INDUSTRIAL RUBBER JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM**
-------	**Independence - Freedom - Happiness**

No.: 361/CBTT-CSCN	*Dong Nai, November 17, 2026*

EXTRAORDINARY INFORMATION DISCLOSURE

To: HaNoi Stock Exchange

1. *Name of organization:* INDUSTRIAL RUBBER JOINT STOCK COMPANY.

- *Stock code:* IRC.

- *Address:* No. 14, 21 Thang 4 Street, Xuan Tan Quarter, Hang Gon Ward, Dong Nai City, Vietnam.

- *Tel.:* 0251.3721199 *Fax*: 0251.3721199

- *E-mail:* info@donarubber.com.vn

2. *Contents of disclosure:*

Resolution No. 360-QĐ/HĐQT Decion on approval of advance remuneration rates for the Board of Directors and Supervisory Board in 2026.

3. *This information was published on the company's website on 17/11/2026 (date), as in the link http://donarubber.com.vn/.*

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Attached documents:
No.360-QĐ/HĐQT

INDUSTRIAL RUBBER JOINT STOCK COMPANY
Legal representative/ Person authorized to disclose information

M.S.D.N: 3600259017 - C.T.C.P
CÔNG TY CỔ PHẦN CAO SU CÔNG NGHIỆP
P. HÀNG GÒN - TP. ĐỒNG NAI

CÔNG TY CỔ PHẦN CAO SU CÔNG NGHIỆP

Digitally signed by CÔNG TY CỔ PHẦN CAO SU CÔNG NGHIỆP
DN: C=VN, L=ĐỒNG NAI, O=SỞ KẾ HOẠCH VÀ ĐẦU TƯ TỈNH ĐỒNG NAI, CN=CÔNG TY CỔ PHẦN CAO SU CÔNG NGHIỆP, OID.0.9.2342.19200300.100.1.1=MST:3600259017, E=KPTCTYCSCN@GMAIL.COM
Reason: I am the author of this document
Location: your signing location here
Date: 2026-11-17 10:54:58
Foxit Reader Version: 9.7.0

Phạm Nam Hưng

DONG NAI FOOD INDUSTRY CORPORATION
INDUSTRIAL RUBBER JOINT STOCK COMPANY

No.: 360/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Dong Nai, November 17, 2026

DECISION

On approval of advance remuneration rates for the Board of Directors and Supervisory Board in 2026

THE BOARD OF DIRECTORS OF INDUSTRIAL RUBBER JOINT STOCK COMPANY

Pursuant to Document No. 345/LYK-HĐQT dated November 10, 2026 of the Board of Directors regarding the solicitation of opinions on the advance remuneration rates for the Board of Directors and Supervisory Board in 2026, as approved by the members of the Board of Directors;

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

DECISION

Article 1. To approve the advance remuneration rates for the Board of Directors and Supervisory Board in 2026 as follows:

No.	Full Name	Position	Advance Remuneration (VND/person/month)
I	**Board of Directors**		
1	Pham Nam Hung	Chairman of the Board	6,400,000
2	Nguyen Đang Tan	Board Member	4,800,000
3	Nguyen Thai Nguyen	Board Member	4,800,000
4	Hoang Thanh Bach	Board Member	4,800,000
5	Nguyen Cao Đuc	Board Member	4,800,000
II	**Supervisory Board**		
1	Ngo Thi Cam Ha	Supervisory Board Member	3,200,000
2	Tran Thi Cam	Supervisory Board Member	3,200,000

The advance remuneration of each member of the Board of Directors and the Supervisory Board shall be paid monthly. The remaining remuneration and any resulting differences (if any) shall be paid after the business results are available and the salaries and remuneration of the Board of Directors and Supervisory Board have been finalized in accordance with regulations.

Article 2. The Board of Directors assigns the Director and relevant departments to implement this Decision.

Article 3. This Decision shall take effect from the date of signing./.

Recipients:

- Board of Directors;
- Supervisory Board;
- Board of Management;
- Relevant departments;
- Filed: Archives.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Pham Nam Hưng