a ratio of 2:1, as follows:
 - + Bonus Fund : VND 16,616,700,000;
 - + Welfare Fund : VND 8,308,300,000.
- 4. Cash dividend payment: VND 90,000,000,000, equivalent to a dividend rate of 8%.
 - Record date: August 20, 2026;
 - Payment date: 30/11/2026.

Article 2. This resolution was approved by 04/04 members attending the meeting, representing 100% of the votes. This Resolution shall take effect from the date of signing.

Article 3. The Board of Directors, the Board of Management, relevant departments, units, and individuals of the company shall be responsible for the implementation of this resolution./.

**BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- As stated in Article 3;
- Board of Supervisors;
- Archived: AD, Board of Directors Secretariat.

(Signed)

Pham Hai Duong