

No.: 1236 /CSTB-TCKT

Tay Ninh, September 28, 2026

INFORMATION DISCLOSURE

To:

- Hanoi Stock Exchange.
- The State Securities Commission of Vietnam

1. Name of the organization: Tan Bien Rubber Joint Stock Company
 - Stock code: RTB
 - Address: Group 2, Tan Hiep Hamlet, Tan Hoi Commune, Tay Ninh Province.
 - Telephone: (0276) 3875193 Fax: (0276) 3875307
 - E-mail: tbrc@tabiruco.vn

2. Contents of information disclosure:

Resolution No. 302/NQ-HĐQTCSTB dated September 28, 2026, Meeting of the Board of Directors of Tan Bien Rubber Joint Stock Company, Quarter III/2026.

3. This information has been published on the company's website on September 28, 2026 at the following link: <http://www.tabiruco.vn/quan-he-co-dong/>

We hereby certify that the information disclosed herein is truthful and we assume full legal responsibility for the content of such disclosed information.

*** Attached documents:**

- Board of Directors Resolution No. 302/NQ-HĐQTCSTB dated September 28, 2026.

Authorized person for information disclosure

(Signature, full name, seal)



Nguyễn Trần Thiên Phúc

**JOINT STOCK COMPANY
TAN BIEN RUBBER**

No.: 302/NQ-HĐQTCSTB

TRANSLATES

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

Tay Ninh, September 28, 2026

RESOLUTION

Meeting of the Board of Directors of Tan Bien Rubber Joint Stock Company, Quarter III/2026

BOARD OF DIRECTORS OF TAN BIEN RUBBER JOINT STOCK COMPANY

Pursuant to Decision No. 281/QĐ-HĐQTCSTB dated September 14, 2026, of the Board of Directors of Tan Bien Rubber Joint Stock Company regarding the issuance of the Charter of Organization and Operation (amended and supplemented) - Tan Bien Rubber Joint Stock Company;

Pursuant to Decision No. 193/QĐ-HĐQTCSTB dated July 1, 2026, of the Board of Directors of Tan Bien Rubber Joint Stock Company regarding the issuance of the Internal Regulations on Corporate Governance (amended and supplemented) - Tan Bien Rubber Joint Stock Company;

Pursuant to Minutes No. 301/BB-HĐQTCSTB dated September 28, 2026, of the Board of Directors of Tan Bien Rubber Joint Stock Company.

RESOLVED:

Article 1. Unanimously approve the Report on the estimated results of the implementation of the production and business plan for the first 9 months of 2026 of Tan Bien Rubber Joint Stock Company, with several key indicators as follows:

- Estimated harvested rubber production for the first 9 months reached 2,146.77 tons (including production from franchised harvesting), achieving 60.47% of the annual plan of 3,550 tons; in which:

+ Production harvested by the Company itself reached 2,042.12 tons, achieving 58.85% of the 3,470-ton plan.

+ Production from franchised harvesting areas: 104.65 tons, achieving 130.81% of the 80-ton plan.

- Purchased production: 1,348.54 tons, achieving 134.85% of the annual plan (1,000 tons).

- Processed production: 3,300.95 tons, achieving 73.35% of the annual plan (4,500 tons). In which:

+ Processed from latex harvested by the Company: 2,007.21 tons.

+ Processed from purchased latex: 1,293.75 tons.

- Total revenue: 690.78 billion VND, achieving 83.83% of the annual plan of 824.01 billion VND.

Currently, the implementation of the rubber harvesting plan of the Company remains low compared to the general average rate in the Southeast region. The Executive Board is requested to urgently implement comprehensive solutions to ensure maximum collection of production; strengthen recruitment and stabilize the harvesting labor force, ensuring no instances of unharvested trees due to lack of tappers.

Article 2. Unanimously approve the Separate and Consolidated Semi-Annual Financial Statements for 2026 of Tan Bien Rubber Joint Stock Company.

The Company's Separate and Consolidated Semi-Annual Financial Statements for 2026 are posted on the Company's official website: www.tabiruco.vn and information is disclosed in accordance with regulations.

Article 3. Unanimously approve the early salary grade advancement for the Company's Manager in the first phase of 2026, specifically as follows:

No.	Content	Information
1	Full name, position	Lam Thanh Phu - Member of the Board of Directors, General Director of the Company
2	Initial appointment decision	Decision No. 397/QĐ-HĐQTCSTB dated December 31, 2024, of the Company's Board of Directors
3	Current salary grade and step	Grade C2, step 2/3, coefficient 5.36
4	Time period for calculating salary advancement	From January 1, 2024
5	Evaluation results for 2024 and 2025	Completed tasks excellently
6	Awards received	Awarded the Third-Class Labor Medal by the President according to Decision No. 1140/QĐ-CTN dated June 26, 2025
7	Basis for early advancement conditions	Point c, Clause 1, Article 9 of the Regulations issued with Decision No. 365/QĐ-HĐQTCSTB dated November 3, 2025: individuals considered for early salary grade advancement must not have reached the final salary step and, as of December 31 of the year of consideration, must have 12 months or less remaining compared to the regular advancement period
8	Time period for determining achievements	Clause 2, Article 9 of the Regulations: achievements are determined according to the date of issuance of the document recognizing the achievement within the 2 most recent years up to the time of consideration
9	Achievement qualifying for early advancement	Point b, Clause 3, Article 9 of the Regulations: individuals awarded the First, Second, or Third-Class Labor Medal are eligible for consideration for an early advancement of 01 salary step

No.	Content	Information
10	Proposed advancement level	From step 2/3, coefficient 5.36 to step 3/3, coefficient 5.71, grade C2
11	Effective date of new salary step	From January 1, 2026

Article 4. Members of the Board of Directors, the General Director, and relevant departments and units shall implement this Resolution accordingly./.

Recipient:

- As per Article 4;
- Board of Supervisors;
- Professional Departments;
- Archive: Admin, Board of Directors Secretariat.

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

(signed and sealed)

Truong Van Cu

