

No.: 798 /CSTB-TCKT

Tay Ninh, June 30, 2026

INFORMATION DISCLOSURE

To:

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

1. Organization name: Tan Bien Rubber Joint Stock Company

- Stock code: RTB

- Address: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province.

- Telephone: (0276) 3875193

Fax: (0276) 3875307

- Email: tbrc@tabiruco.vn

2. Details of Information Disclosure:

Resolution and Minutes of the Annual General Meeting of Shareholders 2026 of Tan Bien Rubber Joint Stock Company.

Documents Following the Annual General Meeting of Shareholders 2026.

3. This information has been published on the company's website on June 30, 2026 at the link: <http://www.tabiruco.vn/quan-he-co-dong/>

We hereby certify that the information disclosed above is true and we take full responsibility before the law for the content of the disclosed information.

*** Tài liệu đính kèm:**

- Minutes of the Annual General Meeting of Shareholders 2026 No. 185/BB-DHĐCĐCSTB dated June 26, 2026;
- Resolution of the Annual General Meeting of Shareholders 2026 No. 186/NQ-DHĐCĐCSTB dated June 29, 2026;
- Documents Following the Annual General Meeting of Shareholders 2026.

Authorized Person to Disclose Information



Nguyễn Trần Thiên Phúc

TRANSLATES

RESOLUTION
The Annual General Meeting of Shareholders 2026
Of Tan Bien Rubber Joint Stock Company

THE GENERAL MEETING OF SHAREHOLDERS OF
TAN BIEN RUBBER JOINT STOCK COMPANY

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

Pursuant to the Charter on Organization and Operation (as amended and supplemented) of Tan Bien Rubber Joint Stock Company, which was approved by the General Meeting of Shareholders on June 25, 2025;

Pursuant to the Minutes of the Annual General Meeting of Shareholders 2026 of Tan Bien Rubber Joint Stock Company dated June 29, 2026.

RESOLVES:

Article 1. Approval of the Report on Corporate Governance, results of the Board of Directors' operations, duties of the Board of Directors' members in 2025, and direction and duties of the Board of Directors for 2026. Approval of the report on operational situation of the Board of Supervisors in 2025, and direction and duties for 2026. Approval of the Report of the Board of Management on the results of 2024 production-business activities and direction and tasks for the 2026 production-business plan.

Article 2. Approval of the Proposal for approval of the audited separate and consolidated Financial Statement for 2025 and 2026 Profit Distribution Plan of Tan Bien Rubber Joint Stock Company.

1. Based on the audited Separate and Consolidated Financial Statements for the year 2025 (from January 1, 2025 to December 31, 2025):

The financial statements are posted on the Company's website www.tabiruco.vn and information is disclosed in accordance with regulations.

2. Approval of the Profit Distribution Plan for 2025:

No.	Content	Amount
1	Total distributed profit	270,535,555,763
	Net profit after tax of 2025	270,535,555,763
2	Profit distribution	270,535,555,763
2.1	Appropriation to Investment and Development Fund	107,942,055,763
2.2	Appropriation to Bonus and Welfare Fund. <i>In which:</i>	12,810,000,000
2.2.1	<i>Appropriation to Bonus Fund</i>	8,967,000,000
2.2.2	<i>Appropriation to Welfare Fund</i>	3,843,000,000

No.	Content	Amount
2.3	Appropriation to Management Bonus Fund	277,000,000
2.4	Dividend payment (17%/Charter capital)	149,506,500,000
3	Retained profit	0

Article 3. Approval of the Proposal for approval of the 2026 production-business plan of Tan Bien Rubber Joint Stock Company, specifically as follows:

A.	Volume Indicators	Units	Value
1.	Rubber Area	hectares	5,893.62
	- Area of rubber in tapping	hectares	2,541.63
	+ Area of company-operated rubber tapping	hectares	2,328.45
	+ Area of rubber where tapping rights are transferred	hectares	213.18
	- Immature rubber area	hectares	2,801.74
	- Area of rubber under replanting	hectares	550.25
2.	Rubber Yield	tons/hectare	1.40
	- <i>Yield of company-operated</i>	<i>tons/hectare</i>	<i>1.49</i>
3.	Rubber Output from company-operated tapping	tons	3,550
	- Output from company-operated tapping	tons	3,470
	- Output from transferred tapping rights	tons	80
4.	Purchased Rubber Output	tons	1,000
5.	Rubber Processing	tons	4,500
	- Processing of company-operated rubber	tons	3,500
	- Processing of purchased rubber	tons	1,000
6.	Purchase of finished rubber products	tons	5,000
7.	Consumption. Of which:	tons	9,500
	+ Export & Entrusted Export	tons	1,400
	+ Domestic Consumption	tons	8,100
B.	Value Indicators		
1.	Total Revenue. Of which:	Million VND	824,007
1.1	Rubber Production and Business. Including:	Million VND	460,470
	+ <i>Revenue from Self-Tapped Rubber</i>	<i>Million VND</i>	<i>178,150</i>
	+ <i>Revenue from purchased rubber latex (including rubber commodities)</i>	<i>Million VND</i>	<i>281,200</i>
	+ <i>Revenue from outsourced rubber exploitation rights</i>	<i>Million VND</i>	<i>1,120</i>
1.2	Other Production and Business	Million VND	600
1.3	Financial Activities	Million VND	203,460
1.4	Other Activities. Of which:	Million VND	159,477
	+ <i>Liquidation of Plantations</i>	<i>Million VND</i>	<i>159,277</i>
2.	Total Expenses	Million VND	444,809
3.	Profit Before Tax	Million VND	379,198
	<i>Of which:</i>		
	<i>Profit from self-exploited rubber (including deposit interest from financial activities)</i>	<i>Million VND</i>	<i>34,465</i>

	<i>Profit from other activities</i>	Million VND	147,862
4.	Profit After Tax	Million VND	348,766
5.	Profit Before Tax Margin / Revenue	%	46.02%
6.	Profit Before Tax Margin / Charter Capital at Report End Period	%	43.12%
7.	Minimum Dividend Payout Ratio (% of share face value)	%	17.99%
8.	Budget Contribution (Amount payable)	Million VND	72,292
C.	Investment Indicators		
I	Total Capital Requirement	Million VND	126,303
1.	Capital Investment for Basic Construction for 2026	Million VND	119,047
	- Construction and Installation	Million VND	75,523
	<i>Of which: Agricultural Construction and Installation</i>	Million VND	55,493
	- Equipment	Million VND	20,969
	- Other Basic Construction Investments	Million VND	19,950
	<i>Of which: plantation land rent</i>	Million VND	12,794
	- Bank Loan Interest Payment	Million VND	2,605
2.	Payment for prior year's capital deficit	Million VND	4,056
3.	Long-term Credit Debt Repayment	Million VND	3,200
II	Capital Sources	Million VND	126,303
1.	Owner's Equity. <i>Of which:</i>	Million VND	111,478
	- Depreciation of fixed assets	Million VND	10,730
	- Investment and development fund	Million VND	100,748
2.	Domestic Loans	Million VND	14,825

The General Meeting of Shareholders authorizes the Company's Board of Directors to approve the 2026 Production Plan after receiving the official plan from the Vietnam Rubber Industry Group.

Article 4. Approval of the remuneration and salaries of Management for 2025 and the remuneration and salary plan for 2026.

a. Remuneration and Salaries of Management for 2025

No.	Full name	Position	2025 Actual salary fund, remuneration, and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
I	Salary fund for full-time managers		1,108,800,000	1,048,471,655	60,328,345
1	Truong Van Cu	Chairman of the BOD	604,800,000	573,069,964	31,730,036
2	Nguyen Van Sang	Head of the Board of	504,000,000	475,401,691	28,598,309

No.	Full name	Position	2025 Actual salary fund, remuneration, and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
		Supervisors			
II	Salary fund for the Board of Management		2,060,504,196	1,951,275,855	109,228,341
1	Lam Thanh Phu	Member of the BOD - General Director	540,814,752	513,650,976	27,163,776
2	Duong Tan Phong	Member of the BOD - Deputy General Director	508,365,864	481,850,179	26,515,685
3	Tran Van Toan	Deputy General Director	508,365,864	481,138,150	27,227,714
4	Lam Quang Phuc	Chief Accountant	502,957,716	474,636,550	28,321,166
III	Remuneration fund for non-executive managers		154,800,000	146,070,000	8,730,000
1	Lam Thanh Phu	Member of the BOD - General Director	32,400,000	29,160,000	3,240,000
2	Duong Tan Phong	Member of the BOD - Deputy General Director	32,400,000	29,160,000	3,240,000
3	Do Quoc Tuan	Independent members of the BOD	32,400,000	31,590,000	810,000
4	Hoang Quoc Hung	Member of the	28,800,000	28,080,000	720,000

No.	Full name	Position	2025 Actual salary fund, remuneration, and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
		BOS			
5	Hoang Van Vinh	Member of the BOS	28,800,000	28,080,000	720,000
	Total		3,324,104,196	3,145,817,510	178,286,686

b. 2025 Compensation and remuneration plan for Managers:

+ Remuneration for non-executive Board members: 2,975,000 VND/person/month.

+ Remuneration for non-executive Supervisors: 2,500,000 VND/person/month.

- After the 2026 salary, remuneration, and allowance plan for members of the Board of Directors, the Executive Board, and the Board of Supervisors is agreed upon by Vietnam Rubber Group, it will be paid for the correct purpose and in accordance with regulations.

- Propose that the General Meeting of Shareholders authorizes the Board of Directors to approve the 2026 salary, remuneration, and allowance plan for the Board of Directors, the Executive Board, and the Board of Supervisors after it has been agreed upon by Vietnam Rubber Group.

Article 5. The General Meeting of Shareholders authorizes the Board of Directors to select 01 audit firm from the following 03 firms to review the 6-month financial statements and audit the 2026 financial statements of Tan Bien Rubber Joint Stock Company:

a. AASC Auditing Firm Company Limited;

c. Moore AISC Auditing and Informatics Services Company Limited;

b. NVA Auditing Company Limited.

At the same time, authorize the General Director of the Company to carry out procedures to sign an Audit Contract with the selected Auditing Company according to regulations.

In case the 03 (three) aforementioned entities do not participate in providing auditing services, the General Meeting of Shareholders to authorize the Board of Directors to select another qualified independent auditing firm to conduct the review of the semi-annual financial statements and the audit of the financial statements for the fiscal year 2026.

Article 6. Approval of the Proposal for Amendments and Supplements to the Company Charter. (Attached to the Proposal for Publication with the Shareholders' General Meeting documents)

Article 7. Approval of the Proposal for Amendments to the Company's Internal Governance Regulations (Attached to the Proposal for Publication with the Shareholders' General Meeting documents)

Article 8. Approval of the Proposal for Requesting Adjustment of the Business Code and Name on the Business Registration Certificate.

No.	Before adjustment	After adjustment	Basis for adjustment
1	Other financial service activities not elsewhere classified (except insurance and social insurance) (Industry Code 6499);	Other financial service activities not elsewhere classified (except insurance <u>and pension funding activities</u>) (Industry Code 6499);	Adjusting industries and industry codes to align with the Vietnam Standard Industrial Classification issued with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister
2	Retail sale of other new goods in specialized stores (Industry Code 4773);	Retail sale of other new goods (<u>except automobiles, motorcycles, motorbikes, and spare parts</u>) (Industry Code 4773);	
3	Manufacture of beds, wardrobes, tables, and chairs (Industry Code 3100);	Manufacture of beds, wardrobes, tables, and chairs <u>by wooden</u> (Industry Code 3101);	
4	Electricity generation (Industry Code 3511);	Electricity generation <u>from renewable energy sources</u> (Industry Code 3512);	
5	Electricity transmission and distribution (Industry Code 3512);	Electricity transmission and distribution (Industry Code 3513);	
6	Wholesale of other construction materials and installation equipment (Industry Code 4663);	Wholesale of other construction materials and installation equipment (Industry Code 4673);	
7	Manufacture of non-alcoholic beverages, mineral water (Industry Code 1104);	Manufacture of non-alcoholic beverages, mineral water (Industry Code 1105);	
8	Other specialized wholesale not elsewhere classified (Industry Code 4669);	Other specialized wholesale not elsewhere classified (Industry Code 4679);	

Article 9. Approval of the Proposal regarding the structure and introduction of personnel for the Board of Directors and the Board of Supervisors for the 2026-2031 term.

- 1. Results of the election for the Board of Directors and Supervisory Board for the term 2026-2031

No	Full name	Position	Number of votes	Voting rate
I	Board of Directors			
1	Mr Truong Van Cu	BOD Member	86.857.264	100,016%
2	Mr Lam Thanh Phu	BOD Member	86.847.264	100,005%
3	Mr Duong Tan Phong	BOD Member	86.837.264	99,993%
4	Mr Do Quoc Tuan	BOD Member	86.830.056	99,985%

No	Full name	Position	Number of votes	Voting rate
II	Board of Supervisors			
1	Mr Nguyen Van Sang	BOS Member	87.057.264	100,247%
2	Mr Hoang Van Vinh	BOS Member	86.737.264	99,878%
3	Mr To Minh Tai	BOS Member	86.734.358	99,875%

2. Results of the election for the positions of Chairman of the Board of Directors and Head of the Supervisory Board of Tan Bien Rubber Joint Stock Company for the term 2026-2031:

- Mr. Truong Van Cu was elected to the position of Chairman of the Board of Directors with 100% of the votes in favor.

- Mr. Nguyen Van Sang was elected to the position of Head of the Supervisory Board with 100% of the votes in favor.

This Resolution was read in full before the Annual General Meeting of Shareholders 2026 of Tan Bien Rubber Joint Stock Company on June 29, 2026 and took effect from the date of signing.

The Company's Board of Directors is responsible for directing the implementation of the contents approved by the Annual General Meeting of Shareholders 2026 in this Resolution and disclosing information in accordance with regulations./.

Recipients:

- RTB Shareholders;
- The BOD, BOS, General Director;
- Archived: Admin, Secretary of the BOD.

(Document of AGM 2026).

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
PRESIDING COMMITTEE**

(signed and sealed)

Truong Van Cu



Tay Ninh, June 29, 2026



No. 185/BB-DHĐCĐCSTB

TRANSLATES

MINUTES**2026 Annual General Meeting of Shareholders****Company Name: TAN BIEN RUBBER JOINT STOCK COMPANY**

Business Registration Certificate No. 3900242832 issued by the Department of Planning and Investment of Tay Ninh province, first issued on December 21, 2009, 9th amendment on July 25, 2025.

Time: 8:00 AM, Thursday, June 29, 2026

Location: at Tan Bien Rubber Joint Stock Company, Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province

PART I: OPENING OF THE MEETING**I. Introduction of meeting participants.**

The Organizing Committee of the 2026 Annual General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company performs the ceremony, declares the purpose, and introduces the delegates and participants of the Meeting, including:

- Mr. Truong Van Cu - Chairman of the Board of Directors of the Company.
- Mr. Lam Thanh Phu - Member of the Board of Directors - General Director of the Company.
- Mr. Duong Tan Phong - Member of the Board of Directors, Deputy General Director of the Company.
- Mr. Nguyen Van Sang - Head of the Board of Supervisors.

Along with delegates who are members of the Board of Supervisors, Heads and Deputy Heads of professional departments, leaders of affiliated units, and shareholders and shareholder representatives of Tan Bien Rubber Joint Stock Company.

II. Report on shareholder eligibility verification:

- Reporter: Mr. Nguyen Van Sang – Position: Head of the Board of Supervisors.

+Report on verification of shareholder eligibility for the 2026 Annual General Meeting of Shareholders. At 8:00 AM on June 29, 2026: 19 shareholders and shareholder representatives attended the General Meeting, representing ownership of 86,842,962 voting shares, accounting for 98.74% of the total voting shares of the Company.

+In accordance with the Law on Enterprises and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company is eligible to proceed.

III. Election of the Presidium, Secretariat, and Vote Counting Committee.

1. Presidium:

Mr. Truong Van Cu	Chairman of the BOD of the Company.
Mr. Lam Thanh Phu	Member of the BOD - General Director of the Company.
Mr. Duong Tan Phong	Member of the BOD - Deputy General Director of the Company.

2. Secretariat:

Mr. Tran Nguyen Duy Sinh	Deputy Head of Planning and Business Department
Mr. To Minh Tai	Secretary of the Board of Directors

3. Vote Counting Committee:

Mr. Lam Quang Phuc	Chief Accountant of the Company
Ms. Nguyen Nhu Nguyet	Head of Administration and Human Resources Department
Mr. Huynh Duy Hien	Head of Planning and Business Department
Ms. Nguyen Tran Thien Phuc	Staff of Finance and Accounting Department

The General Meeting of Shareholders unanimously approved the list of the Presidium, Secretariat, and Vote Counting Committee.

IV. Introduction of the Meeting Agenda

Presenter: Mr. Duong Tan Phong – Position: Member of the Presidium

V. Approval of the Working Regulations for the Annual General Meeting of Shareholders 2026

Presenter: Mr. Truong Van Cu – Position: Chairman of the Presidium.

PART II: MEETING CONTENT

1. Approval of the Company's Corporate Governance Report, the Board of Directors' performance results in 2025, and the 2026 direction - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

2. Approval of the Board of Supervisors' activity report for 2025 and the 2026 work plan - Presenter: **Mr. Nguyen Van Sang** – Head of the Board of Supervisors.

3. Approval of the General Director's report on production and business results in 2024 and the 2025 plan - Presenter: **Mr. Lam Thanh Phu** – Member of the Board of Directors and General Director.

4. Proposal for approval of the 2025 audited Separate and Consolidated Financial Statements and the 2025 profit distribution plan - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

5. Approval of the Proposal for the 2026 Production and Business Plan - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

6. Approval of the Proposal for 2025 management salaries and remuneration and the 2026 plan - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

7. Approval of the Proposal for selecting an auditing firm for the 2026 financial statements - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

8. Approval of the Proposal on the Amendment and Supplementation of the Company's Charter. - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

9. Approval of the Proposal on the Amendment to the Internal Regulations on Corporate Governance of the Company - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

10. Approval of the Proposal on the Adjustment of Business Line Codes and Names on the Enterprise Registration Certificate - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

11. Approval of the Proposal regarding the structure and introduction of personnel for the Board of Directors and the Board of Supervisors for the 2026-2031 term - Presenter: **Mr. Truong Van Cu** – Chairman of the BOD.

PART III. Shareholder opinions and responses from the Presidium

At the 2026 Annual General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company: shareholders had no comments.

PART IV. SHAREHOLDER VOTING

After hearing the content of the Reports and Proposals, the General Meeting of Shareholders discussed and voted to unanimously approve the following contents:

Content 1: Approval of the Company's Corporate Governance Report, the Board of Directors' performance results in 2025, and the 2026 direction:

Voting method: Voting by filling out the Ballot

- Approval: 86.842.962 shares, accounting for 100% of the shares present at the meeting and participating in the voting.
- Disapproval: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.
- Abstention: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

Content 2: Approval of the Board of Supervisors' activity report for 2025 and the 2026 work plan.

Voting method: Voting by filling out the Ballot

- Approval: 86.842.962 shares, accounting for 100% of the shares present at the meeting and participating in the voting.
- Disapproval: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.
- Abstention: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

Content 3: Approval of the Executive Board's report on production and business results in 2025 and the 2026 plan:

Voting method: Voting by filling out the Ballot

- Approval: 86.842.962 shares, accounting for 100% of the shares present at the meeting and participating in the voting.
- Disapproval: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.
- Abstention: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

Content 4: Approval of the 2025 audited Separate and Consolidated Financial Statements and the 2025 profit distribution plan:

a. 2025 Separate and Consolidated Financial Statements: The Company's 2025 audited Separate and Consolidated Financial Statements have been posted on the Company's website www.tabiruco.vn and disclosed in accordance with regulations.

Voting method: Voting by filling out the Ballot

- Approval: 86.842.962 shares, accounting for 100% of the shares present at the meeting and participating in the voting.
- Disapproval: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.
- Abstention: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

b. 2025 profit distribution plan:

Voting method: Voting by filling out the Ballot

- Approval: 86.842.962 shares, accounting for 100% of the shares present at the meeting and participating in the voting.
- Disapproval: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.
- Abstention: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

Content 5: Approval of the Proposal for the 2026 production and business plan

The 2026 production and business plan with the following key targets:

A.	Volume Indicators	Units	Value
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1.	Rubber Area	hectares	5,893.62
	- Area of rubber in tapping	hectares	2,541.63
	+ Area of company-operated rubber tapping	hectares	2,328.45
	+ Area of rubber where tapping rights are transferred	hectares	213.18
	- Immature rubber area	hectares	2,801.74
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	- <i>Yield of company-operated</i>	<i>tons/hectare</i>	<i>1.49</i>
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	- Output from company-operated tapping	tons	3,470
	- Output from transferred tapping rights	tons	80
4.	Purchased Rubber Output	tons	1,000
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	+ Domestic Consumption	tons	8,100
B.	Value Indicators		
1.	Total Revenue. Of which:	Million VND	824,007
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	+ <i>Revenue from Self-Tapped Rubber</i>	<i>Million VND</i>	<i>178,150</i>
	+ <i>Revenue from purchased rubber latex (including rubber commodities)</i>	<i>Million VND</i>	<i>281,200</i>
	+ <i>Revenue from outsourced rubber exploitation rights</i>	<i>Million VND</i>	<i>1,120</i>
1.2	Other Production and Business	Million VND	600
1.3	Financial Activities	Million VND	203,460
1.4	Other Activities. Of which:	Million VND	159,477
	+ <i>Liquidation of Plantations</i>	<i>Million VND</i>	<i>159,277</i>
2.	Total Expenses	Million VND	444,809
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	<i>Of which:</i>		
	<i>Profit from self-exploited rubber (including deposit interest from financial activities)</i>	<i>Million VND</i>	<i>34,465</i>
	<i>Profit from other activities</i>	<i>Million VND</i>	<i>147,862</i>
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6.	Profit Before Tax Margin / Charter Capital at Report End Period	%	43.12%
7.	Minimum Dividend Payout Ratio (% of share face value)	%	17.99%
8.	Budget Contribution (Amount payable)	Million VND	72,292
C.	Investment Indicators		
I	Total Capital Requirement	Million VND	126,303

1.	Capital Investment for Basic Construction for 2026	Million VND	119,047
	- Construction and Installation	Million VND	75,523
	<i>Of which: Agricultural Construction and Installation</i>	<i>Million VND</i>	<i>55,493</i>
	- Equipment	Million VND	20,969
	- Other Basic Construction Investments	Million VND	19,950
	<i>Of which: plantation land rent</i>	<i>Million VND</i>	<i>12,794</i>
	- Bank Loan Interest Payment	Million VND	2,605
2.	Payment for prior year's capital deficit	Million VND	4,056
3.	Long-term Credit Debt Repayment	Million VND	3,200
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1.	Owner's Equity. <i>Of which:</i>	Million VND	111,478
	- Depreciation of fixed assets	Million VND	10,730
	- Investment and development fund	Million VND	100,748
2.	Domestic Loans	Million VND	14,825

The General Meeting of Shareholders authorizes the Company's Board of Directors to approve the 2026 production plan after it has been agreed upon and officially assigned by Vietnam Rubber Group.

Voting method: Voting by filling out the Ballot

- Approval: 86.842.962 shares, accounting for 100% of the shares present at the meeting and participating in the voting.
- Disapproval: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.
- Abstention: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

Content 6: Approval of 2025 management salaries and remuneration and the 2026 plan.

1. 2025 management salaries and remuneration:

No.	Full name	Position	2025 Actual salary fund, remuneration, and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
I	Salary fund for full-time managers		1,108,800,000	1,048,471,655	60,328,345
1	Truong Van Cu	Chairman of the BOD	604,800,000	573,069,964	31,730,036
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II	Salary fund for the Board of Management		2,060,504,196	1,951,275,855	109,228,341
1	Lam Thanh Phu	Member of the BOD - General Director	540,814,752	513,650,976	27,163,776
2	Duong Tan Phong	Member of the BOD - Deputy General Director	508,365,864	481,850,179	26,515,685

No.	Full name	Position	2025 Actual salary fund, remuneration, and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
3	Tran Van Toan	Deputy General Director	508,365,864	481,138,150	27,227,714
4	Lam Quang Phuc	Chief Accountant	502,957,716	474,636,550	28,321,166
III	Remuneration fund for non-executive managers		154,800,000	146,070,000	8,730,000
1	Lam Thanh Phu	Member of the BOD - General Director	32,400,000	29,160,000	3,240,000
2	Duong Tan Phong	Member of the BOD - Deputy General Director	32,400,000	29,160,000	3,240,000
3	Do Quoc Tuan	Independent members of the BOD	32,400,000	31,590,000	810,000
4	Hoang Quoc Hung	Member of the BOS	28,800,000	28,080,000	720,000
5	Hoang Van Vinh	Member of the BOS	28,800,000	28,080,000	720,000
	Total		3,324,104,196	3,145,817,510	178,286,686

2. 2026 management salary and remuneration plan:

+ Remuneration for non-executive Board members: 2,975,000 VND/person/month.

+ Remuneration for non-executive Supervisors: 2,500,000 VND/person/month.

- After the 2026 salary, remuneration, and allowance plan for members of the Board of Directors, the Executive Board, and the Board of Supervisors is agreed upon by Vietnam Rubber Group, it will be paid for the correct purpose and in accordance with regulations.

- Propose that the General Meeting of Shareholders authorizes the Board of Directors to approve the 2026 salary, remuneration, and allowance plan for the Board of Directors, the Executive Board, and the Board of Supervisors after it has been agreed upon by Vietnam Rubber Group.

Voting method: Voting by filling out the Ballot

- Approval: 86.842.962 shares, accounting for 100% of the shares present at the meeting and participating in the voting.
- Disapproval: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.
- Abstention: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

Content 7: Approval of the Proposal for selecting an auditing firm for the financial statements

The General Meeting of Shareholders authorizes the Board of Directors to select 01 auditing firm from the following 03 firms to review the 6-month financial statements and audit the 2026 financial statements of Tan Bien Rubber Joint Stock Company:

- a. AASC Auditing Firm Company Limited;
- b. Moore AISC Auditing and Informatics Services Company Limited;
- c. Vietnam Auditing and Valuation Company Limited (AVA);

The General Meeting of Shareholders approves the selection of the auditing firm as follows:

1. Authorize the Board of Directors to select 1 of the 3 firms above to perform the review of the 6-month separate and consolidated financial statements and the audit of the separate and consolidated financial statements for the 2026 fiscal year of the Company;

2. Authorize the Company's General Director to carry out procedures to sign an audit contract with the selected auditing firm in accordance with regulations.

3. In case the 03 (three) firms above do not participate in providing audit services, the General Meeting of Shareholders authorizes the Board of Directors to select an independent auditing firm qualified to perform the semi-annual financial statement review and the 2026 annual financial statement audit.

Voting method: Voting by filling out the Ballot

- Approval: 86.842.962 shares, accounting for 100% of the shares present at the meeting and participating in the voting.
- Disapproval: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.
- Abstention: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

Content 8: Approval of the Proposal on the Amendment and Supplementation of the Company's Charter

Voting method: Voting by filling out the Ballot

- Approval: 86.842.962 shares, accounting for 100% of the shares present at the meeting and participating in the voting.
- Disapproval: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.
- Abstention: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

Content 9: Approval of the Proposal on the Amendment to the Internal Regulations on Corporate Governance of the Company

Voting method: Voting by filling out the Ballot

- Approval: 86.842.962 shares, accounting for 100% of the shares present at the meeting and participating in the voting.
- Disapproval: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

- Abstention: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

Content 10: Approval of the Proposal on the Adjustment of Business Line Codes and Names on the Enterprise Registration Certificate

Voting method: Voting by filling out the Ballot

- Approval: 86.842.962 shares, accounting for 100% of the shares present at the meeting and participating in the voting.
- Disapproval: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.
- Abstention: 0 shares, accounting for 0% of the shares present at the meeting and participating in the voting.

PART V. SHAREHOLDER ELECTION

1. Approval of the Regulations on the Election of the Board of Directors and the Supervisory Board

Presenter: Mr. Truong Van Cu – Position: Presidium Chairman.

2. Approval of the Decision on appointing the Group's Capital Representative at Tan Bien Rubber Joint Stock Company.

Presenter: Mr. Truong Van Cu – Position: Presidium Chairman

3. Content 11: Approval of the Proposal regarding the structure and introduction of personnel for the Board of Directors and the Board of Supervisors for the 2026-2031 term

Voting method: Voting by filling out the Ballot

- **1. Results of the election for the Board of Directors and Supervisory Board for the term 2026-2031**

No	Full name	Position	Number of votes	Voting rate
I	Board of Directors			
1	Mr Truong Van Cu	BOD Member	86.857.264	100,016%
2	Mr Lam Thanh Phu	BOD Member	86.847.264	100,005%
3	Mr Duong Tan Phong	BOD Member	86.837.264	99,993%
4	Mr Do Quoc Tuan	BOD Member	86.830.056	99,985%
II	Board of Supervisors			
1	Mr Nguyen Van Sang	BOS Member	87.057.264	100,247%
2	Mr Hoang Van Vinh	BOS Member	86.737.264	99,878%
3	Mr To Minh Tai	BOS Member	86.734.358	99,875%

2. Results of the election for the positions of Chairman of the Board of Directors and Head of the Supervisory Board of Tan Bien Rubber Joint Stock Company for the term 2026-2031:



- Mr. Truong Van Cu was elected to the position of Chairman of the Board of Directors with 100% of the votes in favor.

- Mr. Nguyen Van Sang was elected to the position of Head of the Supervisory Board with 100% of the votes in favor.

PART VI: APPROVAL OF THE MINUTES AND MEETING RESOLUTION

Presenter: Mr. To Minh Tai reads the minutes and meeting resolution.

The General Meeting voted and unanimously approved the full text of the Minutes of the Annual General Meeting of Shareholders 2026 with 100% of voting shares.

These minutes are made in 04 copies and disclosed in accordance with regulations and kept at Tan Bien Rubber Joint Stock Company.

The meeting concluded at 11:10AM on the same day.

SECRETARY

**ON BEHALF OF THE PRESIDIUM
CHAIRMAN**

(signed)

(signed and sealed)

To Minh Tai

Truong Van Cu