

(Issued with the Regulation on exercising rights for securities holders)

Form 01/THQ

**INDUSTRIAL RUBBER
JOINT STOCK COMPANY**

No.: 304/TB-CSCN

Re: Record date for 2025 cash dividend payment

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

Dong Nai, September 15, 2026

NOTICE

**(Regarding the record date for the 2025 cash dividend payment
distribution)**

To: Vietnam Securities Depository and Clearing Corporation (VSDC)

Name of Securities Issuing Organization: Industrial Rubber Joint Stock Company

Trading name: Industrial Rubber Joint Stock Company

Headquarters: No. 14, 21 Thang 4 Road, Xuan Tan Quarter, Hang Gon Ward, Dong Nai City.

Tel: (0251) 3721199 Fax: (0251) 3721199

We hereby notify the Vietnam Securities Depository and Clearing Corporation (VSDC) of the record date for compiling the list of owners for the following securities:

Securities name: *Industrial Rubber Joint Stock Company shares*

Securities code: IRC

Securities type: Common shares

Par value: 10,000 VND/share

Exchange: UPCOM

Record date: 30/09/2026

1. Reason and purpose: 2025 cash dividend payment

2. Specific details

- Execution rate: 7.98% (1 share receives 798 VND)

+ For shares: 7.98%/share (01 share receives 798 VND)

- Payment date: 20/10/2026

- Execution location:

+ For deposited securities: Securities holders shall complete procedures for receiving dividends at the Depository Members where they opened their depository accounts.

+ For undeposited securities: Securities holders shall complete procedures for receiving dividends at Industrial Rubber Joint Stock Company, address: No. 14, 21 Thang 4 Road, Xuan Tan Quarter, Hang Gon Ward, Dong Nai City (*on weekdays*) starting from 20/10/2026 and present their citizen identity card/ID card.

We request VSDC to compile and send to our Company the list of securities owners as of the aforementioned record date via VSDC's electronic portal system.

Recipient:

- As stated above;
- Ha Noi Stock Exchange;
- Filing...

LEGAL REPRESENTATIVE



Pham Nam Hung

Chairman of the Board of Directors

Dong Nai, June 30, 2026

No.: 201 /NQ-DHĐCĐ

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
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 Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments and supplements from time to time;

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

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Industrial Rubber Joint Stock Company No. 200/BB-DHĐCĐ dated June 30, 2026.

RESOLVED:

Article 1: The General Meeting unanimously approves the following contents:

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

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

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

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

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

1. Production and business targets:

No.	Target	Unit	2026
I/	Sales volume target		
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	Return on Equity (ROE)	%	4.29
5	State budget obligations	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 care of 334.81 ha of rubber	Million VND	8.182
2	Investment in machinery, equipment, and construction of Xuan Loc Rubber Team office	Million VND	2.100
3	New planting and care of 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, Supervisory Board, and Board of Management in 2025, and the salary and remuneration plan for the Board of Directors, Supervisory Board, 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 appropriation
- Reward and Welfare Fund: 03 months of actual salary.

2. Specific figures:

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	Fund appropriation	Million VND		4,128

4.1	Development Investment Fund	Million VND		
4.2	Reward and Welfare Fund	Million VND		4,128
5	Remaining profit after tax after fund appropriation	Million VND		13,967
5.1	Profit after tax from previous year	Million VND		2
5.2	Profit after tax of current year	Million VND		13,965
6	2025 Dividend payout ratio	%		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

- Date for finalizing the list of shareholders for dividend payment: September 30, 2026.

- Dividend payment date: October 20, 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 appropriation
- Reward and Welfare Fund: Based on business performance, appropriate funds in accordance with legal regulations.

2. Dividend payment for 2026: Minimum 3.5% of par value per share.

Content 9: Approve the Proposal on authorizing the implementation of procedures to change the address on the Business Registration Certificate and update the address in the Charter upon changing from Dong Nai Province to Dong Nai City.

Content 10: Disapprove the proposal to distribute idle cash (the Company's financial investment) to shareholders.

Article 2: Implementation

The General Meeting agrees to assign the Board of Directors, the Supervisory Board, and the Board of Management the responsibility to organize, direct, and implement the contents resolved by the 2026 Annual General Meeting of Shareholders in compliance with the laws of the State and the Charter of Industrial Rubber Joint Stock Company.

This Resolution takes effect from the date of signing.



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

Recipients:

- Shareholders;
- State Securities Commission,
HNX;
- Board of Directors, Supervisory
Board;
- Company Website;
- Archives, VT.



Pham Nam Hung

